

THE WHITE HOUSE

WASHINGTON

January 23, 2000

EQUAL PAY EVENT

DATE: January 24, 2000
LOCATION: Presidential Hall
BRIEFING TIME: 10:35am – 10:45am
EVENT TIME: 10:50am – 11:30am
FROM: Bruce Reed, Mary Beth Cahill

I. PURPOSE

To announce the Equal Pay Initiative in your FY 2001 budget, and to urge prompt passage of the Paycheck Fairness Act.

II. BACKGROUND

You will unveil a \$27 million Equal Pay Initiative in your FY 2001 budget and urge prompt passage of the Paycheck Fairness Act. The Initiative includes \$10 million to 1) bolster the ability of the Equal Employment Opportunity Commission to identify and respond to wage discrimination; 2) teach businesses how to meet legal requirements; and 3) launch an equal pay public service announcement campaign to inform employers and employees alike of their rights and responsibilities. This Initiative also dedicates \$10 million for the Labor Department to train women in nontraditional jobs, and provides \$7 million for the Labor Department to help employers improve their pay policies, provide non-traditional apprenticeships, and implement industry partnerships. You will also call on Congress to pass the Paycheck Fairness Act.

YOU UNVEIL NEW INITIATIVE. Your FY 2001 budget includes a \$27 million initiative to help the EEOC and Labor Department fight wage discrimination. The Initiative includes \$10 million for the EEOC to:

- provide, for the first time, training and technical assistance to about 3,000 employers on how to comply with equal pay requirements under the law;
- develop public service announcements to educate employees and employers on their rights and responsibilities under equal pay laws; and

- train over 1,000 EEOC staff in identifying and responding to wage discrimination, the first such training since EEOC assumed responsibility for the Equal Pay Act in 1978.

The Initiative also provides \$17 million for DOL to:

- train women in nontraditional jobs -- for instance, in the high technology industry;
- expand access to high-quality employment-related information and career guidance through the One-Stop Career Center delivery system;
- fund projects to increase women's participation in non-traditional apprenticeships;
- provide employers with the necessary assistance to assess and improve their pay policies; and continue to educate the public on the importance of equal pay; and
- strengthen industry partnerships to help women retain jobs and progress in the workforce.

YOU ALSO CALL FOR PASSAGE OF LONG-OVERDUE LEGISLATION. You again will urge Congress to pass the "The Paycheck Fairness Act," introduced by Senator Tom Daschle and Congresswoman Rosa DeLauro, to strengthen laws prohibiting wage discrimination. The highlights of this legislation include a new data collection provision; increased penalties under the Equal Pay Act (EPA); a non-retaliation provision; and a provision for increased training, research, and pay equity award.

III. PARTICIPANTS

Briefing Participants:

Secretary Alexis Herman
Bruce Reed
Joe Lockhart
Loretta Ucelli
Mary Beth Cahill
Tom Freedman
Sam Afridi
Mary Smith

Greeters:

Donna de Varona, Chair, 1999 Womens' World Cup Organizing Committee
Pride of McLean girls soccer team

The *Pride of McLean* is the under-15 girls Virginia State Cup Champions. The team played their state cup competition in this fall, and will represent the Virginia

Youth Soccer Association at the 2000 SNICKERS Region 1 Championships in
July at the University of Rhode Island.
Joseph Long, husband of Sharon Long

Event Participants:

YOU

Secretary Alexis Herman

Michelle Akers, Member, 1999 Women's World Cup Championship Team

Sharon Long, Baltimore, MD

Sharon Long, 43, worked for a wholesale distributor of heating, ventilation and air conditioning equipment for almost 10 years, and was a purchasing agent for the 8 years prior to her termination in June 1994. She was one of four purchasing agents and the first and only female purchasing agent at that time. Though no salary information was shared among employees, Ms. Long suspected that she was earning far less money than the other agents, based upon her perception that her male colleagues were able to drive nicer cars, take more expensive vacations, and generally lead a more affluent life. Just weeks after filing a complaint with her supervisor, Ms. Long was laid off. She immediately filed a complaint with the EEOC, and eventually won her case against her former employer. The employer was found to have violated the Equal Pay Act by paying Ms. Long less than half of what it paid to its male purchasing agents for performing equal work and terminating her in retaliation for complaining about her low wages.

IV. PRESS PLAN

Open Press.

V. SEQUENCE OF EVENTS

- YOU will be announced, accompanied by Secretary Alexis Herman, Michelle Akers, and Sharon Long, onto the stage.
- Secretary Alexis Herman will make brief remarks and introduce Michelle Akers.
- Michelle Akers will make brief remarks and introduce Sharon Long.
- Sharon Long will make brief remarks and introduce YOU.
- YOU will make remarks, work a ropeline, and depart.

VI. REMARKS

To be provided by speechwriting.

Final 1/24/00 9:00 am
Sam Afridi

PRESIDENT WILLIAM J. CLINTON
REMARKS ON EQUAL PAY INITIATIVE
THE WHITE HOUSE

January 24, 2000

Acknowledge: Sharon Long for your courage. There are those who claim there isn't a wage gap in this country. To them , I simply say: talk to Sharon Long; Secretary Herman; Secretary Shalala; Chairwoman Ida ("EE-dah") Castro; Rep. Donna Christian-Christiansen; Rep. Eliot Engel; Rep. Eddie Bernice Johnson; Rep. John Lewis; Rep. Jim McGovern; Rep. Connie Morella; Rep. Eleanor Holmes-Norton; Rep. Ellen Tauscher; Michelle Akers; Pride of McLean girls soccer team.

I want to thank Michelle and her teammates for setting an example on the field and off. I thank you for all you said.

You're involved in your negotiations—but there are millions of women today like Sharon Long who aren't in the spotlight but are also seeking fair treatment and equal pay on the job. We appreciate you coming here to stand up for them.

One of the most thrilling moments in sports history came during those World Cup Finals. We saw hard work triumph--determination pay off--teamwork come through. And, together, we cheered it all the way.

Michelle talked about Title IX. I suppose you could call the Equal Pay Act the Title IX for the playing field of life.

We're here today to make sure that in every field of endeavor, every American will know: if you work hard and play by the rules, you'll have the opportunity to make the most of your God-given abilities.

That's what this is about. It's about the value of work and the values of our country. It's about equality, justice and dignity. It's about recognizing that you can't get an equal shot at opportunity if you don't get equal pay at work.

We've worked hard over the last seven years to help Americans succeed at work and at home. We enacted the Family and Medical Leave Act.

We've invested in affordable child care. We've strengthened pension coverage. We raised the minimum wage—and, with your help, we're going to do it again this year. This morning, I'm proud to announce new steps we're taking to reward work, strengthen families, and help make equal pay a reality for all Americans.

Today, I am proposing a \$27 million Equal Pay Initiative to expand opportunities for women and help end wage discrimination. If Congress agrees, we can make this the largest-ever investment to promote equal pay for women.

There has never been a better time to take on the challenge of fair pay that has been with us for too long. We have the strongest economy in generations. We've created 20 million new jobs in the last seven years. Next month, we will have the longest economic expansion in history.

The talent and innovation of women in the workforce is a big reason why—and women are sharing in the progress. The female unemployment rate is now the lowest since the end of World War II. We have the lowest female household poverty rate on record. Wages for women are up 25 percent since 1992--and the pay gap has narrowed by about half since the Equal Pay Act.

But that was all the way back in 1963. We need to make faster progress.

As we've heard, women today in America still earn about 75 cents for every dollar earned by a man. Women show up to work every day—but they're only picking up three out of every four paychecks. In fact the average woman has to work an extra 17 weeks to earn what the average man makes in a year.

Even after adjusting for education, experience and occupation, there is still a gap. And as women get older, that gap gets wider—and it is widest for women of color.

African American women earn 64 cents for every dollar earned by white men, Hispanic women only 55 cents.

Now, we know this isn't a so-called women's issue, it's a family issue. I'm the son of a working mother. I'm the grandson of a working grandmother. I'm the husband of a working wife. I'm the father of a daughter who is getting ready to enter the work world. This is an issue that touches our whole society.

When women aren't paid what they've earned, the whole family pays—especially the children and husband who must make due with less and struggle even harder to keep up because their mother is treated unfairly.

We also have to understand that this is about more than a paycheck--and the impact lasts much longer than one's worklife. Because if you're making less, you will get less from Social Security. And you'll have less to put aside for retirement. The average woman who is about to retire—if she even gets a pension--can expect about half the pension benefits of the average man who retires. So the pay gap is also a retirement gap.

Today, we work to close those gaps. First, I am proposing \$10 million for the Equal Employment Opportunity Commission to train more than 1,000 EEOC enforcement staff in identifying and responding to wage discrimination. This would be the first time the EEOC has funds for this kind of training. The resources will also be used to educate employers and workers about their rights and responsibilities under the law. I made this request last year. Congress failed to pass it. I call on Congress to do the right thing and provide this funding—and I ask you to help us do that. Let's help the EEOC help more women like Sharon Long.

Second, another important way to close the wage gap is by opening new doors of opportunity for women. So we are proposing a \$17 million investment in the Department of Labor which includes resources to expand opportunities for women in non-traditional jobs. We're making headway in the construction industry—and we're also going to put a special focus on the jobs of the future—jobs in the high tech industry.

Today, men outnumber women by more than two to one in many high tech occupations, and we know these are among the highest paying jobs in the economy.

That's another digital divide. We need to close the digital divide of employment and expand opportunities for women in high tech, high wage jobs.

Third, and finally, we need to send the message that wage discrimination against women is just as unacceptable as discrimination based on race or ethnicity. So once again, I call on Congress to act: Pass the Paycheck Fairness Act sponsored by Senator Daschle and Congresswoman DeLauro.

I want to be clear. This is not a partisan issue. This is a family issue. It's an American issue. It's about what kind of country we want our children to grow up in.

We've made progress. But we still have work to do. We need to make sure that the message the young girls here today learn on the soccer field is reflected on the playing field of life: if you work hard and play by the rules, you'll be rewarded.

Let's use this time of enormous promise to make that promise real—to close the wage gap and open up opportunity—to reinforce our values and reward the value of work. If we meet that challenge, we will do more than strengthen the families of America. We will strengthen the family of America.

###

**Equal Pay
Q&A
January 24, 2000**

Q: What did the President announce today?

A: The President unveiled a \$27 million Equal Pay Initiative in his FY 2001 budget and urged prompt passage of the Paycheck Fairness Act in order to combat unfair pay practices against women. The Initiative includes \$10 million to 1) bolster the ability of the Equal Employment Opportunity Commission to identify and respond to wage discrimination; 2) teach businesses how to meet legal requirements; and 3) launch an equal pay public service announcement campaign to inform employers and employees alike of their rights and responsibilities. The Initiative also dedicates \$10 million for the Labor Department to train women in nontraditional jobs, and provides \$7 million for the Labor Department to help employers improve their pay policies, provide non-traditional apprenticeships, and implement industry partnerships. The President also called on Congress to pass the Paycheck Fairness Act.

Q: How large is the wage gap?

A: In 1999, the average woman who worked full-time earned about 75 cents for each dollar earned by the average man. According to the Department of Labor, for women of color, the gap was even wider. Based on weekly wages in 1999, the median earnings of a black woman who worked full-time were only 64 cents, and the median earnings of an Hispanic woman were only 55 cents, for each dollar earned by the median white man. Some wage differences exist due to differing levels of experience, education, and skill. However, a recent Council of Economic Advisers (CEA) study shows that even accounting for such differences, there is still a significant wage differential between women and men.

Q: What about recent reports that there is no longer a wage gap?

A: While these studies are correct that women's wages and educational attainment have been rising in recent years, there is still a sizeable gender wage gap that cannot be explained by observable characteristics. According to the CEA, the most recent detailed longitudinal study found that in the late 1980s about one-third of the gender pay gap was explained by differences in the skills and experience that women bring to the labor market and about 28 percent was due to differences in industry, occupation, and union status among men and women. Accounting for these differences raised the female/male pay ratio in the late 1980s from about 72 percent to about 88 percent, leaving around 12 percent as an "unexplained" difference. Applied to 1999 data, that leaves a gap of nearly 10 percent still unexplained. Some studies that use a 2 percent figure are based on data narrowly limited to women and men aged 27 to 33 who have never had children.

Q: What does the Labor Department do to increase women's participation in non-

traditional apprenticeships?

A: Many women can begin to close the wage gap through pursuing careers in nontraditional fields. To help these women, the Department of Labor's Women's Bureau has provided technical assistance grants to community-based organizations to prepare employers and labor unions to increase employment opportunities for women under the Women in Apprenticeship and Nontraditional Occupations (WANTO) Act since 1994. Since the inception of WANTO in FY94, twenty-seven community-based organizations provided technical assistance to more than 2,700 employers and labor unions. As a group, employers and labor unions increased employment opportunities in apprenticeship and other nontraditional occupations for more than 5,000 women. Moreover, having received technical assistance on integrating women into their workplaces, most employers have continued to increase apprenticeship and other nontraditional employment opportunities for women.

Q: What else does the Department of Labor do to encourage the participation of women in non-traditional occupations?

A: DOL also encourages greater participation of women in non-traditional, high paying occupations by monitoring nearly 30 mega-project construction sites around the country, and linking organizations and unions that train women for non-traditional occupations with the coordinators on the mega-projects. A "mega-project" is any multi-million dollar construction project that is federally funded or assisted, lasts 2 years+ and is expected to have a major economic or employment impact on the community. DOL's experience has been that the participation rate for women and minorities increases dramatically when a partnership between government, unions, contractors, and community groups is formed at the start of a mega-project. These mega-projects bring together government, union, community groups and federal contractors to bring women and minorities into non-traditional jobs.

Legislation

Q: What does the Paycheck Fairness Act do?

A: The legislation, sponsored by Senator Daschle, seeks to improve the enforcement of wage discrimination laws and to strengthen the remedy provisions in the Equal Pay Act by permitting victims of wage discrimination to seek compensatory and punitive damages. Currently, women who are the victims of wage discrimination receive only backpay and liquidated damages, which may not fully compensate them for their loss. This change would mean that the penalties for sex-based wage discrimination will be the same as those for race-based wage discrimination. In addition, the legislation contains a non-retaliation provision that prohibits employers from penalizing employees for sharing information about their salaries with co-workers. The bill also provides for training for

EEOC employees on matters involving the discrimination of wages, research on discrimination in the payment of wages, and the establishment of an award to recognize and promote the achievements of employers that have made strides to eliminate pay disparities. Finally, the new data collection provision would call upon the EEOC to issue a regulation to provide for collecting pay information to enhance efficiently and effectively the enforcement of the federal laws prohibiting pay discrimination.

Q: What's wrong with the current scheme for collecting damages under the Equal Pay Act?

A: Currently, the Equal Pay Act allows only for liquidated damages and backpay awards. Liquidated damages usually are awarded in an amount equal to backpay. Such awards may not fully compensate a woman for real losses, such as damages for pain and suffering. In addition, employees bringing a claim under the Equal Pay Act cannot receive punitive damages for wage discrimination, no matter how intentional and egregious the employer's conduct. The legislation the Administration is endorsing will ensure that women are fully compensated and will be able to receive punitive damages if an employer's conduct is particularly egregious.

Q: Why isn't the Administration supporting comparable worth?

A: The Daschle-DeLauro bill is a significant step forward in solving the problem of unequal pay. The Administration believes there is no excuse for not taking these obvious steps towards providing better training and fuller remedies to help ensure women receive equal pay, while building a consensus on other ways to make sure all people receive the pay they deserve. The Administration is focusing on legislation that can be passed during this congressional session.

Questions on the Federal Work Force

Q: What is the representation of women in the federal work force?

A: Women represented 44.1 percent of the Federal permanent workforce in 1999 compared to 46.3 percent of the Civilian Labor Force, a difference of a -2.2 percentage points.

Q: What is the average salary of female political employees versus that of male appointees? How does that average compare to comparable figures in the previous Administration?

A: In 1992, under President Bush, women made up 40 percent of the political ranks, and the average female political appointee's salary was 75 percent of the average male appointee's salary. In 1999, in the Clinton Administration, the percentage of women appointees increased to 44 percent, and the average woman's salary increased to 87 percent of the average man's.

THE WHITE HOUSE

WASHINGTON

April 6, 1999

EQUAL PAY EVENT AND ROUND TABLE

DATE: April 7, 1999
LOCATION: Presidential Hall
BRIEFING TIME: 1:10 pm - 1:25 pm
EVENT TIME: 1:30 pm - 2:30 pm
FROM: Bruce Reed, Mary Beth Cahill

I. PURPOSE

To announce a new wage data collection provision in the pending legislation which would strengthen enforcement of the Equal Pay Act and to meet with working women to highlight the issue of equal pay and to emphasize the need for Congress to pass this legislation.

II. BACKGROUND

This event is an opportunity for you to announce the new data collection provision for wages in the Paycheck Fairness Act, which is sponsored by Senator Daschle. In addition, it is an opportunity for you and the First Lady to hear first-hand from working women the problem of wage discrimination and issues of equal pay.

One of the panelists highlights the issue of "comparable worth," where a job in a female-dominated profession is "equivalent" to a job in a male-dominated profession but is paid less. This panelist is included because the Administration recently has been urged by Senator Harkin, Congresswoman Norton, the women's groups, and the unions to support Senator Harkin's comparable worth legislation that requires companies to equalize wages between "equivalent jobs," which is defined in the legislation as jobs that may be dissimilar, but whose requirements are equivalent when viewed as a composite of skills, effort, responsibility, and working conditions. While we cannot support this legislation, in a compromise to the above persons and groups, we agreed to include a panelist that highlights the comparable worth problem, but not the solution proposed in the legislation. However, you should not use the words "comparable worth," and should merely emphasize that this woman's story highlights the need for women to be paid equally with men.

Before beginning the roundtable, you will announce the following:

Paycheck Fairness Act with New Data Collection Provision

You again will urge Congress to pass legislation called "The Paycheck Fairness Act," introduced by Senator Daschle and Congresswoman DeLauro, to strengthen laws prohibiting wage discrimination. The legislation will be reintroduced with a new data collection provision added. The highlights of this legislation include:

- New Pay Data Collection Provision. This provision would require the EEOC to complete a survey of data currently available for use in enforcing federal wage discrimination laws and to identify additional data collections that would enhance enforcement of these laws. In addition, the provision would call upon the EEOC to issue a regulation, within eighteen months, to provide for the collection of pay information data from employers described by the race, sex, and national origin of employees.
- Increased Penalties for the Equal Pay Act (EPA). The legislation would provide full compensatory and punitive damages as remedies for equal pay violations, in addition to the liquidated damages and back pay awards currently available under the Equal Pay Act. This proposal would put gender-based wage discrimination on equal footing with wage discrimination based on race or ethnicity, for which uncapped compensatory and punitive damages are already available.
- Non-retaliation provision. The bill would prohibit employers from punishing employees for sharing salary information with their co-workers. Many employers are currently free to take action against employees who share wage information. Without the ability to learn about wage disparities, it is difficult for employees to evaluate whether there is wage discrimination.
- Training, Research, and Pay Equity Award. The bill would provide for increased training for EEOC employees to identify and respond to wage discrimination claims; research on discrimination in the payment of wages; and the establishment of an award to recognize and promote the achievements of employers in eliminating pay disparities.

Equal Pay Initiative

Previously, you have announced a new \$14 million Equal Pay Initiative as part of your Fiscal Year 2000 budget. The Initiative includes \$10 million for the EEOC to increase compliance with equal pay laws by providing training to EEOC employees to identify and respond to wage discrimination, increasing technical assistance to businesses on how to meet legal requirements, and launching an equal pay public service announcement campaign to inform employers and employees alike of their rights and responsibilities. The Initiative also includes \$4 million for the Department of Labor, primarily for a program to assist contractors in recruiting and retaining qualified women in non-traditional occupations.

III. PARTICIPANTS

Briefing Participants:

Secretary Alexis Herman
Bruce Reed
Elena Kagan
Karen Tramontano
Jenny Luray
Nicole Rabner
June Shih

Event Participants:

The First Lady
Secretary Herman
Dr. Nancy Hopkins, Molecular Biologist, Massachusetts Institute of Technology
Sanya Tyler, Head Coach, Women's Basketball, Howard University
Carolyn Gantt, Retiree from District of Columbia Government
Patricia Higgins, Nurse, MetroHealth Medical Center, Cleveland, OH

IV. PRESS PLAN

Open Press.

V. SEQUENCE OF EVENTS

- YOU will enter the room where each of the roundtable participants will be seated.
 - The First Lady will make remarks and introduce YOU.
 - YOU will make brief remarks and take your seat at the roundtable.
 - Secretary Herman will facilitate a brief introduction from each roundtable participant.
 - YOU will invite the participants to speak by posing a question to each person.
 - YOU will first call on Dr. Nancy Hopkins, a professor at the Massachusetts Institute of Technology, who spearheaded a study on the status of women professors there.
 - YOU and the First Lady will pose questions to each of the participants, and Secretary Herman will conclude the panel discussion.
- [*SEE ATTACHED SCRIPT]
- YOU will make brief informal closing remarks and depart.

VI. REMARKS

Provided by Speechwriting.

VII. ATTACHMENTS

- Sequence of panel speakers and suggested questions.
- Bios of panelists.
- NY Times article about the M.I.T. study.
- Newsweek article by George Will disputing that there is a wage gap.

Sequence and Suggested Questions for Panel Discussion

- The Secretary of Labor will begin by calling on panelists to briefly introduce themselves.
- You will lead the discussion by asking any of the below questions, starting with Professor Nancy Hopkins.
- You will close the panel discussion.

Questions for POTUS/FLOTUS

Nancy Hopkins, Professor of Molecular Biology, Massachusetts Institute of Technology.

- How did you become involved with the status of women professors at M.I.T.?
- What did the recent study at M.I.T. find regarding the status of women professors, and what did it recommend? How are you working with M.I.T. to followup?

Carolyn Gantt, Clerk, Retired Senior Volunteer Program, Washington, D.C.

- When you were working, did you ever experience a situation where men with less education and experience received better jobs and were paid differently?
- While you were working full-time, was it difficult to support your family and save for your retirement?
- When you left full-time employment, were you able to quit working and live on your retirement benefits?

Patricia Higgins, Nurse, MetroHealth Medical Center, Cleveland, Ohio.

- As a nurse, would it be difficult, on your salary alone, to support your family and provide for college education for your children?
- How do think the services that nurses provide relate to the pay and the respect that they receive?

Sanya Tyler, Head Women's Basketball Coach, Howard University.

- What were your experiences at Howard University that led you to file suit under the Equal Pay Act and Title IX?
- How has your work experience been since your case was resolved?
- Do you think the problem of wage discrimination has been solved?

Panel Participants for Equal Pay Event

Professor Nancy Hopkins, molecular biologist, Massachusetts Institute of Technology

Professor Hopkins was the initiator of the effort at M.I.T. to study gender discrimination in the School of Science. At the beginning of her career at M.I.T, Professor Hopkins felt that she was treated equally with the male faculty members. However, even after learning somewhat fortuitously that she was 20 percent underpaid, she did not really believe that she was being discriminated against, albeit unintentionally. However, in 1994 after seeing how other women were treated, Professor Hopkins joined forces with the only 14 other tenured women faculty vs. 194 tenured male faculty in the School of Science to see whether their situations were unique. These woman found that they shared common experiences, and the university agreed to set up a committee to study how female faculty were treated in the School of Science. The committee found that senior female faculty members were marginalized; were not given sufficient space or resources for their research; and were not paid equally. Recently, M.I.T. published the report of the committee and has made concerted efforts to correct these disparities. Professor Hopkins believes that the success of this initiative stemmed, in large part, from the collaboration between the school and the professors in trying to identify and solve the problem. Professor Hopkins continues to try to expand this effort to the entire university.

Sanya Tyler, Head Women's Basketball Coach, Howard University

Ms. Tyler is the head women's basketball coach at Howard University. Ms. Tyler sued Howard University under Title IX and the Equal Pay Act and won. Ms. Tyler claimed that her program received fewer resources such as locker room facilities and equipment and that she made less money than the men's basketball and football coaches. Ms. Tyler has worked at Howard for 24 years, and has coached there 18 years, winning many championships and being voted coach of the year several times.

Patricia Higgins, Nurse, MetroHealth Medical Center, Cleveland, Ohio

Ms. Higgins, 50, has been a nurse for 25 years and has worked at MetroHealth Medical Center, a public hospital, in Cleveland for 16 years. She is currently involved in an AFSCME union drive and feels very strongly that nurses are underpaid and undervalued. She has three children -- a son who is 30 years old, a daughter in college who wants to be a nurse, and a son who is 20 and disabled. It was only when her daughter indicated that she wanted to be a nurse that Ms. Higgins became more vocal about trying to get more pay for nurses. Ms. Higgins admitted that if she did not have her husband's salary it would have been very difficult to raise her children and that she certainly could not have paid for her daughter's college tuition.

Carolyn Gantt, Clerk, Retired Seniors Volunteer Program (a senior program), Washington, D.C.

Ms. Gantt is 74 years old, African American, and has seven children. She worked for the D.C. Housing Department between 1976 and 1980, and again between 1985 and 1992. Ms. Gantt, who has a G.E.D., admitted that when she worked for the D.C. government she was paid low wages and that men who had less education than she (high school drop outs) received better positions and more training. Ms. Gantt retired in 1992 and hoped that she would be able to relax, travel, and take some classes. However, she realized that she could not make ends meet on her

social security check, and she, therefore, took a position where she works as a clerk for a senior program, RSVP. (She is actually paid by the National Black Caucus).

M.I.T. Acknowledges Bias Against Female Professors

By CAREY GOLDBERG

CAMBRIDGE, Mass., March 22 — In an extraordinary admission, top officials at the Massachusetts Institute of Technology, the most prestigious science and engineering university in the country, have issued a report acknowledging that female professors here suffer from pervasive, if unintentional, discrimination. "I have always believed that contemporary gender discrimination within universities is part reality and part perception," the university's president, Charles M. Vest, said in comments to be published in the faculty newsletter within days and already posted on the World Wide Web. "True, but I now understand that reality is by far the greater part of the balance."

Dr. Vest's comments introduced a report about discrimination against women in the School of Science, one of M.I.T.'s five schools. Five years in the making and initiated by some female faculty members, the report documents a pattern of sometimes subtle — but substantive and demoralizing — discrimination in areas from hiring, awards, promotions and inclusion on important committees to allocation of valuable resources like laboratory space and research money.

Such discrimination, national experts say, continues and in some ways has worsened at institutions across the country, despite the growing number of professors who are women. In a report issued last month, the American Association of University Professors found that though women grew to 34 percent of faculty nationwide now from 23 percent in 1973, the gap between salaries for male and female professors actually widened in that period.

Female faculty members involved with the M.I.T. report, the findings of which were posted on the World Wide Web on Friday and reported in The Boston Globe on Sunday, say they do not believe that the institute discriminates more than other top-flight universities; it is simply more willing to admit it and address the problem. A hard push to increase the number of tenured professors who are women is well under way, the report says, along with other efforts to redress inequities in the allocation of resources. Efforts to perform similar discrimination research university-wide are also under discussion.

The administration's comments on the report "are the most forward-looking statements on gender discrimination that I've read by a high-ranking administrator in one of these elite institutions in the 25 years I've been a faculty member," said Nancy Hopkins, a prominent molecular biologist and an initiator of the committee that issued the report.

Robert J. Birgeneau, dean of the School of Science, said today that he believed the university was unique in its willingness to make such a document public. He also noted in his written comments: "I believe that in no case was this discrimination conscious or deliberate. Indeed, it was usually totally unconscious and unknowing. Nevertheless, the effects were real."

Real, but hard to pin down until three tenured female professors in the School of Science started to compare notes in the summer of 1984. As the report describes, they quickly decided to pull their other female colleagues, which was not difficult because in the entire School of Science, there were only 15 tenured women, compared with 191 men.

In fact, the report notes, the percentage of the School of Science faculty who are women, 8 percent, has remained virtually unchanged for perhaps 20 years. And that, too, seemed a problem.

By August 1984, the School of Science women proposed creating an initiative to improve the status of women in the school — to which Dean Birgeneau readily agreed, and they began to collect data on everything from the allocation of laboratory space to the amount of research money professors had to apply for themselves instead of being handed by the university.

"It was data-driven," Dean Birgeneau said of the report, "and that's a very M.I.T. thing."

The report found, for example, that in 1984 in biology, undergraduate women numbered 147, compared with 161 men, but the sex balance shifted as students advanced through graduate school so that by the time the report looked at the highest level, faculty, there were only 7 women to 42 men. In math, the numbers went from 53 women undergraduates and 123 men to only 1 female professor compared with 41 male professors.

Other studies at other schools have looked at questions of salary and promotion and found women consistently paid and promoted less, said

Martha S. West, a professor of law at the University of California at Davis and a member of the American Association of University Professors' committee on the status of women. But, she said of the report, "what's amazing about this is the president's acknowledging that there is a 'scientific' basis for our national perception that things are not good for us. And my perception is that things have been getting worse, not better, for women over the last 19 years."

Mary Gibson, chairwoman of that committee on the status of women, called the M.I.T. administration's support for the report "absolutely remarkable."

Dean Birgeneau said that participants to the report had not examined its legal implications.

Laying the statistical basis for the report involved fact-finding that uncovered some phenomena participants found striking. For one, junior female faculty tended to feel well taken care of and untouched by discrimination; it was only as they became senior faculty that they felt themselves increasingly marginalized and overlooked by male-dominated networks; and that did not seem to improve with time, the report found.

Report committee members, both men and women, also described their dawning comprehension as they gathered data that they really were seeing a pattern of discrimination, not a set of individual cases involving special circumstances.

Committee members say each little slight to a woman might involve an assumption that did not seem overtly discriminatory, say, that a single woman might seem to need a raise less than a family man, or that a woman might be less likely to seek an outside job offer to propel her promotion, or that it might seem implausible that a woman with children could work hard enough for a given job. But they all added up

Some aspects of discrimination, like the tendency of men to overlook women's comments in a meeting, can also be somewhat intangible, said Jacqueline Hewitt, a professor of physics and a committee member. "These things, like how much of a voice you have in the decision-making process, are not so easily quantified," she said.

The tenured women faculty and the dean, the report says, "found that discrimination consists of a pattern of powerful but unrecognized assumptions and attitudes that work systematically against women faculty even in the light of obvious good will. Like many discoveries, at first it is startling and unexpected. Once you 'get it,' it seems almost obvious." "Do other elite universities 'get it' better than M.I.T.?" the report, which is posted on the Web at <http://web.mit.edu/fal/women/women.html>

continues. "No, and indeed a common defense for M.I.T.'s small number of women faculty is that 'Cal Tech and Harvard are doing just as badly.' But to be as bad as these unenlightened institutions is not a defense we should take!"

M.I.T. officials and faculty members involved in the report met today to consider their next steps. Loretta Balfyn, the chairwoman of the faculty and an expert on workplace equality, said the group had discussed trying to spread similar initiatives to the rest of the university.

The report recommended continued vigilance, noting that in the School of Science there had never been a female department head or associate head. It made many other recommendations, including a year-by-year collection of "equity data" and the dismissal of administrators who knowingly discriminated.

It also pointed out that there was still a long way to go.

"I think what was accomplished here was extraordinary," Dr. Hopkins said. "However, the number of people involved in this initiative was tiny, and the number of years it took us to understand it as well as we do is five years, and most of the people at M.I.T. have still barely heard of it."

"The challenge now," she said, "is what can you do so that this wonderful thing that has happened can become automatic and institutionalized?"

The New York Times

TUESDAY, MARCH 22, 1989

LIES, DAMNED LIES AND ...

Statistics, such as the '74 cents' factoid used to prove pervasive sex discrimination

BY GEORGE F. WILL

WITH THE DOW AVERAGE NEARING A FIFTH DIGIT, Americans are cheerful. However, soon the women's division of the Great American Grievance Industry will weigh in, saying women remain trapped beneath the "glass ceiling" and in the "pink ghetto." Brace yourself for a blizzard of statistics purporting to prove that women are suffering a "wage gap" primarily caused by discrimination that requires government actions like affirmative action, quotas and set-asides.

But a counterblizzard has blown in from Diana Furchtgott-Roth and Christine Stolba, authors of "Women's Figures: An Illustrated Guide to the Economic Progress of Women in America." Furchtgott-Roth is a fellow at The American Enterprise Institute and Stolba is a historian living in Washington, and both had better mind their manners. Feminists are not famous for their sense of humor and may frown at the authors' dedication of their book to their husbands "who have always appreciated our figures."

The National Committee On Pay Equity and other participants in the theatrics of Equal Pay Day will not appreciate the figures Furchtgott-Roth and Stolba marshal. The premise of Equal Pay Day is that women work from Jan. 1 until early April essentially for no pay because women earn only 74 cents for every dollar men earn. That uninformative number is the basis for the allegation that the average woman loses approximately \$420,000 in wages and benefits during her working life. The 74 cents factoid is *prima facie* proof of "the demeaning practice of wage discrimination," according to President Clinton, who opposes everything demeaning to women.

Furchtgott-Roth and Stolba argue that the 74 cents statistic is the product of faulty methodology that serves the political agenda of portraying women as victims needing yet more government intervention in the workplace. The authors demonstrate that income disparities between men and women have been closing rapidly and that sex discrimination, which has been illegal for 30 years, is a negligible cause of those that remain, which are largely the result of rational personal choices by women.

Between 1960 and 1994 women's wages grew 10 times faster than men's, and today, among people 27 to 35, women who have never had a child earn about 98 cents for every dollar men earn. Children change the earnings equations. They are the main reason that meaningful earnings contrasts must compare men and women who have similar experience and life situations. Earnings differentials often reflect different professional paths that are cheerfully chosen because of different preferences, motivations and expectations.

The "adjusted wage gap," adjusted for age, occupation, experience, education and time in the work force, is primarily the product

of personal choices women make outside the work environment. Eighty percent of women bear children and 25 percent of working women work part-time, often to accommodate child rearing. Many women who expect to have children choose occupations where job flexibility compensates for somewhat lower pay, and occupations (e.g., teaching) in which job skills deteriorate slower than in others (e.g., engineering). And it is not sex discrimination that accounts for largely male employment in some relatively high-paying occupations (e.g., construction, oil drilling and many others) which place a premium on physical strength. (Workers in some such occupations pay a price: the 54 percent of all workers who are male account for 92 percent of all job-related deaths.)

Still, between 1974 and 1993 women's wages have been rising relative to men's in all age groups, and most dramatically among the youngest workers. The rise would be more dramatic if many women did not make understandable decisions to favor family over higher pay and more rapid job advancement purchased by 60-hour weeks on the fast track.

Some victimization theorists say the fast track is pointless for women because they are held down by the "glass ceiling" that limits



their rise in business hierarchies. In 1995 the government's Glass Ceiling Commission (the propagandistic title prejudged the subject) saw proof of sex discrimination in the fact that women were only 5 percent of senior managers at Fortune 1000 industrial and Fortune 500 service companies. But Furchtgott-Roth and Stolba note that typical qualifications for such positions include an M.B.A. and 25 years' work experience. The pool of women with those qualifications is small, not because of current discrimination but because of women's expectations in the 1950s and 1960s. In 1970 women received only 4 percent of all M.B.A. degrees, 5 percent of law degrees.

Which lends support to the optimistic "pipeline" theory: women are rising in economic life as fast as they pour from the educational pipeline—which is faster than men's. Since 1984 women have outnumbered men in undergraduate and graduate schools. Women are receiving a majority of two-year postsecondary degrees, bachelor's and master's degrees, almost 40 percent of M.B.A. degrees, 40 percent of doctorates, more than 40 percent of law and medical degrees. Education improves economic opportunities—and opportunities encourage education, which has higher rewards for women than for men because men without college degrees or even high-school diplomas can get those high-paying, physically demanding—and dangerous—jobs.

The supposed "pink ghetto" is where women are, in the Glass Ceiling Commission's words, "locked into" low-wage, low-prestige, dead-end jobs. Such overheated rhetoric ignores many women's rational sacrifices of pay and prestige for job flexibility in occupations in which skills survive years taken off for raising children. Women already predominate in the two economic sectors expected to grow fastest in the near future, service/trade/retail and finance/insurance/real estate.

The 74 cents statistic and related propaganda masquerading as social science are arrows in the quivers of those waging the American left's unending struggle to change the American premise, which stresses equality of opportunity, not equality of outcomes. Furchtgott-Roth and Stolba have better figures.

Draft 4/6/99 7:30 pm
Shih

PRESIDENT WILLIAM J. CLINTON

OPENING STATEMENT EQUAL PAY

ROUNDTABLE

THE WHITE HOUSE

APRIL 7, 1999

Acknowledgments: The First Lady. Sec. Herman; Sen. Harkin and Del. Eleanor Holmes-Norton, who have been champions for equal pay in the Congress.

As Americans, we believe that all people who work hard and play by the rules should be able to build better lives for themselves and their families. And, for the past six years, I have worked to make this vision real for all Americans. Today, we are living in a time of unprecedented prosperity. It is a prosperity that has reached far and wide -- creating opportunity for millions of families. We have 18 million new jobs. The lowest unemployment in a generation. The greatest real wage growth in more than 20 years.

So, in this time of abundance, we have a remarkable opportunity -- and an obligation -- to address some of our most persistent problems and greatest long-term challenges. That is why we must act now to end wage discrimination once and for all. There will never be a better time to act.

As the First Lady has said, while we have made progress in closing the wage gap, it is still too wide. Imagine working hard every day and taking home just three paychecks for every four collected by a male colleague in the same job. Unfortunately, that's still the reality for too many women across America.

Equal pay is much more than a women's issue.

Whenever we deny a woman equal pay for equal work, we aren't just shortchanging her bank account; we are shortchanging her family. With more families relying on two paychecks to pay the mortgage or the rent, every man whose wife is underpaid is himself being taken advantage of! The wage gap can translate into fewer bags of groceries, fewer visits to the doctor; and over a lifetime, hundreds of thousands of dollars in smaller pensions and retirement savings. The CEA estimates that, for a typical woman who began working in 1963, the wage gap has amounted to as much as \$210,000.

But this is more than just about paychecks. It is about principle. When we deny a woman equal pay for equal work, we are denying the idea at the heart of the American Dream: Equal opportunity for all. From the halls of academia to the factory floor -- everywhere in America -- women and men who do equal work should get equal pay. It's that simple.

Earlier this year, I called on Congress to pass two measures to strengthen our wage discrimination laws and boost enforcement of existing ones. So, on the eve of Equal Pay Day, I renew my call. I again ask Congress to support the \$14 million Equal Pay Initiative in my balanced budget.

This initiative would help the EEOC identify and respond to wage discrimination, educate employers and workers about their rights and responsibilities, and help bring more women into better-paying jobs, especially non-traditional ones.

And again, I ask Congress to pass the Paycheck Fairness Act, sponsored by Sen. Daschle and Rep. DeLauro. The Act would put employers on notice that wage discrimination against women is just as unacceptable as discrimination based on race and ethnicity. Under current law, those who are denied equal pay because of race can seek compensatory and punitive damages.

This new legislation would give women the same right. It would protect employees who share salary information from retaliation. And it would expand training for EEOC workers, strengthen research and establish an award for exemplary employers.

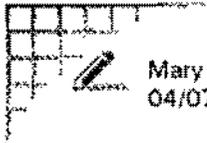
We can do even more. Today, I am pleased to announce that we will strengthen this legislation by requiring the EEOC to determine what new information on worker salaries they need to improve enforcement of wage discrimination laws and to find a way to collect it.

The new provision would call on the EEOC to issue a new rule within 18 months to gather -- in the most effective and efficient way possible -- pay data from companies based on the race, sex and national origin of employees.

Addressing wage discrimination takes courage, as our panelists can tell you. It takes courage as an employee to speak out and to gather the evidence you need to make your case. And, it takes courage as an employer to recognize problems in pay equity and to take steps to remedy them.

Just recently, we saw this courage among the administrators and women scientists at MIT, who together, looked at the cold hard facts -- about disparities in everything from lab space to annual salary -- and sought to make things right. I commend them. I hope their success can be replicated in workplaces across the country. I look forward to hearing their stories.

So let's all get to work. This is not a partisan issue. It is about building the America we all want to live in -- and the America we want our daughters and sons to inherit -- an America that is fair, that is just, that truly provides equal opportunity for all.



Mary L. Smith
04/07/99 12:12:36 PM

Record Type: Record

To: Bruce N. Reed/OPD/EOP
cc: Cathy R. Mays/OPD/EOP
Subject: Re: draft

----- Forwarded by Mary L. Smith/OPD/EOP on 04/07/99 12:12 PM -----

Laura E. Schiller
04/07/99 11:18:45 AM

04/07/99 11:18:45 AM

Record Type: Record

To: Carl Haacke/OPD/EOP
cc: Mary L. Smith/OPD/EOP
Subject: Re: draft

FIRST LADY HILLARY RODHAM CLINTON
REMARKS AT EQUAL PAY EVENT
450 OEOB, THE WHITE HOUSE
WASHINGTON, D.C.
APRIL 7, 1999

I want to welcome all of you to the White House -- and thank you for being here to commemorate Equal Pay Day, which is tomorrow. Now, as glad as I am to see so many old friends and new faces this afternoon, I can't help but look forward to the time when we no longer mark this day...because equal pay will not be a goal -- but a given.

We know that women who walk into the grocery store aren't asked to pay 25 percent less for milk. They're not asked by their landlords to pay 25 percent less for rent. And they should no longer be asked to make ends meet with 25 percent less in their paychecks.

When that goal is realized, it will be because of the people who have been on the frontlines of the continuing struggle for equal pay -- from the legislatures to the workplaces. Many of them are here today.

I want to thank our extraordinary Secretary of Labor, Alexis Herman; Senator Harkin; Congresswoman Eleanor Holmes Norton; EEOC Chairwoman Ida Castro; Lewiston Mayor Kaleigh [Call-ee] Tara; Georgia Representative Sharon Beasley.

I want to thank our four panelists, whose victories and challenges mirror those of women and families all over the country -- Professor Nancy Hopkins, Sanya Tyler, Carolyn Gantt, and Patricia Higgins.

We are also fortunate to be joined today by two leaders who were present the day President Kennedy signed the Equal Pay Act in 1963 and have done so much to help us fulfill its promise -- Dorothy Height and Evi [Ev-vee] Dubrow.

And I want to thank Linda Chavez Thompson and the AFL-CIO; Gail Shaffer and Business and Professional Women; and Susan Bianci

Sand and the National Committee on Pay Equity. Together these groups have helped lead the fight for pay equity -- and they will be organizing hundreds of grassroots events around the country tomorrow.

Recently, I ran across a cartoon that really captures why we're here. It shows six people sitting around a conference room table. They're all in suits. They're all wearing glasses. And, yes, they're all men. One of them announces, "Gentleman, we must cut our expenses in half. So, I'm replacing each of you with a woman."

Now clearly things have improved. As the recent Council of Economic Advisors report makes clear, the gap between women's and men's wages has narrowed since 1963. But, women still bring home only about 75 cents for every man's dollar.

And, despite this longtime inequity, there are still those who say this is a made-up problem -- that any wage gap between men and women can be explained away by the choices women make to pursue, for personal reasons, professions with limited advancement and low pay. But studies that look at the entire picture -- and at women of all ages make it clear that: Even when you adjust for differences in education, experience and occupation, there is still a sizable difference between men's and women's salaries that can only be explained by one phenomenon -- discrimination.

In fact, recently there was an important report issued by the Massachusetts Institute of Technology -- which we'll hear more about during our discussion. It looked at pay equity among its tenured faculty and found that women at the School of Science were discriminated against in diverse areas including hiring, awards, promotions, committee assignments and the allocation of resources such as lab space and research dollars. They showed that even women who supposedly break through the glass ceiling and reach the highest echelons of their professions still bump up against a wall of gender discrimination.

As a whole, these studies tell us we have a long way to go to correct these inequities. Because we are not just talking about a wage gap -- but rather a gap in our nation's principles and promises.

When women don't earn equal pay for equal work, it hurts their struggle for full equality. And it threatens the security of their children and families. When women don't earn equal pay for equal work, it affects single mothers and couples, old and young, men and women alike. It disproportionately hurts people of color. And it undermines our economy -- and our nation's foundation of equity and fairness.

In this country, we have said that people who work hard should never get less or be treated worse because of the color of their skin or place of worship, because of where they live or whether they were born boys or girls.

And no one has done more to make that possible than this President. Day after day, hour after hour, I have seen him work tirelessly on behalf of those Americans too often left behind or altogether forgotten.

It is my great honor to introduce my husband and our President,
Bill Clinton.

Rebuttal to George Will's article in *Newsweek*, March 29, 1999 p. 84.

While it would be going too far to say that the entire gender pay gap is due to employer discrimination, George Will surely goes too far in the other direction when he dismisses discrimination as a "negligible cause" of the income disparities between men and women, which he says are "largely the result of rational personal choices by women." According to Will, "Earnings differentials often reflect different professional paths that are cheerfully chosen because of different preferences, motivations, and expectations."

Will is correct that women's wages and educational attainment have been rising in recent years, but there is still a sizeable gender wage gap that cannot be explained by observable characteristics. Among all full-time wage and salary workers age 16 or older in 1998, the median woman earned \$456 per week, 76.3% as much as the median man. In 1979 she had earned only 62.5% as much as he had. The best analysis we have of the gender gap in pay (based on 1988 data, unfortunately) controls for differences in actual years of work experience as well as in education, occupation, industry, and unionization. These variables already incorporate many of a woman's "preferences, motivations, and expectations"; yet they accounted for only 61% of the gender pay gap in 1988. Applied to 1998 data, that leaves a gap of 9.3% still unexplained.

We do not know how much of this remaining gender gap is due to unobserved characteristics that are legitimately related to pay, such as specialty within an occupational category (e.g., social work vs engineering within the professions), and how much is due to discrimination. But even within *narrow* occupations, women of the same experience and education earn less than men.

Will argues that women happily choose to take low-paid jobs because they prefer to devote themselves to child rearing. If this is the general case, why are women acquiring "almost 40% of the MBAs, ...[and] more than 40% of law and medical degrees"? Will ignores an alternative explanation that is more consistent with these facts -- that after getting their degrees and starting their careers, women experience gender-based barriers to acquiring the training, mentoring, connections, and other resources that they need to rise in their chosen occupations. They may also encounter discrimination (often the result of unconscious bias) in promotions. In the face of these barriers, they find the expected return on an investment in "60-hour weeks on the fast track" too low and uncertain to be worthwhile. For married couples, it may then make sense for the husband to remain on the "fast track" and the wife to shift to the "mommy track." But this is not their original preference; rather, it is the result of "rational choice" in the face of gender discrimination.

Moreover, the impacts of family and children on women's careers and earnings are not unalterable consequences of biology, as Will seems to believe. Rather, they are due to current social arrangements and workplace practices that make it difficult to combine career and family, but that could be changed -- and indeed, are changing. Fathers spending more time in household and child-rearing tasks, employers providing family leave, and government efforts to increase the availability of affordable, convenient, and flexible child care are steps in the right direction.

MIT has just issued "A Study on the Status of Women Faculty in Science at MIT" that reveals

some ways gender bias can operate in the professional workplace. The report documents a pattern in the MIT School of Science of "sometimes subtle -- but substantive and demoralizing -- [gender] discrimination in areas from hiring, awards, promotions and inclusion on important committees to allocation of valuable resources like laboratory space and research money." The report defines discrimination as consisting of "a pattern of powerful but unrecognized assumptions and attitudes that work systematically against women faculty even in the light of obvious good will." According to the dean of the School of Science, "I believe that in no case was this discrimination conscious or deliberate. Indeed, it was usually totally unconscious and unknowing. Nevertheless, the effects were real."

Particularly revealing is the MIT report's finding that "junior female faculty tended to feel well taken care of and untouched by discrimination; it was only as they became senior faculty that they felt themselves increasingly marginalized and overlooked by male-dominated networks." Such subtleties are overlooked by Will when he uses the near-equality of earnings of men and childless women at ages 27 to 33 as evidence that gender discrimination is not a problem in the labor market.

**PRESIDENT AND FIRST LADY HOLD ROUNDTABLE ON EQUAL PAY
AND URGE PASSAGE OF PAYCHECK FAIRNESS ACT
WITH NEW WAGE COLLECTION PROVISION**

At a roundtable discussion with working women and business leaders, the President and First Lady will discuss the need to ensure that every working American receives equal pay and equal opportunities. A recent Council of Economic Advisors report found that, although the gap between women's and men's wages has narrowed substantially since the signing of the Equal Pay Act in 1963, there still exists a significant wage gap that cannot be explained by differences between male and female workers in labor market experience and in the occupation, industry, and union status of jobs they hold. The President will urge prompt passage of the Paycheck Fairness Act, which would strengthen wage discrimination laws and provide for additional training and public education efforts on this important subject. Senator Daschle, the chief sponsor of the Paycheck Fairness Act, has indicated he will include a new data collection provision in the bill. That provision will direct the Equal Employment Opportunity Commission (EEOC) to determine what additional data is needed to effectively and efficiently enforce the federal wage discrimination laws, and to issue a regulation to provide for collecting this data. Finally, the President will urge Congress to provide \$14 million in funds for the Equal Pay Initiative in his Fiscal Year 2000 budget.

Paycheck Fairness Act with New Data Collection Provision

The President again will urge Congress to pass legislation called the "The Paycheck Fairness Act," introduced by Senator Daschle and Congresswoman DeLauro, to strengthen laws prohibiting wage discrimination. The legislation will be reintroduced with a new data collection provision added. The highlights of this legislation include:

- **New Pay Data Collection Provision.** This provision would require the EEOC to complete a survey of data currently available for use in enforcing federal wage discrimination laws and to identify additional data collections that would enhance enforcement of these laws. In addition, the provision would call upon the EEOC to determine the most effective and efficient means possible to collect pay information from employers and issue a regulation, within eighteen months, to collect pay data identified by the race, sex, and national origin of employees.
- **Increased Penalties for the Equal Pay Act (EPA).** The legislation would provide full compensatory and punitive damages as remedies for equal pay violations, in addition to the liquidated damages and back pay awards currently available under the EPA. This proposal would put gender-based wage discrimination on an equal footing with wage discrimination based on race or ethnicity, for which uncapped compensatory and punitive damages are already available.
- **Non-Retaliation Provision.** The bill would prohibit employers from punishing employees for sharing salary information with their co-workers. Many employers are currently free to take action against employees who share wage information. Without the ability to

learn about wage disparities, it is difficult for employees to evaluate whether there is wage discrimination.

- **Training, Research, and Pay Equity Award.** The bill would provide for increased training for EEOC employees to identify and respond to wage discrimination claims; research on discrimination in the payment of wages; and the establishment of an award to recognize and promote the achievements of employers in eliminating pay disparities.

Roundtable with Working Women and Business Leaders

The President and First Lady will hold a roundtable discussion with working women, including a university professor, a senior citizen, a nurse, and a college basketball coach. This roundtable will provide an opportunity for the President and the First Lady to listen to the concerns of working women regarding the important issue of equal pay and to urge Congress to pass the soon-to-be reintroduced "Paycheck Fairness Act."

Equal Pay Initiative

Previously, the President has announced a new \$14 million Equal Pay Initiative as part of his Fiscal Year 2000 budget. The Initiative includes \$10 million for the EEOC to increase compliance with equal pay laws by providing training to EEOC employees to identify and respond to wage discrimination, increasing technical assistance to businesses on how to meet legal requirements, and launching an equal pay public service announcement campaign to inform employers and employees alike of their rights and responsibilities. The Initiative also includes \$4 million for the Department of Labor, primarily for a program to assist contractors in recruiting and retaining qualified women in non-traditional occupations.

THE WHITE HOUSE
WASHINGTON

November 21, 1998

ADOPTION EVENT

DATE: November 24, 1998
TIME: 1:45 pm - 2:15 pm
LOCATION: East Room
FROM: Bruce Reed

I. PURPOSE:

To mark National Adoption Month by announcing a new directive to facilitate adoptions by creating an Internet registry.

II. BACKGROUND:

You will be joining the First Lady in hosting a ceremony in honor of 24 new adoptions in D.C. The families will be present, along with 50 leading adoption and children's advocates and the eight recipients of this year's HHS Adoption 2002 Excellence Awards - including Illinois Governor and Mrs. Jim Edgar.

You set a goal in 1996 of doubling adoptions and other permanent placements from the child welfare system by the year 2002. Adoptions increased by 10 percent in the next year, from 28,000 to 31,000. But there are still about 100,000 children in our nation's foster care system awaiting adoption.

National Internet Registry:

In order to help meet your adoption goals and to facilitate adoptions, you will announce that you are issuing a directive to HHS to expand the use of the Internet as a tool to find homes for children waiting to be adopted from foster care. Specifically, you will direct Secretary Shalala to work with the States and others to develop a plan within 60 days for expanding the use of the Internet to share information about children who are legally free for adoption while ensuring appropriate confidentiality safeguards. An effective national registry will help break down geographic barriers to adoption and shorten the time needed to find adoptive families for children. (Draft directive is attached.)

III. PARTICIPANTS:

YOU
The First Lady
Secretary Donna Shalala

D.C. Superior Court Chief Judge Eugene Hamilton

Mayor-Elect Anthony Williams

Charday Mays, officially adopted immediately prior to event by Edward and Rochelle Mays of Prince Georges County, Maryland. She is 12 years old.

Dave Thomas, Founder of Wendy's Corp. and the Dave Thomas Foundation on Adoption

IV. SEQUENCE OF EVENTS:

- Secretary Shalala will make brief opening remarks and introduce Dave Thomas.
- Dave Thomas will make opening remarks and introduce the First Lady.
- The First Lady will make remarks and introduce Chief Eugene Hamilton.
- Chief Judge Eugene Hamilton will make remarks and introduce Mayor-Elect Anthony Williams.
- Mayor-Elect Anthony Williams will make remarks and introduce Charday Mays, a newly adopted 12-year old.
- Charday Mays will make remarks and introduce **YOU**.
- **YOU** will make remarks, and invite guests to a reception in the State Dining Room.

V. PRESS COVERAGE:

Open Press.

VI. REMARKS:

Remarks prepared by Speechwriting.

VII. ATTACHMENTS:

- Record of Accomplishment on Adoption.
- Directive to the Department of Health and Human Services.

PRESIDENT CLINTON'S RECORD OF ACCOMPLISHMENT ON ADOPTION

- ✓ **Achieving Landmark Legislative Reform.** On November 19, 1997, the President signed the Adoption and Safe Families Act, reforming our nation's child welfare system and making it clear that the health and safety of children must be the paramount concerns of state child welfare services. This landmark legislation was based in large part on the recommendations of the Clinton Administration's *Adoption 2002* report, -- which the President requested by executive memorandum on December 14, 1996, to meet his goals of doubling adoptions and permanent placements by the year 2002 and moving children more quickly from foster care to permanent homes. The Act tightened time frames for making permanent placement decisions for children, and ensured health insurance coverage for all special needs children in subsidized adoptions. Also, it created new financial incentives for States to increase adoptions, and continued funding for services to keep families together when it is appropriate and safe.
- ✓ **Making Adoption Affordable for Families.** In 1996, President Clinton signed into law the Small Business Job Protection Act of 1996, which provides a \$5,000 tax credit to families adopting children, and a \$6,000 tax credit for families adopting children with special needs. This provision has alleviated a significant barrier to adoption, helping middle class families for whom adoption may be prohibitively expensive and making it easier for families to adopt children with special needs. Since President Clinton took office, the number of children with special needs who were adopted with Federal adoption assistance has risen by over 60 percent. In the Balanced Budget Act of 1997, President Clinton ensured more support for families who adopt children with the \$500 per-child tax credit.
- ✓ **Giving States Flexibility and Support.** To test innovative strategies to improve State child welfare systems, the Clinton Administration has granted waivers to 18 States, giving them more flexibility in tailoring services to meet the needs of children and families. In addition, the Administration has provided States with enhanced technical support and helped improve court operations. The President secured \$10 million in FY 1999 in new funds to support State efforts to implement the new adoption law, and has, through the Adoption Opportunities program, supported State and local innovative demonstration projects to promote adoption, provide post-adoptive services, and build new public-private partnerships. To prevent children from entering foster care in the first place, in 1993 the Clinton Administration enacted and secured federal funding for the Family Preservation and Support Program to help States, local governments, and service providers develop effective programs to serve children and families at risk.
- ✓ **Breaking Down Racial and Ethnic Barriers to Adoption.** New inter-ethnic adoption provisions, passed as a part of the Small Business Job Protection Act of 1996, ensure that the adoption process is free from discrimination and delays on the basis of race, culture and ethnicity by strengthening the Multi-Ethnic Placement Act which the President signed in 1994.
- ✓ **Providing Supports for Child Protection and Adoption.** In 1993, President Clinton signed into law the Family and Medical Leave Act, enabling parents to take time off to

adopt a child without losing their jobs or health insurance. In addition, the welfare reform legislation signed by the President maintained the guarantee of child protection and adoption, and did not reduce funds for child welfare, child abuse, and foster care and adoption services.

PRESIDENT CLINTON ANNOUNCES EXPANSION OF THE INTERNET TO INCREASE ADOPTIONS

November 24, 1998

Today, the President will issue a new directive to the Department of Health and Human Services to expand the use of the Internet as a tool to find homes for children waiting to be adopted from foster care. The President will make the announcement with the First Lady at a White House ceremony marking National Adoption Month and celebrating new adoptions in the District of Columbia.

Creating an Internet Registry to Meet the President's Goals for Adoption. In 1996, President Clinton set a goal of doubling, by the year 2002, adoptions and other permanent placements from the public child welfare system. Since then, adoptions have increased; from 1996 to 1997 alone, adoptions increased by over 10 percent, from 28,000 to 31,000. Today, the President is directing the Department of Health and Human Services (HHS) to develop a plan to expand use of the Internet to share information about children who are legally free for adoption in order to shorten the time needed to find them adoptive families. HHS estimates that approximately 100,000 children in our nation's foster care system cannot return to their birth families and need families to adopt them. An effective national registry will help to break down geographic barriers to adoption and assist in meeting the President's adoption goal. HHS Secretary Donna Shalala will report to the President within 60 days on a plan to work with the States and other leaders to carry out this effort.

Building on a Strong Record. Today's announcement builds on a deep commitment by the President, the First Lady, and the Administration to facilitate adoptions and improve the child welfare system. Since taking office, President Clinton has championed efforts to make foster care work better for the children it serves, to find and assist adoptive families, and to break down barriers, including high adoption costs and complex regulations:

✓ **Achieving Landmark Legislative Reform.** On November 19, 1997, the President signed the Adoption and Safe Families Act, reforming our nation's child welfare system and making it clear that the health and safety of children must be the paramount concerns of state child welfare services. This landmark legislation was based in large part on the recommendations of the Clinton Administration's *Adoption 2002* report, which the President requested by executive memorandum on December 14, 1996, to meet his goals of doubling adoptions and permanent placements by the year 2002 and moving children more quickly from foster care to permanent homes. The Act tightened time frames for making permanent placement decisions for children, and ensured health insurance coverage for all special needs children in subsidized adoptions. Also, it created new financial incentives for States to increase adoptions, and continued funding for services to keep families together when it is appropriate and safe.

✓ **Making Adoption Affordable for Families.** In 1996, President Clinton signed into law the Small Business Job Protection Act of 1996, which provides a \$5,000 tax credit to families adopting children, and a \$6,000 tax credit for families adopting children with special needs. This provision has alleviated a significant barrier to adoption, helping middle class families for whom

adoption may be prohibitively expensive and making it easier for families to adopt children with special needs. Since President Clinton took office, the number of children with special needs who were adopted with Federal adoption assistance has risen by over 60 percent. In the Balanced Budget Act of 1997, President Clinton ensured more support for families who adopt children with the \$500 per-child tax credit.

✓ **Giving States Flexibility and Support.** To test innovative strategies to improve State child welfare systems, the Clinton Administration has granted waivers to 18 States, giving them more flexibility in tailoring services to meet the needs of children and families. In addition, the Administration has provided States with enhanced technical support and helped improve court operations. The President secured \$10 million in FY 1999 in new funds to support State efforts to implement the new adoption law, and has, through the Adoption Opportunities program, supported State and local innovative demonstration projects to promote adoption, provide post-adoptive services, and build new public-private partnerships. To prevent children from entering foster care in the first place, in 1993 the Clinton Administration enacted and secured federal funding for the Family Preservation and Support Program to help States, local governments, and service providers develop effective programs to serve children and families at risk.

✓ **Breaking Down Racial and Ethnic Barriers to Adoption.** New inter-ethnic adoption provisions, passed as a part of the Small Business Job Protection Act of 1996, ensure that the adoption process is free from discrimination and delays on the basis of race, culture and ethnicity by strengthening the Multi-Ethnic Placement Act which the President signed in 1994.

✓ **Providing Supports for Child Protection and Adoption.** In 1993, President Clinton signed into law the Family and Medical Leave Act, enabling parents to take time off to adopt a child without losing their jobs or health insurance. In addition, the welfare reform legislation signed by the President maintained the guarantee of child protection and adoption, and did not reduce funds for child welfare, child abuse, and foster care and adoption services.

**NATIONAL ADOPTION MONTH EVENT
INTERNAL Q & A
November 24, 1998**

Q: What is the President announcing today?

A: The President will issue a directive to the Secretary of Health and Human Services to work with the states, courts, private agencies and others to develop a plan to expand the use of the Internet as a tool to find homes for children waiting to be adopted from the foster care system. There are approximately 100,000 children in our country who everyday wait in foster care for a permanent, adoptive home. Sharing information about children who are legally free for adoption on a national Internet registry will help break down geographic barriers to adoption and shorten the time needed to find adoptive families. The Secretary will report to the President within 60 days with a plan to consult closely with the States, ensure appropriate confidentiality safeguards, identify important issues and strategies for addressing them, and examine ways to build on promising existing efforts.

Q: Isn't the Internet already being used in this way? Is this executive memorandum duplicative of existing efforts?

A: No. Today, the Internet is not being used to its fullest potential to break down geographic barriers to adoption and help us to meet our national goal to double adoptions from the foster care system by the year 2002. There are some efforts underway by private organizations, States, and local governments to use the Internet to facilitate adoptions, but even the largest site now in operation lists the photos of only 1,000 children. The President is directing HHS to develop a plan to use the Internet to its fullest capability to help the more than 100,000 children awaiting a permanent home. The executive memorandum asks HHS to build on promising existing efforts by States and private organizations.

Q: Will you meet the President's goal of doubling the number of children adopted or permanently placed from foster care by 2002? How close are you?

A: We are confident that we will meet the President's goal -- set in 1996 -- to double the number of children adopted or permanently placed from foster care by the year 2002. We now know that from 1996 to 1997 alone, States increased adoptions by over 10 percent -- from 28,000 to 31,000. And, we have been very pleased with the positive work of States to meeting the President's goal -- States are investing resources, training staff, expanding outreach and recruitment efforts, and setting tough year-by-year goals.

Q: What is happening at the White House with the D.C. Court?

A: Today, the White House will for the first time host D.C. Adoption Day, an annual event in

which the D.C. Superior Court finalizes a number of adoptions to mark National Adoption Month. This year is the 12th annual event, and a record 24 families will adopt 30 children. The D.C. Court invited the First Lady to participate in the ceremony at the D.C. Court House, and she offered to host it at the White House. D.C. Superior Court Chief Judge Eugene Hamilton will preside over this portion of the White House ceremony, and will introduce each of the participating families. Also, Mayor-elect Tony Williams -- who himself was adopted from foster care -- will participate in the program at the Court's request. The Court selected for its theme this year "Adoption: Creating Loving Families for the Twenty-First Century."

Q: What is the Adoption and Safe Families Act?

A: On November 19, 1997, the President signed the Adoption and Safe Families Act, reforming our nation's child welfare system and making it clear that the health and safety of children must be the paramount concerns of state child welfare services. The Act tightened time frames for making permanent placement decisions for children, and ensured health insurance coverage for all special needs children in subsidized adoptions. Also, it created new financial incentives for States to increase adoptions, and continued funding for services to keep families together when it is appropriate and safe. This landmark legislation was based in large part on the recommendations of the Clinton Administration's *Adoption 2002* report, which was requested by the President by executive memorandum on December 14, 1996 to meet his adoption and foster care goals.

Q: What was the "Adoption 2002" report?

A: In response to a 1996 Presidential directive, HHS developed the "Adoption 2002" report, an administrative and legislative blueprint to strengthen our nation's child welfare system. The report took its name from of the President's central goals -- to at least double by the year 2002 the number of children adopted or permanently placed each year. "Adoption 2002" outlined a new action plan to set and meet urgent new adoption targets. We were very pleased that the Adoption and Safe Families Act was based in large part on the recommendations of this report, including clarifications to the reasonable efforts standard, new financial incentives for States to increase adoptions, and increased technical assistance to states, courts and communities to help move children more rapidly from foster care to permanent homes.

Q: What else has the Administration done to promote adoption?

A: The Clinton Administration has taken several important steps to encourage and increase adoptions and to support families that choose to open their hearts and their homes to these children. Since taking office in 1993, the President has championed programs that find and assist adopting families, and has committed his Administration to breaking down barriers, including high adoption costs and complex regulations.

These steps include (1) signing into law a \$5,000 tax credit to families that adopt and a

\$6000 tax credit for families that adopt children with special needs; (2) ensuring that the adoption process is free from discrimination and delays on the basis of race, culture and ethnicity through the Inter-Ethnic provisions of the Small Business Job Protection Act of 1996; and (3) signing into law the Family Medical Leave Act, enabling parents to take time off to adopt a child without losing their jobs or health insurance.

Q: What are the adoption awards being given out?

A: The "Adoption 2002" report recommended that the Department of Health and Human Services work in collaboration with foundations and intergovernmental organizations to establish annual awards to recognize states, local agencies, courts, private organizations, employers and others who are making key contributions to the national effort to support adoption and promote permanency for children in foster care. This is the second year of these awards and they are being announced to celebrate National Adoption Month. HHS is giving out the awards in a private ceremony, and the awardees will be guests at the White House event. This year's 8 awardees are: (1) the Georgia Department of Human Services Office of Adoptions; (2) the Illinois Department of Children and Family Services; (3) Hope for the Children, Inc., Rantoul, IL; (4) Three Rivers Adoption Council, Pittsburgh, PA; (5) Tim O'Hanlon, Ohio North American Council on Adoptable Children; (6) Governor and Mrs. Jim Edgar, IL; (7) Kansas Association of Broadcasters; and (8) Judge Max Baer, Allegheny Juvenile Court, PA.

Q: What does our nation's child welfare system look like today? How many children are in it and how long do they stay in foster care on average?

A: Today, approximately 520,000 of America's children live in our nation's foster care system. More than 100,000 of those children cannot return safely to their homes and need adoptive families. Our most recent data indicate that nearly 60 percent have been in care 24 months or longer. Of the children in care, the average age is 7; 35 percent are white, 45 percent are black, and 14 percent are Hispanic; and 5 percent of children turn 18 and leave the foster care system without having a permanent home.

Q: How much funding does the federal government invest in foster care and adoption services?

A: The federal government provides over \$5.5 billion to States to run their foster care, adoption and child welfare programs. The funding provides a variety of supports to States which include: preventive services, investigations of child abuse and neglect, caseworkers and administrators, foster care adoption benefits to families, training, recruitment of foster and adoptive families, demonstration grants to test innovative programs, services for teenagers who are leaving foster care to be on their own, and supports for children with special needs. States must provide matching funds in order to access a majority of these funds.

THE WHITE HOUSE
WASHINGTON

September 23, 1999

ADOPTION EVENT

DATE: September 24, 1999
LOCATION: Presidential Hall, OEOB 450
BRIEFING TIME: 9:15am - 9:30am
EVENT TIME: 9:35am - 10:35am
FROM: Bruce Reed, Mary Beth Cahill

I. PURPOSE

To announce significant increases in the national rate of adoption, award the first adoption bonus awards to 35 states, as well as Adoption Opportunity grants, and receive an HHS national progress report on adoption.

II. BACKGROUND

Today, you and the First Lady will announce bonus awards of \$20 million to 35 states that have increased the number of children adopted from the public foster care system, and \$5.5 million in grants to innovative programs that remove barriers to adoption. You will also unveil a national progress report on adoption that documents the success of the Administration's strategy. From 1996 to 1998, the number of adoptions nationwide rose 29 percent - from 28,000 to 36,000 - and is on a pace to meet your goal of 56,000 adoptions in 2002. This is the first significant increase in adoptions since the national foster care program was established nearly 20 years ago.

Incentive Awards Succeed In Increasing Adoptions. In the Administration's Adoption 2002 proposal and the adoption law of 1997, you created the first-ever financial incentive for states to increase adoptions of children from the foster care system. Today, you will release \$20 million in bonus awards to 35 states that in 1998 had exceeded their average adoption rate from 1995-1997. The \$20 million in bonuses provide for up to \$4,000 per adopted child, and \$6,000 for each child with special needs. In fact, the states' performance in 1998 entitled them to an additional \$22.5 million.

Innovative Grants Reduce Barriers To Adoption. You will also announce \$5.5 million in new awards under the Adoption Opportunities program. This program provides grants to public and private organizations to eliminate barriers to adoption, particularly for children with special needs. This year's grants reward a variety of initiatives, including efforts to increase adoptions of minority children, targeted field

research, and awards for collaborative planning to increase adoptions across jurisdictional lines.

Report Shows Clinton Administration Strategy Is Working. Since taking office, you have championed efforts to make foster care work better, to find and assist adoptive families, and to break down barriers to adoption. Today you will receive a progress report from the Department of Health and Human Services that documents the effectiveness of the Administration's strategy.

- **Reforming the Child Welfare System.** In 1997, you signed the Adoption and Safe Families Act. This landmark law was based largely on recommendations from the Administration's Adoption 2002 report, which you requested by executive memorandum in order to meet your goal of doubling adoptions by 2002. The law expedited permanent placement decisions for children, ensured health insurance coverage for all special-needs children in subsidized adoptions, and created the bonus awards released today.
- **Making Adoption Affordable for Families.** The Small Business Job Protection Act of 1996, you signed in 1996, provides a \$5,000 tax credit to families adopting children, and a \$6,000 tax credit for families adopting children with special needs. This provision helps middle class families for whom adoption – particularly of children with special needs – might have been prohibitively expensive.
- **Giving States More Flexibility and Support.** The Administration has granted waivers to 20 states and the District of Columbia to test innovative strategies for improving child welfare systems. In addition, it has secured new funds to support state implementation of the 1997 law and has, through the Adoption Opportunities program, supported local initiatives to promote adoption and provide post-adoptive services.
- **Using the Internet to Make Adoption Easier.** In 1998, you directed HHS to develop Internet tools to link children in foster care more quickly to possible adoptive families. Secretary Shalala reported that HHS will launch a national web site by September 2001 to break down geographic barriers to adoption.
- **Removing Racial and Ethnic Barriers to Adoption.** New inter-ethnic adoption provisions, passed as a part of the Small Business Job Protection Act of 1996, help ensure that the adoption process is free of delays and discriminatory practices driven by race, culture and ethnicity. They do so by strengthening the Multi-Ethnic Placement Act which you signed in 1994.
- **Providing Supports for Child Protection and Adoption.** The Family and Medical Leave Act, which you signed in 1993, enables working parents to take time off to adopt a child without losing their jobs or health insurance coverage. The 1996 welfare reform law you signed also maintains child protection and adoption guarantees.

Now Is The Time To Take Important Next Steps. To follow through on this record of achievement, today you and the First Lady will urge Congress to provide new support for young people leaving foster care. Under the current system, federal financial assistance for young people in foster care ends just as they are making the critical transition to independence. Your FY 2000 budget request increases funding by nearly \$300 million to help these youth secure health care, life skills training, and educational opportunities. With the Administration's strong support, the House has already passed bipartisan legislation to address these needs. Today you will urge the Senate to take prompt action on the companion measure and to safeguard the interests of vulnerable young people leaving foster care.

III. PARTICIPANTS

Briefing Participants:

The First Lady
Bruce Reed
Melanne Verveer
Mary Beth Cahill
Nicole Rabner
Lowell Weiss

Stage Participants:

The Manis Family

John and Brenda Manis recently adopted 3-year-old Mackenzie, and have been foster parents for 10 years. They have two biological children, Christopher, age 19, and Lindsay, age 16.

The Brown Family

Adrienne and Gilbert Brown adopted two children, Christopher, age 14, and Rodney, age 11, in 1994. They are also currently in the process of finalizing the adoption of Joshua, age 12.

Program Participants:

YOU

The First Lady

The Keane Family

Dawn and Steven Keane finalized their adoption of siblings Sarah, age, 8, and Brian, age 11, in May 1999. They located Sarah and Brian through an Internet site sponsored by the National Adoption Center in Philadelphia. They have one biological son, Sean.

IV. PRESS PLAN

Open Press.

V. SEQUENCE OF EVENTS

- **YOU** and the First Lady are announced, accompanied by the Keane family, onto the stage.
- The First Lady makes remarks and introduces Dawn Keane.
- Dawn Keane makes remarks and introduces Sean, Brian, and Sarah Keane.
- Sean, Brian, and Sarah Keane introduce **YOU**.
- **YOU** make remarks, work a ropeline, and depart.

VI. REMARKS

To be provided by speechwriting.

VI. ATTACHMENTS

- Chart of state¹-by-state adoption bonuses
- HHS Adoption Progress Report

FY 1998 ADOPTION INCENTIVE BONUSES

State	3 Year Adoption Average (FY 95-97)	FY 98 Adoptions	% Increase	Bonus
Arkansas	138	251	82%	\$280,320
California	3,287	3,958	20%	\$1,841,837
Colorado	417	560	34%	\$419,540
Connecticut	207	229	11%	\$41,390
Florida	987	1,549	57%	\$1,290,603
Georgia	493	672	36%	\$449,642
Hawaii	85	297	249%	\$518,311
Illinois	2,200	4,656	112%	\$6,869,733
Indiana	495	774	56%	\$842,843
Iowa	350	517	48%	\$371,566
Maine	108	112	4%	\$11,288
Maryland	342	420	23%	\$317,947
Massachusetts	1,116	1,137	2%	\$39,508
Michigan	1,905	2,254	18%	\$942,554
Minnesota	258	427	66%	\$480,684
Mississippi	114	169	48%	\$187,194
Missouri	557	616	11%	\$110,999
Montana	115	144	25%	\$54,559
New Hampshire	45	50	11%	\$9,407
New Jersey	621	755	22%	\$409,193
New Mexico	147	197	34%	\$94,067
New York	4,716	4,822	2%	\$199,423
North Dakota	47	83	77%	\$67,728
Oklahoma	338	456	35%	\$280,320
Oregon	445	665	49%	\$586,980
Pennsylvania	1,224	1,494	22%	\$592,624
South Carolina	256	465	82%	\$500,438
South Dakota	56	58	4%	\$3,763
Texas	880	1,365	55%	\$1,350,808
Utah	225	250	11%	\$47,034
Vermont	75	116	55%	\$100,652
Washington	607	759	25%	\$291,609
West Virginia	182	211	16%	\$60,203
Wisconsin	467	589	26%	\$301,015
Wyoming	15	30	100%	\$28,220

Source: HHS Administration for Children and Families

The President
The White House
Washington, D.C. 20500

Dear Mr. President:

I am pleased to take this opportunity to report on the notable progress that we have made in the past few years to increase the number of children moved from our nation's foster care system into adoptive and permanent homes.

In December of 1996, you laid out ambitious goals for the adoption of vulnerable children. You also called on the Department of Health and Human Services to devise ways to make adoption easier and faster, to move more children out of the foster care system and into safe, permanent and loving homes. Central to these efforts was the enactment of the Adoption and Safe Families Act of 1997, designed both to remove barriers to adoption and to provide incentives to the States for increasing the number of children adopted each year. The Department responded with the Adoption 2002 report, which outlined specific recommendations on how to achieve the goals that you laid out for the country's child welfare system. We are happy to report that we are already seeing significant results from the implementation of those recommendations.

Because of your strong commitment to these goals, the unwavering dedication of the First Lady, diligent work here at the Department, bipartisan congressional leadership and truly outstanding efforts by State and local adoption agencies, we are well on our way toward meeting your goal of doubling the number of adoptions and permanent placements for these children by 2002. In fact, the total number of adoptions rose to over 36,000 in 1998 from 28,000 in 1996. We are especially pleased to announce today that thirty-five States earned adoption incentive awards for their exceptional achievements.

While we recognize and applaud these successful efforts, it is also important to underscore that more work needs to be done. The Department is committed to continuing to work in partnership with the States to promote adoption and improve our child welfare system, giving our nation's most vulnerable children what every child deserves – a safe, stable home and a loving family environment.

Sincerely,

Donna E. Shalala

INTRODUCTION

This report follows up on the Department of Health and Human Services's (HHS) 1997 report to the President entitled *Adoption 2002*, which provided a bold blueprint of recommendations for reaching the President's ambitious goal of doubling the number of adoptions from the nation's child welfare system in the year 2002. Today, just two years later, the Department is delighted to report that:

- The number of adoptions from the public child welfare system nationwide has already increased from 28,000 in 1996 to 36,000 in 1998, fully on track for the President's target of 56,000 in the year 2002.
- The President signed into law the Adoption and Safe Families Act of 1997 (ASFA), bipartisan legislation that incorporates many of the critical recommendations from the 1997 blueprint.
- Across the country, with leadership and support from HHS, States, courts and adoption agencies are moving rapidly not only to implement the national legislation but also to develop creative ways to overcome barriers and move children to loving permanent homes as rapidly as possible.
- Adoption is more accessible and affordable to families, because of the Family and Medical Leave Act and the investments in adoption assistance and in adoption tax credits made under this Administration.

These results are especially impressive because, like the *Adoption 2002* report, this report focuses on a specific group of the nation's most vulnerable children: approximately 110,000 children in the nation's public foster care system who cannot return safely to their own homes and need adoptive families if they are ever to experience a safe, loving, permanent home. Many of these children have "special needs", that is, characteristics which have historically made them more difficult to place in adoptive homes. For example, they may be older children rather than infants, children who are part of a sibling group, children of minority heritage, or children who have physical, intellectual, or emotional disabilities. Yet in response to the call by the President and the Congress for a clear commitment to permanent, loving homes for all children, we are proud to report that the response across the nation has been extraordinary.

The remainder of this report outlines the four strategies that we believe lie behind the results reported here:

- Aiming high and ensuring accountability for results;
- Reforming national and State legislative frameworks to remove barriers to adoption;
- Supporting and rewarding innovation; and
- Making adoption more accessible and affordable for families.

In addition, the appendix provides a detailed chart of the recommendations from the *Adoption 2002* report with their completion dates.

AIMING HIGH AND ENSURING ACCOUNTABILITY FOR RESULTS

The President set an ambitious goal for this Administration: to increase the number of children adopted out of the public child welfare system to 56,000 adoptions in the year 2002. Each year since the national commitment to the goal, the number of adoptions has risen. In 1997, the total number of adoptions rose to 31,000 from 28,000 in 1996. In 1998, we are pleased to announce that States achieved 36,000 adoptions. This represents

an unprecedented 29 percent increase in the number of adoptions nationwide over a three-year period (FY 1996-FY 1998).

As recommended in *Adoption 2002*, the Department followed up on the national goal by working with State partners to develop individual State goals that would add up to a national doubling of adoptions. For many States, the outcome focus has become a central part of their own approach to adoption. Iowa, for instance, has put in place a system to track key measures for the adoption program on a monthly basis and to closely monitor progress towards outcome goals. This outcome focus, a renewed utilization of adoption specialists and other targeted efforts, has resulted in a substantial increase in the number of adoptions in Iowa.

In addition, the enactment of the Adoption and Safe Families Act of 1997 (ASFA) provided an extraordinary new tool for focusing the nation and individual States on adoption outcomes. As a result of the commitment of the President and strong bipartisan Congressional leadership, ASFA included the first-ever outcome-based financial award in the child welfare field: an incentive to States to increase the number of adoptions for children waiting in the foster care system. The bonuses -- up to \$4,000 per child and \$6,000 for each child with special needs -- are awarded for States that exceed the number of children adopted compared to the previous year. States are to use these awards to further improve services, including post-adoption services, that are provided to children and families in the foster care system.

In FY 1999, 35 States will receive a share of the \$20 million in adoption incentive awards based on their FY 1998 performance. The numbers of adoptions have increased so dramatically, that, as specified in the law, we have made prorated adjustments in the awards to States. In this first award of bonuses, the 1998 numbers are compared to a 3-year average baseline. The 35 States are Arkansas, California, Colorado, Connecticut, Florida, Georgia, Hawaii, Illinois, Indiana, Iowa, Maine, Maryland, Massachusetts, Michigan, Minnesota, Mississippi, Missouri, Montana, New Hampshire, New Jersey, New Mexico, New York, North Dakota, Oklahoma, Oregon, Pennsylvania, South Carolina, South Dakota, Texas, Utah, Vermont, Washington, West Virginia, Wisconsin and Wyoming. The following table indicates the increases in adoption by State.

REFORMING NATIONAL AND STATE LEGISLATIVE FRAMEWORKS TO REMOVE BARRIERS TO ADOPTION

In order to create the broad-based changes that were needed to support the President's goal, the Administration and a broad bipartisan majority in the Congress, made significant changes in the legislative framework that undergirds the child welfare system. In 1997, President Clinton signed into law the Adoption and Safe Families Act (ASFA) of 1997, a legislative milestone for child welfare reform. The key provisions of the Act closely followed the central recommendations of *Adoption 2002* to ensure that children's safety is paramount in child welfare decision-making, that foster care is a temporary setting and not a place for children to grow up, and that the speed of decision-making in the child welfare system respects a child's developmental needs and sense of time. Key provisions in the law shorten the time frame for making permanency planning decisions,

establish a time frame for initiating proceedings to terminate parental rights, clarify reasonable efforts, and call for every State to ensure that its laws and regulations comply with the new provisions, so that children in the State's child welfare system are able to move to permanent placements or adoptive homes more quickly. To date, 49 States and Puerto Rico have made the required changes.

As States move to reform their own legislation, policy, and practice to come into compliance with ASFA and meet their adoption goals, the Department has played a forceful role in both holding States accountable for the rapid change called for in ASFA and supporting them, through hands-on assistance, information, and expertise. For example:

- To provide State policy-makers in general and State legislators in particular with information that would help them reform their own State legislative frameworks, the Department convened a cross-disciplinary group of experts who produced Guidelines for Public Policy and State Legislation Governing Permanence for Children. The guidelines are a technical assistance tool reflecting the best thinking of child welfare administrators, lawyers, judges, advocates and front-line workers. This document offers guidelines and model legislation that are intended to help those at the State and local levels examine their current processes and consider new directions to promote permanency.
- To help local and State experts share information and solutions, the Department convened ten technical assistance conferences across the country focused on ASFA implementation.
- To help States work on the implementation of ASFA, the Department increased training and technical assistance to States regarding ASFA implementation through the Adoption Information Clearinghouse and the Child Welfare Resource Centers.

Another key element of these reforms is the elimination of racial and ethnic barriers to adoption required by the Multi-Ethnic Placement Act of 1994 (MEPA), and the Inter-ethnic Adoption Provisions (IEP), enacted as a part of the Small Business Job Protection Act of 1996. These laws ensure that the adoption process is free from discrimination and delays on the basis of race, culture and ethnicity. In order to support the success of the provisions, the Department has issued guidance and provided training and technical assistance that has helped the States in the implementation of this legislation. The Children's Bureau and the Office of Civil Rights at HHS have worked closely at the national and regional levels to help States examine their legislation and administrative practices to make sure they are in compliance with these laws.

SUPPORTING AND REWARDING INNOVATION

The Department recognizes that broad-based reform must happen at all levels – in federal legislation and policy, in State legislatures, in local court systems, and with public and private child welfare agency managers and line workers around the country. Creative leaders and programs throughout the country are working to ensure that foster care is a short-term safe haven for children as they move into a stable, permanent home. The Department has worked to spark new models by giving States the flexibility to test new practices through its child welfare waiver system and by funding innovations through its grant programs and specialized technical

assistance. We have captured the spirit of the success stories and promoted their replication through our Adoption Incentives Bonuses and Adoption Excellence Awards.

The Administration also forged partnerships with States to launch child welfare waiver demonstration projects, which allow States to test and evaluate child welfare service delivery and financing strategies. The Department approved seventeen child welfare waiver demonstrations in FY 1997 and 1998 and will expect to approve up to eight by the end of FY 1999. The Department encouraged States to focus on adoption and post-adoptive services, to ensure that adoptive placements are successful and prevent re-entry into the foster care system. Maine, for instance, will provide training on special-needs adoption to mental health and other professionals that work with adoptive families, adoptable children, and public and private adoption providers, and subsequently provide post-adoptive services.

The Department also has provided financial support to stimulate innovation in State and private child welfare agencies and with other key child welfare partners, including court systems.

- The Adoption Opportunities Program, increased by \$10 million in FY 1998, funds a variety of service innovations that seek not only to increase the number of adoptions, but also to support the success of adoptive placements. In FY 1999, the Department is awarding grants to recruit more minority adoptive families; to test new innovations in the placement of sibling groups, children with disabilities, and adolescents; and to provide post-legal adoptive services to prevent adoption disruptions. The Program also funds work to improve the system for interstate placement of children.
- The Promoting Safe and Stable Families program (formerly known as the Family Preservation and Support Services), signed into law in 1993, was revised to allow States to use the funds to promote and support adoptions.
- The Department's Court Improvement Program (CIP) provides funding to State courts to improve the handling of foster care and adoption proceedings. The CIP has strengthened the focus on judicial decision-making and the key role that courts play in attaining safe, permanent homes for children.
- In response to the President's request to recognize the numerous changes in policy and practice that bolster adoptions, the Department established the annual Adoption Excellence Awards. For the past two years, the Department has honored those States, organizations, businesses, individuals and others who have demonstrated excellence in providing adoption and other permanency outcomes for children in foster care. Winners have exhibited tireless commitment and creativity in recruiting adoptive families and moving children to permanent placement more quickly. Eight winners were recognized in 1998 and thirteen in 1997.
- The 1998 winners were: Tim O'Hanlon, Ohio North American Council on Adoptable Children, OH; Governor James and Brenda Edgar, IL; Georgia Department of Human Resources, GA; Illinois Department of Children and Family Services; Hope for the Children, Inc., IL; Three Rivers Adoption Council, PA; Kansas Association of Broadcasters, KS; and Judge Max Baer, PA.
- The 1997 winners were: North American Council on Adoptable Children, MN; Resources for Adoptive Parents, MN; Athens County Children's Services, OH; National Adoption Center, PA; Jack Williams, Senior News Anchor for WBZ-TV 4, MA; Sherry Coy, Adoptive Mother, NV; The Badeau Family, PA; The Scott Family, AZ; The Neal Family, NC; Wendy's International and Dave Thomas Foundation, OH; South Carolina Families for Kids; and Lucas County Children's Services, OH.

Finally, at the President's request, the Department is exploring innovations in the use of technology to increase adoptions. In 1998, the President directed HHS to develop a plan to expand use of the internet to share information about children who are legally free for adoption in order to shorten the time needed to find them adoptive families. An effective national registry will help to break down geographic barriers to adoption and assist in meeting the President's adoption goal. HHS will launch a national web site by September 2001, working with States, some of whom have already launched internet registries, to reach all children who need a home and eliminate the delays in interstate adoptions.

MAKING ADOPTION MORE ACCESSIBLE AND AFFORDABLE FOR FAMILIES

The Administration has taken a several steps to make adoption more affordable for families and to support the formation of adoptive families. In 1993, President Clinton acted to help new adoptive families through the Family and Medical Leave Act, which enabled parents to take time off to adopt a child without fear of losing their jobs or health insurance coverage. The Administration also has secured important financial support for adoptive families. In 1996, President Clinton signed into law the Small Business Job Protection Act of 1996, which provides a \$5,000 tax credit to families adopting children and a \$6,000 tax credit for families adopting children with special needs. This provision has alleviated a significant barrier to adoption, helping middle class families for whom adoption may be prohibitively expensive, and making it easier for families to adopt children with special needs. Since President Clinton took office, the number of children with special needs who were adopted with federal adoption assistance has risen by over 60 percent. In addition, adoptive families are eligible to receive the \$500 per-child tax credit, which President Clinton enacted in the Balanced Budget Act of 1997.

ON TRACK TO MEET OUR GOALS:

The early progress of the *Adoption 2002* Initiative is an example of the way that an ambitious, common goal can galvanize a system to create widespread change. The challenges in the child welfare system are daunting. More than 520,000 of America's children live in our nation's foster care system. Our most recent data indicate that the average time that these children are in out-of-home care is 2 years and 9 months. These sobering statistics underscore the need to continue the significant progress that has been made to date to move our country's most vulnerable children into safe, permanent, and loving homes more quickly.

The Administration also is working with Congress on another critical front to protect children for whom the child welfare system is not able to secure adoption and permanency. The President's Independent Living proposal aims to help the nearly 20,000 young people who leave foster care each year, having reached the age of 18 without an adoptive family or other permanent relationship. The Independent Living Program, run through the States, assists older foster care children with the transition to independence by helping them earn a high school diploma, participate in vocational training or education, and learn daily living skills, like budgeting and securing housing and employment. Bipartisan legislation to increase funding for the Independent Living

Program, and provide health coverage for these young people to the age of 21, is moving through the 106th Congress.

The President recognized the critical importance of this issue when he challenged us all to undertake the *Adoption 2002* Initiative, with a goal that was bold enough to require fundamental changes throughout the child welfare system. In response, all of the partners in the system have demonstrated a commitment which has put the country confidently on track to meet the President's goal of our target of 56,000 adoptions in 2002. At the federal level, we have exercised leadership by creating a policy framework for child welfare reform, promoting and rewarding innovations at all levels, and providing financial assistance to individual families who choose to adopt. States and localities have responded by taking advantage of federal flexibility to design and implement policies that support permanence and adoptions and services that recruit adoptive families and provide ongoing support for adoptive placements. Moreover, non-profits and foundations have served as important partners in working to promote permanency, serving as contractors for the States, independent advocates for children and families, and sponsors of critical activities such as research for the National Adoption Exchange. Together, we have made tremendous progress in ensuring the safety, permanence, and well-being of our most vulnerable children.

APPENDIX A: ACHIEVEMENT OF ADOPTION 2002 RECOMMENDATIONS

Adoption 2002 Recommendations	Actions Completed	Description
Increase the Number of Adoptions	√	Numerical targets leading to a doubling of adoptions over five years were set at the National and State levels. Adoptions are up 38% from FY 1995 to FY 1998, keeping us on track to reach our goal of 56,000 adoptions in 2002.
Provide Technical Assistance to States and Communities	√	Ten regional conferences were held in 1998, as well as technical assistance on drafting the Adoption and Safe Families Act (ASFA) State legislative requirements. The eight Resources Centers funded by the Children's Bureau, including the Resource Centers on Permanency Planning and Special Needs Adoptions, have provided critical information and expertise to the States.
Provide Financial Incentives	√	In September 1999, \$20 million was awarded to 35 States that successfully increased adoptions in FY 1998.
Implement the Multiethnic Placement Act (MEPA)	√	Guidance was issued in June 1997 and significant training and technical assistance was provided by the Children's Bureau and Office of Civil Rights to at least 40 States. The Office of Civil Rights has reviewed all State policies and practices for MEPA compliance and continues to work with States to ensure the appropriateness of any law changes in this area.
Track the Progress of States	√	Through the Adoption Incentives component of ASFA, the Department is collecting data through the Adoption and Foster Care Automated Reporting System and reporting on State progress.
Recognize Successful States	√	The Department initiated the Adoption Excellence Awards in 1997 to honor States, organizations, businesses, and individuals who have demonstrated excellence in providing adoption and other permanency outcomes for children in foster care. Eight winners were recognized in 1998 and thirteen in 1997.

Promote Permanency for Children who Cannot Return Home	√	<p>The enactment of the ASFA of 1997 was a major achievement in promoting permanency for children. As of September 1999, 49 States and Puerto Rico have passed legislation to comply with ASFA.</p> <p>With \$10 million in additional funding for the Adoption Opportunities program, the Department has increased training and technical assistance to the States, and has supported new initiatives to achieve increased adoptions of children in foster care, provide post-legal adoptive services and build effective collaborations for timely adoptions.</p> <p>Finally, ASFA extended the Court Improvement Program for an additional three years. The Department has supported State efforts, and in early 1999, the Department issued a program instruction to help clarify elements of the program.</p>
Address Permanency Planning Earlier Through Timely Hearings	√	<p>The Department's proposed regulation (published September 1998) expands on the provisions in ASFA that called for immediate permanency planning and shorter timeframes for hearings. The Children's Bureau also convened a group of experts from throughout the field to draft <i>Guidelines for Public Policy and State Legislation Governing Permanence for Children</i>, which were published in June 1999.</p>
Clarify "Reasonable Efforts" and Other Federal Policies Related to Permanency and Safety	√	<p>Both the ASFA legislation and the Department's proposed regulations have clarified "reasonable efforts" and other elements of promoting permanency.</p>
Set Standards for Securing Permanency	√	<p>The ASFA legislation and subsequent Department proposed regulations require "reasonable efforts" to secure a permanent home for a child in foster care and clarify that plans for reunification and for alternate permanency options can be concurrent.</p> <p>The Department also encouraged States to use the Federal Parent Locator Service through the publication of an Information Memorandum in January 1999.</p>
Examine Alternative Forms of Permanency	√	<p>Seven states and the District of Columbia have waivers to examine assisted guardianship/kinship permanence. In addition, a group of experts has convened several times in 1999 around kinship care issues and a report to Congress is pending.</p>

DOMESTIC POLICY EVENTS (DECEMBER 1, 1997 - APRIL 30, 1998)

Events

L = Lead

✓ = Story

EVENT (100 total)	ABC	CBS	NBC	NYT	WP	WSJ	USAT	WT
HEALTHCARE/WELFARE (8)								
1/6 Medicare Event	✓	L	✓	L	✓	✓	✓	✓
1/14 Healthcare Bill of Rights				✓	✓		✓	
2/18 Children's Health Initiative					✓		✓	✓
2/20 Healthcare Bill of Rights		✓		✓	✓	✓	✓	
3/5 Medicare Commission Meeting			✓	✓	✓	✓	✓	✓
3/13 Healthcare Statement								
3/17 Medicare Buy In		✓		✓	✓	✓	L	
4/21 Birth Defects Prevention Act					✓			
EDUCATION (8)								
1/9 Education Events (McAllen and Houston)	L	L	L		✓			✓
1/28 Education (Champaign-Urbana)				✓			✓	
2/4 College-School Partnership				✓				✓
3/16 Education Roundtable (MD)				✓	✓		✓	✓
4/8 School Construction (Chicago)			✓	✓	✓		✓	✓
4/21 School Construction								
4/24 National Teacher of the Year								
4/24 School Safety Meeting								
ECONOMY/SOCIAL SECURITY (6)								
1/5 Budget Meeting					✓	✓		✓
2/2 Budget Submission	L		✓		L	L	L	L
2/9 Social Security Event				✓	✓			✓
3/6 Economic Statement		✓	✓					
4/7 Social Security Regional Conference			✓		✓	✓	✓	✓
4/30 Regional Event								
CRIME/DRUGS (5)								
12/11 Drug Seizure (Miami)	✓							✓
1/12 Drug Testing								
3/3 DUI	✓			✓	✓	✓		
3/19 School Safety		✓	✓	✓	✓	✓		✓
4/6 Assault Weapons	✓	✓	✓	✓	✓	✓	✓	✓
SCIENCE/TECHNOLOGY (5)								
12/16 Medals of Science & Technology								
12/17 Cong. Space Medal of Honor								
2/26 Internet Event (San Francisco)	✓			✓	✓	✓		
3/5 NASA Commander Annmmt		✓	✓	✓	✓			✓
4/14 Johnson Space Center				✓	✓			
RACE (4)								
12/3 Race Forum (Akron)	✓	✓	L	✓	✓	✓		L
12/8 Photo-op w/MIR Astronaut	✓	✓						
12/19 Meeting with Conservatives		✓		✓	✓			✓
4/14 ESPN Forum (Houston)	✓			✓	✓		✓	✓
CHILDREN/FAMILIES (3)								
1/7 Childcare event	L	L	L	✓	L		✓	L
3/10 Childcare event (CT)				✓	✓			
4/23 Childcare event					✓			✓
AGRICULTURE/FOOD SAFETY (2)								
12/17 Family Farmers								
3/4 Food Safety		✓			✓			
TOBACCO (2)								
4/9 Farmers (KY)	✓	✓		✓	✓	✓	✓	✓
4/27 Suregeon General's Report				✓	✓	✓	✓	✓

Events

JANUARY EVENT RECOMMENDATIONS:

NOTE: Rollout strategy should be coordinated with both the Office of the Vice President and the Office of the First Lady.

• **Federal Firearms Enforcement Budget Initiatives and Gun Violence Reduction Strategy.**

This initiative puts an unprecedented level of resources into firearms enforcement, and includes: 1) 500 new ATF agents and inspectors, to investigate more gun trafficking cases and to bring the successful Youth Crime Gun Interdiction Initiative to more cities, and to crack down on unscrupulous dealers, manufacturers and distributors; 2) a comprehensive crime gun tracing package; 4) 1,000 new gun prosecutors and additional funds to help cities create community gun prosecutors; 5) a major expansion of existing ballistics testing systems; 6) funding for better Brady background checks; and 7) a new national notification system tied to NICS that speeds certain Brady denials (felons and other restricted persons) to local authorities. We could also release our gun violence reduction strategy, developed in response to the President's directive earlier this year. The report will also lay the groundwork for current and new legislative/budget proposals: more resources at the state/federal level, stronger gun laws, industry accountability, prevention and local partnerships. *NOTE: This is our highest priority event, and must be done before the January 21st Gun Industry Annual Trade Show.*

Event/
Radio
before 1/21

• **Medicare Fraud.** This new \$30 million initiative will create a team of over 100 anti-fraud analysts to be placed in the offices of Medicare contractors nationwide to ensure a swift and coordinated response to suspected instances of fraud. In addition, it will invest new funds to implement new, financial management computer systems to accurately track and identify claims payments and prevent Medicare claims processors and auditors from defrauding the program. This initiative was developed in response to a critical GAO report detailing a myriad of abuses and a range of fraudulent activity by Medicare contractors. Any announcement on this front should be coordinated with the early January release of an HHS-DOJ report detailing our current success in fighting fraud, waste and abuse in Medicare.

Joint?

• **Teacher Quality Initiatives.** The Teaching to High Standards block grant is a \$1 billion initiative that includes: 1) a pay-for-performance and peer review program; 2) Troops to Teachers; 3) teacher recruitment proposal that would provide a down payment on the Vice President's 21st Century Teachers Corps (modeled after Teach for America), and an OMB initiative to recruit future teachers while they're still in high school; 4) principals initiative to fund independent School Leadership Centers to recruit nontraditional candidates and to focus on effective management, school design, technology, and district governance; and 5) a continuation of the President's class size reduction initiative. *The President could announce this budget initiative at the Department of Education's Teacher Quality Summit, January 9-10, which will include participation by university presidents, deans, professors, and teachers (approx. 800 participants).*

VP/HRC

Events

THE WHITE HOUSE
WASHINGTON

June 22, 1998

MEMORANDUM FOR THE CHIEF OF STAFF

FROM: Bruce Reed
Elena Kagan

SUBJECT: Summer Announcements and Events

Probs & Costs

Listed below are ideas for announcements and events that the President could do this summer.

Health

*
A+

Release New Executive Order Authorizing OPM to Terminate FEHBP Insurance Plans That Are Out of Compliance with Kennedy-Kassebaum Law. This policy would strengthen enforcement of the Kennedy-Kassebaum law by allowing the Federal Employees' Health Benefits Plan (FEHBP) to take action against any insurer that discriminates against sicker patients -- including by terminating the insurance plan. Although we have not seen many reports of discrimination recently, advocates would characterize this action as reducing the likelihood of future abuses.

Find 3 victims
diabetic
Cancer

Disease
After
China

Release New HHS Report on Long-Term Care and Announce Policy Initiative(s). A new report from HHS shows that millions of American families care for chronically ill elderly relatives and friends, and that this care places a significant strain on families. The President could announce an initiative to encourage private long-term care insurance by offering it through the FEHBP and/or counseling Medicare beneficiaries to consider private insurance. In addition, if we are willing to consider proposals with budgetary effects, we could announce a new respite care tax credit, which the NEC is now actively considering.

Approve the 25th State Children's Health Insurance Program. As of today, HHS has approved the CHIP plans of 20 states, which should cover about 2.5 million children when fully implemented; we expect to reach the half-way mark by approving the 25th CHIP plan early next month. We could use this occasion to release another progress report and hold an event featuring families already helped by the program and a bipartisan group of governors.

*

Enhance Welfare-to-Work Commitment by Giving States Option to Maintain Health Insurance for Working Adults. We may be able to issue a new HHS regulation that would allow more states to provide Medicaid coverage to more low-income two-parent families. (Current federal law, applicable in all states without pre-welfare law waivers on this subject, limits Medicaid to only those two-parent families in which the parents work less than 100 hours

per month.) States believe that this regulation would enhance welfare-to-work efforts and encourage two-parent families. The regulation, however, has cost implications, and we are currently discussing with OMB whether an offset is needed.

Announce Policies for People with Disabilities. We have been working on administrative and legislative policies to enable people with disabilities to (1) reside in their communities, rather than institutions, and (2) return to work activities. We could announce these actions on July 26, the anniversary of the Americans with Disabilities Act (but note: the Vice President has tentatively agreed to unveil a wheelchair at the FDR Memorial ~~that day~~). July 3

Education

Announce New Legislation, With Offsets, to Reduce Class Size. Senator Murray intends to introduce legislation with as many as 20 co-sponsors to implement the President's class size initiative. DPC and OMB are working with Murray's staff on potential offsets for the legislation. The President indicated interest in participating in the announcement of this legislation.

Announce New Bilingual Education Plan. The President could transmit (or announce that he will transmit next session) legislation to reform the federal bilingual program, including by requiring school districts to establish a goal of moving all Limited English Proficient students into regular English language classes within three years. At the same time, he could (1) propose ways to strengthen teaching for LEP students (e.g., by recruitment and training initiatives); (2) issue a directive to the Secretary of Education to report on best practices of teaching English to LEP students, as well as to conduct or support further research in this area; (3) support community-based initiatives that supplement school programs for LEP students; and (4) propose ways of strengthening foreign language education for English-speaking students. Some of these proposals could have budgetary implications.

Announce First Grants of Comprehensive School Reform (Obey/Porter) Program. The Education Department will be ready in mid-June to announce the first grants under the new Comprehensive School Reform program. Seven states (Illinois, Kansas, Maryland, Mississippi, New York, Pennsylvania, and Wisconsin) will receive approximately \$33 million, enough to support reform in up to 650 schools. Grants of about \$18 million to another seven states will be ready in early July.

Launch the Education Department's Summer Reading Initiative. Seventy partnerships across the country will launch summer reading programs aimed at young children next month. The President could help to kick off these programs, while calling on Congress again to enact his America Reads initiative.

Crime and Drugs

Announce Support for Child Access Prevention Legislation, Issue Child-Proof Gun

VP
↑

Challenge, and Issue Regulation on New Gun Signs. The President could (1) support child access prevention legislation (both Durbin and McCarthy have bills) that would hold adults liable if they give children easy access to guns; (2) challenge industry to get a child-proof gun (i.e., a gun that can be shot only by authorized adults) on the market by the year 2000; and/or (3) issue a Treasury Department regulation (responding to a presidential directive) requiring gun dealers to post signs warning gun purchasers about their responsibility to keep guns away from children.

Report on Youth Crime Gun Interdiction Initiative and Press for Congress to Fund Our Budget Request. The second anniversary of the President's gun tracing initiative falls in July, and we may have a report by then on the continued success of this program. (If not, the report will be ready later in the summer.) Our budget asked for \$28 million to expand this initiative, which the House appropriations subcommittee fully funded last week. An event could keep up the pressure for full funding of this initiative.



Announce Federal Drug Strike Force for Chicago and Support for Chicago's Anti-Gang Ordinance. DOJ is prepared to announce that it will dedicate some 300 federal agents and 20 prosecutors to form a drug strike force in Chicago. We have promised Mayor Daley that we will make this announcement soon. At the same time, we could comment on the brief we just filed in the Supreme Court supporting Chicago's anti-gang ordinance.

Announce New Demonstration Project to Fund Faith-Based Anti-Crime Programs. DOJ is now considering how to put together a demonstration project to fund faith-based anti-crime programs, such as the one profiled recently in Newsweek. We will have to work through some constitutional concerns, but we should be ready to go on this new effort by mid-summer.

Announce New COPS Grants. We will have several opportunities this summer to announce new cop grants, including grants targeted to combating methamphetamine use and extensions of prior grants (i.e., a fourth year of funding) in small cities. We should try to time such an announcement to coincide with new crime statistics.

COPS in Schools. By the end of the summer, the Departments of Justice and Education should be ready to (1) offer recommendations to the President for getting more police to work with schools (in response to the President's directive last week); (2) release COPS grants to provide additional law enforcement assistance in schools; (3) hold a conference on how law enforcement officers can help to keep schools safe; and (4) issue a report on the success of the Safe and Drug Free Schools Program. We should try to package these announcements together and have the President participate.

Launch Nationwide Phase of Our Anti-Drug Media Campaign. The President can announce the national roll-out of the \$195 million media campaign in July. ONDCP will buy a "roadblock" on network TV that night, unveil new ads, and host local events in scores of participating cities.

4
Release Drug Court Grants. The President could announce the latest drug court grants from DOJ and highlight the success of this program. (A recent study showed some very good results.) The President has indicated interest in participating in such an event, but we might want to combine it the launch of anti-drug media campaign (above). *Atlanta*

Release Results of Household Survey. The Household Survey -- one of two major drug surveys on teen drug use -- should be out by August. Last year's survey was the first to indicate a dip in teenage drug use, and this year's is likely to show the same. The Survey also will contain new data on youth tobacco use.

Release Stalking Report and Associated Policies. DOJ is preparing a report showing that about eight million women in this country report having been stalked. We are working with DOJ on policy recommendations to go with this report, but have yet determined their exact content.

Tobacco

* FDA results

Bring Medicare Suits Against Tobacco Companies? We and the Counsel's Office will advise the President within the next couple of weeks on whether the federal government should bring suit against the tobacco companies for losses to the Medicare program caused by tobacco-related disease. If the President chooses to go ahead with these suits, he can direct the Attorney General to prepare the suit for filing. (There is little chance that the suit will actually be ready to file this summer.)

Prevent Filmmakers from Using Federal Facilities for Films that Contain Youth Smoking. We are exploring whether agencies that oversee federal facilities (e.g., DOD, the Forest Service) can require, as a condition of granting a permit to film a movie on those facilities, that the movie not show or glamorize youth smoking. We will know within a week or so whether we can proceed with this idea. *to drugs*

Release Report on Effects of Price Increases on Youth Smoking. We are ready to release a Treasury Department report showing how price increases can dramatically reduce youth smoking. This report should be useful to show the absurdity of the House Republicans' "no-money" approach to this problem. When they release that bill, we will have Treasury (or commission an independent expert) to do a report on the likely effects of the bill on youth smoking.

Release Results of Household Survey. As discussed above.

Welfare-to-Work

Release Report Showing the Increase in the Proportion of Welfare Recipients Going to Work. Following on the GAO report last week, HHS is scheduled to report to Congress on the increase in work among welfare recipients. The report should have some new data, although it

also will collate previously released figures. Sometime this summer, HHS also will receive information from the states on whether they are meeting the welfare law's work participation rates. This information should generate a fair bit of interest, but it is not yet clear whether the news will be good.

Endorse Individual Development Account Bill. The President has indicated interest in doing an event to endorse and highlight the Coats-Harkin IDA legislation. This bill would establish a four-year, \$100 million demonstration program under which state, local, and nonprofit entities would match money deposited into IDAs by low-income families. We can try to time this event to coincide with some congressional action (e.g., Senate committee mark-up) on the bill.

Food Safety

Call for Congress to Fund Our Food Safety Initiative and Pass Legislation Giving FDA and USDA More Enforcement Authority. The relevant House and Senate subcommittees allocated almost no funds to our food safety initiative; at the same time, our proposals to give USDA additional recall authority and give FDA additional authority over imported foods are languishing. The President could do an event with members of Congress and food safety advocates urging Congress to act on these measures. (Summer is the time when people think most about these issues.)

Veterans

Announce Coordinated Effort to Assist Homeless Veterans. We have been working with the Veterans' Administration on a plan to help the 250,000 homeless veterans in this country. The plan would involve outreach efforts, substance abuse treatment, and mental health care, in addition to housing assistance. The President could direct the VA to come back to him with a battle plan or could himself announce the program, at an annual cost of about \$30 million.

Rural Issues

Deliver Speech on Rural Issues. DPC, NEC, and USDA have prepared a rural agenda for a speech sometime this summer. The agenda includes: (1) the use of new technologies, such as distance learning and telemedicine, to benefit rural areas; (2) the enforcement of antitrust laws in agricultural-related industries; (3) the expansion of programs that help farmers manage risk; (4) the promotion of free trade; (5) the expansion of agricultural cooperatives; and (6) the renewal of the ethanol subsidy.

THE WHITE HOUSE
WASHINGTON

November 19, 1997

HEALTH CARE CONSUMER BILL OF RIGHTS EVENT

DATE: November 20, 1997
LOCATION: Room 450 OEOB
BRIEFING TIME: 11:15-11:40 AM
EVENT TIME: 11:45-12:30 PM
FROM: Bruce Reed/Chris Jennings

I. PURPOSE

To accept and respond to the "Consumer Bill of Rights and Responsibilities" recommended by the Advisory Commission on Quality and Consumer Protections.

II. BACKGROUND

The 34 members of your Advisory Commission on Quality and Consumer Protection in the Health Care Industry, including Co-Chairs Secretary Herman and Secretary Shalala, have been meeting in Washington, D.C. this week to finalize their recommendations for a "Consumer Bill of Rights and Responsibilities." At this event, you will receive and respond to their 8 recommendations for consumer rights and responsibilities. When you created the Commission in March 1997, you charged them with developing a Consumer Bill of Rights as their first order of business. The Commission will submit a final report on broader quality issues this coming March.

In response to the Commission's recommendations, you will make the following announcements:

- CHALLENGE TO PRIVATE HEALTH PLANS - You will call on private health plans to adopt these rights voluntarily.
- CHALLENGE TO CONGRESS TO PASS LEGISLATION
You will call on Congress to pass appropriate Federal protections into law before the 105th Congress adjourns.
- DIRECT FEDERAL AGENCIES TO COMPLY
You will direct the Departments of Health and Human Services, Labor, Defense,

Veteran Affairs, and the Office of Personnel and Management to review the programs they administer and bring them into compliance with the bill of rights. You will direct them to report to the Vice President by February on the status of their compliance and on any statutory limitations that may impede their ability to comply. The Vice President will compile the information and provide you with a report to review.

III. PARTICIPANTS

Briefing Participants:

The Vice President
Secretary Shalala
Secretary Herman
Bruce Reed
Chris Jennings

Event Participants:

The Vice President
Peter Thomas, Chair of the Commission's Subcommittee on the Consumer Bill of Rights,
and lawyer and disability advocate in Washington, D.C.

*Secretaries Herman and Shalala will also be seated on stage.

IV. PRESS PLAN

Open Press.

V. SEQUENCE OF EVENTS

- You will be announced onto the stage accompanied by the Vice President, Secretary Shalala, Secretary Herman, and Peter Thomas.
- The Vice President will make welcoming remarks and introduce Peter Thomas.
- Peter Thomas will make remarks and introduce you.
- You will make remarks and then depart.

VI. REMARKS

Remarks Provided by Speechwriting.

VII. ATTACHMENTS

- Summary of the Commission's Consumer Bill of Rights and Responsibilities.

CONSUMER BILL OF RIGHTS AND RESPONSIBILITIES

The "Consumer Bill of Rights" consists of the following rights and responsibilities:

- (1) **Access to Accurate, Easily Understood Information** about consumers' health plans, facilities and professionals to assist them in making informed health care decisions;
- (2) **Choice of Health Care Providers** that is sufficient to assure access to appropriate high quality care. This right includes assuring consumers with complex or serious medical conditions access to specialists, giving women access to qualified providers to cover routine women's health services, and providing access to continuity of care for consumers who are undergoing a course of treatment for a chronic or disabling condition;
- (3) **Access to Emergency Services** when and where the need arises. This provision requires health plans to cover these services in situations where a "prudent layperson" could reasonably expect that the absence of care could place their health in serious jeopardy;
- (4) **Participation in Treatment Decisions** including requiring providers to disclose any incentives, financial or otherwise -- that might influence their decisions, and prohibits "gag clauses" which restrict health care providers' ability to communicate with and advise patients about medically necessary options;
- (5) **Assurance that Patients are Respected and Not Discriminated Against**, including discrimination in the delivery of health care services consistent with the benefits covered in their policy based on race, gender, ethnicity, mental or physical disability, and sexual orientation;
- (6) **Confidentiality** which assures that individually identifiable medical information is not disseminated and that also provides consumers the right to review, copy and request amendments to their own medical records;
- (7) **Grievance and Appeals Processes** for consumers to resolve their differences with their health plans and health care providers -- including an internal and external appeals process; and
- (8) **Consumer Responsibilities** which asks consumers to take responsibility by maximizing healthy habits, becoming involved in health care decisions, carrying out agreed-upon treatment plans, reporting fraud, among others.

THE WHITE HOUSE
WASHINGTON

November 18, 1997

MEMORANDUM TO THE PRESIDENT

FROM: Chris Jennings

SUBJECT: Quality Commission's "Consumer Bill of Rights"

cc: Rahm Emanuel, Bruce Reed, Gene Sperling, Ann Lewis, Elena Kagan

On Thursday, you are scheduled to accept the Quality Commission's "consumer bill of rights." In preparation for the release of this much anticipated report, this memo provides background on the Commission, summarizes its key recommendations, and outlines how the Hill, influential interest groups and the elite validators are positioning themselves on the quality issue. It also summarizes our suggestions on how you might best respond to the Commission's first report.

Background. In response to growing concerns about quality shortcomings in the rapidly changing health care system, you pledged to establish a Quality Commission during the 1996 campaign. In March of this year, you unveiled the 34-Member Advisory Commission on Quality and Consumer Protection. This Commission has a broad-based membership of business, labor, provider, consumer, insurer/HMO, and state and local representatives, is co-chaired by Secretary Herman and Secretary Shalala, and is required to report to you through the Vice President.

At the Commission's inception, you asked the members to produce -- as their first order of business -- recommendations for a "consumer bill of rights." This week they are responding to that charge by releasing their final report on this issue. Their preliminary recommendations received widespread acclaim by the elites. They achieved this by balancing the desires of the consumer advocates and providers against the fears of the insurers and business community. Not surprisingly, the former generally felt the recommendations did not go far enough and the latter concluded they generally went too far.

The Commission was structured to end up to the middle/left of this debate from the beginning, as Donna and Alexis insisted that all final recommendations be done on a purely consensus basis. But what really assured that the business and insurer community would not make excessively loud complaints was the Commission's decision to push off making recommendations regarding how the "rights" would be enforced. It may or may not be able to resolve the Federal enforcement issue by the time the final report is released next March. (That report will also include recommendations that could have the most long-lasting impact on the health care delivery system; it will focus on how to measure and actually improve quality outcomes.)

Two weeks ago, the Kaiser Foundation released a well publicized survey that reported that 60 percent of Americans said that managed care plans have made it harder for the sick to see specialists. Over three-fifths of those surveyed said they were very or somewhat worried that their health plan would be more concerned about saving money than about the best treatment for them if they were sick, while only 34 percent of those in traditional plans had similar concerns. However, the report also indicated that Americans may be vulnerable to criticisms that government intervention could increase costs. While 52 percent of Americans said that government should protect consumers of managed care, 40 percent said that such intervention may not be worth the increased costs that could result.

Key Findings of the Commission. The Quality Commission's "bill of rights" do not include some of the insurance and benefit reforms that some consumer groups would like to see (such as elimination of life-time caps, 48-hour rules for mastectomies, and required coverage of reconstructive surgery following a mastectomy.) However, the Commission's eight rights do include the access to provider and appeals process provisions that most consumer groups feel are their highest priority, including:

(1) Access to Accurate, Easily Understood Information about consumers' health plans, facilities and professionals to assist them in making informed health care decisions;

(2) Choice of Health Care Providers that is sufficient to assure access to appropriate high quality care. This right includes assuring consumers with complex or serious medical conditions access to specialists, giving women access to qualified providers to cover routine women's health services, and providing continuity of care for consumers who are undergoing a course of treatment for a chronic or disabling condition;

(3) Access to Emergence Services when and where the need arises. This provision requires health plans to cover these services in situations where a "prudent layperson" could reasonably expect that the absence of care could place their health in serious jeopardy;

(4) Participation in Treatment Decisions including requiring providers to disclose any incentives, financial or otherwise -- that might influence their decisions, and prohibits "gag clauses" which restrict health care providers' ability to communicate with and advise patients about medically necessary options;

(5) Assurance that Patients are not Discriminated Against, including discrimination based on race, gender, and sexual orientation;

(6) Confidentiality which assures that individually identifiable medical information is not disseminated and that also provides consumers the right to review, copy and request amendments to their own medical records;

(7) Grievance and Appeals Processes for consumers to resolve their differences with their health plans and health care providers -- including an internal and external appeals process; and

(8) Consumer Responsibilities which asks consumers to take responsibility by maximizing healthy habits, becoming involved in health care decisions, carrying out agreed-upon treatment plans, reporting fraud, among others.

Analysis of the Bill of Rights. The consumer bill of rights provides a solid framework for assuring consumers protections. Having said this, the Administration has taken -- and will likely take -- different positions on some of the Commission's recommendations. For example, the Commission establishes a strong internal and external appeals process for consumers to address grievances, but it does not make the external appeals process binding, leaving it unclear as to how these decisions would be enforced. Also, the bill of rights is ambiguous with regard to access to specialists; it calls for direct access to specialists, but at the same time allows plans to require prior authorization to see specialists. And, as mentioned above, the Commission made an explicit decision not to include any benefits in their list of rights, including the Administration supported 48-hour mastectomy bill. There is little doubt, however, the Commission's recommendations will lay the foundation of almost any legislation that has any chance of emerging from the Congress.

Bipartisan Legislation on the Hill. There are already a number of consumer protection bills on the Hill that have received broad, bipartisan support. The bill that has received the most attention has been introduced by Congressman Norwood (R-GA) and already has over 205 cosponsors in the House, including over 85 Republicans. Senator D'Amato has introduced the companion bill in the Senate. Ironically, the Norwood/D'Amato bill goes further than the Quality Commission in many areas, particularly those that focus on provider protections. Some of these provisions could notably increase the cost of health plans. For example, their bill requires a mandatory point-of-service option which would raise premiums for health plans that do not currently offer this option.

Although over 120 Democrats have cosponsored the Norwood bill, Congressman Gephardt has asked the Democratic Caucus, led largely by Congressman Dingell, to unveil their own bill in early next year. Such a bill would likely emphasize consumer (more than provider-oriented) protections. On the Senate side, Senator Jeffords (R-VT) -- Chairman of the Labor Committee -- has indicated his intention to introduce a bipartisan bill with Senator Kennedy, which is much more likely to reflect most of the Quality Commission's recommendations and be a more moderate alternative to the Norwood and or the likely Democratic alternative.

Republican Leadership Positioning on the Quality Issue. A great deal of media attention has been focused on memos associated with the Republican Leadership (Senator Lott, Senator Nickles, Congressman Arney) that call on their business and insurer allies to oppose Federal consumer protection legislation. A quote that urges these industries to "get off your butts and get off your wallets" has been attributed to Senator Lott; Congressman Arney has been labeling any effort in this area to be "Clinton II." While their strategy may be paying dividends with their target audience (the NFIB and the Health Insurance Association of America), the publicity around the memos has not appeared to serve the Leadership well. Moreover, since over 85 Republicans have signed onto Federal legislation, it is difficult for them to pin the "Government-takeover label" onto the Administration.

Business and Insurer Positioning. Most managed care plans and big business representatives have taken a fairly low profile, wishing this debate would go away but understanding it will not. They oppose Federal intervention, but seemingly increasingly believe it is going to happen. The big business groups' greatest concern that any Federal legislation will NOT preempt the states ability to go further, thus making them comply with Federal as well as state rules. In contrast, the HIAA and the NFIB have already indicated that they are going to raise dollars to attack any Federal consumer protection legislation. They will (and are saying) that such legislation will inevitably increase premiums and reduce coverage.

Response to Cost/Coverage Loss Argument. In response to cost concerns raised by the business and insurer representatives, Lewin ICF (an analytical consulting firm) was commissioned by the Quality Commission to evaluate the cost impact of the two "consumer bill of rights" provisions that the Commission believed had the most potential to increase premiums -- the information disclosure and consumer appeals requirements. The study concluded, in a report that was released to the Commission members today, that the provisions would increase the cost of premiums by about 90 cents per month per beneficiary. While these numbers are preliminary and should not be used as the standard by which all consumer protection provisions are evaluated, they are extremely encouraging. Most important, these projections go a long way to undermining the HIAA/NFIB/Republican Leadership argument that consumer protections will increase premiums by "90 percent" and will reduce insurance coverage.

"Elites" Reaction to Quality Commission. To date, the elite validators have been quite impressed with the work of the Quality Commission. They perceive it to have made strong, but reasonable recommendations on the consumer protections front; interestingly, the experts view the Norwood bill as much more reckless, far-reaching, regulatory and costly. As you appropriately move to endorse a legislative approach, however, some of the validators will be quick to get nervous and will inevitably raise concerns. They, (and some Members of Congress), will also urge specificity on our position regarding enforcement and remedies. (These are the most divisive issues for the big business community.) While we will have to be responsive to some degree, we would be wise to not fall into the trap of sending legislative language to the Hill. Instead, we probably should work with the Hill to see where the consensus emerges and provide technical and political support to that end.

Thursday Event and Your Remarks. Your remarks on Thursday will culminate a very busy week on quality and consumer protections. Today, the Vice President joined the *Journal of the American Medical Association (JAMA)* in announcing their release of this month's edition, which is totally dedicated to the quality issue. Tomorrow, the Quality Commission will conclude the day with an expected final and unanimous approval of their well-received recommendations. And Thursday, we are designing a relatively brief ceremony marking the transmission of the Commission's "consumer bill of rights" and your reaction to it.

The Vice President will open the Thursday event by summarizing the Administration's accomplishments in this area. A consumer representative, who is disabled himself, will summarize the eight consumer rights and discuss their importance to all patients. His remarks will be followed by the actual presentation of the "consumer bill of rights" to you by Donna Shalala and Alexis Herman.

We will be suggesting that your remarks have a four-pronged message: First, you will accept the bill of rights and endorse them as an excellent framework for a long overdue national standard of consumer protections to help Americans navigate through a rapidly changing health care system; Second, you will challenge all private health plans to adopt and implement the Commission's bill of rights as soon as possible; Third, you will call on the Congress to pass -- before they adjourn next year -- appropriate Federal legislation to make certain the consumer protections are real for all Americans and to assure that the public's confidence in their health care system is restored; And fourth, you will direct all the agencies with jurisdiction over health care to exhaust every possible administrative action to assure that the programs they administer, and the plans they oversee, come into compliance with the bill of rights. You will also instruct them to report back to you by February what steps they have taken and plan to take in this regard, as well as to indicate what statutory limitations impede their ability to come into full compliance.

WHITE HOUSE STAFFING MEMORANDUM

DATE: 11/17 ACTION/CONCURRENCE/COMMENT DUE BY: 11/20 10:00 am

SUBJECT: Health Care Directive

	ACTION	FYI		ACTION	FYI
VICE PRESIDENT	<input checked="" type="checkbox"/>	<input type="checkbox"/>	McCURRY	<input type="checkbox"/>	<input checked="" type="checkbox"/>
BOWLES	<input checked="" type="checkbox"/>	<input type="checkbox"/>	McGINTY	<input type="checkbox"/>	<input type="checkbox"/>
McLARTY	<input type="checkbox"/>	<input type="checkbox"/>	NASH	<input type="checkbox"/>	<input type="checkbox"/>
PODESTA	<input checked="" type="checkbox"/>	<input type="checkbox"/>	RADD	<input type="checkbox"/>	<input type="checkbox"/>
MATHEWS	<input checked="" type="checkbox"/>	<input type="checkbox"/>	REED	<input checked="" type="checkbox"/>	<input type="checkbox"/>
RAINES	<input checked="" type="checkbox"/>	<input type="checkbox"/>	RUFF	<input checked="" type="checkbox"/>	<input type="checkbox"/>
BLUMENTHAL	<input checked="" type="checkbox"/>	<input type="checkbox"/>	SMITH	<input type="checkbox"/>	<input type="checkbox"/>
BERGER	<input type="checkbox"/>	<input type="checkbox"/>	SOSNIK	<input type="checkbox"/>	<input type="checkbox"/>
ECHAVESTE	<input checked="" type="checkbox"/>	<input type="checkbox"/>	SPERLING	<input checked="" type="checkbox"/>	<input type="checkbox"/>
EMANUEL	<input checked="" type="checkbox"/>	<input type="checkbox"/>	STREETT	<input type="checkbox"/>	<input type="checkbox"/>
GIBBONS	<input type="checkbox"/>	<input type="checkbox"/>	TARULLO	<input type="checkbox"/>	<input type="checkbox"/>
HILLEY	<input type="checkbox"/>	<input type="checkbox"/>	VERVEER	<input type="checkbox"/>	<input type="checkbox"/>
IBARRA	<input type="checkbox"/>	<input type="checkbox"/>	WALDMAN	<input checked="" type="checkbox"/>	<input type="checkbox"/>
KLAIN	<input type="checkbox"/>	<input type="checkbox"/>	YELLEN	<input type="checkbox"/>	<input type="checkbox"/>
LEWIS	<input checked="" type="checkbox"/>	<input type="checkbox"/>	BEGALA	<input checked="" type="checkbox"/>	<input type="checkbox"/>
LINDSEY	<input type="checkbox"/>	<input type="checkbox"/>	<u>Kagan</u>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
MARSHALL	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<u>Jennings</u>	<input type="checkbox"/>	<input checked="" type="checkbox"/>
				<input type="checkbox"/>	<input type="checkbox"/>

REMARKS: Comments to this office

RESPONSE:

MEMORANDUM FOR THE SECRETARY OF DEFENSE
THE SECRETARY OF LABOR
THE SECRETARY OF HEALTH AND HUMAN SERVICES
THE SECRETARY OF VETERANS AFFAIRS
THE DIRECTOR OF THE OFFICE OF PERSONNEL
MANAGEMENT

SUBJECT: The Health Care Consumer's Bill of Rights and
Responsibilities

Last spring, when I appointed the members of the Advisory Commission on Consumer Protection and Quality in the Health Care Industry, I specifically charged them to develop a consumer bill of rights. This period of rapid change and experimentation in the way Americans receive and pay for their medical care holds the promise for improved quality, greater choice, and lower expense. At the same time, we must identify and protect certain fundamental rights of patients and their families so that, whatever health care delivery system they choose, they can obtain the information and care they need when they need it. Health care consumers also need to understand their responsibilities in a changing health care environment to assure that they get the best possible care. Confirming such rights and responsibilities is critical to assuring that the quality of medical care does not suffer as we seek to expand access and improve efficiency of delivery.

The Consumer Bill of Rights and Responsibilities in Health Care, issued today by the Commission, fully lives up to my high expectations. The members of the Commission have brought to bear their own considerable abilities and have obtained information from a wide range of sources. The Consumer Bill of Rights and Responsibilities in Health Care is a comprehensive and thoughtful document that will be an excellent guide as we move through this transition in health care delivery. We must take steps to see that the rights contained in this document become a reality for all Americans.

Therefore, I hereby direct the Secretary of Defense, Secretary of Labor, the Secretary of Health and Human Services, the Secretary of Veterans Affairs, and the Director of the Office of Personnel Management to take the following actions consistent with their missions.

First, I direct the Secretaries and the Director to determine the extent of their current compliance with the recommendations of the Commission.

Second, I direct the Secretaries and the Director to use their administrative authorities, including existing regulations, advisories, and other guidance regarding health plans under their respective jurisdictions to initiate appropriate administrative actions consistent with the recommendations of the Commission.

Third, I direct the Secretaries and the Director to identify the statutory impediments to compliance with the recommendations of the Commission.

Finally, I direct the Secretaries and the Director to report back to me by February 19, 1998, with their findings and the administrative actions they have already undertaken and will undertake to effect the Commission's recommendations.

WHITE HOUSE STAFFING MEMORANDUM

DATE: 11/19/97 ACTION/CONCURRENCE/COMMENT DUE BY: 11/20/97 9:30 AM

SUBJECT: Health Care Bill of Rights Remarks

	ACTION	FYI		ACTION	FYI
VICE PRESIDENT	<input checked="" type="checkbox"/>	<input type="checkbox"/>	McCURRY	<input type="checkbox"/>	<input checked="" type="checkbox"/>
BOWLES	<input checked="" type="checkbox"/>	<input type="checkbox"/>	McGINTY	<input type="checkbox"/>	<input type="checkbox"/>
MCLARTY	<input type="checkbox"/>	<input type="checkbox"/>	NASH	<input type="checkbox"/>	<input type="checkbox"/>
PODESTA	<input checked="" type="checkbox"/>	<input type="checkbox"/>	RADD	<input type="checkbox"/>	<input type="checkbox"/>
MATHEWS	<input checked="" type="checkbox"/>	<input type="checkbox"/>	REED →	<input checked="" type="checkbox"/>	<input type="checkbox"/>
RAINES	<input checked="" type="checkbox"/>	<input type="checkbox"/>	RUFF	<input type="checkbox"/>	<input type="checkbox"/>
DLUMENTAL	<input checked="" type="checkbox"/>	<input type="checkbox"/>	SMITH	<input type="checkbox"/>	<input type="checkbox"/>
BERGER	<input type="checkbox"/>	<input type="checkbox"/>	SOSNIK	<input checked="" type="checkbox"/>	<input type="checkbox"/>
ECHAVESTE	<input type="checkbox"/>	<input type="checkbox"/>	SPERLING	<input checked="" type="checkbox"/>	<input type="checkbox"/>
EMANUEL	<input checked="" type="checkbox"/>	<input type="checkbox"/>	STREETT	<input type="checkbox"/>	<input type="checkbox"/>
GIBBONS	<input type="checkbox"/>	<input type="checkbox"/>	TARULLO	<input type="checkbox"/>	<input type="checkbox"/>
HILLEY	<input checked="" type="checkbox"/>	<input type="checkbox"/>	VERVEER	<input checked="" type="checkbox"/>	<input type="checkbox"/>
IBARRA	<input type="checkbox"/>	<input type="checkbox"/>	WALDMAN	<input checked="" type="checkbox"/>	<input type="checkbox"/>
KLAIN	<input type="checkbox"/>	<input type="checkbox"/>	YELLEN	<input type="checkbox"/>	<input type="checkbox"/>
LEWIS	<input checked="" type="checkbox"/>	<input type="checkbox"/>	BEGALA	<input checked="" type="checkbox"/>	<input type="checkbox"/>
LINDSEY	<input type="checkbox"/>	<input type="checkbox"/>	<u>Elena Kagan</u>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
MARSHALL	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<u>Chris Jennings</u>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
				<input type="checkbox"/>	<input type="checkbox"/>

REMARKS: Comments to Jordan Tansagne

RESPONSE: _____

Draft 11/19/97 9:00pm

**PRESIDENT WILLIAM J. CLINTON
REMARKS FOR HEALTH CARE EVENT
THE WHITE HOUSE
November 20, 1997**

Acknowledgments: VP Gore; Sec. Herman; Sec. Shalala; Commissioner Peter Thomas.

I want to thank the Commission for the remarkable job they have done to build consensus on this challenging issue. I am proud to accept the Commission's Health Care Bill of Rights. I am committed to doing everything I can to make those rights real for every American. And I challenge the Congress to make them the law of the land.

Throughout our nation's history, our strength has come from the strength of our families, and from our ability to keep our values of opportunity and freedom alive in each new time. Those values were enshrined in America's Bill of Rights. And as times have changed, our challenges have changed, and our nation has acted. Thirty five years ago, during another time of change, the modern consumer movement was launched when President Kennedy set forth a consumer bill of rights. The laws passed to protect those rights -- consumers' right to be safe, to be informed, to choose, and to be heard -- protect our children, our investments, and our environment to this day.

Today, American families once again face changing times -- and nowhere are these changes more profound than in the health care industry. The American health care system is the best in the world -- we have the world's best health care professionals, the finest medical schools, the most advanced research and the most sophisticated technology. But in recent years, that system has changed as thousands of employers have switched from traditional health insurance to HMOs and other new kinds of health care plans.

In many cases, managed care brings lower costs and improved preventive care. But too often, families feel lost in this new world, left out of the process of their own health care decisions. Too often, they feel as if they are getting fewer real services and more red tape. And far too often, they feel as if they are on the losing side of a battle between cost cutting and quality care.

When lowered costs lead to lower standards ... when life-or-death medical decisions are made by distant case managers ... when patients are denied access to the specialized doctors they need, then something is wrong, and we have an obligation to do something about it.

Today, Americans receive consumer protection when they purchase cars, use credit cards, or even buy toys for their children. Now we must extend the same kind of protections to a person who visits a doctor, checks into a hospital, or buys a health plan. Whether they have traditional health care or managed care, we must make sure that none of our people ever have inferior care. There must be basic standards that every American can count on, wherever they live and whatever their needs -- and these standards should be the right of every citizen.

Here is what our Health Care Bill of Rights says:

You have the right to be informed about your health plan in plain English; you have the right to choose the right doctor for the right type of care; the right to medical services in an emergency, wherever and whenever the need arises; and the right to know all your medical options, no matter how much they cost; you have the right to respectful care and equal treatment at every health care facility, by every health care provider; the right to know your medical records are confidential and are only used for legitimate purposes; and you have the right to express your concerns about the quality of care you receive, and to take action when that care is inadequate.

This bill of rights is the product of a strong consensus from a broad group that brings together business leaders and health insurers, working people and health advocates, doctors and nurses. But there will still be those who will oppose our bill of rights ... and that is their right. But narrow interests should never prevail over the national interest. And the Health Care Bill of Rights will protect quality care, protect consumers, and protect our families.

These standards are long overdue -- now, we must act to make them real for all Americans. Some of these rights should be privately enforced -- and I challenge all private health plans to adopt the Health Care Bill of Rights. Others will require federal standards -- and I challenge Congress to pass appropriate legislation and make these rights the law of the land for every American. There will be no more important test in the coming months of our commitment to strengthen our families, and I look forward to working with Congress to give all Americans the security they deserve.

Today I am acting, within my power as President, to implement these rights to the extent I legally can. Effective immediately, I am directing every federal agency that administers or manages health plans to adopt the protections of the Health Care Bill of Rights, and to advise us where they need the authority of legislation to do so. With this step, we will ensure better quality health care for tens of millions of Americans, including all Medicare and Medicaid beneficiaries, and all federal employees.

Finally, there can be no rights without responsibilities. This new world of health care offers greater choice and more fundamental opportunities for health than ever before. Today we outline the rights that every American should have. But every American has an enhanced obligation to take an active role in his or her health care, and to take responsibility for his or her own health.

President Kennedy said, in proposing his plan for America's consumers, "under our economic as well as our political form of democracy, we share an obligation to protect the common interest in every decision we make." The coming years can be a time of remarkable advances, as the breakthroughs of science and medicine offer new hope for health and longevity. If we act to seize the opportunities of this time, to reduce the risks, and to make sure that all Americans can reap the rewards of change, we will meet our obligation to the common interest and to future generations.

MARCH MESSAGE EVENTS

Review - The most recent
scheduling/communication
memos. Elena

Message Event:

Message:

Monday, March 3

Unveil Ad Council PSA's

Arafat meeting

Tuesday, March 4

Press conference

Wednesday, March 5

Campaign finance event

Thursday, March 6

MI state leg. speech

Friday, March 7

DC economic dev. plan

Saturday, March 8

Radio Address (taped)

Monday, March 10

Mubarak meeting

Tuesday, March 11

Free TV event

~~CA James Foy dunn~~

Events

Message Event:

Message:

Wednesday, March 12

ABC Radio Town Hall

Thursday, March 13

NC state leg. speech

Depart for Florida

Friday, March 14

Florida event -- TBD

Saturday, March 15

Return from Florida

Radio Address (taped)

Monday, March 17

PM Burton meeting

Tuesday, March 18

King Hussein meeting

Depart for Helsinki

Wednesday, March 19

Helsinki

Message Event:

Message:

Thursday, March 20

Depart Helsinki for Copenhagen

Friday, March 21

Return from Copenhagen

Saturday, March 22

Radio Address (taped)

Sunday, March 23

Depart for California

Monday, March 24

Return from California

Saturday, March 29

Radio Address (live)

March 1997

*Presidential Calendar

Sunday	Monday	Tuesday	Wednesday	Thursday	Friday	Saturday																																																																																																	
						1 <div style="border: 1px solid black; padding: 2px;">HOLD FOR TRAVEL</div>																																																																																																	
2 Hold For Family Time (11am - 1pm) WH Reception For First Theater First Theater Gala	3 Launch Ad Council's PSA w/ HRC, East Room Working Visit w/ Chairman Arafat (45 min) Congressional Mtg (Bryant) Interview Evening Off	4 Briefing (3-4 hours) <div style="border: 1px solid black; padding: 2px;">Press Conference</div> Hold One Hour Evening Off	5 Campaign Finance Event TBD Education Standards Meeting VP Lunch Congressional Mtg Hold 1 Hour (MM) Evening Off	6 <div style="border: 1px solid black; padding: 2px;">Speech to State Legislature, East Lansing, MI</div> Congressional Women's Caucus Meeting (1) Evening Off	7 DC Economic Event Tape Radio Address Walkway Meeting (1) Video Evening Off	8 Taping (R. Reiner Special) <div style="border: 1px solid black; padding: 2px;">Evening Off</div>																																																																																																	
9 <div style="border: 1px solid black; padding: 2px;">Day & Evening Off</div>	10 Official Working Visit w/ Mubarak (3 hours) Evening Off	11 Free TV Event Weekly Economic Briefing Interview with Tracey Brown DNC Dinner, DC (and) Senator Dorgan Fundraiser, DC	12 ABC Radio Town Hall w/ Children, WH VP Lunch Hold 1 Hour (MM) Hold One Hour Evening Off	13 <div style="border: 1px solid black; padding: 2px;">Speak to State Legislature, Raleigh, NC (1)</div> <div style="border: 1px solid black; padding: 2px;">Miami Fundraising Dinner</div> RON Florida	14 <div style="border: 1px solid black; padding: 2px;">Florida</div> <div style="border: 1px solid black; padding: 2px;">Message Event TBD</div> Tape Radio Address	15 <div style="border: 1px solid black; padding: 2px;">Florida</div> Gridiron Dinner																																																																																																	
16 <div style="border: 1px solid black; padding: 2px;">Day & Evening Off</div>	17 Shamrock Presentation Meeting w/ Irish PM Bruton VP Lunch (1) WH Reception <div style="border: 1px solid black; padding: 2px; text-align: center;">St. Patrick's Day</div>	18 Briefing for Foreign Trip Speaker's St. Patrick's Day Lunch, Capitol Hill Meeting w/ King Hussein (30 min) <div style="border: 1px solid black; padding: 2px;">Depart By Route Helsinki, Finland</div>	19 <div style="border: 1px solid black; padding: 2px;">Helsinki, Finland</div> <div style="border: 1px solid black; padding: 2px;">RON Helsinki, Finland</div>	20 <div style="border: 1px solid black; padding: 2px;">Helsinki, Finland</div> <div style="border: 1px solid black; padding: 2px;">RON Copenhagen, Denmark</div> <div style="border: 1px solid black; padding: 2px; text-align: center;">First Day of Spring</div>	21 <div style="border: 1px solid black; padding: 2px;">Copenhagen, Denmark</div> RON WH <div style="border: 1px solid black; padding: 2px; text-align: center;">Congressional Recess (3/21 - 4/1)</div>	22 <div style="border: 1px solid black; padding: 2px;">Day & Evening Off</div>																																																																																																	
23 <div style="border: 1px solid black; padding: 2px;">Alumni and Alumni DSCC Fundraising Dinner, Los Angeles, CA</div> <div style="border: 1px solid black; padding: 2px;">DNC Saxophone Club Event, Los Angeles, CA</div> <div style="border: 1px solid black; padding: 2px; text-align: center;">Palm Sunday</div>	24 <div style="border: 1px solid black; padding: 2px;">Event (1)</div> <div style="border: 1px solid black; padding: 2px;">San Francisco Fundraising Lunch</div> RON DC	25 <div style="border: 1px solid black; padding: 2px;">Day & Evening Off</div>	26 Hold One Hour Evening Off	27 Weekly Economic Briefing Univ. Of Florida Gators Event Evening Off	28 Hold 1 Hour (MM) Live Radio Address Evening Off <div style="border: 1px solid black; padding: 2px; text-align: center;">Good Friday</div>	29 <div style="border: 1px solid black; padding: 2px;">Day & Evening Off</div> Hold For Family Time (SS) Live Radio Address																																																																																																	
30 <div style="border: 1px solid black; padding: 2px;">Day & Evening Off</div> Hold For Family Time (SS) <div style="border: 1px solid black; padding: 2px; text-align: center;">Easter</div>	31 WH Easter Egg Roll Hold For Family Time (SS) Evening Off <div style="border: 1px solid black; padding: 2px; text-align: center;">Goals 2000 Bill Announced</div>	<table border="1" style="margin: auto; border-collapse: collapse;"> <thead> <tr> <th colspan="7">February</th> </tr> <tr> <th>S</th><th>M</th><th>T</th><th>W</th><th>T</th><th>F</th><th>S</th> </tr> </thead> <tbody> <tr> <td></td><td></td><td></td><td></td><td></td><td></td><td style="text-align: center;">1</td> </tr> <tr> <td style="text-align: center;">2</td><td style="text-align: center;">3</td><td style="text-align: center;">4</td><td style="text-align: center;">5</td><td style="text-align: center;">6</td><td style="text-align: center;">7</td><td style="text-align: center;">8</td> </tr> <tr> <td style="text-align: center;">9</td><td style="text-align: center;">10</td><td style="text-align: center;">11</td><td style="text-align: center;">12</td><td style="text-align: center;">13</td><td style="text-align: center;">14</td><td style="text-align: center;">15</td> </tr> <tr> <td style="text-align: center;">16</td><td style="text-align: center;">17</td><td style="text-align: center;">18</td><td style="text-align: center;">19</td><td style="text-align: center;">20</td><td style="text-align: center;">21</td><td style="text-align: center;">22</td> </tr> <tr> <td style="text-align: center;">23</td><td style="text-align: center;">24</td><td style="text-align: center;">25</td><td style="text-align: center;">26</td><td style="text-align: center;">27</td><td style="text-align: center;">28</td><td></td> </tr> </tbody> </table>		February							S	M	T	W	T	F	S							1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23	24	25	26	27	28		<table border="1" style="margin: auto; border-collapse: collapse;"> <thead> <tr> <th colspan="7">April</th> </tr> <tr> <th>S</th><th>M</th><th>T</th><th>W</th><th>T</th><th>F</th><th>S</th> </tr> </thead> <tbody> <tr> <td></td><td></td><td></td><td style="text-align: center;">1</td><td style="text-align: center;">2</td><td style="text-align: center;">3</td><td style="text-align: center;">4</td> </tr> <tr> <td></td><td></td><td style="text-align: center;">5</td><td style="text-align: center;">6</td><td style="text-align: center;">7</td><td style="text-align: center;">8</td><td style="text-align: center;">9</td> </tr> <tr> <td style="text-align: center;">10</td><td style="text-align: center;">11</td><td style="text-align: center;">12</td><td style="text-align: center;">13</td><td style="text-align: center;">14</td><td style="text-align: center;">15</td><td style="text-align: center;">16</td> </tr> <tr> <td style="text-align: center;">17</td><td style="text-align: center;">18</td><td style="text-align: center;">19</td><td style="text-align: center;">20</td><td style="text-align: center;">21</td><td style="text-align: center;">22</td><td style="text-align: center;">23</td> </tr> <tr> <td style="text-align: center;">24</td><td style="text-align: center;">25</td><td style="text-align: center;">26</td><td style="text-align: center;">27</td><td style="text-align: center;">28</td><td style="text-align: center;">29</td><td style="text-align: center;">30</td> </tr> </tbody> </table>		April							S	M	T	W	T	F	S				1	2	3	4			5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23	24	25	26	27	28	29	30
February																																																																																																							
S	M	T	W	T	F	S																																																																																																	
						1																																																																																																	
2	3	4	5	6	7	8																																																																																																	
9	10	11	12	13	14	15																																																																																																	
16	17	18	19	20	21	22																																																																																																	
23	24	25	26	27	28																																																																																																		
April																																																																																																							
S	M	T	W	T	F	S																																																																																																	
			1	2	3	4																																																																																																	
		5	6	7	8	9																																																																																																	
10	11	12	13	14	15	16																																																																																																	
17	18	19	20	21	22	23																																																																																																	
24	25	26	27	28	29	30																																																																																																	

April 1997

*Presidential Calendar

Sunday	Monday	Tuesday	Wednesday	Thursday	Friday	Saturday																																																	
<div style="text-align: center; border: 1px solid black; padding: 5px; margin-bottom: 10px;"> March <table style="font-size: small; border-collapse: collapse; margin: auto;"> <tr><th>S</th><th>M</th><th>T</th><th>W</th><th>T</th><th>F</th><th>S</th></tr> <tr><td></td><td></td><td></td><td></td><td></td><td></td><td>1</td></tr> <tr><td>2</td><td>3</td><td>4</td><td>5</td><td>6</td><td>7</td><td>8</td></tr> <tr><td>9</td><td>10</td><td>11</td><td>12</td><td>13</td><td>14</td><td>15</td></tr> <tr><td>16</td><td>17</td><td>18</td><td>19</td><td>20</td><td>21</td><td>22</td></tr> <tr><td>23</td><td>24</td><td>25</td><td>26</td><td>27</td><td>28</td><td>29</td></tr> <tr><td>30</td><td>31</td><td></td><td></td><td></td><td></td><td></td></tr> </table> </div>	S	M	T	W	T	F	S							1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23	24	25	26	27	28	29	30	31							<p style="text-align: center; font-size: 2em; font-weight: bold;">1</p> <p>Evening Off</p> <div style="border: 1px solid black; padding: 2px; text-align: center; margin-top: 10px;">Opening Day For Baseball</div> <div style="border: 1px solid black; padding: 2px; text-align: center; margin-top: 2px;">April Fool's Day</div>	<p style="text-align: center; font-size: 2em; font-weight: bold;">2</p> <p>Weekly Economic Briefing DBC Fundraiser, DC Senator Dodd Fundraiser, DC</p>	<p style="text-align: center; font-size: 2em; font-weight: bold;">3</p> <p>Auto Exec Mtg (T) Meeting w/ Portuguese PM Cutares (1 hour) Chicago Bulls Event (T) Hold 1 hour Evening Off</p>	<p style="text-align: center; font-size: 2em; font-weight: bold;">4</p> <p>VP Lunch Hold 1 hour (MM) Women's Economic Leadership Summit (T) WH Fellows Event Evening Off</p>	<p style="text-align: center; font-size: 2em; font-weight: bold;">5</p> <p>Live Radio Address</p> <div style="border: 1px solid black; padding: 2px; text-align: center;">Day & Evening Off</div>
S	M	T	W	T	F	S																																																	
						1																																																	
2	3	4	5	6	7	8																																																	
9	10	11	12	13	14	15																																																	
16	17	18	19	20	21	22																																																	
23	24	25	26	27	28	29																																																	
30	31																																																						
<p style="text-align: center; font-size: 2em; font-weight: bold;">6</p> <p>Golf w/ Clinton</p> <div style="border: 1px solid black; padding: 2px; text-align: center;">Day & Evening Off</div> <div style="border: 1px solid black; padding: 2px; text-align: center; margin-top: 10px;">Daylight Savings Time Begins</div>	<p style="text-align: center; font-size: 2em; font-weight: bold;">7</p> <p>Evening Off</p>	<p style="text-align: center; font-size: 2em; font-weight: bold;">8</p> <div style="border: 1px solid black; padding: 2px; text-align: center;">Christian State Visit</div>	<p style="text-align: center; font-size: 2em; font-weight: bold;">9</p> <div style="border: 1px solid black; padding: 2px; text-align: center;">Morning Down</div> <p>Hold 1 hour Evening Off</p>	<p style="text-align: center; font-size: 2em; font-weight: bold;">10</p> <p>VP Lunch Hold 1 hour (MM) Radio and Television Correspondent's Dinner</p>	<p style="text-align: center; font-size: 2em; font-weight: bold;">11</p> <p>Tape Radio Address</p> <div style="border: 1px solid black; padding: 2px; text-align: center;">Mexico</div>	<p style="text-align: center; font-size: 2em; font-weight: bold;">12</p> <div style="border: 1px solid black; padding: 2px; text-align: center;">Mexico</div>																																																	
<p style="text-align: center; font-size: 2em; font-weight: bold;">13</p> <div style="border: 1px solid black; padding: 2px; text-align: center;">Mexico</div>	<p style="text-align: center; font-size: 2em; font-weight: bold;">14</p> <p>Evening Off</p>	<p style="text-align: center; font-size: 2em; font-weight: bold;">15</p> <p>DCCC Fundraising Lunch, NYC Baseball Game Honoring Jackie Robinson, New York City</p> <div style="border: 1px solid black; padding: 2px; text-align: center; margin-top: 10px;">Empowerment Zone Conference, Detroit, MI</div>	<p style="text-align: center; font-size: 2em; font-weight: bold;">16</p> <p>Empowerment Zone Conference, Detroit, MI (T) Hold 1 hour Evening Off</p>	<p style="text-align: center; font-size: 2em; font-weight: bold;">17</p> <p>Hold For WH Conference on Early Childhood Development VP Lunch Evening Off</p>	<p style="text-align: center; font-size: 2em; font-weight: bold;">18</p> <p>Hold 1 hour (MM) Tape Radio Address Evening Off</p> <div style="border: 1px solid black; padding: 2px; text-align: center; margin-top: 10px;">NetDev '97</div>	<p style="text-align: center; font-size: 2em; font-weight: bold;">19</p> <div style="border: 1px solid black; padding: 2px; text-align: center;">Day & Evening Off</div> <div style="border: 1px solid black; padding: 2px; text-align: center; margin-top: 10px;">Anniversary of Waco</div> <div style="border: 1px solid black; padding: 2px; text-align: center; margin-top: 2px;">Oklahoma City Anniversary</div>																																																	
<p style="text-align: center; font-size: 2em; font-weight: bold;">20</p> <div style="border: 1px solid black; padding: 2px; text-align: center;">Day & Evening Off</div> <p>Kennedy Center Reception</p>	<p style="text-align: center; font-size: 2em; font-weight: bold;">21</p> <p>Evening Off</p> <div style="border: 1px solid black; padding: 2px; text-align: center; margin-top: 10px;">Passover (begins at sundown)</div>	<p style="text-align: center; font-size: 2em; font-weight: bold;">22</p> <p>Evening Off</p> <div style="border: 1px solid black; padding: 2px; text-align: center; margin-top: 10px;">Earth Day</div>	<p style="text-align: center; font-size: 2em; font-weight: bold;">23</p> <p>Official Working Visit w/ Chirec (T) Hold 1 hour Evening Off</p>	<p style="text-align: center; font-size: 2em; font-weight: bold;">24</p> <p>VP Lunch Evening Off</p> <div style="border: 1px solid black; padding: 2px; text-align: center; margin-top: 10px;">Anti-Terrorism Bill Amv.</div>	<p style="text-align: center; font-size: 2em; font-weight: bold;">25</p> <p>Official Working Visit w/ Japanese PM Hashimoto Hold 1 hour (MM) Evening Off</p>	<p style="text-align: center; font-size: 2em; font-weight: bold;">26</p> <p>Live Radio Address WH Correspondent's Association Dinner</p>																																																	
<p style="text-align: center; font-size: 2em; font-weight: bold;">27</p> <div style="border: 1px solid black; padding: 2px; text-align: center;">Day & Evening Off</div>	<p style="text-align: center; font-size: 2em; font-weight: bold;">28</p> <p>Evening Off</p> <div style="border: 1px solid black; padding: 2px; text-align: center; margin-top: 10px;">Citizens' Service Summit, Philade.</div>	<p style="text-align: center; font-size: 2em; font-weight: bold;">29</p> <p>Evening Off</p> <div style="border: 1px solid black; padding: 2px; text-align: center; margin-top: 10px;">Citizens' Service Summit, Philade.</div>	<p style="text-align: center; font-size: 2em; font-weight: bold;">30</p> <p>Working Visit w/ Spanish PM Aznar (1 hour/lunch) Hold 1 hour Evening Off</p> <div style="border: 1px solid black; padding: 2px; text-align: center; margin-top: 10px;">Citizens' Service Summit, Philade.</div>	<div style="text-align: center; border: 1px solid black; padding: 5px; margin-bottom: 10px;"> May <table style="font-size: small; border-collapse: collapse; margin: auto;"> <tr><th>S</th><th>M</th><th>T</th><th>W</th><th>T</th><th>F</th><th>S</th></tr> <tr><td></td><td></td><td></td><td></td><td>1</td><td>2</td><td>3</td></tr> <tr><td>4</td><td>5</td><td>6</td><td>7</td><td>8</td><td>9</td><td>10</td></tr> <tr><td>11</td><td>12</td><td>13</td><td>14</td><td>15</td><td>16</td><td>17</td></tr> <tr><td>18</td><td>19</td><td>20</td><td>21</td><td>22</td><td>23</td><td>24</td></tr> <tr><td>25</td><td>26</td><td>27</td><td>28</td><td>29</td><td>30</td><td>31</td></tr> </table> </div>		S	M	T	W	T	F	S					1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23	24	25	26	27	28	29	30	31								
S	M	T	W	T	F	S																																																	
				1	2	3																																																	
4	5	6	7	8	9	10																																																	
11	12	13	14	15	16	17																																																	
18	19	20	21	22	23	24																																																	
25	26	27	28	29	30	31																																																	

1997 STATE OF THE UNION – MAJOR THEMES

Tuesday, February 4, 1997

Unfinished business

Balanced budget
Campaign finance reform
Welfare reform

Education

1. National education standards
2. The best teachers
3. Helping children to read
4. Early learning
5. Public school choice
6. Character education
7. School construction
8. College opportunity
9. Lifetime learning
10. Bring Information Age to schools

Harness forces of science and technology

Connecting hospitals to Internet (children's)
Second generation of Internet
Medical research (AIDS)

Stronger families

Helping parents succeed at home and at work (FMLA, flextime)
Health care (children's)
Responsibility/child support
Tobacco/children

Stronger communities

Crime/drugs
Urban agenda/empowerment
Environment (American Heritage Rivers)
Service
Year 2000 (culture)

World leadership

Undivided democratic Europe (NATO, Russia)
Asian Pacific community (China, Korea, Japan)
Global economy (Latin America)
Force for peace
New security threats (CWC)
Maintain military strength/tools to meet our challenges (resources)

One America

Race
Other

* - day w/ ^{budget} message (ideally)

Events

* Tues - education

Wed debate

* Thurs. [Fatherhood]

Fri. Ag.

Sat. Debate

* MON. GMA → health care? [Global AIDS?]
want news.

* Tues./weds = education [classroom/teacher quality]

* Thurs. health care announce

Fri. health care/SS.

Initiatives

small school

teacher quality

nursing home

coverage - CHIP / parents

fatherhood