

RACE

THE WHITE HOUSE
WASHINGTON

Date 4-30-97

To: John Podesta
Bruce Reed
Elena Kagan

From: The Staff Secretary

For your information.

216165

THE WHITE HOUSE

WASHINGTON

April 25, 1997

Sylvia - sent to
Andrew - sent to
97 APR 26 PM 3:25

MEMORANDUM FOR ERSKINE BOWLES

FROM: SYLVIA MATHEWS AND ANDREW MAYOCK *AM*

SUBJECT: UNITY PLAN

In his State of the Union address, the President reaffirmed that one of his top priorities was bringing the citizens of the United States together as "One America." To help fulfill this priority, we are developing and implementing a comprehensive plan that focuses on uniting Americans. This memorandum outlines the following two items for implementing the plan: 1) recent and future activities; and 2) developing issues and events. In addition to these components, we will continue to develop policies and events to address this issue. (Also, I continue my bi-weekly minority issues meeting, which proactively addresses issues of unity and equality as they arise.)

Recent and Future Confirmed Activities

- **Radio Address on Racial Harmony:** On March 29, the President delivered a radio address on racial reconciliation and understanding in which he asked the American people to reaffirm their commitment to the idea that "we are many people, but one nation, bound together by shared values."
- **Women's Leadership Conference:** On April 3-5, the White House Women's Office and the Center for Policy Alternatives hosted "The Women's Economic Leadership Summit" which brought together over eighty women leaders. On April 4, the President addressed the summit. The conference will produce an action plan on such issues as family, child care and health, and the Administration will review its recommendations.
- **Prop. 209:** On April 3, a three-judge panel of the Ninth Circuit Court of Appeals overturned a district court injunction staying implementation of Proposition 209 and ruled that the proposition was constitutional. In a press conference on April 3, the President stated his disappointment with the panel's decision. The U.S. is a party to the case as amicus curiae and had argued forcefully at the preliminary injunction stage that Prop. 209 was unconstitutional. The Department of Justice is considering what next steps can be taken by the U.S. in its role as amicus in the case.
- **Disability and the Internet:** On April 7, a letter from the President was read to the participants of an event launching the Web Accessibility Initiative. This initiative is an effort to ensure that people with disabilities have access to the Internet's World Wide Web. The Department of Education will provide funding for the initiative, which was launched by computer industry sponsors and the Yuri Rubinski Foundation.

- **Commencement Address:** On May 18, the President will give the commencement address at Morgan State University, a historically black college. We do not plan to announce the race initiative here. This speech will most likely address science or religious issues as it relates to the President's unity theme.
- **New \$50 Bill:** On June 12, the Treasury Department is scheduled to unveil its new \$50 bill, which has low-vision features for the sight-impaired. In developing the \$50 note, Treasury worked closely with disability groups on creating the low-vision features of the design. The \$50 bill will go into circulation this fall.
- **Radio Message:** In early June, as part of our video/audio recordings, a recorded message by the President will be aired on the American Urban Radio Network (AURN). AURN has over 500 national affiliates which reach ninety percent of the African-American population in the U.S. The recorded message will be played for a telethon hosted by "100 Black Men of America." The telethon is to raise money for this group which encourages economic development and provides mentoring to youths.

Developing Issues and Events

- **Race Initiative:** We are working on developing a comprehensive race initiative for the President, which may include a commission, to address building a strong and united America for the 21st Century.
- **White House Conference on Hate Crimes:** We are working on developing a White House Conference on Hate Crimes, possibly this fall. The conference would provide a broad umbrella for addressing our opposition to violence against those who may be different from others, and bring key constituencies together to identify commonalities and possible solutions. (This week, we plan to submit a decision memorandum to the President.)
- **Procurement reform:** This week, we will send the President a memorandum that outlines the proposed Administration announcement on procurement reform regulations. We have taken a number of steps in our roll-out of the Administration's proposed regulation that changes the Federal Acquisition Regulations to conform to the Justice Department's procurement reform proposal. We have resolved all outstanding legal issues concerning the regulation and are prepared to send the regulation to Office of Federal Procurement Policy, which is the final step prior to publication. We have conducted briefings for members of the Congressional Black Caucus and House and Senate staff members informing them of the imminent publication of the proposed regulation.
- **National Gay and Lesbian Leaders:** As part of our unity efforts, we are considering a scheduling request for a meeting between the President and national gay and lesbian leaders sometime this summer (possibly June which is "Gay Pride" month). The President last met with them in spring 1993.

- **AIDS czar:** On April 8, the President announced the appointment of Sandra Thurman as the new director of the Office of National AIDS Policy. Sandra's appointment was generally well-received by the AIDS community, including the gay and lesbian community.
- **National Council on Disability:** On April 10, the President announced his intention to nominate Yerker Anderson, Gina McDonald, Bonnie O'Day and Shirley Welsh Ryan to the National Council on Disability. The council is responsible for promoting the integration, independence and productivity of individuals with disabilities into the community, schools and the workplace.
- **Jackie Robinson:** On April 15, the President attended the celebration of the fiftieth anniversary of Jackie Robinson breaking the color barrier in major league baseball. At the ceremony in New York, the President stated, "We have achieved equality on the playing field, but we need to establish equality in the boardrooms of baseball and throughout corporate America. And we need to make sure...[that] even more of our young people from all walks of life get their master's degrees and help to make more of their lives in this country." On April 5, the President taped an interview with Peter Maer of NBC radio which was part of a commemoration program. The program was available to program commemoration. The program was available to over 2000 radio affiliates. Additionally, segment's of the President's interview were used as part of NBC radio news broadcasts on this issue on April 15. On April 15, NBC made the President's interview available to the other major radio networks.
- **FDR Memorial:** On April 23, President Clinton announced his intention to send legislation to Congress to modify the Franklin Delano Roosevelt Memorial to reflect President Roosevelt's disability. White House staff has been working with disability groups, members of the Roosevelt family and Members of Congress to determine the best way to bring these sides together. This position will be incorporated into the President's remarks at the memorial's dedication on May 2.
- **ENDA Announcement:** On April 24, the President hosted an event at the White House with the co-sponsors of the Employment Non-Discrimination Act, commonly known as "ENDA." The event highlighted the President's support of the bill which would ban discrimination in the workplace (e.g. hiring, firing, promotions) on the basis of sexual orientation.
- **Tuskegee Announcement:** On May 16, the President will announce a formal apology to the victims and families of the Tuskegee syphilis experiment. This announcement will be accompanied by federal efforts to repair the breach between the African-American community and research community that was created by the Tuskegee incident.

RACE INITIATIVE

Bruce/Heena -

Let's all look this over and discuss where we think this effort should be heading.

Elena

THE WHITE HOUSE
WASHINGTON

February 24, 1999

TO: MARIA ECHAVESTE
CHUCK RUFF
BEN JOHNSON
MINYON MOORE
SYLVIA MATHEWS
JOSH GOTBAUM
ELENA KAGAN
SHIRLEY SAGAWA
EDDIE CORREIA
PETER RUNDLET
TERRY EDMONDS
FELICIA WONG
PETER MALI
LISA BROWN

FROM: CLARA SHIN

SUBJECT: CIVIL RIGHTS COORDINATING COUNCIL STRATEGY MEMOS

As you know, Maria Echaveste and Chuck Ruff held an interagency civil rights coordinating council meeting on Tuesday, February 9. Agencies represented on the council include DOJ Civil Rights Division, HUD Office of Fair Housing and Equal Opportunity, EPA Office of Environmental Justice, DOL Office of Federal Contract Compliance Programs, DOE Office for Civil Rights, EEOC, HHS Office for Civil Rights, and DOT General Counsel's Office. At this meeting, we asked the agency participants to submit strategy memos outlining their civil rights goals and priorities for the next two years so as to identify administration priorities and better coordinate our efforts.

In this document, I have summarized the strategy memos submitted by the agencies. I have organized the goals outlined by the agencies into six thematic categories: (1) enforcement; (2) regulatory reform; (3) legislative reform; (4) legal/policy guidance and technical assistance; (5) public outreach and education; and (6) data collection. Note that the agencies were not asked to formulate their goals according to these categories. In addition to this summary, I have attached the agencies' complete submissions.

Please review the goals identified by the agencies with three questions in mind: (1) whether the goals identified by the agencies are the right priorities; (2) whether there are gaps and if so, what they are; and (3) how we should focus the efforts of the civil rights coordinating council. We will be discussing these questions at the internal civil rights enforcement meeting scheduled for Monday, March 1. A follow-up civil rights coordinating council meeting will be scheduled for later in the week. If you have any questions, do not hesitate to contact me at 6-5506.

ENFORCEMENT GOALS

Disabilities	<ul style="list-style-type: none"> • <i>ADA</i>. To enforce ADA, particularly in the context of public accommodations, through technical assistance, an expanded mediation program, and litigation (DOJ). • <i>Disability Insurance Benefits</i>. To ensure that the receipt of SSA disability insurance benefits does not preclude individuals from pursuing a claim under the ADA or the Rehabilitation Act by revising SSA application forms (EEOC). • <i>Air Carrier Access Act</i>. To enforce the civil rights of air travelers with disabilities by strengthening the Air Carrier Access Act, beefing up DOT's enforcement unit, and working with airlines on training (DOT).
Law Enforcement	<ul style="list-style-type: none"> • <i>Hate Crimes</i>. To develop a national strategy for combating hate crimes: (1) create local hate crime working groups in each U.S. Attorney's District; (2) expedite law enforcement's response to hate crimes; (3) develop a formal statement on engaging local law enforcement in investigative planning discussions; and (4) create three new hate crime resource guides for teachers, law enforcement personnel, and state and local prosecutors, as well as a model hate crimes curricula for various levels of local law enforcement officers (DOJ). • <i>Clinic Violence</i>. To fight violence against reproductive health care providers: (1) assist local officials in the investigation and prosecution of clinic violence and coordination of national investigative efforts; (2) enhance the safety and protection of reproductive health care providers; (3) support the work of the U.S. Attorney's local working groups on clinic violence; (4) coordinate the training of federal, state, and local law enforcement agencies on clinic-related violence; and (5) coordinate the federal civil investigation and litigation of abortion-related violence (DOJ). • <i>Police Misconduct</i>. To sustain the efforts of the Police Misconduct Initiative: (1) conduct pattern and practice investigations into the use of excessive force and racial profiling as well as administrative investigations into discriminatory policing; (2) pursue criminal cases involving local, state, and federal police officers and corrections personnel; (3) support and carry out education and training programs aimed at preventing police misconduct; (4) participate in a civil rights review of federal agency practices; (5) address law enforcement integrity issues; and (6) reach out to law enforcement civil rights groups and the public to explain the nature of DOJ's work and objectives (DOJ).
Employment	<ul style="list-style-type: none"> • <i>Worker Exploitation</i>. To identify, investigate, and prosecute cases of worker exploitation through regional worker exploitation task forces, and to develop a manual to help investigators from all agencies identify worker exploitation cases and locate necessary evidence (DOJ). • <i>Wage Gap</i>. To reduce the wage disparity between men and women by developing a strategic litigation plan (EEOC). • <i>EEO Backlog</i>. To put our federal house in order: (1) vigorously implement the new EEOC regulations and ensure that we have viable ADR programs in all federal agencies; (2) identify a discrete number of agencies or programs with egregious backlogs; and (3) make sure that civil rights goals and performance measures are part of every Department's Performance Plan (DOT). • <i>DOT's Backlog</i>. To eliminate DOT's EEO backlog by the end of 1999 (DOT). • <i>Diverse and Skilled Workforce</i>. To develop a diverse, skilled workforce for transportation in the next century by launching an effort with government, labor, and industry (DOT).

Lending	<i>Commercial and Residential Lending.</i> To eradicate discrimination from commercial and residential lending: (1) increase the number, scope, and timeliness of referrals from bank regulatory agencies; (2) respond to the Federal Reserve Board's proposed rulemaking for Regulation B (which governs enforcement under the Equal Credit Opportunity Act) and Regulation C (which governs Home Mortgage Disclosure Act) - particularly the proposal to allow lenders to voluntarily collect racial and ethnic data for loans other than mortgages; and (3) address predatory lending practices in the subprime mortgage credit market (DOJ).
Race-Based Programs	<ul style="list-style-type: none"> • <i>Education Admissions.</i> To defend diversity in educational institutions: (1) file amicus briefs in cases involving K-12, undergraduate, and graduate admissions; and (2) work with the Department of Education on providing technical assistance and information to schools struggling with these issues (DOJ). • <i>Contracting.</i> To successfully implement a mended DBE program (DOT).
Language Rights	<i>Language Rights.</i> To formulate a federal civil rights task force that will focus on enforcing and promoting language rights (EEOC).
Health and Human Services	<ul style="list-style-type: none"> • <i>Access and Quality of Health Care.</i> To reduce racial disparities in access to health care and quality of care by more widely investigating federally funded providers that deny access to persons on the basis of race, color or national origin. Focus areas include medical redlining, persons with HIV/AIDS, disparate quality of services, and managed care in relation to differential provision of services, differential availability of services, and the steering of minorities and persons with disabilities away from managed care plans (HHS). • <i>LEP.</i> To ensure that LEP populations have meaningful access to health and human services through technical assistance, compliance reviews, investigation of complaints, community outreach, and partnerships with local governments (HHS). • <i>Adoption and Foster Care.</i> To reduce discrimination in adoption or foster care placements by enforcing the interethnic provisions of the Small Business Job Protection Act of 1996 (HHS).
Environmental Justice	<i>Executive Order 12898.</i> To fully achieve the goals of Executive Order 12898, "Federal Actions to Address Environmental Justice for Minority Populations and Low-Income Populations," by the White House reinvigorating the Interagency Working Group, tracking the federal agencies' activities, and sponsoring local environmental justice forums to replicate the interagency task force model (EPA/DOT).
Housing	<ul style="list-style-type: none"> • <i>Fair Housing.</i> To double, in President Clinton's second term, the number of fair housing enforcement actions taken during his first term (HUD). • <i>Housing Choice.</i> To expand housing choice and promote school desegregation (HUD).

REGULATORY REFORM GOALS

Employment	<i>EEO Complaint Process.</i> To expedite the EEO complaint process by implementing the proposed regulations (EEOC).
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LEGISLATIVE REFORM GOALS

Criminal Justice	<ul style="list-style-type: none"> • <i>Hate Crimes.</i> To enact a Hate Crimes Prevention Act and thereby amend section 245 of title 18 in two ways: (1) in cases involving racial, religious, or ethnic violence, prohibiting the intentional infliction of bodily injury without regard to the victim's participation in a "federally protected activity;" and (2) in cases involving violent hate crimes based on the victim's sexual orientation, gender, or disability, prohibiting the intentional infliction of bodily injury whenever the incident involves or affects interstate commerce (DOJ). • <i>Worker Exploitation.</i> To address legal barriers to the successful prosecution of worker exploitation cases through the 1999 Crime Bill: (1) expand the coverage of federal law beyond the narrow interpretation of "involuntary servitude" in current anti-slavery statutes to encompass traffickers who subject workers to serious labor law violations under coercive conditions; and (2) create a new nonimmigrant visa classification that would permit the provision of temporary legal status to aliens who have been severely victimized by trafficking or similarly egregious offenses (DOJ).
Education	<p><i>Sexual Harassment.</i> To enact legislation in response to <i>Gebser v. Ago Vista School District</i> so that students' protections from sexual harassment under Title IX are as strong as the protections available to workers under Title VII, and to restore the availability of damages under Title IX once unlawful harassment is proven (DOJ).</p>
Nursing Home Facilities	<p><i>Nursing Home Resident Protection Act.</i> To enact the Nursing Home Resident Protection Act in order to address complaints about egregious conditions in private nursing home facilities through civil and criminal penalties (DOJ).</p>
Title II	<p><i>Title II.</i> To amend Title II in three ways: (1) extend anti-discrimination protections to places of public accommodation beyond motels, hotels, restaurants, gas stations, theaters, sports arenas, stadiums, and other places of entertainment or exhibition; (2) authorize DOJ to seek monetary damages for proven violations; and (3) include gender as a protected classes (DOJ).</p>

LEGAL/POLICY GUIDANCE AND TECHNICAL ASSISTANCE GOALS

Education	<ul style="list-style-type: none"> • <i>Disparate Resources.</i> To issue Title VI legal guidance regarding disparate resources among school districts associated with race or national origin (DOE). • <i>Race-Based Admissions.</i> To defend diversity in educational institutions by developing a policy statement regarding the use of race in admissions, publishing a self-assessment guide to assist schools using race in admissions, and providing technical assistance and information to educational institutions (DOE/DOJ). • <i>High-Stakes Testing.</i> To develop a multi-faceted education strategy for policymakers and educators regarding appropriate test use practices and to confirm legal baselines, including a focus on LEP students' access to high quality education (DOE).
Employment	<p><i>Contractors.</i> To develop a protocol to encourage contractor self-audits of their pay and employment practices (DOL).</p>

PUBLIC OUTREACH AND EDUCATION GOALS

Education	<ul style="list-style-type: none"> • <i>Civil Rights.</i> To hold a national conference of educators and policymakers to identify current civil rights issues in education, frame challenges for future work, and to highlight promising practices and models (DOE). • <i>Race-Based Admissions.</i> To defend diversity in educational institutions by participating in a Georgetown Law School conference on diversity in the legal profession (DOJ).
Employment	<ul style="list-style-type: none"> • <i>Wage Gap.</i> To convene, on April 13, 1999, an EEOC meeting to address the issue of pay discrimination as well as a conference, co-sponsored by the Department of Labor and 9 to 5: The National Association of Working Women, on pay equity (EEOC). • <i>LEP.</i> To develop a multi-lingual web-site for people seeking information about their civil rights at the workplace (EEO). • <i>Promising Practices.</i> To encourage proactive practices by the private and public sectors subject to federal civil rights laws by establishing a White House-level recognition program to encourage practices above and beyond EEO/Civil Rights compliance (modeled after DOL's Exemplary Voluntary Efforts Awards Program) (DOL).
Race and National Origin	<ul style="list-style-type: none"> • <i>National Origin.</i> To raise awareness on national origin discrimination issues, including language discrimination, by holding a public Commission Meeting (EEOC). • <i>Promising Practices.</i> To promote racial understanding and healing at the local level by providing community grants to promising practices and sharing best practices (DOT).
Housing	<ul style="list-style-type: none"> • <i>Fair Housing Act.</i> To educate immigrants, people with disabilities, rural residents, and homeless persons of their Fair Housing Act rights; to educate the public on their Fair Housing Act rights via the National Education and Outreach Campaign; and to conduct a year-long celebration of the Fair Housing Act's 30th Anniversary through regional conferences and possibly, a national summit on Fair Housing (HUD). • <i>Best Practices.</i> To develop and implement methodologies that can be used nationwide as models for responding to challenges that arise from persons exercising their rights of equal housing choice under the Fair Housing Act (HUD). • <i>Recognition.</i> To present awards for best practices in fair housing and fair lending via a Best Practices Awards Conference (HUD). • <i>Public Awareness.</i> To make the public more aware of the extent of housing discrimination today, and to encourage those who have experienced discrimination to come forward, by making weekly announcements on enforcement actions (HUD).

DATA COLLECTION GOALS

Employment	<ul style="list-style-type: none"> • <i>EEO Enforcement Activities.</i> To benchmark the level of EEO enforcement activities by surveying federal agencies (EEOC). • <i>Contractors.</i> To better target contractors that are in non-compliance, and to make more efficient use of agency and contractor resources, by measuring the gender and minority wage gap between contractor workforces and non-contractor workforces (DOL).
Housing	<ul style="list-style-type: none"> • <i>Housing Rental and Sales.</i> To complete an independent study of racial and ethnic discrimination in housing rental and sales -- including sales agents' selective provision of information regarding mortgage lending options (HUD). • <i>Mortgage Lending.</i> To measure the extent of mortgage lending discrimination by documenting unlawful practices that treat white applicants far more favorably than racial minority applicants in order to close the "homeownership gap" that divides suburbs from cities and whites from minorities (HUD).

Memorandum



Subject: Civil Rights Division 1999 Priorities	Date: February 22, 1999
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To: Maria Echaveste
Deputy Chief of Staff
White House

From: Bill Lann Lee
Acting Assistant Attorney
General
Civil Rights Division

This memorandum briefly describes the 1999 priorities of the Civil Rights Division. On the legislative front, we are working to enact bills addressing Hate Crimes, Worker Exploitation, Abuse of Nursing Home Residents, Sexual Harassment of Students, and the limited coverage of Title II of the Civil Rights Act of 1964. Two of these areas — Hate Crimes and Worker Exploitation — are also among the Division's highest policy priorities. In addition, we are emphasizing enforcement and education in the areas of Fair Lending, the Americans With Disabilities Act ("ADA"), Police Misconduct, Violence Against Reproductive Health Care Providers, and Diversity in Educational Institutions.

I. Legislation

Hate Crimes Prevention Act. It is clear from hate crime statistics reported to the FBI and state and local law enforcement that we face a significant hate crimes problem. Section 245 of title 18, the principal federal hate crimes statute, is deficient in two respects. First, it requires the government to prove that the defendant committed an offense not only because of the victim's race, color, religion or national origin, but also because of the victim's participation in one of six narrowly defined "federally protected activities" specifically enumerated in the statute. Second, the current statute provides no protection against violent hate crimes committed because of the victim's sexual orientation, gender, or disability. The Hate Crimes Prevention Act would amend § 245 to address both of these problems. First, in cases involving racial, religious, or ethnic violence, the bill would prohibit the intentional infliction of bodily injury without regard to the victim's participation in a "federally protected activity." Second, in cases involving violent hate crimes based on the victim's sexual orientation, gender, or disability, the bill would prohibit the intentional infliction of bodily injury whenever the incident involved or affected interstate commerce. These amendments would permit the federal government to work in partnership with state and

local officials to investigate and prosecute hate-based violent crimes.

Worker Exploitation. The Civil Rights Division has proposed two provisions for inclusion in the 1999 Crime Bill to address legal barriers to the successful prosecution of worker exploitation cases. The first would expand the coverage of federal law beyond the narrow interpretation of "involuntary servitude" in current anti-slavery statutes to encompass traffickers who subject workers to serious labor law violations under coercive conditions. The second would create a new nonimmigrant visa classification that would permit the provision of temporary legal status to aliens who have been severely victimized by trafficking or similarly egregious offenses. This would encourage victimized aliens to report abuses, and facilitate the investigation and prosecution of traffickers. Finally, the provision would allow the Attorney General to convert nonimmigrants under this section to permanent status when justified on humanitarian grounds or the national interest.

Nursing Home Resident Protection Act. We have long been concerned about our inability to address complaints about egregious conditions in private nursing home facilities. The Civil Rights of Institutionalized Persons Act ("CRIPA") vests us with jurisdiction to protect the constitutional and federal statutory rights of persons residing in public nursing homes and other public residential health care facilities. However, CRIPA gives the Division only limited authority to protect the rights of individuals in private facilities, which make up approximately 95% of nursing homes, 66% of psychiatric hospitals and mental retardation institutions, and 95% of group homes. The Nursing Home Resident Protection Act would fill the gap in the Department's current enforcement efforts. We are working together with the other participants in the Department's Nursing Home Resident Working Group to draft legislation, to impose criminal and civil penalties against persons (including corporate entities) who engage in a pattern of violations of Federal laws, regulations or rules, or State laws when those violations affect the health, safety, or care of individuals residing in a residential health facility and where such pattern results in physical or mental harm to one or more such residents.

Title IX "Gebser fix" legislation. The Supreme Court's recent decision in Gebser v. Lago Vista School District significantly limited the circumstances under which a student who has been sexually harassed may recover damages in a private action under Title IX. The Court held that damages cannot be recovered in a private action under Title IX unless a school district official with authority to institute corrective measures on the district's behalf has actual notice of and is deliberately indifferent to the teacher's misconduct. Gebser thus undermines the incentive for school districts to implement effective preventive and corrective policies, encourages school districts to insulate themselves from

actual knowledge of harassment allegations to avoid damages liability, and imposes a difficult burden on victims to determine to whom they should report harassment. For all of these reasons, legislation is necessary to make clear that students' protections from sexual harassment under Title IX are at least as strong as the protections available to workers under Title VII, and to restore the availability of damages under Title IX once such unlawful harassment is proven.

Title II Amendments. The Civil Rights Division has received numerous reports of discrimination in the provision of everyday goods and services by establishments with respect to which we presently have no jurisdiction to act, such as complaints from customers who were denied service or harassed by retail establishments because of their race or national origin. Because of the restrictive statutory definition in Title II, the covered "public accommodations" essentially include only motels, hotels, restaurants, gas stations, theaters, sports arenas, stadiums, and other places of entertainment or exhibition. Moreover, we lack the authority to seek monetary damages or civil penalties. Finally, existing federal public accommodations law provides no protection against sex discrimination. Our limited authority discourages individuals from bringing important complaints to our attention and undercuts our ability to redress and deter discrimination. The Division supports extending anti-discrimination protections to these places of public accommodation, authorizing the Department to seek monetary damages for proven violations, and adding gender to the list of protected classes.

II. Other Priorities.

Hate Crimes Initiative. In 1997, the Attorney General asked the Division, the FBI, and the Executive Office of United States Attorneys ("EOUSA") to develop a coordinated national strategy for combating hate crimes more effectively. The centerpiece of the Department's Initiative on Hate Crimes is the creation of local hate crime working groups in each United States Attorney's District. In addition, the Division, in coordination with the Office of the Deputy Attorney General, has developed and begun implementing a plan to speed up the law enforcement response to hate crimes, both through increased efficiency in our Criminal section and through more extensive and aggressive outreach to community groups and local law enforcement. The Division has worked with the FBI to develop a formal statement on engaging local law enforcement in investigative planning discussions immediately after sensitive incidents occur. The Department also is spearheading the creation of three new hate crime resources guides for teachers, law enforcement personnel, and state and local prosecutors, and a model hate crimes curricula for various levels of local law enforcement officers.

Preventing Worker Exploitation. Together with the Solicitor of the Department of Labor, the Civil Rights Division chairs an inter-agency Worker Exploitation Task Force ("WETF") charged with identifying, investigating and prosecuting cases of worker exploitation. We have established regional worker exploitation task forces throughout the United States to help the U.S. Attorneys and regional investigators from the Immigration and Naturalization Service ("INS") and Labor coordinate their efforts. We have also written an extensive WETF manual to help investigators from all agencies identify these cases and locate necessary evidence.

Fair Lending Enforcement. Eradicating discrimination from commercial and residential lending is among our highest priorities. In addition to pursuing cases arising from investigations initiated by our Housing section, we are actively seeking to increase the number, scope, and timeliness of referrals from bank regulatory agencies. We also will work with the Department of Treasury and the Department of Housing and Urban Development ("HUD") to respond to the Federal Reserve Board's proposed rulemaking for Regulation B, which governs enforcement under the Equal Credit Opportunity Act, and Regulation C, which governs the Home Mortgage Disclosure Act. Of particular interest to the Division is a proposal to allow lenders voluntarily to collect racial and ethnic data for loans other than mortgages, including business loans. Finally, we are moving to address predatory lending practices in the subprime mortgage credit market. The cost of a subprime mortgage is significantly higher than that of an "A" market mortgage, usually by as much as two to seven percentage points. Unlike banks and thrifts in the "A" market, the non-depository institutions that extend most subprime loans are not subject to regulation by the four federal bank regulatory agencies. Statistics indicate that minority borrowers, especially in urban areas, are disproportionately represented in the subprime market.

Increasing access under the ADA. Architectural and communication barriers impede the independence and integration of people with disabilities into the mainstream of American society. Accessibility to public accommodations is one of the most significant impediments in the daily lives of people with disabilities. Through technical assistance, an expanded mediation program, and litigation, our ADA enforcement will focus on removing barriers in public accommodations such as hospitals, restaurants, stores, motion picture theaters, hotels and transportation facilities that are integral to daily life.

Police Misconduct Initiative. The Division's Police Misconduct Initiative is entering its fourth year. Our efforts are focused on six areas. First, we have established a civil enforcement program to conduct pattern and practice investigations into the use of excessive force and racial profiling and administrative investigations into discriminatory policing. Second, we actively

pursue criminal cases involving local, state, and federal police officers and corrections personnel, focusing particular attention on officers engaging in a pattern of criminal conduct and problem departments. Third, the Division supports and carries out education and training programs aimed at preventing police misconduct. Fourth, the Division is participating in civil rights reviews of federal agency practices, including those related to the use of race, national origin, and religion in Department law enforcement activities and Federal Aviation Administration passenger screening programs. Fifth, we are working closely with other Department components that address law enforcement integrity issues. Finally, we have made it a priority to reach out to law enforcement, civil rights groups, and the general public to explain the nature of our work and our objectives.

Fighting violence against reproductive health care providers.

I chair the National Task Force on Violence Against Health Care Providers that was created by the Attorney General in November, 1998 following the murder of Dr. Barnett Slepian in Amherst, New York. Staffed by lawyers from the Civil Rights Division, along with investigators from the FBI, ATF, U.S. Marshals Service, and U.S. Postal Inspection Service, the task force assists local officials in the investigation and prosecution of clinic violence and coordinates national investigative efforts, focusing on connections that may exist between individuals involved in criminal conduct. The Task Force also works to enhance the safety and protection of reproductive health care providers; assists the work of the U.S. Attorneys' local working groups on clinic violence; coordinates the training of federal, state, and local law enforcement agencies on clinic-related violence; and coordinates the federal civil investigation and litigation of abortion-related violence.

Defending Diversity in Educational Institutions.

Legal challenges to the use of race in school admissions have risen sharply in the last few years. The Division will continue to vigorously defend, in appropriate cases, the compelling interest of educational institutions in achieving the educational benefits of diversity, as enunciated in the Supreme Court's Bakke decision. This effort includes filing amicus briefs in cases involving K-12, undergraduate and graduate admissions. In addition, the Division is planning to address diversity in the legal profession as part of a day long conference on June 8, 1999 at Georgetown Law School. The debate regarding limiting affirmative efforts for achieving diversity in law schools has centered on the effects of a diverse student body on the educational experience. The impact on the legal profession at large, however, has not been examined. This conference will expose and inform an influential group of the nation's lawyers of the Administration's support for diversity in the profession. Finally, we will continue to work with the Department of Education on technical assistance and information for schools struggling with these issues.

The United States Department of Education Office for Civil Rights, Selected Priorities, 1999-2000.

Initiative	Interdistrict Equity Guidance	Race and Education Millennium Summit	Excellence and Equity Strategic Plan	Affirmative Action Guide and Policy Statement
<p>Initiative</p>	<p>Title VI legal guidance regarding disparate resources among school districts associated with race or national origin.</p> <ul style="list-style-type: none"> • Critical access to high standards education gaps exist, based on race and national origin. • The opportunity to positively influence litigation, including Powell v. Ridge. 	<p>National conference of educators and policymakers to identify current civil rights issues in education, frame challenges for future work, and to highlight promising practices and models.</p> <ul style="list-style-type: none"> • Significant gaps in understanding regarding legal and educational underpinnings of 'second generation' pipeline issues. • Concerns that good work of OCR is not widely known. • Key opportunity to hallmark issues on the eve of a new century. 	<p>A multifaceted education strategy for policymakers and educators regarding appropriate test use practices and to confirm legal baselines. Includes focus in the area of LEP students' access to high quality education.</p> <ul style="list-style-type: none"> • The 'national crusade' for high standards has led to increasing use of high-stakes tests and revealed a dearth of needed legal and educational guidance. • A window of opportunity to focus on prevention of discrimination through multiple collaborations. 	<p>A statement of educational policy regarding the use of race in admissions and the publication of a self-assessment guide to assist schools using race in admissions.</p> <ul style="list-style-type: none"> • The need for clearly articulated policy regarding the use of race in admissions to address misperceptions. • Passionate requests from members of the higher education community for more help. • The opportunity to positively influence litigation.

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Summer/Fall 1999

Winter 1999-2000

Ongoing, including

Summer 1999

- BoTA Forum begins March 1999
- Work with Presidents Initiative on Educational Excellence for Hispanic Americans begun in Fall of 1998 with planned activities through Fall 1999

Positive

- Urban Centers
- The Council of the Greater City Schools
- Civil rights advocates

Negative

- Some States

Positive

- Civil rights advocates
- Researchers
- Educators
- States

Positive

- Educators
- State policymakers
- The testing community
- Some civil rights advocates

Negative

- Some civil rights advocates

Positive

- Higher education community

Negative

- Affirmative action opponents
- Segments of the higher education community



U.S. EQUAL EMPLOYMENT OPPORTUNITY COMMISSION
Washington, D.C. 20507

February 19, 1999

To: Clara Shin
Office of the Chief of Staff
The White House

From: Ida Castro 
Chairwoman

Re: EEOC Action Forecast

REVISED
COPY

INTRODUCTION

The pursuit of an active civil rights agenda is necessary to promote increased efficiency, higher productivity, good morale, and ultimately, good government. Achieving the President's goal of "Building One America" requires the full participation of all members of society. Because the EEOC is the Federal agency charged with giving life to this nation's promise of equal employment opportunity, its performance should focus on the agency's promise to fulfill its primary mission, using all available tools at its disposal to identify, stop, and deter discrimination. The EEOC is prepared to undertake the task of establishing a targeted set of priorities and delivering achievables over the next ten months that would move the agency closer to achieving the goals and principles of good governance outlined by the President and Vice President.

► FEDERAL SECTOR INITIATIVE

ISSUE: A complex, duplicative, and unwieldy process for addressing complaints within the Federal sector has resulted in an unacceptable delay in having these complaints adjudicated. Private sector employees can expect to have their charges processed on average in 310 days, versus their Federal sector counterparts who do get through the final agency decision on average in no less than 659 days.

STRATEGY: One of the Commission's priorities is to implement the proposed regulations to revamp the federal sector EEO complaint process. Consequently, the implementation of these new regulations will significantly improve the process. Revision of the regulations, with the following federal sector initiatives, provides the potential for federal sector EEO as a significant civil rights initiative and provides the Administration with a platform to hold themselves up as a model employer.

Action: With accelerated approval by OMB and after the period for public comment has ended, an announcement of the implementation of the revision could occur within 60 days of the final stages. The earliest announcement date is expected the end of FY 1999.

Impact: Quicker and more effective investigation and adjudication of complaints will be accomplished by prohibiting interlocutory appeals. Under the new

procedure, the inefficiencies resulting from the fragmented process will be eliminated. In addition, enforcement will be strengthened by the Commission's use of its sanctions authority. Sanctions may be employed when one of the parties is recalcitrant in implementing an EEOC order.

Action: The National Partnership for Reinventing Government and EEOC are jointly sponsoring a task force which will survey Federal agencies to benchmark the level of EEO enforcement activities. The goal is identification of best practices. Achieving a streamlining of federal sector EEO process. Benchmarking is now expected to be completed by FY 2000.

Action: The complex federal sector EEO complaint process will undergo a "plain language" review to make the process more understandable. The current process description will be online at the Commission's website May 1999.

DISABILITY

ISSUE/ITEM: EEOC's Chairwoman serves as the chair of the Civil Rights Committee for the President's Task Force on Employment of Adults with Disabilities. The Committee has several short term goals including:

Action: Initiating outreach pilot projects to remove discriminatory barriers to targeted underserved communities, such as disabled welfare-to-work recipients or people with disabilities in public housing.

Action: EEOC will work with the Social Security Administration to revise application forms for SSA's disability insurance to ensure that receipt of benefits does not preclude an individual from being able to pursue a claim under the ADA or the Rehabilitation Act. This promotes greater civil rights protections for people with disabilities.

WAGE DISCRIMINATION/GLASS CEILING ISSUES

ISSUE: There are nearly 60 million working women in the U.S. and they constitute nearly half of all workers. Today, women earn only 75% of men's weekly earnings. For women of color, the gap widens - black women earn 63% and Hispanic women take home 53% of white men's earnings. By expanding access to the global bounty, everyone in America wins. In the President's State of the Union Address, he highlighted this key issue that affects families in all segments of American society.

STRATEGY: Wage discrimination often remains undetected due to unavailability of pay data and the increasing complexity of pay structures and job classifications. The Commission has worked closely with the White House Democratic Policy Council and the advocacy community to explore possible solutions. The Administration's proposal envisions a multilateral collaboration among the principal civil rights enforcement agencies. The EEOC is involved in on-going activities that can increase visibility and public awareness about the issue.

Action: On April 13, 1999, EEOC will convene a Commission meeting in Philadelphia to address the issue of pay discrimination. Following the Commissioners' meeting, there is a joint conference, sponsored by the Women's Bureau of the U.S. Department of Labor, the U.S. Equal Employment Opportunity Commission and 9 to 5: The National Association of Working Women, entitled "Pay Equity: Taking Control, Making it Happen". The day-long event will feature a distinguished panel of guest speakers and encourage broad participation by women from all segments of society to generate interest and mobilize public support for this issue.

Impact: The Commission is creating a public forum for residents and activists to bring forward their concerns in this area. The EEOC will also announce its enforcement strategy and FY 2000 Budget Request. The EEOC's General Counsel will develop a strategic litigation plan by examining the existing filings for cases which tells the story about on-going wage discrimination in the workplace.

NATIONAL ORIGIN/LANGUAGE RIGHTS

STRATEGY: The Commission will be focusing its attention on national origin discrimination in the form of "language" issues such as speak-English-only rules and discriminatory employment practices based on accent. These practices affect a wide range of people suffering from discriminatory treatment by virtue of the way they speak.

Action: The EEOC also plans to hold a public Commission Meeting in the fall, outside the Washington, D.C. area, at a relevant location (perhaps Florida, California or New York) where the Commission will hear from guest panelists about national origin discrimination issues, including language discrimination. The EEOC will coordinate this meeting with any federal, state and local entities and stakeholders as may be appropriate to promote meaningful dialogue and provide informational services.

Action: EEOC proposes that the White House take the lead in formulating a federal civil rights task force that will focus on the development of strategic enforcement and promotion of language rights. The Commission has already begun a collaborative effort with the Office of Special Counsel for Immigration Related Unfair Employment Practices, U.S. Department of Justice, to begin joint efforts for cross-training and outreach to communities which speak languages other than English and a Memorandum of Understanding to this effect will be prepared and made public by September 1999.

Action: EEOC will announce its First Phase toward a multilingual website during the Fall. The website will supplement our efforts to expand our reach beyond traditional language barriers to governmental access. Content included in the EEOC's Internet web site, such as fact sheets, charge processing information, issue-based questions-and-answer documents, and information for small businesses will be made available in at least one other language to maximize the use of the site by people seeking information about their civil rights at the workplace.

CONCLUSION

The Equal Employment Opportunity Commission has mapped out an achievable course of action over the next ten months, deliverable achievements that lends credibility to the Administration's civil rights agenda for the coming year. The priorities identified by the Commission enhances the EEOC's strategic mission and goals. The EEOC will maximize existing resources and forge collaborative relationships with their partners in the civil rights community and beyond. The Agency's activities goes hand in hand with the Administration's efforts to promote effective civil rights outreach and enforcement policies.



U.S. DEPARTMENT OF HOUSING AND URBAN DEVELOPMENT
WASHINGTON, D.C. 20410-2000

FEB 19 1999

OFFICE OF THE ASSISTANT SECRETARY
FOR FAIR HOUSING AND EQUAL OPPORTUNITY

Ms. Maria Echaveste
Deputy Chief of Staff
The White House
Washington, DC 20502

Dear Ms. Echaveste:

Maria

At your request, I am submitting for your consideration civil rights initiatives which the Department of Housing and Urban Development's Office of Fair Housing and Equal Opportunity has undertaken or will undertake during President Clinton's second term.

Doubling Enforcement Actions. As part of his One America Initiative, President Clinton has directed the Department of Housing and Urban Development (HUD), in the second term of his administration, to double the number of fair housing enforcement actions taken during his first term. The Department has taken 800 enforcement actions so far this second term, and at an accelerating pace which indicates that it will achieve its goal of 2170 enforcement actions by the end of the term.

National Housing Discrimination Audit. In support of President Clinton's One America Initiative, the Department will contract for an independent study of racial and ethnic discrimination in housing rental and sales--including sales agents' selective provision of information regarding mortgage lending options. The study will build on and expand HUD's twenty-year history of using matched-pair audit research methodologies and will provide statistically valid national estimates of discrimination against African Americans, Hispanics, American Indians and Asian Americans in both rental housing and housing sales markets and the steering of these groups to certain neighborhoods, particular types of lending institutions and less favorable loan products. HUD has solicited proposals from contractors to design a study involving up to sixty communities over the next three years. The Department expects results from the first phase, covering twenty communities - large and small, urban and rural - as early as the end of 1999.

Lending Report. By the end of this year, HUD will issue its first definitive report on the extent of mortgage lending discrimination in America based on a HUD-commissioned study by the Urban Institute (UI) which utilized testing to document unlawful practices that treat white applicants far more favorably than minority applicants. HUD commissioned the study as part of the President's initiative to close the "homeownership gap" that divides suburbs from cities and whites from minorities.

The importance of the UI study and the imminent HUD report is highlighted by a U.S. Conference of Mayors report issued in February 1998. This report, titled "America's Homeownership Gap," said statistics collected by the Federal Reserve Board show that "minority households applying for mortgage credit were much more likely to be rejected than white households with similar income." For example, the data showed that only 10 percent of white applicants with incomes between 100 and 120 percent of the area median are denied conventional mortgages. The denial rate for Hispanics with the same income range jumps to 19.6 percent, and more than doubles to 22.8 percent for African Americans.

Echoing the concerns of the mayors, Harvard Law Professor and Presidential Adviser, Christopher Edley stated: "A comprehensive study in this area (mortgage lending discrimination) is long overdue. It would be part of the picture of where America is on the challenges of color."

Fighting Segregation in Housing and Education. HUD and the Department of Justice will join forces on a "Schools and Housing Opportunity Initiative," an effort to develop and implement remedies that expand housing choice and promote school desegregation. The link between housing and school segregation is well known -- segregated neighborhoods lead to segregated schools. The remedies being considered include housing counseling programs, home buyer and renter clinics, public education campaigns, subsidized housing mobility programs, mortgage credit programs and other remedies that expand housing choice.

Community Challenges. The Department has awarded a \$1.5 million grant to the Leadership Conference Education Fund to develop and implement methodologies that can be used nationwide as models for preventing and responding to challenges that arise from persons exercising their rights of equal housing choice under the Fair Housing Act. The implementation of these methodologies involves sending facilitators to work with groups in HUD-selected communities to prevent or respond to the emergence of such community challenges.

Best Practices Conference. HUD is planning a Best Practices Awards Conference in July 1999 and will, for the first time, present awards for best practices in fair housing and fair lending. The conference is expected to showcase at least 500 best practices, perhaps 50 to 100 in the area of fair housing, before approximately 3,000 participants from all parts of the country. The Department expects to provide awards for private, nonprofit fair housing enforcement practices, housing industry organizations for affirmative sales, rental, lending and homeowners insurance practices and local governments for progressive fair housing planning practices.

Announcements of Housing Discrimination Enforcement Actions. On an almost a weekly basis, the Department announces an enforcement action it has taken somewhere in the country. These case announcements further the President's One America Initiative by making the public more aware of the extent of housing discrimination today. Moreover, the Department expects that the publicity that these cases generate will encourage others who have experienced discrimination to come forward and contribute to the Department's effort to double the number of enforcement actions it brings during the second term of the Clinton Administration.

Reaching Out to Underserved Communities. During the second term of the Clinton Administration, the Department, for the first time, has set aside money in the Fair Housing Initiatives Program to focus enforcement activities and education and outreach on underserved communities, such as recent immigrant populations, people with disabilities, rural residents and homeless persons. Many in these populations remain unaware of their rights under the Fair Housing Act and face language, cultural, and other barriers that currently limit the utility of these laws to address persistent housing discrimination.

National Education Campaign. The Department recently awarded \$2 million for the development and implementation of the Department's most high-profile, National Education and Outreach Campaign to educate the public on their Fair Housing Act rights and responsibilities. The intent of this campaign and the follow-up campaign for which the Congress appropriated funds in FY 1999 is to make it common knowledge in households nationwide that individuals who face discrimination can take their claims to HUD for redress.

30th Anniversary of the Fair Housing Act. Last year, FHEO announced that HUD would conduct a year-long celebration of the 30th Anniversary Title VIII of the Civil Rights Act of 1968 (the Fair Housing Act). This celebration began in April, 1998 and is scheduled to end sometime during the month of May, 1999. This past year, as part of this celebration, each of FHEO's offices hosted regional conferences throughout the country. To conclude this memorable year, HUD is considering a national summit on Fair Housing which will be the culmination of the regional conferences and will set the tone for the enforcement of the Fair Housing Act into the 21st century.

If you have any questions concerning the information provided, please contact me at (202) 708-4252.

Sincerely,



Eva M. Plaza
Assistant Secretary for Fair Housing
and Equal Opportunity



DEPARTMENT OF HEALTH & HUMAN SERVICES

Office of the Secretary

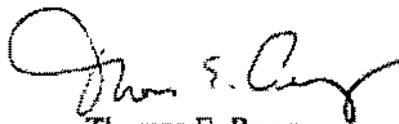
Director
Office for Civil Rights
Washington, D.C. 20201

FEB 23 1999

MEMORANDUM FOR MARIA ECHAVESTE

In response to your request for information about OCR's enforcement priorities for the next 12 - 18 months, attached are OCR's priority issues as follows:

- (1) access to health care and social services of persons with limited English proficiency (LEP);
- (2) disparities in health care for minorities;
- (3) discrimination in adoption and foster care.


Thomas E. Perez

Attachment

1. Limited English Proficiency

Access to quality health care should be a fundamental right. Yet, such access is frequently illusory for the millions of people with limited proficiency in English (LEP). A major focus of OCR's enforcement activities center on ensuring that LEP populations have meaningful access to health and human services. OCR is addressing this need for access to services through a number of means:

- technical assistance
- compliance reviews
- investigations of complaints
- broad outreach to communities
- formation of partnerships with local governments

Examples of these activities include:

- technical assistance to an Atlanta metro area county health department and community groups to ensure the availability of bilingual staff and interpreter services in public health clinics. As a result of this effort, a major area medical center opened a 24 hour outpatient center staffed by bilingual medical and administrative staff to serve the growing population of Hispanic and Asian persons with limited English proficiency living in the area.
- A presentation to the Governor of Maine and his Cabinet on the LEP guidance developed for OCR staff in 1998 for use in the review of cases involving LEP issues.

OCR will continue to work with health care and social services providers, state and local agencies and HHS partners, to ensure that LEP persons are not discriminated against on the basis of national origin. For FY 99, OCR has planned over 190 reviews and investigations and approximately 40 outreach/technical assistance projects to examine the LEP issue and to enhance recipient understanding of the requirements of Title VI. In the compliance reviews and investigations a cross-section of providers will be reviewed, including home health agencies, hospitals, community health centers, managed care programs, nursing homes and Head Start programs.

2. Racial Disparities in Access to Health Care and Quality of Care

Numerous studies have documented the problem of access to health care for minorities, and quality of care for minorities. OCR has the jurisdiction under a number of statutes to investigate recipients of Federal funding that deny access to persons on the basis of race, color or national origin. This jurisdiction supports in a significant way several Presidential and Secretarial initiatives currently underway. The following sections describe programs and issues on which OCR will focus its resources.

A. Redlining

The scourge of redlining is not limited to the housing context. OCR has uncovered instances in which health care providers have engaged in medical redlining. In such cases, home health care agencies had policies that discouraged or prohibited visits to what they determined to be "high crime" areas. Such policies had a disproportionate adverse impact on minority populations. The result was lack of access to such care for racial and ethnic minorities. OCR negotiated agreements with two national home health care chains to prevent such discriminatory practices. OCR initiatives in ensuring nondiscrimination in availability of home health care are essential as this cost-saving service expands in both the Medicare and Medicaid programs. OCR intends to pursue redlining allegations aggressively, with particular focus on major metropolitan areas with large concentrations of minorities.

B. HIV/AIDS

HIV/AIDS is affecting minority populations at an increasing rate. OCR will continue to be vigilant in investigating allegations of discrimination against persons with HIV/AIDS. During the past several years, a significant proportion of these allegations have concentrated on nursing home and home health care access issues. OCR has found that many homes have policies that have effectively denied access to persons with HIV or AIDS. For example, in one case, OCR found that a home's requirement of a large deposit and naming of a guardian for a person with HIV were more extensive requirements than for non-HIV patients. The policy resulted in delayed admission and additional expenses for the patient's family. Corrective action in this case included: changes in policies to ensure that persons with communicable diseases, including AIDS, would be admitted in accordance with state health department rules, deposit requirements, that are consistent for all patients regardless of disability, and reimbursement to the family for unnecessary additional expenses.

C. Managed Care

The rapid expansion of managed care raises a host of civil rights issues. OCR is focusing considerable resources on examining the effect of managed care on access to health care for minorities and individuals with disabilities. The potential civil rights issues under examination include:

- differential provision of services
- differential availability of services
- steering of minorities and persons with disabilities away from managed care plans.

The focus will be on conciliation, not confrontation. OCR will be actively engaged in helping to resolve the problems of access and quality of care noted above. These activities will include technical assistance and outreach activities. An estimated 40 percent of the compliance activity increase is projected to support the Secretary's initiative on quality of health care by focusing on civil rights compliance in managed care plans and access to care for minorities, persons with limited English proficiency and persons with disabilities.

D. Disparate Treatment of Minorities

There is a growing concern that in some communities, minorities receive inferior health care as a result of discrimination. One type of allegation is that in some communities, non-minority residents receive a "Cadillac" array of treatment options, while minorities receive the "Yugo" array of options and services. Thus far, such allegations have not been proven, and will indeed be difficult to prove. However, these allegations raise fundamental questions about treatment of minorities in the health care system that merit careful examination.

3. Adoption and Foster Care (MEFA, Section 1808)

Implementation of Adoption Nondiscrimination Requirements

Since the passage of the Multiethnic Placement Act (MEFA) and the interethnic provisions of the Small Business Job Protection Act of 1996 (SBJPA), OCR has reviewed the statutes, regulations and published policies of all 50 states. Section 1808 of SBJPA, entitled "Removal of Barriers to Interethnic Adoption", affirms and strengthens the prohibition against discrimination in adoption or foster care placements. OCR will continue to receive and investigate complaints related to SBJPA, and in addition will conduct independent reviews to test compliance within the states. OCR will work closely with the Administration for Children and Families (ACF) in ensuring compliance.



U.S. Department of
Transportation

Office of the Secretary
of Transportation

GENERAL COUNSEL

400 Seventh St., S.W.
Washington, D.C. 20590

February 23, 1999

MEMORANDUM FOR MARIA ECHAVESTE
ASSISTANT TO THE PRESIDENT AND DEPUTY CHIEF OF STAFF

FROM: Nancy E. McFadden

As requested, the following are some thoughts regarding a civil rights agenda for the next two years.

Public Initiatives:

1. Improved enforcement efforts:

Internal complaints: There should be continued focus on putting our federal house in order. Working with the EEOC and DOJ, we should vigorously implement the new EEOC regulations and ensure that we have viable ADR programs in all federal agencies. Identify discrete number of agencies or programs with egregious backlogs and make targeted effort to address with goals, timelines, etc. At DOT, the General Counsel's Office and the Office of Civil Rights are working cooperatively to eliminate our backlog by the end of 1999. Make sure that civil rights goals and performance measures are part of every Department's Performance Plan.

External complaints: Identify key flagship enforcement initiatives much like we targeted lending discrimination at the beginning of the Administration. At DOT, we have identified the civil rights of air travellers with disabilities (see attached press release). This is very important to the disabled community and our enforcement efforts to date have not been very strong. Our initiative will focus on strengthening the Air Carrier Access Act (aviation is not covered by the ADA), beefing up our enforcement unit and working with the airlines on training.

2. Diverse and Skilled Workforce for the 21st Century:

The Secretary of Transportation has begun speaking recently about launching an effort with government, labor and industry to promote the development of a diverse, skilled workforce for transportation in the next century. This needs fleshing out but there may be the seed of a broader Administration initiative here. It also builds on other Administration initiatives (e.g. welfare to work).

3. One America Local Action Grants:

This idea comes from one of the individuals who worked with us on the DBE program. The idea would be to authorize a small amount of money for community grants to promote racial understanding, healing, etc. at the local level. Evaluations should be conducted to learn from the projects and share the best practices.

4. Environmental Justice:

As we have discussed, this is an important but difficult issue. While I believe there are other issues that could bear more fruit in the next two years, the President did issue the Executive Order and the CBC has identified this as a priority issue. There are numerous points of view and varying levels of commitment on this issue within the Administration. Thus, I would recommend that some attention be paid to what is a reasonable course of action on this issue over the next two years.

5. Implementation of the DBE Program:

For the DOT (as well as the Administration), one of our most important efforts will be the successful implementation of a "mended" DBE program, for the beneficiaries of the program as well as to put our best case forward in litigation.

Non-public:

1. I applaud your efforts and support some sort of continued focussed effort on race and civil rights – with an emphasis on results. We also, of course, need such a group to play defense on some of these issues as well.

2. I would like to talk about affirmative action and applying and building on some of the lessons learned during the DBE debate. Example: Working with congressional allies, we deliberately and strategically built a legislative record with an eye toward what we needed in litigation. Are we building a legislative record for affirmative action in education, diversity as a compelling interest, etc?

Congress and the Administration should take advantage of this opportunity to put an end to years of lax enforcement and inconsistent practices. Now is the time to fulfill the promise of equal access to the skies," Bristo added.

As part of its Disability Civil Rights Monitoring Project, NCD is currently conducting a multi-year study to evaluate the enforcement and implementation of ACAA, the Individuals with Disabilities Education Act, the Americans with Disabilities Act, and the Fair Housing Act. In March, NCD will release its report *Enforcing the Civil Rights of Air Travelers with Disabilities: Recommendations for the Department of Transportation and Congress*. This report will be the first in a series on enforcement of federal laws protecting the rights of people with disabilities.

For more information, contact NCD general counsel Andrew J. Imperato at 202-272-2112 (410-467-5695 home) or public affairs specialist Mark S. Quigley at 202-272-2008 (301-390-0930, or visit NCD's Web page (<http://www.ncd.gov>).

###

QUERY: "How Can The White House Lead The Administration's Environmental Justice Efforts Over The Next 2 Years?"

1

BACKGROUND:

On February 11, 1994, President Clinton issued Executive Order 12898, "Federal Actions To Address Environmental Justice for Minority Populations and Low-Income Populations," which had three goals:

- to focus federal agency action on the environment and human health conditions in minority communities and low-income communities;
- to promote non-discrimination in federal programs that substantially effect human health and the environment; and
- to provide minority communities and low-income communities greater access to information on, and opportunities for public participation in, matters relating to human health and the environment.

The Executive Order created an Interagency Working Group on Environmental Justice to ensure cross-agency coordination and to stimulate cooperation. On April 11, 1995, the thirteen final environmental justice strategies were sent to the President. In April 1996, twelve agencies submitted reports on their first year's implementation of their environmental justice strategies to the Interagency Working Group as required by the Executive Order. In April 1998, updates to these implementation reports were requested by the Council on Environmental Quality and the Domestic Policy Council. EPA submitted a report pursuant to this request.

PROBLEM:

The Interagency Working Group was successful in creating a process for each Federal agency to complete the required environmental justice strategies and establish communication links among the agencies at the headquarters level. However, if the goals of the Executive Order are to be fully realized, implementation of the Executive Order must occur at the local level, through interagency partnerships.

CURRENT STATUS:

In July 1998, the Council on Environmental Quality convened a meeting in Los Angeles between various federal agencies and the community. At that meeting, various federal agencies and the community made the following commitments:

QUERY: "How Can The White House Lead The Administration's Environmental Justice Efforts Over The Next 2 Years?"

2

Clinton Administration Commitments to the Community

1. The Clinton Administration will establish, on a trial basis of at least 6 months, an interagency task force (ITF) focused on environmental, public health, and environmental justice concerns in Los Angeles. The ITF will be responsible for: (1) monitoring progress on the commitments; (2) providing a "one-stop" reporting facility for community concerns; and (3) developing recommendations for further action and commitments by Federal, State, and Local governments that are responsive to issues raised by the community. The Environmental Protection Agency (EPA) shall have lead responsibility for convening the ITF.
2. Federal agencies will investigate and report to the community on jurisdiction and authority to investigate and respond to concerns about the exposure of children to toxics in local schools identified during the meeting. EPA shall have the lead in this investigation and report.
3. Federal agencies shall convene a meeting at which the community will have the opportunity to identify those specific facilities and other sources of human health or environmental risks that they believe should be subject to enforcement or other response actions. EPA shall have the lead, and shall include other agencies as suggested by the ITF.
4. Federal agencies shall investigate ongoing concerns about potential sales of contaminated fish, particularly in Asian communities. The National Oceanic and Atmospheric Administration (NOAA) shall have the lead in this investigation, and shall enlist the consultation of the Food and Drug Administration (FDA).
5. The Department of Housing and Urban Development (HUD) shall provide training to community groups on how to participate effectively in HUD's decisions concerning Community Development Block Grants (CDBGs).
6. The Department of Transportation (DOT) shall convene a meeting between community groups and the Regional Administrator of the Federal Highway Administration to hear and address concerns related to transportation improvements along the Alameda, California corridor.
7. The DOT shall provide technical assistance to community groups regarding how to apply for transportation and community enhancement grants available through DOT.
8. The Department of Agriculture shall establish a children's forest area in the Angeles Forest, California, and promote access by members of the community.
9. EPA and HUD will conduct joint training for interested community members on Title VI.

QUERY: "How Can The White House Lead The Administration's Environmental Justice Efforts Over The Next 2 Years?"

3

10. The DOT will provide any interested community groups with training under its "Safe Community Program" for highway safety.
11. The DOT will convene a meeting between interested community groups and its safety committee on transportation crossings.
12. The Administration will convene follow-up dialogues among the community, local businesses and industry, and state and local government officials on the issues raised during the course of the community meeting.

Community Commitments to the Clinton Administration

1. Community-based environmental justice groups will lead interested local business and industry representatives on a tour identifying the conditions that were presented to federal officials.
2. Community-based environmental justice leaders will engage in follow-up dialogue with local business and industry leaders, other constituencies, and state and local officials to identify opportunities for cooperative work and further dialogue on issues of concern.
3. Concerned Citizens of South Central Los Angeles and other interested groups will assist the Korean Youth Community Center and any other interested groups with organizing efforts concerning environmental justice.

In addition, the following continuing commitments were made:

Continuing Clinton Administration Commitments to the Community

1. The Administration will continue to advocate and defend the "polluter pays" principle in legislation and enforcement.
2. The Administration will continue to pursue new resources for communities, like President Clinton's proposal for EPA to create local brown fields revolving loan funds, to fund cleanup where those responsible for toxic or hazardous waste are insolvent or defunct.

Since that meeting in Los Angeles, the ITF has continued to work with the community on a variety of issues that have been raised subsequently.

In sum, the ITF concept has been a resounding success.

QUERY: "How Can The White House Lead The Administration's Environmental Justice Efforts Over The Next 2 Years?"

4

Because of the resounding success in Los Angeles, the Council on Environmental Quality will convene a similar meeting in New York City on March 5-6, 1999. The ITF concept will be duplicated in order to address the concerns of the community in New York City.

The Council on Environmental Quality has given no indication that it will continue these meetings in other cities.

REQUEST:

For the White House to reinvigorate the Interagency Working Group for the purpose of, among other things, identifying other locations for holding local environmental justice forums such as those held in Los Angeles and New York City. Through these forums regional interagency relationships can be strengthened to address cross-cutting environmental justice concerns in local communities for both the near-term and the long-term.

PROPOSAL

- Request that the White House renew its involvement in overseeing the federal agencies' implementation of Executive Order 12898.
- Request that the White House continue sponsoring local environmental justice forums each year over the next two years. Request that a target of three meetings per year be established.
- Request that the White House reinvigorate the Interagency Working Group for the purpose of organizing these additional local environmental justice forums. Through these forums, the White House should encourage the development of formal and lasting local interagency infrastructures so that agencies in different locations can work together on local projects.
- Request that the White House oversee the preparation of annual reports to the President outlining the discrete, concrete actions that have taken place and how the needs and concerns of the affected communities were addressed for both the near-term and the long-term.

Activities Toward the Year 2000DOL
DRAFT**1. Data Collection Initiative:****Objectives:**

Collect relevant data to measure the gender/minority wage gap between contractor workforces and non-contractors workforces.

Analyze relevant data to facilitate better targeting of contractors that are in non-compliance and more efficient use of agency and contractor resources.

Methods:

Create a database through the AAP Summary or some other instrument such as an EEO-1 supplemental form to enable salary data collection and analysis at early stages in the compliance activity process.

Commission surveys/studies through BLS if possible, or through research grant process.

2. Voluntary Compliance Partnership Initiative (Partners in Compliance - PIC):

Objective: Develop a protocol to encourage contractor self-audits of their pay/employment practices.

Methods:

Develop a quantitative model that contractors can use to conduct their own audits and post-audits and any consequent corrective action including back pay and salary adjustments. Contractors would be expected to submit the data to OFCCP for certification. Once certified, they would be exempt from compliance reviews for two years, barring any significant complaint activity or other compelling reasons.

Establish a Pay Equity Council, composed of industry, academics, stakeholder organizations et al., to gather a database, identify and promote best practices, and encourage regional and local PICs.

Include educational information on OFCCP's Web Site, and through Public Service Announcements.

3. White House Civil Rights Recognition Initiative

Objective: Raise awareness for civil rights issues and encourage proactive practices by the private and public sectors subject to Federal civil rights laws.

Method:

Establish a White House-level Recognition Program to encourage practices above and beyond EEO/Civil Rights compliance by all private and public sectors. The program could be modeled after the Department of Labor's Exemplary Voluntary Efforts Awards program, and could be named for a distinguished civil rights leader such as *Rosa Parks*. The program should include all Federal civil rights agencies, with each agency's program tailored to its particular stake holders (employment, education, housing, etc.), and it should provide "best practices" incentives through recognition. This recognition program would serve as part of the follow-up to the President's Initiative on Race.

NOTE: The Department of Labor's Employment Standards Administration/OFCCP continues to consider other avenues or vehicles that would memorialize in law a "bold initiative" to strengthen the protections of equal employment opportunity and that would extend beyond the President's term.

2/19/99

**CIVIL RIGHTS ENFORCEMENT
FEBRUARY 9, 1999**

RACE INITIATIVE

- Introductions
- Meeting Purpose
- Strategy Goals and Objectives
- Operational Structure
- Questions and Answers

Bruce -
Sure glad they
sent this around
E.

THE WHITE HOUSE
WASHINGTON

① Race initiative
② Educ - ESEA

January 8, 1998

TO: Bruce Reed
Elena Kagan
Gene Sperling
Sally Katzen

FR: Phil Caplan *PC*

RE: Attached Edley memo

I received the attached yesterday. As I've discussed with Elena and Sally, I think it should probably have a joint DPC/NEC cover note on it before I forward it to the President.

I would appreciate such a note by Monday morning so that I can get the package to the President Monday afternoon.

Thanks.

'99 JAN 7 PM 1:17

THE HARVARD LAW SCHOOL
CAMBRIDGE MA 02138

January 5, 1999

Memorandum for the President

From: Christopher Edley, Jr. 

Re: Your Request for Candid Further Discussion of Opportunity-Related Ideas in Relation to the Race Book, Budget and SOTU

More details are in the attachment. In brief, you and I discussed these items:

Education: ESEA/Title I accountability for results. I stressed that ESEA reform, to present a credible alternative to vouchers, must emphasize accountability for *results*, not just promises. The draft race book urges a specific national commitment to close racial disparities in achievement. I also questioned the "Nation's Superintendent" model of federal leadership which focuses on carrots to spur changes in education inputs and processes, rather than focusing the national debate on accountability for results while leaving state and local governments to choose the means.

Education: Ending social promotion, with associated supports/protections. I stressed the likely objections to this from progressives and the civil rights community without equally forceful rhetoric and measures to deter abuses. The National Academy of Sciences has reported on the risks of high-stakes testing and abusive retention policies. Won't districts claim the right policies but practice something that grabs political credit for toughness while avoiding the resource investments in early intervention, remediation, and improved instruction? I fear a reprise of the National Voluntary Test fiasco, when Administration officials dismissed the concerns of progressives (like me) who support high standards but want enforceable safeguards.

Economic Development, Trillion Dollars, etc. I credited the good will of the "Trillion Dollar" and HUD packages, but voiced concerns that the blizzard of proposals really offers little hope for the well-informed observer. These helpful ideas pale in comparison to the creation of FHA and FNMA. Twenty SBICs and three turtle doves do not a bold legacy make. The draft book recommends re-chartering the Federal Home Loan Bank Board GSE to focus on community development, with a broad set of tools financed off budget or on the mandatory side.

Jobs: I noted the book's "mountain top" goal is to break the back of hyper-unemployment among minority young adults, and contrasted this with a plethora of ideas lacking focus and edge. Something like DOL's new \$250 million Youth Opportunity Areas program is not an answer, with 20 sites, each ten square blocks, serving only 60,000 kids nation wide: A drop in the swimming pool, impossible to scale up. The draft book recommends a challenge grant to leverage metropolitan reinvention; reinvention across bureaucracies; and accountability for results. I'm pleased that the budget is silent, because if your book says we must go to the moon, I don't want the budget to unveil the first step as the purchase of a wrench and two screws.

Attachment

ATTACHMENT

I. Education: ESEA/Title I accountability for results in closing achievement disparities

The DPC/Department reauthorization proposal as of 12/23 is exciting, but leaves the nagging concern that states/districts get and keep their money just by *planning and promising*. Or, arguably worse, we push them to change specific management practices or education inputs (interventions for failing schools, personnel policies) without holding anyone accountable for whether those actions in fact produce better learning outcomes. There are two conceptual problems:

a. Find the Stick. On a scale of incentives running from lofty exhortation to tactical nukes, either extreme is bad, but aren't we still far too soft? As between the "be patient" view of entrenched educrats and the "revolution, else vouchers" view of frustrated parents and business leaders, whose side are we on? I'm told that DPC is now working on options to add stronger consequences. I believe these must be both powerful and credible.

b. Superintendent, or President? Are we going to continue focusing on inputs – leaky roofs, teacher certification, Advanced Placement offerings, technology, class size – or should we try to shift the national discussion to the heart of the matter: *Everyone must be judged by results, and federal taxpayers will not subsidize failure or underwrite excuses*. All of the input interventions and regulations are individually sensible and many are research-based, but most strike me as the agenda for a superintendent of schools rather than a President -- particularly a President trying to demonstrate that New Democrats don't throw money at problems. I suspect you are focusing this way because an idea like fixing the roofs or shrinking class size has just enough intuitive appeal to trump conservative anxiety about an expanding federal role. The alternative conception of presidential leadership, however, is to focus public discourse on closing the achievement disparities and creating tough accountability for results, while stepping way back from top-down prescription of the means of achieving those results. And I think this alternative is the way to present a meaningful, values-based alternative to the Heritage Foundation agenda, striking a responsive popular and populist chord.

c. Connection to your race book. Finally, you have seen the draft chapter urging a focus on the "mountaintop" of eliminating the racial disparities in achievement. I urge that this "man on the moon" goal be explicit in the ESEA reauthorization, and that some dimension of accountability be tied to progress in achieving this goal. The draft chapter recommends a specific challenge fund for this purpose, on the theory that it is politically infeasible to put the larger body of Title I funding at risk when everyone pretty much thinks of that formula as a vital fiscal entitlement.

2. Education: Ending social promotion, with associated supports/protections.

We discussed the danger that, like your call for a Voluntary National Test, calling for an end to social promotion will generate a backlash from progressives who fear abuses – retention driven by the results of a single test, rather than a range of factors, and imposed without the various early interventions and remedial supports that you and your advisers usually emphasize. In 1997 I urged an early amendment to the VNT proposal to build in protections against the kind of test misuse the expert testing community fears, but Administration officials were, frankly, polite but dismissive of my substantive and political concerns, even after hearing the same message in last minute consultations with civil rights advocates. The response of Congressional progressives, and the results of Congressionally-chartered analyses by the National Academy of Sciences [NAS] (in which I played a role) validated my 1997 concerns. I am right this time, too.

According to the NAS, retention is linked to significant and sometimes dramatic increases in drop-out risk, and while virtually every district has a written retention policy stating all the right things about multiple considerations and early interventions, actual practice is poorly understood but known to include abuses and, civil rights advocates believe, discrimination.

These violations of the professional standards of educators and testing experts are perfectly predictable, and so are the responses to your initiative. No important constituency favors social promotion. I and others fear, however, that it is politically easy for some state or local official to say he's for tough standards and then show it by flunking poor colored kids (we know something is wrong with them anyway). On the other hand, it is politically difficult to spend a lot of money on the interventions, supports, and summer school that will forestall or ameliorate retention. And even more difficult to hold someone other than the kid, like a teacher or principal, responsible for the failure to achieve.

I have heard no persuasive response to these concerns. I predict that, absent adjustment, important voices will be raised against the proposal. It will alienate many of the very interests you should be rallying to unite in a bold school reform strategy. I see no easy way out of it, especially at this late date. As a conceptual matter, however, retention policies are just one of the "inputs" to the achievement equation. If the Federal leadership is focused on results instead of inputs, a new categorical program about social promotion is a distraction. It should be a bully pulpit item, as should other particular solutions that a superintendent ought consider.

3. Economic Development, Trillion Dollars, etc.

You wanted my reaction to the various HUD and "Trillion Dollar Roundtable" proposals. The blizzard of elements gives clear and convincing proof of good will and commendable energy. From a Race Initiative perspective, however, the elements aren't bold enough to make an informed observer believe this will make much difference. They do not inspire an educated hopefulness.

As the draft race book suggests, your goal should be to harness the power of markets and financial institutions and put them to work for distressed communities. But now, judge the FY 2000 proposals by that standard, or the standard of policy historians. When past presidents identified home ownership as a goal, they created FHA, chartered FNMA, and transformed market forces and institutions. When rural depression seemed an intractable blight, past Presidents created the TVA and REA. These ideas were as important for the *structural* changes they wrought as for the incremental dollars involved. Today, your package expanding the SBIC program and so forth is not comparable in vision or boldness, notwithstanding great rhetoric about leveraging billions of dollars. Giving Andrew \$100 million to promote "regionalism" is the substantively right direction, but an almost comic application of the aphorism that a journey of a thousand miles begins with a single step. If I were on the outside, I would write that the scale of the problem makes these measures too much like a handful of band aids, old-Democrat style. These initiatives aren't wrong or bad. Needy people will be helped and important policy principles underscored. But I believe you should offer a grander vision, while respecting fiscal discipline, and make clear that the proposals ready for announcement are part of that grander whole.

As I mentioned to you, the draft book suggests a major refocusing of the large housing-related GSEs -- FNMA, Freddie Mac and the Federal Home Loan Bank Board System. In particular, the FHLBB should be re-chartered as the **National Community Investment Bank**, with a new mission: working side-by-side with CDFIs to fuel economic revitalization in our most distressed communities through affordable financing of a range of community development and job-creating projects. In general, GSEs commonly assert that they are "private" and cannot be expected to make uneconomic investments. But their profitability is fueled by their access to "cheap" money via an implicit government debt guarantee tantamount to a discount Fed window. The FHLBB is the most egregious at playing loose with the public purpose, making much of its profit through arbitrage. Specifically, the Administration should propose to:

- First, adopt new regulatory and statutory provisions to (a) press the GSEs to focus more of their housing activity on severely distressed communities, and (b) give the GSEs more effective tools to promote targeted lending for community development purposes.
- More important, re-charter the FHLBB system as the *National Community Investment Bank* [NCIB] to stem arbitrage abuses and focus on investments and technical assistance that implement *comprehensive strategies for community economic development*, analogous to (good) IMF and World Bank missions in developing nations.
- Third, some or all of the fiscal impact of these Federal subsidies could be placed off-budget or on the PAYGO side; the *NCIB* could even be a source of financing outside the discretionary caps for CDFIs, SBICs, and many related efforts.

A thoroughly reinvented FHLBB/*National Community Investment Bank* could be a tremendous source of financial support and strategic planning assistance for distressed communities. As an intermediary, it could nurture secondary markets, allocate tax or other subsidies to attract private

financing for SBICs and CDFIs, create insured equity investment vehicles, and more, subject to the existing government safety and soundness oversight.

4. Jobs: Breaking the back of endemic hyper-unemployment in distressed communities.

The point I made to you was that, from the perspective of the race book, there is a need for some focus on a clear goal. We should break the back of hyper-unemployment of minority young adults in distressed areas, raising their employment levels to that of non-minorities in the same metro labor market. The three structural challenges here are: *metropolitan reinvention* across political jurisdictions; *service delivery reinvention* across a wide range of bureaucracies (from schools to reverse commuting to childcare to welfare); and *accountability for results* in closing the employment disparities. The draft book proposes a honey pot of resources available in a competitive challenge grant to metro and state applicants.

In my budget discussions with staff, there was reasonable interest in the idea, but not enough to push other ideas (from HUD, DOL, DOT, NEC) off the table and make the new investment substantial enough to be meaningful. I withdrew the proposal, because I hope to persuade you to include the "Man on the moon" statement of ambition in the book. I don't want to make it hollow with a budget down payment that belies the seriousness of the vision, draining hope away.

WHITE HOUSE STAFFING MEMORANDUM

RACE INITIATIVE

Date: 9/30/98 ACTION / CONCURRENCE / COMMENT DUE BY: 10/1/98

Subject: RACE INITIATIVE TRANSITION ACTIVITIES

	ACTION	FYI		ACTION	FYI
VICE PRESIDENT	<input checked="" type="checkbox"/>	<input type="checkbox"/>	McCURRY	<input type="checkbox"/>	<input type="checkbox"/>
BOWLES	<input checked="" type="checkbox"/>	<input type="checkbox"/>	NASH	<input type="checkbox"/>	<input type="checkbox"/>
PODESTA	<input checked="" type="checkbox"/>	<input type="checkbox"/>	REED	<input checked="" type="checkbox"/>	<input type="checkbox"/>
ECHAVESTE	<input type="checkbox"/>	<input type="checkbox"/>	RUFF	<input type="checkbox"/>	<input type="checkbox"/>
LEW	<input type="checkbox"/>	<input type="checkbox"/>	SMITH	<input type="checkbox"/>	<input type="checkbox"/>
BEGALA	<input checked="" type="checkbox"/>	<input type="checkbox"/>	SOSNIK	<input checked="" type="checkbox"/>	<input type="checkbox"/>
BERGER	<input type="checkbox"/>	<input type="checkbox"/>	SPERLING	<input type="checkbox"/>	<input type="checkbox"/>
BLUMENTHAL	<input checked="" type="checkbox"/>	<input type="checkbox"/>	STEIN	<input type="checkbox"/>	<input type="checkbox"/>
EMANUEL	<input checked="" type="checkbox"/>	<input type="checkbox"/>	STERN	<input type="checkbox"/>	<input type="checkbox"/>
IBARRA	<input type="checkbox"/>	<input type="checkbox"/>	STREETT	<input type="checkbox"/>	<input type="checkbox"/>
KLAIN	<input type="checkbox"/>	<input type="checkbox"/>	VERVEER	<input type="checkbox"/>	<input type="checkbox"/>
LANE	<input type="checkbox"/>	<input type="checkbox"/>	WALDMAN	<input type="checkbox"/>	<input type="checkbox"/>
LEWIS	<input checked="" type="checkbox"/>	<input type="checkbox"/>	YELLEN	<input 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 type="checkbox"/>	<input type="checkbox"/>	<u>CLARA SHIN</u>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
MOORE	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<u>GINNY APUZZO</u>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
McGINTY	<input type="checkbox"/>	<input type="checkbox"/>	_____	<input type="checkbox"/>	<input type="checkbox"/>

REMARKS:

COMMENTS TO MARIA ECHAVESTE

RESPONSE:

DRAFT
September 28, 1998

MEMORANDUM TO THE PRESIDENT

FROM: MARIA ECHAVESTE

SUBJECT: President's Initiative on Race: Transition Activities

The purpose of this memorandum is to update you on the transition plans for the President's Initiative on Race (PIR). As you know, on September 30, 1998, the term of the Advisory Board (created by Executive Order) expired. In transitioning from PIR, our objectives are threefold: 1) to sustain PIR's achievements; 2) to continue your commitment to improving race relations; and 3) to create a transition structure of some kind to accomplish the necessary tasks. Below is a description of immediate and longer term transition activities necessary to achieve these objectives:

Sustaining PIR's Achievements. We are committed to sustaining the projects undertaken by PIR over the past year. These activities include the following:

- Submitting to you a weekly report of race-related activities.
- Identifying promising practices for improving race relations.
- Updating the PIR page on the White House website which posts Presidential remarks on race, promising practices, the *One America Dialogue Guide*, and when available, your report on race.
- Coordinating the correspondence regarding race issues addressed to the White House and drafting responses.

Improving Race Relations. To continue your commitment to improve race relations, we will carry on the work of PIR in the following ways:

Completing Your Report. We are working with Christopher Edley to complete your report on race. We are currently circulating a draft of his book outline based on your input when we last met. We plan on having that to you next week. After reaction from you, Edley and Terry Edmonds will work (with input from the White House as appropriate) to finish a draft for your review by December 1.

Highlighting Racial Trends. On October 15 and 16, the National Research Council, the research arm of the National Academy of Sciences, will host a national research conference that will examine past and current trends for Blacks, Hispanics, Asians, and American Indians in several key areas. PIR and CEA provided the impetus for the conference which will effectively highlight the continuing Administration engagement on race issues. To this end, we will make available the conference papers as a resource to policy makers, news media, and scholars.

Continuing Your Focus on Race. To do so, we will engage in the following ongoing tasks:

- Coordinating the various White House offices with regard to policies involving race issues.
- Serving as a liaison between the White House and civic leaders, members of Congress, local government representatives, civil rights organizations, community organizations, and the general public on race-related matters.
- Identifying issues involving race on which the White House could take a leadership role.

A Transition Structure. In order to sustain PIR's achievements as well as to continue our focus on race-related matters, we propose establishing a task force of White House staff members and agency representatives. The charge of this team is to manage effectively the short- and long-term transition, outreach, and policy activities outlined above. We thus plan to form the action team in an expeditious manner. To ensure our success, I have asked Minyon Moore to coordinate the team's activities with that of the Office of Public Liaison and together, she and I will serve as its "governing board." We would need to bring on three staff members (two for OPL, one for DPC) to ensure that we will succeed in the above described tasks.

I will continue to update you on the progress of our transition activities. In the meantime, do not hesitate to contact me with any recommendations or concerns.

Chris, Mike, Cynthia, Tom, Jane, Diana -

We have an internal meeting on

Friday. Start thinking about October 14, 1997

"non-bureaucratic policies and pt

your "clear time lines" in order.

MEMORANDUM FOR RACE INITIATIVE WORKING GROUP MEMBERS

FROM: SYLVIA MATHEWS AND JUDITH WINSTON

SUBJECT: Follow-up on Last Friday's Meeting

Bruce -

Did you get this?

Elena
Race Initiative

First of all, we would like to thank you for all your work in preparation for last Friday's meeting with Erskine Bowles and other White House staff. We made a lot of progress over the past few weeks.

At 3:00 p.m., on Thursday, October 23, we will meet again with Erskine. In the meantime, there are a number of follow-up actions to complete in response to last Friday's meeting. Also, there are a number of other items on which we need to follow through to accomplish some near-term goals. The list below details those items which need follow-up.

On Monday, October 20, we will hold a meeting with the team leaders to review our progress on near-term goals and Bowles follow up. This meeting also will help us prepare for the meeting with Erskine next Thursday.

Specific tasks to be completed by the dates indicated:

All Working Groups:

By October-20, each group should further develop their work plans so that clear time lines are established and tasks are assigned. Refined and detailed work plans should be prepared by and brought to the Monday meeting.
Please bring approximately 30 copies of each work plan to the meeting.

Promising Practices:

By October 20, determine the criteria for reviewing promising practices, and create and implement a process for review and set a realistic deadline for getting practices on the Web: *Susan, Lin, Kevin.*

Dialogue:

By October 20, establish a theme for the first Town Hall meeting, propose a site and mix of attendees: *Ann, Claire, Michael.*

Policy/Enforcement:

By October 23, identify non-budgetary policies that can be announced in the short term: *Elena, Lin.*

Starting this week, include a section on race in the DPC's weekly report to the President: *Elena.*

By October 23, discuss the possibility of creating a cross-cut on race for FY 99 budget: *Elena, Frank, Gene, Judy, and Sylvia.*

Recruiting Leaders:

By October 20, determine the criteria for selecting and vetting leaders and determine specifically the things the leaders will be asked to do: *Maria, Mickey, and Mike.*

Hard Questions/Tough Issues:

By October 17, outline the difficult issues that the President and the Race Initiative will attempt to address: *Chris, Sid.*

Communications:

By October 20, develop talking points on what the Initiative has accomplished to date: *Ann, Claire.*

Outreach:

By October 23, get a structure up and running to engage the corporate sector. Be ready to announce our corporate effort by October 28: *Maria, Mike.*

By October 23, convene a meeting with conservatives/Republicans to get them engaged in the Race Initiative: *Maria, Janet.*

By October 20, touch base with Roger Wilkins: *Maria.*

Cabinet Affairs:

By October 23, meet with Blacks in Government and other groups to identify affirmative measures the Initiative can pursue: *Goody.*

By October 23, develop a plan, process, and structure to pursue the "At the table" idea: *Goody, Michele.*

Miscellaneous:

Starting this week, communicate with the working groups and submit a draft weekly report for the Race Initiative to Judy and Sylvia every Thursday evening: *Jacinta*.

ONE AMERICA IN THE 21ST CENTURY.

The President's Initiative on Race

On June 14, 1997, President Clinton announced an effort to lead our nation toward becoming one America in the 21st century. He outlined the following goals for the Initiative:

- to develop policies that can make a real impact on closing the gap in economic opportunity, education, health care, housing, crime and the administration of justice;
- to recruit leaders and encourage community efforts (i.e. promising practices), all over the country, that bring people together across racial lines;
- and to raise the issue of race on the national agenda through dialogue that educates the American public.

Highlights of Progress

- **Increased Civil Rights Enforcement.** In his FY 99 budget, the President proposed \$602 million, the largest single increase (16 percent) for the enforcement of civil rights laws in nearly two decades. The cornerstone of this initiative is a \$37 million (15 percent) increase for the EEOC. Through a combination of the increased use of mediation, improved information technology and an expanded investigative staff, the EEOC will reduce the average time it takes to resolve private-sector complaints from over 9.4 months to 6 months and reduce the backlog of cases from 64,000 to 28,000, by the year 2000.
- **Enforcement Against Housing Discrimination.** To respond to the increase in reported cases of serious fair-housing violations, HUD will double the number of civil rights enforcement actions by the year 2000. In addition, HUD has committed \$15 million to 67 fair-housing centers around the country to assist in combating housing discrimination this year.
- **Getting Good Teachers into Underserved Areas.** Responding to the need for a diverse and excellent teaching force, the President proposed a \$350 million program to attract talented people of all backgrounds to teach at low-income schools across the nation. The funding also will be used to improve dramatically the quality of training given to future teachers. This new program will help bring nearly 35,000 outstanding new teachers into high-poverty schools in urban and rural areas over the next five years.
- **Hispanic Education Action Plan.** Nearly one in three Hispanics between 25 and 29 years old left school without a high school diploma or a GED. To correct this situation, President Clinton announced an unprecedented \$600 million in the FY 99 budget to help Latino youngsters master the basics of reading and math. The funding will also pay for programs to help them learn English, stay in school, prepare for college and, ultimately, succeed in college.
- **Creating "Education Opportunity Zones."** The President proposed \$1.5 billion, over five years, to bolster reform efforts by high-poverty urban and rural school districts that demonstrate both a commitment to and a track record in improving educational achievement. Funds will be used to improve accountability, turn around failing schools, recognize outstanding teachers, deal with ineffective ones and expand public school choice.
- **Reducing Class Sizes and Modernizing Schools.** The President has proposed a \$12.4 billion initiative, over 7 years, to help local schools reduce class size in grades 1-3, from a national average of 22 to 18. Through the program, local schools will be able to hire an additional 100,000 well-prepared teachers. In addition, to address the crucial issue of school construction, the President proposed federal tax credits to pay interest on nearly \$22 billion in bonds to build and renovate public schools, largely in the 100-120 school districts with the greatest number of low-income children.

- **Tapping the Potential of America's Urban and Rural Communities.** The President's budget includes \$400 million for a new Community Empowerment Fund (CEF) that is expected to leverage an estimated \$2 billion in private-sector loans to help communities invest in businesses and create jobs -- as many as 280,000 jobs when projects are completed. In addition, the President's budget provides \$150 million per year for 10 years to fund 15 new urban Empowerment Zones (EZs) and \$20 million per year for 10 years to fund five new rural EZs. These funds will encourage comprehensive planning to create economic opportunity and revitalize distressed areas.
- **Increased Capital to Minority Businesses.** The Small Business Administration (SBA) has set a goal of providing an estimated total of \$1.86 billion in loans to African-American small business over a 3-year period and \$2.5 billion worth of loans to Hispanic-owned businesses by the year 2000. In addition, the SBA and the "Big Three" US automakers struck an agreement that will increase subcontracting awards to minority businesses by nearly \$3 billion over the next three years -- a 50 percent increase from current levels.
- **Eliminating Ethnic Health Disparities.** This new initiative sets a national goal of eliminating by the year 2010, longstanding disparities in the health status of racial and ethnic minority groups. Currently, for example, African Americans suffer from diabetes at 70 percent higher rates than white Americans, while Native Americans suffer from diabetes at nearly three times the average rate. Vietnamese women suffer from cervical cancer at nearly five times the rate of white women, and Latinos have two to three times the rate of stomach cancer as white Americans. The President announced a five-step campaign -- led by Surgeon General and Assistant Secretary for Health Dr. Davidatcher -- to mobilize the resources and expertise of the Federal government, the private sector and local communities.
- **Fighting Hate Crimes.** On November 10, 1997, the President and Attorney General Janet Reno hosted the first-ever White House Conference on Hate Crimes, which featured many experts and law enforcement officers from around the country.
- **Highlighting Promising Practices.** The Race Initiative is compiling information on "promising practices," ideas from communities and organizations that are working to help bring people together as one America. Calling attention to this work, on June 3, the President attended the convention of City Year, a promising practice that brings together teams of diverse young people to work on community projects, thus helping break down racial barriers. To date, 150 promising practices have been identified and listed on the Race Initiative website, and the list continues to grow.
- **Efforts Involving American Indians.** The Board has made a special effort to include American Indians and Alaska Natives in its work. Indians participated as panelists at Advisory Board meetings that discussed stereotypes, poverty, labor, housing and higher education issues. The Board has held separate meetings with tribal leaders in Phoenix, Santa Fe and Denver. In addition, the Administration successfully fought back proposed legislation that would have ended sovereign immunity for tribes and, in May, the President issued an executive order strengthening government-to-government relationships between the tribes and the US.
- **Sparking Dialogue.** The Race Initiative has prompted innumerable conversations about race around the country, highlighted by an April "Month of Dialogue." From April 6-9, 600 colleges and universities participated in a "Campus Week of Dialogue," organizing hundreds of race-related events across the nation. On April 30, 41 governors, 22 mayors and over 100 YWCAs participated in special "Statewide Day of Dialogue" events.
- **Studying Race:** In May, the President's Initiative on Race announced that the National Research Council (NRC), the research arm of the National Academy of Sciences, will coordinate studies by prominent researchers on a range of topics related to race, including demographic trends. The work will include findings on whites, blacks, American Indians, Hispanics and Asian Pacific Americans. The project will culminate with a major research conference in October in Washington D.C.

PRESIDENT'S INITIATIVE ON RACE: June Progress Report Talking Points

Last year, on June 14, the President launched an unprecedented initiative on race to lead the nation in becoming one America in the 21st century.

While the charter for the President's Initiative on Race expires on September 30, the Administration is taking this opportunity to provide a progress report. This winter the President will issue a report to the American people with recommendations for continuing to build on the achievements of this effort.

Meeting our Objectives

At the President's direction, we set out last year to:

- develop national policy initiatives;
- recruit leaders and encourage efforts (i.e. promising practices) aimed at bridging racial divides in local communities across the country; and
- raise the issue of racial reconciliation to the national agenda through dialogue.

Since the Initiative's start, we have:

- developed and implemented new national policies and public/private partnerships;
- sparked hundreds of community-level activities around the country; and
- been the catalyst for dialogue, nationwide, that is destined to have a lasting impact on the national agenda.

Policy Actions. We have undertaken numerous policy actions designed to: close the opportunity gap; improve access to quality education, health care and housing; and reduce racial disparities around crime and the administration of justice.

- The President's FY 99 budget increases funding for the enforcement of existing civil rights laws to \$602 million, the largest increase in enforcement funding in nearly two decades.
- The President's FY 99 budget also includes \$350 million to bring nearly 35,000 outstanding new teachers into high-poverty schools in urban and rural areas, over the next five years.

Promising Practices: This year has given us an opportunity to shine a spotlight on all the existing work being done to bring people of different races together. It's also given us a chance to encourage many new efforts at the grass-roots level. We have witnessed a groundswell of support.

- The President's Initiative led one high school student (Tom Manatos) to organize other local high school students for a town hall discussion on promoting racial harmony within their schools.
- First Lady Hillary Rodham Clinton joined forces with the Boston-based Team Harmony Foundation to discuss ways to prevent prejudice with high school students in Boston and Washington, DC. As a result of the First Lady's events, Team Harmony has had requests to expand its program to New York, Chicago, Atlanta and Los Angeles.

Dialogue. By raising the issue of racial reconciliation to the national agenda, the President's Initiative has been the catalyst for dialogues across the country that have helped educate the American public about the facts surrounding race.

- Close to 600 colleges and universities organized race-related activities on their campuses during the first week of April.
- More than 40 of the nation's governors, 22 mayors and over 100 YWCAs participated in efforts to raise the public's consciousness on race.

We view our work over this year as building not a ceiling, but a foundation for one America. Racial reconciliation is something President Clinton has fought for all of his life. We know that even after our charter expires and the report to the American people is completed this issue will remain a priority on the President's agenda.

PRESIDENT'S INITIATIVE ON RACE -- June Progress Report Qs&As

1Q. Has the President made any decision about extending the Initiative on Race beyond September?

1A. The charter for the Advisory Board expires on September 30th. However, President Clinton has always had a personal commitment to these issues and will continue to commit his time and attention to building one America.

In the meantime, the work of the initiative will continue in several ways. In July, the President will participate in a nationally televised dialogue on race on PBS, with Jim Lehrer. In October, there will be a national research conference convened by the National Research Council. That conference will examine past and current trends among racial and ethnic groups in key areas such as health, education, employment and the administration of justice. It will also identify key gaps in research and data that are needed to promote a clearer understanding of race-related issues. This winter the President will release his report to the American people.

Equally important is the infrastructure that has been created over the past 12 months, which will continue to build on the year's efforts. For example, Cabinet activities will be ongoing and reported to the President every week. The initiative has also generated a cadre of leaders to carry on work at the local level.

2Q. How could you expect the initiative to accomplish anything lasting when it was limited to one year?

2A. This is a very complex issue, and we never said we would solve the race problem in this country in one year. What we have tried to do is help Americans understand that diversity is one of our nation's greatest strengths. We also have tried to energize people to make racial reconciliation a priority in their communities. Finally, we have tried to assess where we are as a nation, and this winter the President will provide all Americans with a blueprint of where we need to go in the 21st century.

3Q. The initiative has been at work for a year now. What's been accomplished?

3A. Since the initiative started we have developed and implemented policies that can make a difference in closing the gap in economic opportunity, education, health care, housing, crime and the administration of justice. We have recruited leaders and encouraged community efforts across the country. We have raised the issue of race on the national agenda.

For example, at the recommendation of the Advisory Board, the President increased the budget to enforce existing civil right laws by \$602 million -- the most significant increase in the last 20 years. This funding will enhance coordination of federal civil rights enforcement and lead to more consistent enforcement of civil rights laws, broader dissemination of best practices and improved data collection.

As another example, the initiative has identified more than 150 promising practices -- national and community-based programs that are working to bridge racial divides and promote racial reconciliation through dialogue and action -- that can be emulated across the country.

4Q. The initiative has been criticized by conservatives for not including their views. Where do conservative voices fit in this dialogue?

4A. From the beginning, we have sought to hear from a wide variety of viewpoints and considered such varied input critical to the initiative's success. We have invited individuals whose viewpoints cover the spectrum, including many conservatives, to participate in initiative events, among them the Akron Town Meeting, a White House meeting with the President and many Advisory Board meetings.

5Q. Critics such as Abigail Thernstrom and Ward Connerly have formed a new group called "The

Citizens Initiative on Race and Ethnicity.” Do you view this as an indication that the President’s Initiative has failed in its effort to include conservative voices?

5A. The initiative has served as a catalyst for many community groups and citizens of different racial and ethnic backgrounds and different ideologies to come together for constructive dialogues. The Citizens Initiative on Race and Ethnicity is just one positive example of the wide-range of voices that we are reaching.

6Q. **There have been reports that the lack of enthusiasm from senior White House officials and subsequent friction between some of those officials and the initiative staff hurt the initiative’s work. How much of that is true?**

6A. There is a commitment at all levels of this White House -- starting with the President, Vice President and First Lady -- to this initiative and to tackling, head on, the difficult problems of race in America. The entire staff and Cabinet share the President’s commitment to making the improvement of race relations one of the highest priorities of his second term.

7Q. **The American Indian community has sharply criticized the initiative for failing to include an American Indian representative on the Advisory Board. Why was none appointed at the start? And after the issue was raised by that community, why was this oversight not corrected?**

7A. The Advisory Board has engaged and will continue to engage American Indians in this initiative. American Indians have been invited to participate in the Advisory Board’s meetings. Board members also have attended special forums to hear specifically from tribal leaders about unique issues that affect Indian country as part of the initiative’s effort to recognize the special government-to-government relationship that exists between the United States and American Indian tribes.

8Q. **The initiative never quite picked up momentum. Some have said it got off to a bad start because of a lack of clarity about the board’s mission. What happened?**

8A. While the initiative may have gotten off to a slow start, it picked up momentum that has been sustained with the success of recent activities.

As an example, in April alone over 600 colleges and universities across the nation sponsored forums on race. More than 40 governors and over 20 mayors took part in a statewide day of dialogue on race relations, and the President joined several well-known sports figures in a town hall meeting on race and sports, which was broadcast on ESPN.

9Q. **Why hasn’t the initiative taken on the issue of affirmative action since it is clearly the hot button issue on race?**

9A. The initiative has made affirmative action one part of the larger dialogue on race because the role of affirmative action continues to be debated across our nation, and we have endeavored to hear from all sides in that debate. However, it is important to note that affirmative action is only one small part of the larger issues of race in our nation.

In addition, affirmative action is an issue the administration has examined and reported on prior to this initiative. The Administration strongly supports the use of properly constructed affirmative action to remedy discrimination and to promote other compelling interests. We are, however, eager to hear other ideas for ensuring equal opportunity for all American citizens.

10Q. **Why didn’t the initiative deal with the apology for slavery issue?**

10A. The reaction to a formal apology reflects how deeply this issue continues to reverberate emotionally for a

lot of Americans, both black and white. However, the initiative has made a serious effort to expand the racial dialogue beyond issues of black and white.

One objective of the initiative was to move the country towards recognizing and realizing the full potential of its diversity. We have done that by finding ways in which we can offer real opportunities to Americans who work hard, but who continue to face barriers of discrimination based on race.

- 11Q. The President said in his commencement address that HE would report to the American people periodically on the work of the initiative. He has only done two town hall meetings for the race initiative in the entire year. What happened?
- 11A. The President has reported to the American people consistently over the last year through speeches, meetings, press conferences and other events at which he has called on Americans to bridge racial divides. For example, on June 3, the President attended the national convention of the City Year program, a service organization that plays an important role in bringing together people of different races and ethnicities.

From announcing policy that will help close opportunity gaps among the races -- such as recruiting well-trained teachers for under served school districts and involving local prosecutors in crime fighting efforts -- to raising public awareness -- through such activities as a PSA for the Superbowl and an upcoming nationally televised PBS conversation on race -- the President has been at the forefront of this issue all year.

Race Initiative

The President's Initiative on Race Policy Initiatives

Policies that expand opportunity across racial lines and, in doing so, force the recognition of shared interests are the best hope for improving race relations and reducing racial disparities over the long term. In developing the following set of policies and proposals as part of the President's Initiative on Race, we have been guided by the principle that all Americans share the desire for good schools, safe neighborhoods, good health, affordable housing, and fair treatment by the courts.

1. Civil Rights Enforcement

In January of this year, the Vice President announced a package of civil rights enforcement initiatives that places new emphasis on prevention and non-litigation remedies for discrimination and strengthens civil rights agencies's ability to enforce anti-discrimination laws. The Clinton Administration's Fiscal Year 1999 balanced budget contains \$602 million for civil rights enforcement agencies and offices -- an increase of \$86 million, or more than 16 percent, over last year's funding.

a. **EEOC**

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

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

b. **HUD -- Fair Housing**

\$10 million for Fair Housing Testing Initiative

The Administration's budget proposes an increased emphasis on reducing discrimination and ensuring equal opportunity in housing. The highlight of the HUD budget proposal is a targeted enforcement initiative that will use paired testing -- in which otherwise identical applicants of different races or genders approach Realtors or landlords

-- to detect and eliminate housing discrimination. This systematic, focused testing strategy will allow more accurate measurement and increased public awareness of housing discrimination, while facilitating enforcement actions against violators of the fair housing law.

Enforcement against Housing Discrimination.

Last Fall, HUD announced a plan to double the number of civil rights enforcement actions by the year 2000 as a response to the increase in reported cases of serious fair-housing violations. HUD has also committed \$15 million to 67 fair-housing centers around the country to assist in combating housing discrimination this year.

c. **Coordination of Civil Rights**

The President's civil rights enforcement plan recognizes the need for enhanced coordination of federal civil rights enforcement policy among agencies by highlighting the lead role of the Department of Justice's Civil Rights Division, under the direction of Bill Lann Lee, and providing an additional \$1 million for coordination activities. This emphasis will lead to more consistent enforcement of civil rights laws, broader dissemination of best practices, and improved data collection.

2. **Education**

a. **Class Size Reduction**

In his State of the Union address, President Clinton proposed a \$12.4 billion initiative over 7 years (\$7.3 billion over 5 years) to help local schools provide small classes with qualified teachers in the early grades. This will help make sure that every child receives personal attention, gets a solid foundation for further learning, and learns to read independently by the end of third grade. Research shows that smaller classes have a particularly large impact for minority and low-income students. The new initiative will reduce class size in grades 1-3 to a nationwide average of 18, by providing funds to help local school districts hire an additional 100,000 well-prepared teachers. States will receive funds for teacher training, and new teachers will be required to pass state competency tests.

b. **Education Opportunity Zones**

President Clinton's Education Opportunity Zones initiative will strengthen public schools and help students master the basics where the need is the greatest: in high poverty urban and rural communities where low expectations, too many poorly prepared teachers, and overwhelmed school systems create significant barriers to high achievement. The Education Department will select approximately 50

high poverty urban and rural school districts that have a track record of improving achievement and agree to: (1) use high standards and tests of student achievement to identify and provide help to students, teachers and schools who need it; (2) prevent students from falling behind by ensuring quality teaching, challenging curricula, and extended learning time; and (3) end social promotion and turn around failing schools. Added investments in these communities will accelerate their progress and provide successful models of system-wide, standards-based reform for the nation. The President's initiative will invest \$200 million in FY99, and \$1.5 billion over 5 years, to raise achievement and share lessons learned with school districts around the country.

c. **Getting Good Teachers to Underserved Areas**

President Clinton has proposed a \$350 million initiative to attract talented people of all backgrounds into teaching at low-income schools across the nation, and to dramatically improve the quality of training and preparation given to our future teachers. This new initiative will help bring nearly 35,000 outstanding new teachers into high-poverty schools in urban and rural areas over the next five years. In addition, it will upgrade the quality of teacher preparation at institutions of higher education that work in partnership with local schools in inner-city and poor rural areas. The President's proposal would offer scholarships to those students preparing to become teachers who will teach in targeted communities for at least three years. This effort will help recruit and prepare teachers nationwide to help our neediest students succeed in the 21st century.

d. **High Hopes**

The President's High Hopes initiative provides children and their families at middle and junior high schools in low-income communities with a 21st Century Scholar certificate -- an official, early notification of the amount of their eligibility for Federal college aid. To make the hope of a college education a reality, the High Hopes initiative encourages degree-granting colleges to establish partnerships with middle and junior high schools with large concentrations of low-income children. Working with parents, community and religious groups, and businesses, these partnerships provide information about what it means and what it takes to go to college, as well as support services -- such as mentoring, tutoring, college visits, summer programs, after-school activities, and counseling -- to help the children stay on track. The partnerships will help ensure that children have access to the rigorous core courses that prepare them for college and let parents know how they can help their children prepare for college.

e. **School Construction**

In order for students to learn and compete in the global economy, schools must be well equipped and able to accommodate smaller class sizes. To address this crucial issue of school construction and modernization, the President has proposed federal tax credits to pay interest on nearly \$22 billion in bonds to build and renovate public schools. This is more than double the assistance proposed last year, which covered half of the interest on an estimated \$20 billion in bonds. Half of this financial support will be allocated to the 100-120 school districts with the largest number of low-income children.

In addition, the President's FY 1999 budget proposes a 59% increase in funding for construction and facilities improvement and repair for Native American schools.

f. **Hispanic Education Action Plan**

This unprecedented, \$600 million commitment helps Latino youngsters master the basics of reading and math; it helps them learn English, stay in school, and prepare for college; and, ultimately, it helps them succeed in college. The initiative also helps Hispanic adults learn English, and expands educational opportunities for migrant youth and adults.

3. Economic Opportunity

a. **Welfare-to-Work Housing Vouchers**

The President's FY99 budget includes \$283 million for 50,000 new vouchers exclusively for people who need housing assistance to make the transition from welfare to employment. Local agencies would have great flexibility to design and operate the welfare-to-work voucher program within broad national guidelines, to encourage maximum local creativity and innovation.

Families could use these housing vouchers to move closer to a new job, to reduce a long commute, or to secure more stable housing to eliminate emergencies that keep them from getting to work every day on time. These targeted vouchers will give people on welfare a new tool to make the transition to a job and succeed in the work place.

b. **Access to Jobs**

Many low-income workers and those moving from welfare to work have difficulty accessing jobs, training, and other services such as child care because of inadequate transportation. Public transit

systems often do not adequately serve new suburban job centers, nor do they adequately serve workers who have evening and weekend shifts. Forty percent of rural counties have no public transportation at all.

The Access to Jobs initiative, proposed by President Clinton, is a competitive grant program that will provide flexible resources to assist states and communities as they develop innovative transportation alternatives such as vanpools and late-night and weekend services. This initiative will foster partnerships between transportation and human services agencies, and support the capital and operating costs of new services. Access to Jobs will build on and leverage other transportation resources by requiring a dollar-for-dollar match. The transportation bill passed by Congress provides up to \$150 million a year for this initiative.

c. **Empowerment Zones (Round II)**

The FY99 budget proposes \$150 million a year for 10 years for a second round of HUD Urban Empowerment Zones grants. These grants would provide performance-oriented flexible funding for the 15 urban zones authorized in the Taxpayer Relief Act. A related proposal provides \$20 million a year for 10 years in USDA funding for a second round of rural EZs. The FY99 budget funds Round II EZs at levels comparable to those in Round I: \$100 million per urban zone and \$40 million per rural zone. This funding complements tax benefits provided for Round II in the Taxpayer Relief Act.

d. **Economic Development Initiative(EDI)/Community Empowerment Fund**

This proposal would allocate \$400 million for the Economic Development Initiative (EDI), to leverage private sector funding for job-creating projects -- nearly tripling the FY98 \$138 million appropriation. EDI funds allow communities to make greater use of HUD's Section 108 loan guarantee program. The Administration plans to use EDI and Section 108 guarantees together to stimulate creation of a true secondary market in economic development loans, by standardizing the underwriting criteria for Section 108-backed project loans and by pooling these loans. This would build on such secondary market activity already underway.

e. **Community Development Financial Institutions (CDFI)**

The Administration has requested a \$45 million increase in CDFI funding (from \$80 million to \$125 million), to allow the CDFI Fund to provide additional financial assistance to the growing CDFI field and to expand a training and technical assistance initiative. The increased

funding would also be used, in part, to accelerate development of a secondary market for CDFI loans, complementing the EDI-funded effort.

f. **Opportunity Areas for Out of School Youth**

Proposed in the President's FY 1998 Budget, the Youth Opportunity Areas initiative will provide \$250 million in "seed capital" grants to Empowerment Zones, Enterprise Communities, and other high poverty areas to boost the employment rate among out-of-school youth. Congress provided a \$250 million FY 1999 advance appropriation for the initiative, contingent on enactment by July 1, 1998 of authorizing legislation. The Administration is working with Congress to ensure enactment of job training reform legislation and secure funding for this important initiative.

g. **Expanded Youthbuild**

This program provides high school dropouts aged 16-24 with general academic and job skills training, as well as apprenticeships constructing and rehabilitating affordable housing. The 1998 Appropriations bill included \$35 million for Youthbuild, as a set-aside within the Community Development Block Grant (CDBG) program. The President's FY 1999 budget requests \$45 million in funding for Youthbuild outside CDBG.

4. Health Care

a. **Children's Health Outreach**

Minority children make up a disproportionate number of the over ten million uninsured children. African-American children make up 25 percent of uninsured children and Hispanic children make up 30 percent of all uninsured children -- more than twice their percentage of the overall population. The President's budget proposes options for States to access higher Federal matching funds for outreach activities and to temporarily enroll children at sites like schools.

b. **Race & Health Initiative**

In February of this year, President Clinton announced a \$400 million initiative that sets a national goal of eliminating by the year 2010 longstanding disparities in health status that affect racial and ethnic minority groups. The initiative will focus on ending disparities in six key health areas: infant mortality; diabetes; cancer screening and management; heart disease; AIDS; and immunizations. The President announced that the Federal government will, for the first time, set high national health goals for all Americans, ending a practice of separate, lower goals for racial and ethnic minorities. To help reach these ambitious targets, the President also announced a five-step plan to mobilize the resources and expertise of the Federal government, the private sector, and local communities to eliminate disparities that for too long have been treated as intractable.

5. Housing

a. **Expand Low Income Housing Tax Credit by 40 percent**

The IRS allocates annually to each State an amount of low-income housing tax credits equal to \$1.25 per resident. This limit has not been adjusted since the credit was created in 1986; thus, the purchasing power of the credit has declined by 40 percent since that date. The Administration's budget calls for increasing the limit by 40 percent to \$1.75 per capita, at a cost of \$1.6 billion over 5 years.

This expansion will help develop an additional 150,000 to 180,000 affordable rental units over the next five years.

b. **"Play-by-the-Rules" Homeownership Initiative**

The FY 1999 budget for the Neighborhood Reinvestment Corporation includes \$25 million for a new initiative that would make the dream of homeownership more accessible to families who have a good rental history but are currently underserved by the housing sales market. Under this initiative, 10,000 lower-income and often minority families who are currently renting would be provided with homeownership counseling, training, and flexible assistance for down payment or closing costs, second mortgage loans for debt reduction, or rehabilitation loans.

c. **Expanding Homeownership and Revitalizing Disadvantaged Areas**
Homeownership Zones

The FY 1999 budget includes \$25 million for Homeownership Zones. The funding would be used by communities to reclaim abandoned and distressed neighborhoods through the creation of large-scale developments of owner-occupied single-family homes. Funds could be used for property acquisition, housing construction, housing rehabilitation, demolition, site preparation, homeownership counseling, relocation, housing marketing, activities to further fair housing, and other activities essential to homeownership.

Home Loan Guarantee Program

This \$11 million initiative would allow States and localities to use HOME funds as collateral to leverage private loans for large-scale affordable housing developments in distressed communities. Under this program, HUD would guarantee private loans of up to five times the jurisdiction's most recent HOME allocation.

d. **Housing Mobility Initiatives**

Regional Opportunity Counseling

Under this program, public housing authorities partner with nonprofits to provide counseling to Section 8 certificate and voucher holders, to ensure that they are aware of the full range of housing options. Studies have found that when Section 8 families are ready to move, they tend to search for housing in areas with which they are familiar. Unfortunately, these areas tend to be similar, and in close physical proximity, to their original high-poverty neighborhoods. This program also entails recruiting landlords to accept Section 8 families.

HUD allocated \$36.7 million for the 16 regional opportunity counseling sites in FY 1996, and the Administration requested an additional \$20 million for FY 1998 (as a set-aside in the Section 8 tenant-based account) to expand the program to additional sites. The FY 1998

VA-HUD Appropriations Act did not, however, include this set-aside. The Administration is again requesting \$20 million for regional opportunity counseling.

Incentive to Reduce Poverty Concentrations of Housing Certificate and Voucher Families

The FY 1999 budget includes language giving the Secretary of HUD the option to provide bonuses to PHAs for increases in the number of Section 8 voucher and certificate holders moving to lower-poverty areas. This portability bonus would encourage PHAs to undertake additional outreach efforts to landlords in low-poverty areas to identify more housing options for voucher and certificate holders. The bonus would apply to moves both within and outside the PHA's service area.

6. Crime and Law Enforcement

a. **Hate Crimes Conference**

On November 10, 1997, the President and Attorney General Janet Reno hosted the first-ever White House Conference on Hate Crimes, which featured many experts and law enforcement officers from around the country. The President announced significant law enforcement and prevention initiatives to get tough on hate crimes. The initiatives included: support for legislation which expands the federal hate crimes statute to include hate crimes based on sexual orientation, gender, or disability; creation of a network of local hate crime working groups; the addition of upwards of 50 FBI agents and federal prosecutors to enforce hate crimes; improved collection of data on hate crimes; and materials to help educate the public -- especially youth -- about hate crimes.

b. **COPS Grants to Underserved Areas**

On May 29, 1998, the President announced a new COPS Office initiative to bring more police and more community policing to America's neighborhoods that need them most. Under this initiative, 18 cities will share \$106 million to allow the hiring of 620 new community policing officers. The pilot cities were selected following an analysis of crime, demographic, and economic data. The common denominator of these cities, either as a whole or in certain neighborhoods, is that they face some of the highest per population levels of crime and/or economic distress in the United States.

c. **Community Prosecutors**

The President's FY 1999 budget proposed a new initiative, funded at \$50 million, to promote community prosecution, which builds on

effective community policing strategies. Thousands of police departments have learned how to put police directly in communities and work with citizens to cut crime. Now communities are turning to local prosecutors to play a more active role in the crime fighting effort, by spending time in their neighborhoods, helping solve local crime problems, and preventing crimes from happening in the first place. The President's initiative will provide grants to communities across the nation to encourage these efforts.

d. **Indian Country Law Enforcement**

The President's budget proposes a \$182 million initiative within the Justice and Interior Departments to address the public safety crisis in Indian country by strengthening Indian country law enforcement in such areas as the number of officers per capita and the quality of detention facilities, primarily through anti-crime grants to Indian jurisdictions.

7. Child Care

a. **\$7.5 billion for Child Care and Development Block Grant**

When combined with funds provided in welfare reform, these new funds will double the number of children in low and moderate-income families receiving child care subsidies to two million by the year 2002.

b. **After-School Programs**

This initiative provides after-school care for up to 500,000 children per year by expanding the 21st Century Community Learning Center Program to provide start-up funds to additional school-community partnerships to establish before and after-school programs for school-age children at public schools. This \$200 million proposal (a \$160 million increase over FY98; \$800 million over 5 years along with a requirement for matching funds) would allow 4,000 schools across the country to implement after-school programs for approximately 500,000 children.

c. **Early Learning Fund**

The President's budget also includes the establishment of a fund with \$3 billion over five years to provide grants to communities to promote early childhood development and improve child care quality for young children.



edley @ law.harvard.edu
01/22/98 06:03:00 AM

cc: Bruce/Mike C.

Record Type: Record

To: Elena Kagan, June G. Turner, Maria Echaveste, Sylvia M. Mathews
cc:
Subject: IMPORTANT: Education Policy Rollout

Race
Initiative

Sylvia:

I've heard rumblings about impending rollout of the "no social promotions" education policy within the next few days.

I have had no success contacting Elena to learn details or give feedback on this policy. I have tried email, voice mail, hallway greeting, and conversation with her secretary. I don't feel that I have standing to call yet again and be a pest.

HOWEVER: Like the Voluntary National Test of 4th and 8th grade students, there are serious substantive and political pitfalls. The VNT was flawed from the start, which I told everyone who would listen, and which is one reason the liberals and minority caucuses decided to get in bed with the GOP to attack the policy. It's not about standards, it's about safeguards to prevent abuses of powerless poor and minority kids. (And, let me add, when in June and July I raised these issues with Secretary Riley and the President, they expressed a great deal of concern, both substantive and political. If indeed they had been presented with the information and perspective I offered prior to adopting the VNT, they either didn't recall it, had not been given a fair sense of the weight of those concerns, or gave me Academy Award performances.)

The basic substantive question is whether the safeguards are merely hortatory (my suspicion) or are central and mandatory. I am fearful, because on a wide range of social welfare issues, the Administration has been very reluctant to impose regulatory strings.

It is also important to anticipate and answer the objections many moderate and liberal researchers will raise. For example, students who fall 2 years behind their age cohort in grade have something like a 98 percent HS drop out rate; does that matter, and if so, how is your concern reflected in the design of this policy?

Sylvia, I made a mistake in not making earlier, vigorous objections to all the visibility the White House bestowed on Abigail Thernstrom, when other more responsible conservative voices are available. Then, in a box, I felt the need to go on the record with reporters expressing my dismay. That was an awkward thing for me to do, and I'm sure many at the White House resented it. But I felt compelled to do it, since I'm not on the staff and the terms of our arrangement were that I would keep my own voice, but be judicious. My work with the National Research Council and civil rights

groups on the VNT began before consultancy with you on the race initiative.

This rollout of a social promotion policy I know virtually nothing about holds the potential to create a third and far more serious problem for me, because the issue goes to the core of opportunity issues about which I care so deeply. I hope we can find a process that will get me comfortable with whatever you are planning to do, and thereby avoid the problem of deciding (together) whether I need to resign.

VNT / *Chen*

cc: Elena, Maria, Minyon

Race Initiative

THE WHITE HOUSE
WASHINGTON

December 16, 1997

MEMORANDUM FOR SYLVIA MATHEWS

FROM: Bruce Reed
Elena Kagan

SUBJECT: Timing of Race Initiative Policy Ideas

Below is a suggested timetable to announce the policy ideas the DPC and NEC have developed for the race initiative.

January

Hispanic Education Action Plan -- This initiative will increase funding for a number of existing programs to improve education for Hispanic Americans and other limited English proficient (LEP) children and adults. It would double our investment in training teachers to address the needs of LEP children; boost the Migrant Education Program by 16 percent; increase the TRIO college preparation program by 10 percent; and create a 5-year, \$100 million effort to disseminate best practices in ESL training for adults. We would accompany these program increases with administrative actions to help Hispanic students complete high school and succeed in college.

College-School Partnerships -- This initiative, which builds on Eugene Lang's model of helping disadvantaged youth, will provide funding for college-school partnerships designed to provide mentoring, tutoring, and other support services to students in high-poverty schools, starting in the sixth grade and continuing through high school. The six-year funding path will provide help to nearly 2 million students. The proposal also will include Chaka Fattah's idea of early notification to disadvantaged 6th graders telling them of their Pell Grant and loan eligibility.

Notes: We should do the Hispanic Action Plan in Texas. Announcing the College-School Partnerships Program the same week (even the day before or after) could strengthen both events, given their mutually reinforcing messages.

We also will have our Martin Luther King Day event this month. As I think you know, we strongly support a service event -- not a Town Hall.

February

Education Opportunity Zones -- This initiative will provide funding to about 25 high-poverty

urban and rural school districts for agreeing to adopt a "Chicago-type" school reform agenda that includes ending social promotions, removing bad teachers, reconstituting failing schools, and adopting district-wide choice.

Employment Discrimination Enforcement -- This initiative will fund reforms to the EEOC, allowing it to expand its mediation program (so that more than 70 percent of all complainants to choose mediation by the year 2000), increase the average speed of resolving complaints (from over nine months to six) and reduce the EEOC's current backlog (from 64,000 cases to 28,000). We can also announce reforms to other civil rights offices in the federal government, although these are far less dramatic.

Note: These are two good announcements for right after the State of the Union and the budget. (Of course, we've already told the press about the concept of EOZ's, but haven't provided any details.) We should push EOZ's early in the legislative session, and it's important to announce fairly soon an initiative focusing on civil rights enforcement.

March

Housing Opportunity -- This announcement can combine a number of initiatives in the budget, none of which will get much play alone: proposals to expand homeownership, improve housing portability, increase vouchers, and attack housing discrimination. (The fair housing proposal can go either here or with the EEOC announcement; we think it fits best with a package of housing opportunity proposals.)

Community Empowerment Fund -- This initiative establishes a public/private fund ("Eddie Mac"), which will invest in inner-city businesses and create a secondary market for economic development loans (like Fannie Mae).

Note: By this point, we'll have presented most of our education initiatives; housing and economic opportunity seem the natural next issues. We also must announce the housing package (at least if it includes the fair housing proposal) before or during April, which is the thirtieth anniversary of the Fair Housing Act.

April

Assisting the Unbanked -- The electronic funds transfer regulation, due in April, will bring as many as 10 million people into the banking system.

Racial Disparities in Health Care -- This initiative will address racial disparities in six areas of health care: infant mortality, breast and cervical cancer, heart disease and stroke, diabetes, AIDS, and immunization. The proposal includes additional funding (\$50 million) to established public health programs to adapt and apply their prevention and education strategies to eliminate racial disparities. It also includes funding (\$30 million) for up to thirty local pilot projects to test

innovative approaches to reach this goal.

May

Community Prosecutors -- This initiative will provide grants to prosecutors for innovative, community-based prosecution efforts, such as Eric Holder adopted in the District of Columbia. A full 80 percent of the grants will go to pay the salaries and training costs associated with hiring or reassigning prosecutors to work directly with community residents.

June

Indian Country Law Enforcement and Education -- The current budget includes substantial additional funds for law enforcement activities and school construction in Indian Country.

Harvard Law School

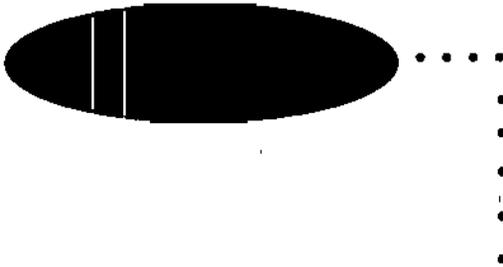
Cambridge MA 02138

Bruce -

FYI.

Elena

RACE INIT.



To: Elena Kagan
Company:
Fax number: +1 (202) 456-2878
Business phone:

From: Christopher Edley, Jr.
Fax number: edley@law.harvard.edu@+1 (978) 371-0439
Business phone: 617-495-4614

Date & Time: 2/12/98 10:09:36 AM
Pages: 3
Re: Speech Ideas

To: Sylvia, Maria, Minyon, Judy, Elena, Peter -- This, per Sylvia's earlier request, is my list of highest priority proposed speech topics for POTUS. I've requested a very small meeting to discuss this and Report-related matters for late next week or weekend.

Ciao.

THE HARVARD LAW SCHOOL
CAMBRIDGE MA 02138

2/12/98

To: Sylvia Mathews
Deputy Chief of Staff

From: Christopher Edley, Jr.
Professor of Law

Re: Short List of Speech Topics and Themes for the President

As you requested, here are my recommended priorities for serious speeches by the President or the vice president, reworked from my November 30th matrix.

1. **America Without Hyphens: Defining One America; how we will recognize racial and ethnic justice**

Lay out the vision: the model of national identity that embraces, celebrates, and benefits from our differences; a shared civic ethos framing a culturally rich tapestry. Provide historical background – the legacy we face, both positive and negative. *Including not just slavery, but conquest and colonialism.* Discuss trends in housing hypersegregation; racially identifiable K-12 schools; evidence on social interactions. Does this matter? Ambivalence about school desegregation – about busing as remedy, but also about mixing. Data on interracial dating and marriage. Taboos that die hard. Cite promising practices that attempt to break down the walls; that help us escape the prisons of our experiences. *Other nations and societies have been destroyed by difference, but ours can and must thrive on it.* And with this vision we can mark our progress towards racial justice and One America.

2. **Discrimination and Stereotypes – how real, and how significant?**

Unfinished agenda on fundamental fairness; we must study and face the facts honestly. (Speech can be broader than race.) Widespread deep denial of what the social science evidence shows about continuing stereotypes and discrimination (not just disparities). Critical need for public education. Rich, compelling examples, anecdotes. (Disseminate background documents to provide statistics.) Acknowledge the here-and-now socioeconomic and attitudinal legacy of discrimination; call on Congress to fund the budget request. But discrimination, past or present, is not an explanation for everything disadvantage or disparity. The limits of race. Promising practices to transcend prejudice and dismantle stereotypes.

3. Opportunity Agenda

Rebuilding the opportunity engine for One America in the New Economy. Use three issues to interweave themes of community; national identity; education excellence; personal responsibility. *Issue (1): Bilingual education.* Immigration heritage. California ballot initiative. Substantial division of opinion among educators. Useful research evidence not broadly known. Ambivalence within Hispanic and Asian communities. Issue implicates identity and community themes of One America. Tied to K-12 excellence, and to opportunity. Tied to personal and family responsibility. Breaks out of the black-white paradigm. Significant Federal role, through both education and civil rights statutes. *Issue (2): Education of poor children.* As bad as poverty is, concentrated poverty produces special difficulties and is a particular affliction for racial minorities. (Cite data.) And nowhere is this more evident and tragic than in many of our high-poverty urban and rural schools. Take on the cultural pathology question; distinguish D'Souza critique from Clintonesque "responsibility" theme. How do we get out of it? Describe several pieces, including high expectations and accountability for everyone in the system. *Issue (3): Higher Education.* Opportunity as fundamental right; defend inclusion; cite progress, and cite the risks of backsliding. College opportunity as an increasingly critical gateway. Selective college admissions can't turn back to the 1950s. Affirmative action is one tool: mend it, don't end it. But the heat of the debate has obscured some important issues. What's the mission of higher ed. What is merit? Why is inclusion (properly pursued) an ingredient of excellence, rather than in conflict with it? Fix the pipeline too, as mentioned earlier, but meanwhile keep the doors open.

4. Promising Practices and Soldiers for Justice

Building bridges to connect people across lines of color and class is not rocket science; it's harder than rocket science. (1) But we have a lot of promising practices for on how to do it. Happening all over the country. Describe some critical do's and don'ts. *Examples.* Propose an on-going award program modeled after Malcolm Baldrige awards and the Kennedy School/Ford Foundation "Innovations in State and Local Government" program. Program to be a public-private venture, jointly funded with Federal funds (perhaps through the DOJ Community Relations Service or the U.S. Civil Rights Commission) and foundation/corporate funds. (2) This is about more than programs, its also about leaders and service and civic engagement. We need not only the promising ideas, but also a cadre of Soldiers for Justice (MLK allusion) who will work in their communities and institutions to build One America. *Examples* of individuals. Propose recruiting and preparing this core of new leaders for this generation. If each Member of Congress nominates 20 constituents, we'd have 10,000 soldiers who would learn and use the promising practices.

RACE INITIATIVE

Bruce
FYI. Still planning...
Richard S gave this
to me - I'm not sure
who's seen it or where
it's going.
Dena

DRAFT--DRAFT--DRAFT

PIR GOALS

OUTCOMES

At the end of the year, we will have brought people together to do two basic things: 1) candidly deal with the issue of race; and 2) constructively act on it. Through this process, our objective is to foster a greater respect for and a better understanding of our differences as a people. The overarching goal of the PIR is to be the organizing tool that engages the American people to come together. To effectively execute this goal, each activity engaged in by the PIR must be designed to: 1) speak to the entire nation; 2) break through to the mainstream; 3) be multi-racial; and 4) initiate action. To effectively communicate our progress towards this goal, the PIR must show concrete outcomes that emerge (numerically and anecdotally - e.g., 2000 corporate leaders who held 5000 dialogues that resulted in 300 corporate promising practices, including US West which has embarked on an extensive community outreach effort that...)

DIALOGUE

By the end of the year, we will have initiated, facilitated, encouraged and tracked thousands of dialogues throughout the nation. These dialogues include the following events:

<u>Outcome</u>	<u>Staff</u>	<u>Plan</u>
1) Presidential town meetings (3)	Mathews/Winston	N/A
2) Presidential speeches on race (#)	Mathews/Winston	outstanding
3) ten Advisory Board events (10)	Socarides/Cavataio	accounted for
4) "Conversations that Bring Us Together" (1000)	TBA	outstanding
5) Dialogues hosted by targeted sectors:	Echaveste/Wenget	outstanding
education (#)	Echaveste-Cohen	draft
religious (#)	Echaveste-Shea	draft
corporate (#)	Echaveste-Carter	draft
youth (#)	Moore/Sorrell	complete
government - state & locals (#)	Ibarra-Cutler	draft
government - federal (#)	Murguia	outstanding
women (#)	Echaveste-Haynes	draft
community (#)	TBA	outstanding

These dialogues serve three purposes: 1) provide for opportunities for people of different races to come together; 2) identify problems and build networks for finding solutions; and 3) bring in those not normally involved in these discussions. The focus of "Conversations" and targeted-sector dialogues is to get grass roots feeding into PIR (as with the youth call-to-action letter), and will mostly require picking a target audience, making a pitch and working with the returns. From these dialogues, we will have recruited many leaders, discovered promising practices and gathered the current issues confronting this country. Promising practices will be actively shared with the nation via mediums such as website, press conferences, advisory board meetings. Leaders will be encouraged to engage their communities/sectors further. The issues will be

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funnelled into the President's report.

POLICY ACTIONS

There are approximately ten policy announcements currently in development. They will be announced at appropriate forums. The policy work and announcements will be accomplished by the NEC and the DPC. PIR staff will be a part of NEC/DPC working groups.

Also, ~~it is expected at the conclusion of the year,~~ ^{MANAGEMENT} the Advisory Board may recommend future policy actions to the President. PIR staff will work with Advisory Board members to receive input on policy and work with NEC/DPC staff.

<u>Outcome</u>	<u>Staff</u>	<u>Plan</u>
White House Policy Announcements (10)	Kagan	complete
Agency Policy Announcements (#)	Kagan/Silverman	outstanding
Advisory Board Policy Review / Recommendations (#)	Liu	outstanding

PROMISING PRACTICES

There are two strategies for identifying and evaluating promising practices.

- At the end of the year, we will have over ⁵⁰⁰ ~~1000~~ promising practices and the new efforts that will have emerged as a result of the initiative. By highlighting these examples, we will have attracted the attention of local press and re-energized local communities to actively work to achieve the PIR goals. These promising practices will allow others to participate in them, or replicate them in their own communities, schools, businesses, and religious organizations. The principals, Cabinet and Advisory Board members will visit organizations to highlight promising practices.
- Secondly, we will have developed an infrastructure that sustains the promising practices after the PIR term ends.

Promising practices will also be a tool for designating leaders and accounting for dialogues. Leaders of promising practices will be designated as One America leaders. The promising practices that involve dialogue will be tracked and these dialogues will be accounted for the dialogue effort.

Outcome

- Promising Practices Overall (1000)
- Advisory Board (100)
- Cabinet (100)
- Corporate (100)
- Religious (100)
- Education (100)
- Government - State & Local (100)
- Government - Federal (100)
- Community (200)
- Youth (100)

REG REPS

Staff

- TBA
- Cavataio
- Silverman
- Echaveste-Carter
- Echaveste-Shea
- Echaveste-Cohen
- Ibbarra-Cutler
- Murguia
- TBA
- Moore

Plan

- outstanding

LEADERSHIP

~~1000~~ 1000

By the end of the Initiative year, we will have recruited at least ~~1000~~ 1000 leaders from each of our areas of focus: education, corporate, religious and youth. Additionally, we also recruit community leaders from other networks: women's office, IGA and Legislative Affairs. The designation of a One America leader will be developed per the issue area. Roughly speaking, a One America Leader is someone who organizes an event or program in their community that bridges racial divides. We will develop plans for each of these areas that describe the steps we will take to identify these individuals and the criteria for "leadership." The goal is to engage as many leaders as possible from the outside-in.

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Leaders, activities and programs will feed directly into the promising practices and dialogue sections, so that as leaders are selected, they provide promising practices and undertake dialogue.

Outcome

- Leaders Overall (7000)
- Advisory Board (300)
- Cabinet (500)
- Corporate (1000)
- Religious (1000)
- Education (1000)
- Community (2000)
- Youth (1000)

→ COMM

Staff

- TBA
- Socarides/Cavataio
- Silverman
- Echaveste-Carter
- Echaveste-Shea
- Echaveste-Cohen
- TBA
- Moore/Sorrell

Plan

- outstanding

YOUTH

At the end of the year, we will have recruited thousands of youth leaders, encouraged hundreds of youth dialogues and collected at least one hundred youth-promising practices. Furthermore, the youth committee will devise other strategies to continue youth focus (e.g., youth letter, media briefing, PSA).

ADVISORY BOARD

At the end of the year, the Advisory Board will have conducted approximately ten board meetings and town halls. As of December 29, 1997, it has conducted five board meetings. In addition to the meetings, the Board will help identify and highlight promising practices; recruit leaders; and provide periodic advice to White House and PIR staff on the Board's activities. Additionally, the White House and PIR staff will regularly seek the Board's advice on planning of PIR activities.

<u>Outcome</u>	<u>Staff</u>	<u>Plan</u>
Advisory Board Meetings (10)	Socarides/Cavataio	complete
Advisory Board Town Halls (2)	Socarides/Cavataio	complete
Advisory Board Policy	Kagan/Liu	outstanding

PRESIDENT'S REPORT

The President's report will focus on his vision of America in the 21st Century and provide a blueprint for turning that vision into a reality. It will reflect the activities of the Advisory Board, the PIR staff and other Administration officials. The report will be made widely accessible to individuals and organizations to use as a guide to moving forward into the 21st Century as a nation committed to racial equality.

<u>Outcome</u>	<u>Staff</u>	<u>Plan</u>
President's Report	Edley	complete
Advisory Board Events and Recommendations	Socarides/Cavataio	complete
Policy	Kagan/Liu	outstanding
Promising Practices	TBA	outstanding
Dialogue	Echaveste/Wenger	outstanding
Leaders	TBA	outstanding
Youth	Moore/Sorrell	outstanding

Race Initiative
Report

**THE PRESIDENT'S REPORT TO THE AMERICAN PEOPLE:
RACIAL AND ETHNIC JUSTICE FOR ONE AMERICA**

Summary Outline

v.3

Introduction: One America in the 21st Century

- Several challenges of preparing the nation for the 21st century; among them, racial and ethnic justice
- The core themes and vision, in summary (more detail in chapter 3, below)
- Personal context
- Some highlights of the report
- Appreciation to the Advisory Board, and the many people throughout the nation who responded to the call to engage in a national conversation on race
- This is not the end of our work.

1. Where is America on race, and where are we going?¹

- (a) Preliminaries: the "meaning" of "race"
- (b) Demographic history and trends
- (c) Disparities, socioeconomic indicators, economic mobility, opportunity measures
- (d) Discrimination: authoritative data using various methodologies -- How much discrimination is there?
- (e) Intergroup relations: how integrated are our lives, how have attitudes and stereotypes changed, etc.

2. Policy and racial justice // Equal Opportunity [?]

- (a) What we know about the effects of key public policies and private practices on the state of racial justice today
- (b) The effects of race on our civic discourse: how race poisons politics and policymaking, overtly or subtly; examples of how *not* to address issues of opportunity, responsibility and community

3. Vision: Bill Clinton's vision of racial and ethnic justice in the 21st century, and why it is preferable to competing visions

- (a) Seeking clarity about our value commitments and ambitions for One America
- (b) This pivotal section is an elaboration of the framework sketched in speeches and in the introduction to this Report

4. Wrestling lessons: What vexes us, and constructive engagement of our differences

- (a) Modeling how we can face up to some of the hardest questions dividing us in an

¹ Summarizing and excerpting from detailed supporting NAS/NRC volume (forthcoming, spring 1999), and a companion overview by CEA.

- honest and constructive way (list to be developed)
 - (b) Applying the values and vision to address a few major issues (list to be developed); use and make reference to essays contributed on this topic by thoughtful people from a range of perspectives, under auspices of the Advisory Board
5. **Promising practices: examples of public and private efforts to promote racial reconciliation and racial justice, and some counterexamples of destructive practices²**
- (a) Criteria for making these judgments
 - (b) Examples from different sectors: government, business, the media, the faith community, education, nonprofit sector, etc. (Excerpting from detailed backup volume and web site.)
 - (c) Establishing an ongoing program to recognize and replicate promising practices
6. **A workplan for the nation over the next decade³**
- (a) Policy prescriptions building on the preceding sections, including action items for governments at all levels
 - (b) Practice prescriptions for private, voluntary, community and personal actions
7. **Call to Leadership**
- (a) Recruiting a cadre of leaders from all sectors who will dedicate themselves to learning, teaching and practicing the difficult tasks of building One America for the 21st century
 - (b) Involvement of public, private sector institutions; link to voluntarism and service

² Summarizing and excerpting from detailed supporting volume and web site.

³ Includes description of Administration accomplishments, policies announced during the race initiative. Discussion of relationship between race initiatives and the broader opportunity agenda. Sector-by-sector workplan – with thematic rather than programmatic emphasis. Clear measures and goals, and principles to guide us in pursuing them.

3/5/98

ANALYTICAL AND OTHER TASKS IN SUPPORT OF THE PRESIDENT'S REPORT

Chapter	Key supportive tasks (not book text)	Assignments
1. Report Card: Where is America on race, and where are we going?	NAS/NRC studies	Rebecca Blank, Peter Rundlet, Lin Liu
	CEA overview chapter on social science	Rebecca Blank
	Attitudinal information	<i>Larry Bobo & Ren Farley</i>
	Design of a time series "report card" for the nation	Lin Liu
2. Policy Report Card: How policy has historically (and presently) helped and hurt; how color influences policy discourse	Administration accomplishments to date; effects	DPC, NEC (Cabinet Affairs); CEA
	Significant recent State, Local & Private Sector Policies; effects	PIR staff, leveraging outside help
	Examples of policies, historically, and how they have helped or hurt	???
	<i>Food-for-thought</i> essays: How race poisons policy discourse	Edley
	Intellectual history of racial justice policy	???
3. Vision: Bill Clinton's vision of racial and ethnic justice in the 21 st century, and why it is preferable to competing visions	<i>Food-for-thought</i> essays from thinkers, leaders: conservative and progressive	Edley
	Speeches – past and current; compilation of key language and ideas	Waldman
	Essay on "One America" model of national identity	Blumenthal, Edley

<p>4. Wrestling lessons: What vexes us, and constructive engagement of our differences</p>	<p>Broad range of short <i>food-for-thought</i> essays by scholars, leaders, "regular folks"; <i>examples:</i></p> <ul style="list-style-type: none"> • Bilingual education, identity, opportunity • Racial isolation in schools • Residential segregation • Nationalism and integration • Immigration • Native Americans and assimilation • Affirmative action • ... Etc. 	<p>Edley, Blumenthal</p>
<p>5. Promising practices: examples of public and private efforts to promote racial reconciliation and racial justice, and some counterexamples of destructive practices</p>	<p>Design screening mechanism/awards mechanism</p>	<p>Edley</p>
	<p>Refine web site and prepare publication</p>	<p>PIR/Liu</p>
	<p>Work with organizational partners</p>	<p>PIR/Wenger ???</p>
	<p>Draft descriptions of lead examples</p>	<p>PIR</p>
	<p>Destructive examples – identifying bad practices</p>	<p>???</p>
<p>6. Workplan: A workplan for the nation over the next decade</p>	<p>Federal initiatives -- near term budget and legislative</p>	<p>DPC/NEC/OMB</p>
	<p><i>Food-for-thought</i> essays by leading policy thinkers and distinguished current and former officials</p>	<p>Edley, Blumenthal</p>
	<p>Internal "Bold Ideas" exercise</p>	<p>Office of the Vice President</p>

7. Leadership: Call to action	Design of measure to recruit, train, deploy new leaders committed to building bridges across divisions of color and class. (Soldiers for Justice)	Edley, Winston
	Design connection between One America and voluntarism measures	DPC
	Language on service, leadership	Waldman??
	Analysis and Update on Kerner Commission	PIR/Lin Liu; CEA
8. Other	Solicitation, compilation and analysis of Congressional ideas	???
	Compilation of informal recommendations and "findings" from members of the Advisory Board	PIR, Edley
	Compilation of papers/testimony received by the Advisory Board	PIR

THE HARVARD LAW SCHOOL
CAMBRIDGE MA 02138

2/12/98

To: Sylvia Mathews
Deputy Chief of Staff

From: Christopher Edley, Jr.
Professor of Law

Re: Short List of Speech Topics and Themes for the President

As you requested, here are my recommended priorities for serious speeches by the President or the Vice President, reworked from my *November 30th* matrix.

① **America Without Hyphens: Defining One America; how we will recognize racial and ethnic justice**

Lay out the vision: the model of national identity that embraces, celebrates, and benefits from our differences; a shared civic ethos framing a culturally rich tapestry. Provide historical background – the legacy we face, both positive and negative. *Including not just slavery, but conquest and colonialism.* Discuss trends in housing hypersegregation; racially identifiable K-12 schools; evidence on social interactions. Does this matter? Ambivalence about school desegregation – about busing as remedy, but also about mixing. Data on interracial dating and marriage. Taboos that die hard. Cite promising practices that attempt to break down the walls; that help us escape the prisons of our experiences. *Other nations and societies have been destroyed by difference, but ours can and must thrive on it.* And with this vision we can mark our progress towards racial justice and One America.

2. **Discrimination and Stereotypes – how real, and how significant?**

Unfinished agenda on fundamental fairness; we must study and face the facts honestly. (Speech can be broader than race.) Widespread deep denial of what the social science evidence shows about continuing stereotypes and discrimination (not just disparities). Critical need for public education. Rich, compelling examples, anecdotes. (Disseminate background documents to provide statistics.) Acknowledge the here-and-now socioeconomic and attitudinal legacy of discrimination; call on Congress to fund the budget request. But discrimination, past or present, is not an explanation for every disadvantage or disparity. The limits of race. Promising practices to transcend prejudice and dismantle stereotypes.

Pres.
Speech
@ Last
meeting

3. Opportunity Agenda

Rebuilding the opportunity engine for One America in the New Economy. Use three issues to interweave themes of community; national identity; education excellence; personal responsibility. *Issue (1): Bilingual education.* Immigration heritage. California ballot initiative. Substantial division of opinion among educators. Useful research evidence not broadly known. Ambivalence within Hispanic and Asian communities. Issue implicates identity and community themes of One America. Tied to K-12 excellence, and to opportunity. Tied to personal and family responsibility. Breaks out of the black-white paradigm. Significant Federal role, through both education and civil rights statutes. *Issue (2): Education of poor children.* As bad as poverty is, *concentrated* poverty produces special difficulties and is a particular affliction for racial minorities. (Cite data.) And nowhere is this more evident and tragic than in many of our high-poverty urban and rural schools. Take on the cultural pathology question; distinguish conservative "pathology" critique from Clintonesque "responsibility" theme. How do we get out of it? Describe several pieces, including high expectations and accountability for everyone in the system. *Issue (3): Higher Education.* Opportunity as fundamental right; defend inclusion; cite progress, and cite the risks of backsliding. College opportunity as an increasingly critical gateway. Selective college admissions can't turn back to the 1950s. Affirmative action is one tool: mend it, don't end it. But the heat of the debate has obscured some important issues. What's the mission of higher ed. What is merit? Why is inclusion (properly pursued) an ingredient of excellence, rather than in conflict with excellence? Fix the pipeline too, as mentioned earlier, but meanwhile keep the doors open.

New Policy w/ this to break through.

4. Promising Practices and Soldiers for Justice

Building bridges to connect people across lines of color and class is not rocket science; it's harder than rocket science. (1) But we have a lot of **promising practices** for on how to do it. Happening all over the country. Describe some critical do's and don'ts. *Give examples.* **Propose** an on-going award program modeled after Malcolm Baldrige awards and the Kennedy School/Ford Foundation "Innovations in State and Local Government" program. Program to be a public-private venture, jointly funded with Federal funds (perhaps through the DOJ Community Relations Service or the U.S. Civil Rights Commission) and foundation/corporate funds. (2) This is about more than programs, its also about **leaders** and service and civic engagement. We need not only the promising ideas, but also a cadre of Soldiers for Justice (MLK allusion) who will work in their communities and institutions to build One America. *Examples of individuals.* **Propose** recruiting and preparing this core of new leaders for this generation. If each Member of Congress nominates 20 constituents, we'd have 10,000 soldiers who would learn and use the promising practices.

w/ release of promising practices compilation

5. Religion (C)



Office of Labor Relations
U.S. Department of Housing & Urban Development

DATE: 12-10-97

FOR: Bruce Reed

FAX NO: _____

FROM: **Richard S. Allan**
Assistant to the Secretary for Labor Relations
Department of Housing and Urban Development
451 7th Street, S.W., Room 7118
Washington, D.C. 20410

FAX: (202)619-8022

Telephone: (202)708-0370

Richard_S_Allan@hud.gov

SUBJECT/MESSAGE: See attached

PAGES TO FOLLOW: 1



U.S. DEPARTMENT OF HOUSING AND URBAN DEVELOPMENT
OFFICE OF THE SECRETARY
WASHINGTON, D.C. 20410-0001

*EX, CR, PJW, JF,
JC
-BA*

December 10, 1997

NOTE FOR: Bruce Reed, Director, Domestic Policy Council

ISA
FROM: Richard S. Allan, Assistant to the Secretary for Labor Relations (Acting)

SUBJECT: White House "Race Initiative" Suggestion

A joint HUD-DOL "program" called "Step-Up" (Step-Up has no appropriated funds of its own) which uses apprenticeship-based training and local partnerships as a framework for "welfare to work" employment (targeted primarily to public housing residents but with applicability outside public housing) has had good success in bringing together in the workplace white building trades union journeymen and mostly African-American (some programs involve Hispanics and Asians) public housing residents. There is substantial anecdotal information that the "racial dynamics" in these programs around the country over the past several years have been positive and significant on both sides of the "fence." The President in fact noted in his remarks before the 1995 Building Trades National Conference that "congratulations" were in order for these HUD-building trades collaborations in teaching "young people...from our cities the skills...and clearing away the obstacles to job opportunities...."

I would suggest that the White House take a look at what has been going on in these programs and consider focussing on several of them and their participants for what could be an extremely effective and compelling public means of ratcheting the race dialogue forward (and reflecting as well on an unheralded and modest but successful Administration jobs initiative). The construction industry represents a workplace in America which has had a long and contentious history of race (and sex) discrimination and exclusion, conflict, and violence. In a nutshell, it has represented perhaps some of the worst and rawest elements of racism in this country. "Affirmative action" as legal policy and regulation has perhaps been more closely identified with the construction industry than any other industry. While much progress has been made in the industry over at least the past twenty years, public perception (including among public policy makers) probably has not changed very much. This perception lag makes it that much more an interesting context for exploring race issues in our society.

My point is that construction workers and "minority" apprentices provide a potential for a "nitty-gritty" race dialogue in a real world workplace venue where (like the military) high performance is demanded and people must work as part of a team to achieve their missions. There would be no beating around the bush - the dialogue would be frank and positive and I think help get you to where you want to go. Coincidentally, Linda Chavez-Thompson is somewhat familiar with Step-Up, having mentioned it her remarks at the last Cuomo-Gore sponsored HUD urban forum several months ago.



ONE AMERICA IN THE 21ST CENTURY

The President's Initiative on Race

Race Initiative

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

To: Sylvia Mathews
Deputy Chief of Staff

From: Judith A. Winston *JAW*
Executive Director

Subject: Dr. Franklin's Letter to the President

As you know, the Advisory Board discussed discrimination and civil rights enforcement issues during its November 19 meeting at the University of Maryland. Attached is a letter from Dr. John Hope Franklin to the President which follows up on that discussion and contains several recommendations from the Advisory Board members.

I hope that you can help forward this letter to the President as soon as possible for his consideration. Thank you.

Sylvia,

This letter merely memorializes the advice given to the President -- advice that he and we have already referred to in several meetings

JAW

- JAW

please copy to me

cc. Bruce Reynolds, Chuck Ruff

File

- Phil Caplan -

and you get the attached letter to the President

JAW

AWT



ONE AMERICA IN THE 21ST CENTURY

The President's Initiative on Race

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

November 30, 1997

President William J. Clinton
The White House
Washington, DC 20503

Dear Mr. President:

Since our appointments, your Advisory Board members have received many reports containing information about discrimination and racial disparities in several key areas including education, housing, employment, health and in the administration of justice. You may recall that on September 30, 1997, the Advisory Board discussed and reviewed research about the nature, extent and manifestation of contemporary racism. On November 10th, a number of Advisory Board members participated in the White House Hate Crimes Conference and discussed major shortcomings in hate crimes data collection and enforcement of civil rights laws related to hate crimes prosecution.

More recently, the Initiative staff provided, at my request, a summary of key racial discrimination and civil rights enforcement research material. This material formed part of the Advisory Board meeting held on November 19, 1997 at the University of Maryland. While there is much more that we need to know and discuss about race and national origin discrimination, there are several areas upon which the Board would like to provide recommendations to you.

The data we have received and reviewed indicate that actionable illegal discrimination on the basis of race and national origin is still active and the source of harmful consequences to men, women, and children who are the targets of this discrimination. Such discrimination in education, housing, and employment contribute to growing isolation and feelings of alienation. They further impede our ability to live, work, and grow together as One America, free from prejudicial, stereotypical thinking and discriminatory behavior.

Information we have received also make clear that for the last two decades, civil rights enforcement agencies have had their budgets and staffing reduced while many of their responsibilities have been increased. While there have been some increases in funding in recent years, often the funding level has not kept pace with the increasing volume of cases or the need for careful compliance investigations.

The increasing demands on civil rights enforcement agencies make it particularly difficult, in the view of the Advisory Board, for these agencies to devote sufficient time and attention to training staff and providing technical assistance to recipients of Federal funds to recognize and act to prevent discrimination. This is especially true for the increasingly subtle and complex forms of contemporary discrimination which have largely supplanted more blatant forms of discrimination typically found in earlier decades.

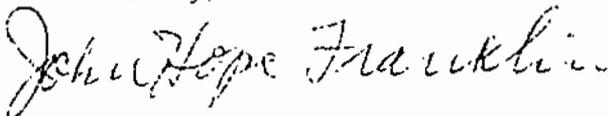
On behalf of the entire Board, I recommend the following actions to you for further attention:

- Strengthening civil rights enforcement throughout the United States: in the FY 1999 budgets, help create partnerships with States and localities that enforce comparable laws to those that operate at the Federal level, with the goal of strengthening all of the agencies' capacity to effectively enforce the civil rights laws they administer;
- Expanding and strengthening the Federal government's ability to collect, analyze, and disseminate reliable data on the nature and extent of discrimination based upon race and national origin, not of course to the exclusion of data collection on other protected classes. A well-designed and coordinated process of generating relevant indicators would then become part of an annual report covering such areas as education, health, employment, housing, and the administration of justice. Such a report would not only assist policy makers but help to increase cooperation among the various Federal agencies involved in civil rights enforcement and education. The information will also aid the public by identifying trends, and these reports and indicators can be replicated with data for local areas. Central to our concerns is the need to significantly improve the level of information about *all* minority groups.
- Implementing fully the series of bold new initiatives announced at the White House Hate Crimes Conference aimed at better data collection, enforcement, and prevention. Improved hate crimes prosecutions along with HUD's initiative to assist victims of hate crimes obtain money damages from their attackers are necessary complements to an improved capacity at the FBI to identify and track trends in hate violence.

I expect that the Board will address these issues again in subsequent meetings, and I look forward to reporting back to you on our findings and further recommendations. I would, of course, be pleased to discuss these recommendations with you.

My best wishes:

Yours truly,

A handwritten signature in cursive script that reads "John Hope Franklin". The signature is written in dark ink and is positioned above the printed name.

John Hope Franklin

- 39.8% would vote for D'Amato; 34.6% would vote for Public Advocate Mark Green.
- 41.2% would vote for D'Amato; 29.7% would vote for Rep. Charles Schumer.
- In a Democratic primary, 46.4% would vote for Ferraro; 18.1% would vote for Green; 11% would vote for Schumer.
- 51% view D'Amato favorably; 42.5% view him unfavorably; 3.7% are not familiar with him.
- 59.1% view Ferraro favorably; 24.2% view her unfavorably; 11% are not familiar with her.
- 36.7% view Green favorably; 9.9% view him unfavorably; 44.5% are not familiar with him.
- 22.1% view Schumer favorably; 10.3% view him unfavorably; 58.1% are not familiar with him.

RACE
INITIATIVE

IN THIS WEEK'S WEEKLIES:

Freeh Seen As Protecting Turf in Fundraising Probe. Time (12/8, 22, Shannon) reported FBI Director Louis Freeh "tried hard to talk Attorney General Janet Reno out of closing the criminal investigation into fundraising telephone calls by President Clinton and Vice President Gore -- but not because he believes that either could ever be prosecuted for soliciting money from the White House." Instead, Freeh's "fear, according to knowledgeable Federal sources, is that once the investigation is closed, FBI agents will be hamstrung in their ability to pursue other, potentially more serious questions about fundraising activities by Clinton or Gore." Justice Department attorneys have "insisted that FBI agents cannot fish around in the affairs of high-level officials unless there is an open investigation and 'predication,' meaning a specific basis for believing that a person under scrutiny may have broken a law." The fundraising calls have "provided the FBI with a hook to ask extensive questions about fundraising by Clinton and Gore." FBI officials are "worried that Justice lawyers will return to micromanaging agents' information-gathering forays that touch on the conduct of Clinton, Gore and other senior figures." FBI officials "worry the fundamental question of the affair -- Was there an overarching scandal to violate campaign laws? -- may go unanswered." Justice officials "counter that what the FBI regards as micromanaging is good stewardship of the Constitution -- and that the bureau is really seeking unbridled power to probe anyone for any reason."

Mission Of Clinton's Race Board Questioned. US News (12/8, 32, Barnes) reported President Clinton has chosen Akron, OH for a town hall meeting on race "because, for the past four years, many residents have attended formal workshops and dialogues to ease racial tension." However, in the city's "poorest and most heavily African American neighborhoods...few seem to have even heard of the city's racial dialogues." US News said Clinton's "race initiative does beg a nettlesome question: What precisely is all this discussion supposed to accomplish?" The White House has so far "had trouble nurturing open and honest debate on race even within its own handpicked board." In addition, the board has lately been "mostly dialoguing on the nature of its dialogue," and some members "feel the White House is scared of conflict" as a result. Said former Gov. Thomas Kean (R-NJ), a member of the advisory panel: "The White House doesn't want us to air our disagreements, but we've got to, or else we won't progress." US News said the board's consultant, Prof. Christopher Edley, "agrees, arguing that 'political hacks' on the White House staff are scared that the board will generate controversy or make an impolitic move." Edley said there is "just generally a chill over anything they perceive as risky." US News added that board member Angela Oh has "a different complaint." Referring to recent statements by White House aides Bruce Reed and Gene Sperling, Oh said: "The public-policy people operate in their own world. I don't know who they are or what they are doing. I've never met them."

In an interview with Newsweek (12/8, 61, Breslau), John Hope Franklin, the chairman of the race advisory board, said, "I don't think a conversation on race can take place without a discussion of the development and perfection of the doctrine of racial superiority that was more carefully and more successfully projected after slavery than during slavery. It was after slavery that you get some of the most barbaric, uncivilized manifestations of hate and of the sense of white superiority. I think in part [that happened] because whites are poor losers. This country has never confronted its own Holocaust, its own violence."

In the Weekly Standard (12/8, 25), Christopher Caldwell said, "The real purpose of the President's initiative is to assemble a bipartisan, multiracial coalition to defend affirmative action against a legal, legislative, and plebiscitary onslaught."

THE WHITE HOUSE
WASHINGTON

Race Initiative

November 19, 1997

TO: DISTRIBUTION LIST
FROM: ANN LEWIS *of AFL*
SUBJECT: RACE INITIATIVE

The Advisory Board of the President's Initiative on Race meets today at the University of Maryland. Their meeting and other events taking place this week illustrate the current level of activity around the Initiative: a meeting of religious leaders planning outreach within and by the religious community; a major speech by Secretary Babbitt commemorating Lincoln's Gettysburg address; a briefing for the minority community on environmental policy, and Administration presence at a national meeting of American Indians -- all in one week.

This list is an example of how the Initiative is working in practice: beyond the President's speeches and other well publicized events, there is a daily agenda of activities.

The religious leaders outreach is working to build an ever increasing number of leaders participating in a dialogue about race, and is agreeing to bring that dialogue to their own communities (a similar project is underway among business leaders.)

In addition to representing the President at events around the country, the Advisory Board is gathering information about data and policy options, with an emphasis on education and economic opportunity.

The Babbitt speech, environmental briefing, and the American Indians meeting, are examples of how the importance of racial diversity and inclusion are built into our communications and policy processes; speaking with more and more Americans about the issues that matter in their lives.

You might also note that many of these activities, including the emphasis on recruiting leaders, represent suggestions that we received in the early months of the PIR. There is a time line here, as in similar projects: early months are about meeting with, hearing from wide variety of people with their own ideas, suggestions, best practices, etc; now we're into the working, "sleeves rolled up" stage. The December 3 Town Hall signals the next public phase, with more town halls and public events to follow, and, of course, the recommendations and information received will be used in deciding on further policy options (like those on teacher recruitment and housing discrimination already announced) and in producing the President's Report.

More information about the individual events follows:

Advisory Board Meeting.

The President's Race Advisory Board will meet on Wednesday November 19, 1997 at the University of Maryland, College Park, to discuss issues of higher education, including the value of diversity.

Religious Leaders Outreach.

Following the President's breakfast with religious leaders (note: this is an annual event) Reverend Susan Johnson Cook of the Advisory Board will meet with a group of religious leaders who are actively working towards racial reconciliation in their communities to discuss further ideas for leadership by the faith community.

Briefing on Minorities and the Environment.

Top Administration officials will lead a briefing on a range of environmental issues including superfund, toxics, climate change and environmental justice. EPA Administrator Carol Browner, Chair of the Council on Environmental Quality Kathleen McGinty, and head of the President's Council on Sustainable Development Diane Dillon Ridgely will update this minority audience on these issues.

Speech by Secretary Babbitt.

Today Secretary Bruce Babbitt will speak at Gettysburg, PA to celebrate the 134th commemoration of President Lincoln's Gettysburg Address. He will discuss how the Race Initiative seeks to meet the challenges of freedom and equality for every citizen that Lincoln set forth in his address.

National Congress of American Indians.

Members of the Administration, including Assistant to the President Mickey Ibarra and members of the Race Advisory Board, will be attending this meeting of 2500 American Indians in Santa Fe, New Mexico.

Podesta	Reed
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Race Initiative

MEMORANDUM FOR THE PRESIDENT

FROM: JUDITH A. WINSTON

THRU: ERSKINE BOWLES
SYLVIA MATHEWS

SUBJECT: PRESIDENT'S INITIATIVE ON RACE WEEKLY REPORT --
NOVEMBER 8 - 14

ADVISORY BOARD ACTIVITIES

Smithson Bicentennial Medal of Honor. Secretary Ira Heyman presented Dr. Franklin with the James Smithson Bicentennial Medal of Honor on November 12 in recognition of his outstanding contributions as an historian of American life. This presentation was made in conjunction with a Smithsonian program in which Dr. Franklin and his son discussed the recent autobiography of Dr. Franklin's father, Buck Colbert Franklin.

Consortium on Financing Higher Education. On November 13, Dr. Franklin participated in the annual meeting of the Consortium on Financing Higher Education. He discussed the issues surrounding colleges in the wake of the *Hopwood* decision and other affirmative action related matters.

Fox TV Report. Also on November 13, Dr. Franklin appeared on Fox-TV's "O'Reilly Report". The interview focused on Dr. Franklin's new book and his role as the Chairman of your Advisory Board.

Hate Crimes Conference. Angela Oh gave the opening address at the Los Angeles satellite site of the conference to approximately 35 people. In her address, she stressed the importance of addressing the serious problem of hate crimes as a necessary step to improve race relations.

California Women's Law Center. On November 14, Angela Oh was the keynote

speaker at the California Women's Law Center Annual Luncheon. She urged the women's community to become actively engaged in the Initiative.

University of California at Irvine. Angela Oh gave the keynote address to approximately 400 people at U.C. Irvine's Symposium on Race on November 15. She spoke about how the Advisory Board will focus on education, and about how the higher education community can contribute to the Initiative.

OFFICE OF THE EXECUTIVE DIRECTOR

Southern Regional Council. On November 8, I spoke to approximately 60 people at the Southern Regional Council's Annual Meeting about the importance of adapting to the changing issues of race as we approach the 21st Millennium. In conjunction with my speech, the Atlanta Constitution-Journal featured the Initiative in a full-page story. In addition to these events, I also taped an interview which will air on CNN.

Hate Crimes Conference. I attended the conference and co-chaired a breakout group on Hate Crimes on Campus with David Longanecker, Assistant Secretary for Post-Secondary Education. My staff is currently involved in ensuring that there is appropriate follow-up to the conference.

Education Organizations. On November 13, we met with representatives from 10 organizations concerned about education issues, including the National Education Association, American Federation of Teachers, and Council of the Great City Schools. We exchanged ideas about issues the Initiative should address and how urban educators can help to promote the goals of the Initiative. I urged each group to sponsor a dialogue on race and education at each of their annual meetings and to use their organization's newsletter to engage their membership in discussing our goals for One America and the Race Initiative.

American University. I addressed an audience of 100 students, faculty, administrators, and employees at a reception at American University commemorating the school's Externship Program on November 12. I urged the education community to examine the significance of race in their studies.

OUTREACH

Advisory Board Schedule. We have submitted a tentative schedule of Advisory Board activities for December through June to Dr. Franklin and Sylvia Mathews, for their review. Once they have reviewed this information, we will forward it to the rest of the Advisory Board.

National Multicultural Institute. On November 10, we met with Liz Sallett, President of the National Multicultural Institute, and several of the diversity trainers affiliated with the Institute. We discussed the most constructive ways to conduct dialogues, town hall meetings, and opportunities to build coalitions. They have offered to assist us in the training of facilitators, prepare of materials, and plan formats for town hall meetings and dialogues.

National League of Cities. On November 12, we met with the director of the National League of Cities. The League agreed to publish articles about Initiative activities, assist us in working with the mayors to set up events in various communities, and explore how to utilize the resources of the State Municipal Leagues.

RESEARCH AND POLICY PLANNING

Policy. We have been working with the Board, White House staff and others to develop the message for the November 19 meeting of the Advisory Board and to identify and invite presenters for the meeting. The meeting will focus on the value of diversity in higher education. The meeting will feature three panels. The first panel will present perspectives on the value of diversity in higher education; the second panel will present research on what works on campus to promote the benefits of diversity; and the third panel will discuss the many methods used to promote inclusion and diversity in higher education including affirmative action, outreach, recruitment, pipeline programs, and TRIO programs.

Promising Practices. The working group is currently identifying and evaluating additional examples of promising practices for dissemination through the Internet. We will post 26 more examples on the website by December 3. As part of the December town hall meeting, we plan to highlight 5-10 of these promising practices in a breakout room. We met with representatives of the National Conference to discuss program identification and evaluation strategies.

Data. We are continuing to meet with CEA to plan the resource book. We are preparing data fact sheets on higher education issues for the November 19 Advisory Board meeting.

COMMUNICATIONS

Public Outreach. The focus of the past week has been centered on planning the next Advisory Board Meeting on November 19, at the University of Maryland, College Park. We are developing a comprehensive media outreach plan.

USA Network Event. On November 7, we met with Carol Stern-LaRosa and Lucille Gionet from the A World of Difference Institute (Anti-Defamation League), Iris Burnett of USA Network, and Nell Merlino, a consultant for the national office of the YWCA.

We discussed a possible partnership among the Initiative, the National Voices Coalition, YWCA, and the USA Network to sponsor a TV event in April based on anti-discrimination and tolerance.

Public Service Announcements. At a November 12 meeting, the Ad Council submitted to the White House and Initiative Communications staff a revised creative strategy outlining the vision and message of a PSA focused on youth, as well as a proposed production schedule to meet the December 2 deadline. The White House-Initiative communications group found the creative strategy acceptable and authorized Leadership Conference Education Fund (LCEF) and the Ad Council to proceed.

Brochure. On November 12, the final draft of the PIR brochure was sent to the printer. Copies of the brochure will be distributed at the Advisory Board Meeting.

WORK TEAMS

Youth Outreach. On Friday, November 7, members of the Youth Task Force addressed approximately 50 members of the Congressional Black Caucus Staffers and the Congressional Hispanic Caucus Staffers organizations. The purpose of this meeting was to engage and enlist their organizations and their members in the Youth Initiative. We received commitments to forward promising practices and to speak to their members on our behalf.

Cabinet Affairs/Federal Agency. Approximately 50 senior agency staff attended a briefing/training on One America Conversations, an "At the Tables"-like initiative to engage political appointees and others in hosting roundtable discussions on race around the country. As part of the briefing, attendees were given how-to kits which provide everything from a sample letter of invitation to a "What I Want the President to Know" form. The attendees at the briefing, some Cabinet members and a few Advisory Board members will serve as the first roundtable hosts over the Thanksgiving holiday. We expect to have hundreds of federal agency staff hosting roundtables over the Christmas/Hannukah holidays and afterward in the months ahead.

FEDERAL AGENCY ACTIVITIES

DEPARTMENT OF TREASURY

Hate Crimes Conference. On November 10, Under Secretary Kelly and Assistant Secretary Johnson attended the White House Conference on Hate Crimes to speak on Treasury's role in investigating bombings and arsons through ATF, and about FLETC's training programs on hate crimes for state and local law enforcement. In the coming months, Treasury will assess recommendations emerging from the conference intended to improve law enforcement's capacity to deal with hate crimes. Under Secretary Kelly also did a live

interview on CNN discussing Treasury's work on hate crimes.

DEPARTMENT OF JUSTICE

Hate Crimes Conference. On November 10, the Attorney General joined President Clinton and Vice President Gore for the White House Conference on Hate Crimes. The Attorney General highlighted the Clinton Administration's programs that are helping to prevent hate crimes.

UNITED STATES DEPARTMENT OF AGRICULTURE

Hate Crimes Conference. Secretary Glickman led a breakout session, with a focus on community responses, at the White House Conference on Hate Crimes.

USDA Civil Rights Team. USDA civil rights teams have completed work on 60 of the 92 recommendations of the USDA Civil Rights Action Team and are at 80 percent completion.

DEPARTMENT OF LABOR

Out-of-School Youth Initiative. This week, Secretary Herman announced DOL's goal to assist out-of-school youth gain the education, training and access to jobs they will need to support themselves and their families as they become contributing members of society. The Opportunity Areas for Out-of-School Youth Initiative, which targets empowerment zones and enterprise communities, would provide seed funds to high poverty urban and rural areas to boost the employment rate of out-of-school youth.

BNA Speech. Secretary Herman spoke to the editorial board of the Bureau of National Affairs (BNA) regarding the progress made by the President's Initiative on Race and DOL's efforts in this area.

DEPARTMENT OF HEALTH AND HUMAN SERVICES

Hate Crimes Reception. On November 10, Secretary Shalala spoke at the White House Conference on Hate Crimes reception.

DEPARTMENT OF HOUSING AND URBAN DEVELOPMENT

Hate Crimes Conference. On November 10, Secretary Cuomo attended the White House Conference on Hate Crimes. He also held a related press conference on HUD's "Make 'Em Pay" initiative which sharply increases fines and enforcement for housing-related acts of hate violence and intimidation.

Housing Discrimination. On November 13, Secretary Cuomo called into a Fair Housing

Press Conference in Chicago, IL. The press conference was held by the Leadership Council and involves a housing discrimination case involving an African American nun who was evicted based on race.

DEPARTMENT OF VETERANS AFFAIRS

HACU Annual Conference. VA's Assistant Secretary for Public and Intergovernmental Affairs, Kathy Jurado, participated in the Hispanic Association of Colleges and Universities 11th Annual Conference which was recently held in San Antonio, Texas. Ms. Jurado made remarks during the Opening Plenary Session on VA's Memorandum of Understanding with HACU, and conducted a workshop entitled, "Veterans' Education Benefits: Montgomery GI Bill," to encourage Hispanic veterans to utilize those benefits within ten years of military separation. Assistant Secretary Jurado also discussed how educational institutions can partner with VA to reach and encourage those veterans to use their benefits to achieve their educational objectives. She also participated in a Town Hall meeting on educational opportunities for the Hispanic community.

U. S. Pan Asian American Chamber of Commerce Business Luncheon. VA's Director of Affirmative Employment Service recently attended the monthly business luncheon sponsored by the U. S. Pan Asian American Chamber of Commerce. A panel of distinguished speakers addressed the luncheon topic "Race Relations: Can We Get Along?" The panelists were Roger Clegg, General Counsel, Center for Equal Opportunity; Kwasi Holman, Executive Vice President, District of Columbia Chamber of Commerce; Stanley Karnow, Author and Journalist; H. Robert Sakinawa, Washington Representative, Japanese American Citizens League; and Abigail Thernstrom, Co-Author, *America in Black and White: One Nation, Indivisible*.

Hispanic Interns In Health Care Professions. VA announced its plans to sponsor 50 Hispanic students in health care internships in its medical centers, clinics and nursing homes nationwide next summer. This initiative is being undertaken in partnership with the Hispanic Association of Colleges and Universities (HACU). The HACU internship program will provide VA with a more effective recruitment tool in each of the country's Hispanic serving institutions. A website has also been made available for students to obtain more information about the VA's health care system and HACU's summer internships (www.va.gov/hacu.htm).

cc: Bruna/Tulie

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Race Initiative

THE WHITE HOUSE

WASHINGTON

November 6, 1997

THE PRESIDENT HAS SEEN

11-12-97

copied
Mathews
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MEMORANDUM FOR THE PRESIDENT

FROM: SYLVIA MATHEWS AND JUDY WINSTON

SUBJECT: Events and Activities of President's Initiative on Race

This memo describes events and announcements of particular importance that will take place between November and December.

NOVEMBER

Cable Industry: We are recommending a November meeting to seal the commitment of cable companies who will participate in a cable "road block" and a "free-style format." The road block is a proposal to broadcast a town hall meeting simultaneously on participating cable channels. (This town hall meeting would take place in February.) The free-style format entails enlisting cable stations that will commit to produce and broadcast programming focusing on race-related themes on a particular day or week.

Meeting with Conservatives: We are developing a meeting with conservatives who hold a range of views on race-related issues. The purpose of the meeting is to focus on how they suggest we constructively address the issues of race. If time allows, we will try and do this meeting with you.

Promising Practices: Today, we placed fourteen promising practices on the White House web site. As part of the promising practice launch, an expanded One America Web site with several new features was also unveiled.

The White House Conference on Hate Crimes: On November 10, you will convene the White House Conference on Hate Crimes, where we will discuss and examine proactive solutions to the growing problems of bias-motivated crime.

Corporate America: By November 30, we will have organized a regional meeting of corporate leaders committed to the PIR, where business leaders will work together to discuss the value of diversity from an economic perspective and share experiences and best practices from the workplace. This meeting and others like it will help recruit leaders to carry out the principles of the PIR beyond the next year.

11-12-97

Religious Leaders: On November 20, you will have a prayer breakfast with religious leaders. The prayer breakfast presents an opportunity to seek the involvement and support of the faith community in the PIR.

At the Table-Type Discussions: At Thanksgiving, we will kick-off dialogues around the country by starting *At the Table*-type discussions. This effort will be carried out by the Cabinet, Sub-Cabinet and Schedule C appointees. To raise the profile, we will seek to include big names such as Grant Hill and Will Smith.

Advisory Board Meeting: On November 19, your Advisory Board will hold a meeting at the University of Maryland at College Park, Maryland. The meeting will focus on diversity in higher education.

DECEMBER

Town Hall Meeting / Symposium: On December 3, you will host a town hall meeting. The purpose of the town hall meeting / symposium is to: (1) demonstrate that we can have difficult discussions which lead to constructive results; (2) reach out and engage America's youth; and (3) generate national and local media attention.

Challenge to Youth: By the town hall meeting, we will have prepared a letter from you that provides a call to action to young Americans across the country to participate in the PIR. As part of this effort, we will engage media who target young people through their magazines, radio stations and/or newspapers.

Hispanic Education Action Plan: In early December, we will unveil an action plan to improve educational opportunities for Hispanic Americans.

Health Disparities: In December, we will announce a health policy that seeks to eliminate racial disparities in the following six areas by 2010: infant mortality, breast and cervical cancer, heart disease and stroke, diabetes, AIDS, and immunization.

HARVARD LAW SCHOOL
CAMBRIDGE • MASSACHUSETTS • 02138

cc: Bruce / Julie
Race Initiative

CHRISTOPHER F. EDLEY, JR.
Professor of Law



GRISWOLD HALL 405
(617) 495-4614
FAX: (617) 496-5156
edley@law.harvard.edu

11/6/97

Mathews
Kagan

MEMORANDUM FOR THE PRESIDENT

Through: Erskine Bowles
Sylvia Mathews
From: Christopher Edley, Jr. *CJE*
Re: Framing the Race Initiative

Sylvia asked me to attempt a summary of several staff conversations developing a conceptual framework for the Race Initiative and, ultimately, your Report to the American People early next winter. This memorandum reflects the thoughts and work of several people, including Sylvia, Sid Blumenthal, Michael Waldman, Elena Kagan, Maria Echaveste, Minyon Moore and Judy Winston.

Themes, as related to your presidency: You are leading us through a critical transition to a new era, building a new nation to meet the challenges in the century ahead. Your agenda has elements in trade, the post-Soviet security framework, getting our fiscal house in order, a domestic investment and renovation strategy spearheaded with education and the environment, and so forth. *The "identity-and-community" element of this agenda is One America.*

We can't be our best in the new economy and the new era unless we are One America. It is one piece of the work we must do to build the future we want for our children. And the greatest obstacles we face in creating One America are the fault lines of color that in many ways still divide our communities, minds and hearts. Hence, your Race Initiative.

As in other areas of your policy leadership, much turns on recognizing the new nature of the challenges. In race, the traditional civil rights agenda of legislative and regulatory attacks on discrimination accomplished a great deal, including a remarkable transformation in civic norms. But then we stalled. And now we must move forward, and do so in a context much changed from the 1960s. The demographics of race move us beyond the black-white paradigm. The competitive global economy attaches higher costs to misfires in America's opportunity engine. All of this requires a new and expanded agenda to achieve the racial justice required for One America. That agenda, while continuing necessary elements of our present work, must be multifaceted. It is largely about opportunity and responsibility for all, including an opportunity agenda for the underclass. But, of immediate importance to the Race Initiative, we cannot move forward without addressing the separation and exclusion that weaken us.

This is not about integration in the old sense, nor about antidiscrimination law enforcement alone. You have framed a broader goal of opportunity and responsibility, reaching every American. Achieving that goal requires us to face the age-old problems of inter-ethnic hostility, suspicion, and rivalry based on color, particularly as compounded by class. We must do this to forge the social compact for the New Economy. We must do this for One America that is just.

Content of the Race Initiative itself: In so far as possible, the above themes should both inform and be propelled by all the speeches, Advisory Board meetings, public events, outreach activities and policy announcements associated with the Initiative. The themes are both spine and connective tissue, providing shape and coherence.

Beyond that, in a procedural sense the initiative has two tracks:

- **Dialog:** Measures to engage the nation on the plane of values and understanding: *What unites us? What divides us? How can we build bridges of understanding and community across lines of color and class?*
- **Action:** The policy initiatives -- both public and private -- that will build community, create opportunity, encourage people to take responsibility, and close the racial divide. This culminates in your workplan for the nation, moving toward One America.

Each event or task within the initiative should support one of these two tracks, and each track is critical. The policy track is largely how social and economic realities change, but the dialog-and-values track creates the moral and political foundation for the bold policy measures needed for so difficult a challenge.

Your report: Attached is a notional table of contents for your report. We will build the report based on the work of White House staff, the Initiative staff, and the Advisory Board, together with your speeches and whatever substantive discussions with you the schedule permits. Moreover, the outline should help us set priorities for the work of the Initiative.

Your report can have enduring significance if it communicates your vision of One America in the 21st century, provides background information and motivation for that vision, models how we can constructively engage one another to bridge differences on hard questions, and offers a workplan for the nation based on promising practices and policies identified over the course of this year.

Because of Friday's tight agenda, the report will be the focus of a future meeting. Meanwhile, we welcome any reactions.

THE PRESIDENT'S REPORT

— draft outline —

Introduction: One America in the 21st Century

- the core themes and vision, in summary (more detail in chapter 4, below)
 - personal context
 - some highlights of the report
 - appreciation to the Advisory Board, and the many people throughout the nation who responded to the call to engage in a national conversation on race
1. **Where is America on race, and where are we going?** (Excerpting from detailed supporting volumes)
 - demographic history and trends
 - disparities, socioeconomic indicators, economic mobility, opportunity measures
 - discrimination: authoritative data using various methodologies—How much discrimination is there?
 - intergroup relations: how integrated are our lives, how have attitudes and stereotypes changed, etc.
 2. **Policy and racial justice**
 - what we know about the effects of key public policies and private practices on the state of racial justice today
 - the effects of race on our civic discourse: how race poisons politics and policymaking, overtly or subtly; examples of how *not* to address issues of opportunity, responsibility and community
 3. **Vision: Bill Clinton's vision of racial and ethnic justice in the 21st century, and why it is preferable to competing visions**
 - seeking clarity about our value commitments and ambitions for One America
 - this pivotal section is an elaboration of the framework sketched in speeches and in the introduction to this Report
 4. **Wrestling lessons: What vexes us, and constructive engagement of our differences**
 - “modeling” how we can face up to some of the hardest questions dividing us in an honest and constructive way (list to be developed)
 - applying the values and vision to address a few major issues (list to be developed); use and make reference to essays contributed on this topic by

thoughtful people from a range of perspectives, under auspices of the Advisory Board

5. Promising practices: examples of public and private efforts to promote racial reconciliation and racial justice, and some counterexamples of destructive practices

- criteria for making these judgments
- examples from different sectors: government, business, the media, the faith community, education, nonprofit sector, etc. (Excerpting from detailed backup volume and web site.)
- establishing an ongoing program to recognize and replicate promising practices

6. A workplan for the nation over the next decade

- policy prescriptions building on the preceding sections, including action items for governments at all levels
- practice prescriptions for private, voluntary, community and personal actions
- leadership—call to action, recruiting a cadre of leaders from all sectors who will dedicate themselves to learning, teaching and practicing the difficult tasks of building One America for the 21st century

**

Notes:

- a) The Core Group will refine this preliminary outline iteratively, developing detail and wrestling with the many difficulties it suggests.
- b) The policy time frame is long – a decade or more; this is grander than the budget and legislative agenda for one or two years.
- c) Occasional meetings, as appropriate, with the President and Vice President.
- d) Discrete supporting tasks will be executed by the Initiative Staff, the Advisory Board, White House policy councils, agencies, *and outside experts and friends.*
- e) The developing effort on the Report will inform work on speeches and events.
- f) Report will be issued in early January 1998, as the last Congress of the 20th century begins work.

To: *Minyon Moore, Michael Sorrell*

Memorandum

From: *Rob Nelson*

Subject: *One America Youth Briefing*

Date: *October 23, 1997*

Rob Nelson

Here's a draft outline for the briefing.

OVERVIEW

We invite 60 speciality press to attend the taping of the President's weekly radio address on November 14, to be followed by a briefing on the One America Youth Initiative, Keepin' It Real, and the introduction of a print and radio public service advertising campaign.

The target market is the wide spectrum of younger Americans, from diverse racial, ethnic, social, political, and economic backgrounds. Invites will be extended to print, TV, and radio press. Represented outlets will include, Rolling Stone, VIBE, Details, MTV, VH1, Nickelodeon, Black Entertainment Television (BET), Teen, Ms., KROQ Love Lines, Univision, Latina and Hispanic.

One celebrity will be in attendance. This person should have cross-over appeal, and preferably have access to more than one industry (ie. sports and movies, or movies and music). We are considering people such as Grant Hill (NBA star) or Will Smith (Independence Day/Men in Black).

EVENT OUTLINE

We will hold the event in either the Roosevelt Room or the Cabinet Room. The attendees will listen to the President's address, and then hear a short pep talk from the guest celebrity. The final part of the event will be a 20 minute briefing, including Q&A, during which we outline the One America Youth Initiative "Keepin' It Real," make a pitch for their support of the Initiative, and introduce the Public Service Advertising campaign -- including release of three print and three radio PSA's. (Attendees will have camera ready art in their briefing packets, and radio spots will be available for the non-print press).

Our goal is to get each outlet to commit to a feature story about the initiative and/or carry the PSA campaign. We will make two follow up calls to each outlet during the month following the briefing.

The briefing packet will include:

- Letter from the President*
- Overview of the Keepin' It Real Campaign*
- Keepin' It Real Action Kit*
- Text of the President's June 14, 1997 address "One America"*
- Camera ready art for the three print public service ads*

REACHING BEYOND

A more extensive outreach mailing will follow the briefing. This mailing will go to 500 targeted radio stations, 1000 college newspapers, 1000 high-school newspapers, 500 selected daily newspapers, and an additional 100 second tier speciality press outlets.

DRAFT

Race Initiative

**One America:
The President's Initiative on Race**
Week of October 11, 1997

"...we'll all have to do our part if we expect to come out where we want to be." -- President Clinton, speaking with his Advisory Board, Sept. 30, 1997

Advisory Board

Fifteen hundred (1500) educators hear from board members about the importance of diversity and inclusiveness in all aspects of higher education. Chairman John Hope Franklin and board members Reverend Suzan Johnson Cook and Governor William Winter urged participants at the American Council of Education's (ACE) "Educating One-Third of a Nation" conference to achieve greater diversity and to foster positive interracial experiences on their campuses. Together, board members, ACE and the Association of American Colleges and Universities announced a year-long effort to encourage every college and university to conduct special programs focusing on race and inclusiveness in American society.

Carnegie Corporation will fund research into interracial and interethnic youth relations. Governor Thomas Kean chaired a meeting of 35 researchers whose work the Advisory Board hopes will form the basis for promising practices that can be disseminated across the country.

Representatives from national Latino and Asian-American organizations pledge to work with the President's Initiative. Linda Chavez-Thompson hosted meetings of these leaders.

Office of the Executive Director

Judy Winston encourages 300 media executives to use their newspapers to help foster racial harmony and to close the racial divide within their own workplaces. In a keynote address at the Associated Press Managing Editors Association's annual conference, Winston admonished newspapers for dramatizing differences of opinion among board members and highlighting what the President's effort hasn't accomplished instead of what it has accomplished. She also congratulated several papers for setting an example for others by publishing articles on the state of race relations and racial reconciliation in their communities.

Judy Winston calls on Latino leaders to work with Americans from all backgrounds to help dispel racial stereotypes about their community and within their community. Speaking to 700 current and future Latino leaders at the US Hispanic Leadership Conference, Winston suggested specific ways for Latino Americans to be part of the Initiative.

Deputy Director Lin Liu initiates effort with Fairfax County School District and Census Bureau to learn more about race relations in this diverse school district and community.

Federal Agencies

DRAFT

The White House Youth Outreach Taskforce brought representatives from all federal agencies together on October 20 to devise a plan for engaging young people between 13 and 25 on the issue of race.

The Census Bureau awards Census 2000 ad contract to consortium of firms specializing in outreach to minority communities. The contract went to Young and Rubicam (Y&R) and four partner agencies: The Bravo Group, a Y&R firm specializing in Latino outreach; Mosaica, a Y&R company with expertise in Asian audiences; J. Curtis & Company a firm that targets African-American audiences; and Gray and Gray, a Native-American company.

HUD successfully resolves four complaints of housing discrimination. HUD obtained enforcement agreements, including payments to the individuals, on cases in Alabama, Arizona, California and Pennsylvania. At the Advisory Board meeting in September, the President announced that HUD would double its enforcement activities in an effort to crack down on housing discrimination.

SBA Administrator Aida Alvarez announces marketing campaign to increase the participation of Latino Americans in SBA lending, procurement, counseling and welfare to work programs. The campaign includes using large Hispanic businesses and civic groups, as well as materials in Spanish, to reach small Hispanic business owners or potential business owners.

Race Initiative

MEMORANDUM FOR ANN LEWIS

From: Stacie Spector
Subject: The President's Initiative on Race - Town Hall options
To be held: December 3, 1997

Attached are 3 possible scenarios for the 1st Town Hall to be held in the Midwest.

Idea #1 - Youth

Idea #2 - Youth and Service

Idea #3 - Engaging Youth

These have been created by members of the Dialogue in Communities, Communications, and Youth working groups. Please let us know if you need any additional information.

The President's Initiative on Race - Overview
Town Hall December 3rd, Somewhere in the Heartland

The items on this cover sheet are applicable to all ideas for the town hall. This is the framework for each, and the idea specific formats can fit in as decisions are made.

Goal: To design a town hall that addresses the issue of race relations, the importance and the concerns of the American people, and develop actions that will help break down stereotypes and improve relations between all Americans of all ages.

Moderator for Town Hall:

We recommend that a moderator be chosen from within the community, such as:

- A local leader, elected official, or opinion leader.
- A local well known Professor or teacher who teaches on these issues or related subjects.
- A well known historian or respected national activist who works/studies in this area.

Audience: With both ideas the audience will be very diverse, with representation from many races. At least half of the audience will be people who participated in the service project or youth activity and other promising practices. In addition we will include:

- | | |
|--|--|
| • community leaders/constituency group members | • Diverse youth of all ages |
| • religious leaders and their recommendations | • participants in a local promising practice |
| • local elected officials, local opinion leaders | • Local educators and other VIP's |
| • PIR Advisory Council and talkers | • Americorps representatives |
| • College Presidents, School Superintendants | • Teachers of all grades and institutions |
| • authors who have written on their life experience growing up as an American and of a minority race | |

Format of the Town Hall Program: 3 possible options follow this cover sheet.

Video Inserts: This is an optional tool that we could use to "set up" each of the segments of the town hall. Begin each segment with a short 1-2 minute video with clips of real Americans talking on this topic, their experience/story, and perspective on the issue of race relations and stereotypes.

For Television at end of town hall: At the end of the town hall we could flash a one frame message with 5 basic ideas for how each individual can help improve race relations in America (to reinforce the President's Call to Action.)

Parting gifts: We could give the in house audience something to walk away with. We need an item that reinforces their experience and would remind them of their commitment to carry this message back to their community. A few simple thoughts:

- A gold lapel pin of an outreached hand inscribed with the *President's Initiative on Race*.
- A t-shirt that says "One America: Working together" w/ the *President's Initiative on Race*
- Notepads with a same or similar message, so when they write notes the message is always there
- Pencils or pens that have the *President's Initiative on Race* on them and the theme
- A memento that is a symbol of the location/or of the project with the *PIR* on it

The purpose of the item is to be something that helps to carry the message even if lost and and someone else finds it. (Of course, we would need a corporate sponsor to donate these.)

} !!
} !!

Goal: A town hall to address why this topic is important, beginning with children of ages 13 - 21. We could identify activities from promising practices that children and youth in the community have participated in and discuss their experiences and how we can learn from them.

Possible names of the Town Hall: One America: One Future (or) One America: Learning Together

What is the Activity: We propose identifying several classrooms of kids who have participated in group activities that were designed to make them more aware of prejudice and race relations. We would work with an ongoing program, i.e. ADL's A World Of Difference, to highlight activities that they have conducted on these issues. Types of activities could include:

- 1) asking the kids to sit with new people -of a different race - in class
- 2) pair up for an in the classroom assignment with someone they do not normally talk to
- 3) asking someone of a different race to join them for a social event
- 4) ask a person of a different race to have lunch or coffee or go for a walk or to see a movie

Format: The town hall is 1 ½ hours long. Again, to ensure message management and focus we recommend that the message of the town hall be shaped in 3 - 30 minute segments:

1. **Their Experience:** How did you feel before the activity? How did you think about people from different backgrounds before the activity? What was the activity like for you? Was it difficult, why?, was it fun - why? Are there people like Jimmy (a hispanic young man) in your neighborhood? Why do you think this was important? What do you think some of the issues are?

2. **Lessons Learned:** Did you feel that you and the new friends would stick together? Once you met them, did you feel more comfortable? Was it more natural to work with them and rely on them? Why was this important? Why do you think it was difficult? What did you learn from this experience? What are some of the stereotypes that existed before the activity and have any of those changed? What are some of the possible solutions?

3. **What's Next:**

President issues a call to action for individuals: introduce yourself and talk with someone of a different race and get to know them. The President could suggest 5 simple, but not easy, things that each individual watching or participating could do personally. In addition, he could challenge local communities through their schools to continue the dialogue in their school districts.

Video Inserts: Show a few powerful clips from the activity of kids of all ages playing, lunching, socializing, working, and learning together.

Draft -- Idea #2 -- Youth and Service

Goal: To create a Town Hall for the President to conduct a dialogue with Americans on the issue of race. To provide a focus for the dialogue i.e. Youth would participate in a service event and be asked to participate in the town hall to examine stereotypes, difficulties and lessons learned while working with people of different races that they did not know.

Possible names of the Town Hall:

- * One America: One Future
- * One America: Growing Together
- * One America: Learning Together

What is the Service Project: a local community project would take place the weekend before the town hall. Local Americorps groups could work with a group of kids between the ages of 13-21 with other community service organizations to help organize this. Projects could be a playground build for kids, a park clean up, a community center build project, etc. The date falls on the weekend after Thanksgiving -- which is a nice theme of giving thanks to their local community by participating in a service project that gives back to the community.

Format of the Town Hall Program:

Our assumption is that the Town Hall program will be approximately 1 ½ hours. For message management and to ensure constructive outcomes, the town hall could be developed in 3 segments, in the case of a 1 ½ hour discussion, 3-sets of 30 minute increments focusing on:

1. **The American Identity:** What were you thinking this was going to be like before you came? What stereotypes existed in your thinking and how you think about others? How did you describe it to other people (family and friends)? What do you think some of the critical issues are?
2. **Lessons Learned:** What was difficult about this? What was it like to work along side others of different races? Were you fearful about what to expect, how did it challenge what you thought before you got there? How would you talk about this now with your friends and family? What did you learn? What are some of the possible solutions?
3. **Call to Action:** Carrying this message back to our local communities. The President could issue a call to action: asking each individual at the town hall and every person who watches to extend their hand to another person of a race different from their own. The President could suggest five simple (though not easy) things people can do. He could challenge local communities through their schools to continue the dialogue with local town halls and round table formats encouraging more interaction and communication.

Idea #3-- ENGAGING YOUTH

GOAL: "Keepin' It Real-Talk, Listen, Teach and Do"

To challenge Young America to **talk** about the tough issues surrounding race, to **listen** to each other about how Young Americans from every walk of life are addressing race in their daily lives, to **teach** each other about the realities of America's racial diversity, and to **do** by finding ways to solve the problems that keep us from being One America.

TOWN HALL MEETING FORMAT:

- 1. TALK AND LISTEN-Shared Experiences:** Young Americans offer their personal experiences and anecdotes related to race; this is an opportunity for a group of diverse young people to talk and listen to one another about their differences and realize their commonalities.
- 2. TEACH-Question and Answer:** The President will provide facts relating to America's racial diversity and will engage the audience in a Q&A session that provokes a better understanding of how Young America perceives the issue of race and the challenges we face.
- 3. DO-Existing Efforts:** The President asks for examples of existing efforts made by Young America to bridge the racial divide. Audience members discuss their efforts, ideas and possible solutions. The President challenges the viewing audience to build upon "promising practices" (similar to those shared during town hall) and carry on the dialogue in their own communities across the nation. Upon conclusion of the meeting, the President would call upon Young Americans to create a project in their community where people of different races would come together to accomplish one goal (i.e., Urban Community Clean-ups).

Moderator: A local community leader who is familiar with the audience and Young America.

Audience: The audience would consist of Young Americans who will share their programs, projects, campaigns, etc. that are creatively working to bring people together in their communities. Audience members would include high school and college students; young professionals; young parents; new immigrants; young community leaders; AmeriCorps volunteers; young religious leaders.

Video Inserts: Insert into discussion, short vignettes from celebrities and Young Americans that share experiences and highlight existing efforts.

REASONS FOR ENGAGING YOUTH:

1. To provide a town hall meeting that engages and targets Young America (ages 13-25) in the dialogue on race because at these ages people learn, formulate and develop their beliefs.
2. To highlight the existing efforts of Young America that address issues of racial diversity.
3. To communicate a challenge to Young America that enlists them in the efforts to find new and creative ways to bring people together with the hope of becoming One America in the 21st Century.

November 4, 1997

MEMORANDUM FOR: LYNN CUTLER
MARIA ECHAVESTE
MICKEY IBARRA
ELENA KAGAN
ANN LEWIS
DORIS MATSUI
CRAIG SMITH
TODD STERN

FROM: Beverly Barnes

RE: Dialogue on Race within the White House

At Erskine Bowles' request, a small group prepared the attached memo to recommend a process for constructing an honest and productive internal discussion about increasing inclusion within the White House. Upon review, Erskine asked that the memo be shared with several other senior staff members so that their insights might inform a final proposal on how to conduct this process.

Thank you for taking time to review this memo on short notice. The group assigned to develop this proposal would like to get your verbal feedback in a meeting planned for tomorrow, November 5, at 4:30 p.m. in Room 180, OEOB. The final proposal is due to Erskine on Friday.

In addition to your thoughts on the memo, hearing your answers to the questions posed below is critical. Thank you in advance for your attention to this effort. If you have any concerns or questions, please do not hesitate to call me at 67451.

Questions

Staff from different racial groups have disparate assessments about the degree to which they feel included in decision-making and other processes at the White House. Disparities in perception can undermine staff cohesion and the effectiveness of the staff. It therefore is appropriate to set aside time to focus direct attention on perceptions of racial inclusion.

- To what extent do you agree or disagree with this statement?
- To what extent do you think other senior level staff agree or disagree with this statement?

Which do you think is the most effective strategy for getting senior staff involved in an effort to make White House processes more inclusive?

- Circulating the attached memo and asking for comments.
- Conducting the survey described in the memo, and circulating the results.
- Engaging in more time-intensive activities (such as those described in the memo).
- Other.

Bruce -
FYI. Do you have
views that I should
keep in mind when
I go to this
meeting tomorrow?

Elena
File: RACE INITIATIVE

October 30, 1997

MEMORANDUM FOR ERSKINE BOWLES

FROM JUDITH WINSTON, VIRGINIA APUZZO, CHARLES
 DUNCAN, JANIE JEFFERS, JANICE KEARNEY, SHAROLYN
 ROSIER, DAVID CAMPT

RE Racial Diversity Training Series

This memo is intended to propose a process for constructing an honest and productive internal discussion about increasing inclusion within the White House senior staff.

Purpose

Staff from different racial groups have disparate assessments about the degree to which they feel included in decision-making at the White House (WH). Disparities in perception can undermine staff cohesion and the effectiveness of the staff. This memo proposes ways to design personal and organizational strategies for increasing feelings of racial inclusion in the White House.

Goals

To construct a series of interactions and dialogues that:

- clarifies the facts about racially-related *disparities in opportunities* for inclusion
- examines the causes of racially-related *disparities in perceptions* of inclusion
- produces a series of action steps for both individuals and offices to rectify racially related disparities in perceptions and opportunities among the WH staff
- engages WH staff in efforts related to the President's Initiative on Race and thus increases WH staff awareness about the challenges facing it.

Proposals

To achieve the goals mentioned above, the subcommittee proposes a four-part process involving: 1) an anonymous survey, 2) a series of dialogs, 3) a day-long retreat, and 4) a continuing series of seminars. The survey is designed to provide a mechanism for the expression of concerns about racial diversity issues that people may be unwilling to articulate in a public forum. The series of dialogs is designed to create an environment for the discussion of issues of racial diversity and their effect on the White House. The day-long retreat is designed to allow participants to construct strategies for personal and organizational change to improve White House inclusion. The seminar series is designed to institutionalize a process for WH staff to remain aware of important issues with regard to racial diversity.

Anonymous Attitude Survey

This survey would explore people's thoughts about various racial diversity issues, such as:

- To what degree does your membership in your particular racial group affect how you are accepted and respected in the White House? How do you think you would be treated differently if you were a member of another group?
- What have been the costs and benefits of the racial diversity efforts at the WH?
- What is the interracial climate at the WH? To what extent are there advantages to dealing with these issues more directly?

Dialog Series

Below is our recommendation for the structure of the dialogs. Attachment 1 offers an alternative structure -- much like the structure of the meetings African American staff members have had with you -- that might make it easier for people to be open about their concerns.

The dialogs would be structured to create an open, multi-racial forum for discussing differences in perspectives about racial diversity at the White House. Below are some examples of the types of questions that might be posed as the topics for discussion.

- How is your experience of diversity within the White House the same as or different than it was in other institutions?
- What are the challenges faced by people concerned about racial inclusion in the White House decision-making processes?
- How does your own membership in a particular group affect your feelings and effectiveness as you support the President's position on a variety of issues related to racial diversity, such as affirmative action?
- To what extent are the efforts of the President's Initiative on Race relevant to White House operations?

These dialogs would begin to create an atmosphere where people could explore some of their disparate perspectives about racial diversity. They would allow people to begin to understand that ethnicity affects one's perspective about racial inclusion in White House decision-making. In addition, participating in a well-facilitated forum about racial diversity would enable the staff to experience the type of inter-racial dialog necessary to make the retreat successful.

Day-Long Retreat

Participants will be asked by the President and Chief of Staff to read a brief set of materials before the retreat. A draft outline of the retreat follows.

Morning 8:30 - 12:00

1. Welcome by the President
2. Ice-breaker focused on racial diversity experiences

3. Discussions of:

- readings about the decreases and the persistence of prejudice and racism
- racial disparities in opportunity at the White House (taken from survey)
- findings from the dialog sessions

4. Articulation of perceptions about inclusion within racially separated groups

Lunch *12:00 - 1:00*

Afternoon *1:00-5:00*

1. Reporting of perceptions from racially separated groups
2. Large group discussion of differences between groups' perceptions
3. Small group discussion of personal and institutional action strategies
5. Reporting of proposed solutions to large group
5. Next steps, debriefing, and closing

Seminars

After the retreat, a series of monthly seminars will be offered to institutionalize attention to racial diversity issues within the White House. The topics will range broadly and include staff recruitment and retention, workplace cohesion, and relating to diverse constituencies.

Attachment 1: Alternative for Dialogs

This option addresses the concern that some staff members initially might not feel comfortable sharing their feelings about diversity with white members of the White House staff present.

Under this structure, the dialogs would be conducted in largely, racially distinct groups (Hispanic Americans, Asian Americans, African Americans). The group would talk at a table and other participants, sitting on the outside of the table, would only be allowed to ask questions or make short statements about what they perceived. To a large degree, these dialogs would replicate the dialogs about racial diversity that have on-going between the chief of staff and some African-American staff.

The goal of the dialogs would be to clarify the answers to these questions:

- What are the concerns these groups have about inclusion in White House decision making processes?
- How can those issues most effectively be overcome?

As is the case for the multiracial dialog series that we recommend, the disparities in perceptions between the different groups would be used as inputs into the day long retreat.

Attachment 2: Considerations for Racial Dialog

The following are important to consider in evaluating whether to proceed with the survey, dialogs and day-long retreat. These considerations are presented in chart form in Attachment 3.

- Many white WH staff, including those at senior levels, do not recognize that there are racial disparities in perceptions and opportunities, and that these disparities undermine WH effectiveness.
- Many non-white WH staff are skeptical that senior WH staff are interested in a discussion of racial issues that is honest and that leads towards changed attitudes and behaviors.
- Because they have not been involved in productive and honest dialog about current and historical racial disparities in opportunities and perceptions, many white and non-white WH staff are skeptical whether such dialog is possible.
- Building the requisite trust for an honest exchange of perspectives takes a substantial amount of time from WH staff. For these staff people, time is perceived as being in extremely short supply for issues not of immediate and pressing importance to them or their supervisors.
- People's willingness to candidly disclose racially-related perceptions is often:
 - negatively correlated with the presence of more senior level staff from different racial groups
 - positively correlated with the presence of people perceived as having allegiance with the same racial group

Attachment 3: Assessment of Retreat, Dialogs, and Survey

The considerations discussed in Attachment 1 can be used as criteria to evaluate the retreat, the two dialog options and the survey. *As mentioned earlier, the recommendation is that the WH diversity effort center on the retreat, use the survey and dialogs as precursors, and use the seminars as a vehicle for institutionalizing the decisions made at the retreat.* The table below presents some ratings of each of the dialog and survey options on criteria that reflect the constraints mentioned earlier.

	Survey	Recommended Dialogs: multiracial discussions of WH racial diversity issues	Dialogs alternative: racially- specific discussions of WH and other experiences	Day-Long Retreat
Likelihood that the process will teach skeptical white WH staff that there are discrepant views among staff				
likelihood that skeptical non-white WH staff will feel that effort is a serious beginning toward a discussion of difficult issues				
process teaches skeptical WH staff that respectful productive exchange is possible				
process produces candid sharing of diversity related problems				
process builds trust between people of different groups				
likelihood that staff will feel is inclusive, not exclusionary				

Tom -

See p. 3. Could you
find out what's
going on?

Elena

cc: Bruce (Do you
get this?)

MEMORANDUM FOR THE PRESIDENT

FROM: JUDITH A. WINSTON

THRU: ERSKINE BOWLES
SYLVIA MATTHEWS

SUBJECT: PRESIDENT'S INITIATIVE ON RACE WEEKLY REPORT --
OCTOBER 18 - 24

ADVISORY BOARD ACTIVITIES

Advisory Board Meetings. Dr. Franklin sent a list to all Board members of proposed Advisory Board meeting dates and suggested meeting topics that would be discussed through June. He has recommended holding monthly Advisory Board meetings, with the next Advisory Board meeting being November 18 or 19. The topic for this meeting would be diversity issues in higher education. Dr. Franklin also proposed that the December Advisory Board meeting focus on K-12 pipeline issues.

White House Hate Crimes Conference. Five Advisory Board members are scheduled to participate in the White House Hate Crimes Conference, on November 10, from satellite locations around the country.

California Professional Firefighters Statewide Convention. Angela Oh addressed the California Professional Firefighters Statewide Convention. She described the goals of the Initiative and the role of the Advisory Board in accomplishing those goals.

Asian Pacific American Women's Leadership Institute. On October 24, Angela Oh spoke at the Opening Luncheon of the Asian Pacific American Women's Leadership Institute in Washington, D.C. She discussed the goals of the Initiative and her role in the Initiative. She urged the Asian Pacific American leaders who participated to assist the Initiative.

OFFICE OF THE EXECUTIVE DIRECTOR

OUTREACH

National Association of Counties. As a result of my meeting with representatives of the National Association of Counties, they have agreed to assist us in the identification of promising practices, the recruitment of leaders and the facilitation of town meetings. They expressed enthusiasm and pledged continued support for the Initiative. Additionally, they agreed to provide us with information regarding the process they use for identifying and selecting Multicultural Diversity Award Winning Programs. We will use this information to evaluate community efforts and promising practices.

National Congress of American Indians. During the week of November 17-23 in Santa Fe, New Mexico, the National Congress of American Indians will hold their annual conference. With the assistance of Laura Harris, several Advisory Board members will participate in the conference.

Academy of Educational Development. On Wednesday October 22, I spoke to over 300 people at the Academy of Educational Development's First National Conference for their Public Policy and International Affairs fellows. I discussed the goals and strategies of the Initiative and challenged them to remember what their commitment to public policy means and to become involved in the PIR.

PROMISING PRACTICES

Fairfax School District. Lin Liu met with representatives from the Department of Education. The purpose of that meeting was to identify a contractor to provide a case study of a Fairfax County school. We intend to present the results of this study at the December Advisory Board Meeting. We are also working with the Census Bureau to develop a demographic profile for Fairfax County.

World of Difference. Members of my Senior Staff met with Jess Hordes and other representatives from the Anti-Defamation League to discuss the League's World of Difference Program. This Program partners a school based curriculum with the media. Over 340,000 teachers and 14 million students have been trained through this program. We discussed and identified ways to increase the exposure of program. The Anti-Defamation League agreed to provide us with materials used by the Program.

They also agreed to help us develop a peer and corporate training program by identifying individual and corporate leaders to work with the Initiative.

Poverty and Race Research Action Council. I spoke to the Board of Directors of the

Poverty and Race Research Action Council (PRRAC). PRRAC Board Members are involved with a number of prominent organizations concerned with social justice. PRRAC committed to sending us their book of best practices. They also committed to supporting the Initiative by including the Initiative and its message in their outreach efforts.

RESEARCH AND POLICY PLANNING

Condensed Fact Book. We have developed a draft list of the economic and social indicators and measures of success to be included in the condensed fact book. We will begin drafting this book at our October 27 meeting.

Meeting with Gallup. Members of the senior staff of the Initiative and White House staff met with the Gallup Organization to discuss Gallup's *Social Audit on Black/White Relations in the United States*. We discussed their findings and how those findings influence the information we disseminate to the nation.¹ Gallup indicated that they would be willing to conduct follow-up polling on several issues which we expressed interest. They expect to complete this process by the end of 1997. Gallup also revealed that they have secured a \$10 million dollar pledge to poll Americans on issues involving race over the next several years. In conjunction with this pledge, they are planning to conduct a poll about economic fairness and opportunity. The results of this poll will be made available by June of 1998.

Essays on Race. As a follow-up to last week's Carnegie Corporation meeting, we have begun to identify and solicit writers for a series of essays on race and race based issues. We will provide you with the names of the authors and their topics as they are confirmed.

COMMUNICATION

Two articles were published this week on the Initiative: Oct. 20 by Caryle Murphy of the Washington Post ("Clinton's Race Talks Off to Slow Start at Top") and Oct. 20 by Ann Scales of the Boston Globe ("Organizers of Inaugural Race Against Racism Say They're in it for the Long Run"). (See attached articles).

The PIR brochure will be completed by October 27.

WORK TEAMS

Race Against Racism. Approximately sixty staff members from the White House and the Initiative, including Bob Nash, Paul Begala, Minyon Moore and Sylvia Mathews participated in the inaugural Race Against Racism last Sunday, October 19. The race was a 5K run and 1 mile fun run/walk to promote racial unity. Proceeds from the race went to

the D.C. Recreation Wish List, a non-profit organization that refurbishes recreation areas for youth in D.C.

YOUTH OUTREACH

Federal Agency Youth Task Force. On Monday October 20, the Federal Agency Youth Task Force held their first meeting. Approximately 35 people from all of the cabinets and a majority of the federal agencies attended. I spoke to the group, providing them with an overview of the PIR and the important youth participation is to the achievement of our goals. Members of this group were tasked with forming youth groups in their own agencies, drafting a memo to the Youth Working Group proposing activities to be performed within their own agencies or departments, and providing names and addresses for the Youth Working Groups mailing list.

Call to Action Letter. This is a letter from you to Young America calling them to action and to become engaged in the Initiative. The draft of the letter and its mailing list were finished this week. These items will be finalized for the November 7 deadline. To ensure a bipartisan mailing list and support, they have scheduled a meeting with Congressman J.C. Watts for next week.

PROMISING PRACTICES

This team has developed a short term plan and criteria to identify, evaluate and disseminate promising community efforts. They are currently in the process of gathering examples of successful community efforts from across the country. Their goal is to identify 10 community efforts for public release by the beginning of November. Examples of community efforts will be available on a regular basis on our website.

CABINET AFFAIRS / FEDERAL AGENCY

Thurgood Marshall, Jr. and I met with Ed DeSeve, acting director of the President's Management Council (PMC) and Bob Stone, acting director of the National Performance Review (NPR). The purpose of this meeting was to develop a strategy to engage both PMC and NPR in the Initiative's efforts. As a result of this meeting, both Dave Barram of GSA and I will speak at PMC's November 5 meeting. I will discuss the goals, strategies and challenges of the Initiative. Dave Barram will detail his agency's efforts to address race relations. PMC also committed to identifying areas in federal management which need to be addressed in terms of race relations. Bob Stone and I agreed to re-visit this issue again in the next couple of weeks.

COMMUNICATIONS/PRESS

This team established their timeline for the next two months. The team is currently in

the process of planning the Initiative's public service announcements. They have begun assembling a list of consultants and marketing experts.

POLICY

DPC and NEC are working on specific initiatives in the areas of education, economic opportunity, health, crime, and civil rights enforcement. Currently, DPC and NEC are strongly advocating a proposal they have developed to fund partnerships between colleges and universities and low-income intermediate and high schools.

RECRUITING LEADERS/OUTREACH

Corporate leaders. This team held a conference call, led by Maria Echeveste, with Advisory Board member Bob Thomas, Bob Johnson of BET, and Dan Levinson, representing Claude Fontheim of The Limited Company. These corporate leaders agreed to hold five regional meetings around the country focusing on best practices, relationships between white- and minority- owned companies, and business behavior. Each meeting will consist of 100 CEOs. They propose that these regional meetings culminate in a meeting with you in early March. At that meeting you would call corporate America to action. Bob Thomas will lead the first meeting, which is tentatively set for November 15 at a location on the West Coast. The second meeting will be held November 30 in Washington, D.C., and led by Bob Johnson. Other meetings will be held in the Midwest, Far West, and South, and take place on December 10, January 20, and January 31, respectively. They proposed involving Secretaries Daley and Rubin in these meetings as well.

The team will next work to identify cities, industries, and CEOs and set an agenda and format for the meetings.

Recruiting Leaders/Outreach. This team has developed a list of activities for leaders to carry out (e.g., organize dialogues or pairing programs between organizations with similar goals-- church congregations, professional associations and student associations). They have also developed a brief questionnaire for volunteer leaders and identified 60 communities for the Initiative to focus on during the year.

DIALOGUE IN COMMUNITIES

This team has compiled a list of sites for the town hall meeting. It is in the process of refining format options. The site and format will be decided by next week.

ADVISORY BOARD.

This team has developed a schedule of suggested Advisory Board meeting dates and meeting topics through June. The Advisory Board is currently reviewing these dates and topics. The team is also in the process of compiling a calendar of speaking appearances for Advisory Board members.

FEDERAL AGENCY ACTIVITIES

This information was unavailable as of the final printing of this report. I will include it in next week's report.

Panu/Tulie

THE WHITE HOUSE
WASHINGTON

'97 NOV 3 PM12:4

November 3, 1997

MEMORANDUM FOR THE PRESIDENT

meet to both
FROM: SYLVIA MATHEWS AND JUDY WINSTON
SUBJECT: President's Initiative on Race

This memo describes events and announcements of particular importance that we will make between this week and the first of the year. After Congress recesses, we would like to meet with you to discuss these goals and activities of the President's Initiative on Race (PIR) and the "President's Report to the American People." Our meeting with you will allow us to discuss these activities and help shape your report.

NOVEMBER

Community Efforts: One of the main components of the PIR is identifying and highlighting successful efforts that bridge the economic and social separation among the races. The goal is to inform people about things that are working so these efforts might be replicated in other communities and so that people are encouraged generally to become involved in the PIR. Through an internal vetting system, we will determine the practices that we should highlight. By November 7, we will place at least ten community efforts on the White House web site. This placement will be the start of regular postings whereby community efforts will be added on a regular basis. By December 3, we hope to have posted at least fifty community efforts. Over the course of the year, the PIR will continue to place community efforts on the web, compile a report of these efforts and seek other distribution sources to provide maximum exposure of the things that are working in communities. We are working with the Communications office to ensure that these efforts receive appropriate media coverage.

The White House Conference on Hate Crimes: A special focus of the PIR will be enforcement of laws. On November 10, you will convene The White House Conference on Hate Crimes, which will focus on the enforcement of laws against hate crimes. The Office of Public Liaison and the Domestic Policy Council are working to bring together a diverse and inclusive group of Americans to discuss and examine proactive solutions to the growing problems of bias-motivated crime. You will host a breakfast reception at the White House and host a panel with the Vice President and several members of the Cabinet at George Washington University. We are working closely with the Justice Department and have developed specific proposals in the area of legislation, law enforcement, community outreach, data collection and education to be announced at the Conference. Specifically, the Attorney General has indicated that she will

statute to include gender, sexual orientation, and disability (currently protection is only offered against hate crimes motivated by bias against a person's race, color, religion or national origin). Senator Kennedy had indicated he would introduce legislation to this effect shortly before or on the day of the Conference. This proposal is expected to require an increase of resources for both the FBI and US Attorney offices. Additionally, DOJ is proposing the establishment of a hate crime task force in each of the federal United States Attorney Offices to coordinate the federal, state and community response to bias crimes. These task forces would be a run by a senior Assistant United States Attorney in each District. Finally, there will be proposals to improve reporting and hate crimes data collection and recommendations for teaching young people not to hate.

Cable Industry: Recently, Bob Johnson sent us a proposal for the cable industry's involvement with the PIR. His proposal has two parts: a cable "road block" and a free-style format. Bob currently has 60 percent of the industry interested, but not yet committed. Bob believes that a Presidential meeting/announcement is the way to ensure that nearly all cable companies participate.

Road Block: Mr. Johnson would like BET to film a town hall meeting with you, the Vice President or the First Lady sometime in February 1997, which is Black History month. The town hall meeting would be broadcast simultaneously on all the other cable channels that have committed to participating. This is what they term a "road block." The benefit of this approach lies in its tremendous reach (e.g., a large audience would see the same show being broadcast at the same time on many different channels).

Free-Style format: During the week of the road block, participating cable stations would also commit to produce and broadcast programming focusing on race-related themes through their particular programming (e.g., Nickelodeon would develop children's programming on race relations and Univision and the Hispanic perspective).

We think that Mr. Johnson's proposal is an excellent opportunity to communicate your message on race to a wide and diverse audience and to provide momentum to our efforts to engage corporate America in the PIR. We recommend pursuing this proposal, which means committing to a meeting between you and cable industry leaders in November.

Corporate America: One of the main PIR goals is to recruit leaders who will make it their priority in a particular area (e.g., community, company, industry, union, etc.) to bridge economic and social separation among the races. By November 30, we will have organized two regional meetings of corporate leaders committed to the PIR. We will have a Cabinet member host the meeting (with an Advisory Board member in attendance) where business leaders will work together to discuss the value of diversity from an economic perspective and share experiences and best practices from the workplace. Through these meetings, we will create a network of leaders who will recruit other corporate and business leaders. The objective is to put in place people and ideas that will continue after this year-long effort.

Religious Leaders: On November 20, you will have a prayer breakfast with religious leaders. The prayer breakfast presents an opportunity to seek the involvement and support of the faith community in the PIR and the participation of an Advisory Board Member, Suzan Johnson Cooke, in your activities. Maria Echaveste will provide a memo with further details on a proposal for this event.

Native Americans & the Arts: The arts are an important way to celebrate our diversity and learn about racial groups. Throughout the year, the PIR will encourage leading arts organizations to join the PIR. On November 5, the First Lady will hold a ceremony marking the East Garden exhibit of sculptures that were created by Native American artists. The tribal leaders of all the artists have been invited and other tribal leaders will attend as well. Earlier on that same day, the First Lady will tour a Native American woman's weaving exhibit at the Museum for Women and the Arts in DC. (November is Native American History month.)

Cabinet Outreach/Activities: An inter-agency working group is meeting monthly to encourage and coordinate Cabinet events, policy and other agency efforts. On November 7, the President's Management Council will meet and discuss how agencies will support the PIR within their agencies (e.g., holding dialogues, reviewing policies). One important effort that will be underway is *At the Table*-type discussions by the Cabinet, Sub-Cabinet and Schedule Cs. (Described below.) Also, a major goal of the Cabinet will be to encourage leaders to engage in their own dialogue and problem-solving activities. In November, Cabinet officials will participate in significant events that help accomplish this goal, including an event with Secretary Babbitt. (Described below.)

At the Table-Type Discussions: Just before Thanksgiving, we will kick off an effort whereby the Cabinet and Sub-Cabinet appointees hold casual round-table discussions on their visits throughout the country, much like the Women's Office *At the Table* effort beginning in your first term. *At the Table*-type discussions will provide a way to engage Cabinet and Sub-Cabinet appointees, promote dialogue in the communities and generate press on the topic of race. Through this effort, local community efforts will be highlighted and community leaders will be identified. A special emphasis on this effort will be made around Thanksgiving, Hannukah and Christmas as people head home for the holidays. The information from the discussions will be compiled into a report for you.

Secretary Babbitt: For example, Secretary Babbitt will serve as Chair of the National Congress of American Indians (NCAI) that is being held in Santa Fe, New Mexico November 16-21, 1997. The meeting will focus on higher education. The NCAI is the largest and most representative Native American gathering of Indian organizations in the country. Over 2000 people will attend, including elected tribal leaders, tribal delegates and federal officials. Members of the Advisory Board and Initiative staff, including Laura Harris, senior adviser to the PIR will also participate.

PIR Website: In November, new features will be added to the PIR website that will make the site more dynamic and engaging, especially in ways that educate the public about our work and help people become actively involved in the PIR. Also, this website will provide the Advisory Board Members with an on-going opportunity to “talk” directly to the entire American public. One Advisory Board Member will be highlighted each week. After this initial period, Board Members will be offered the opportunity to post short letters updating the work and experiences they have had working on the Board. Also, we will add a “Face of America” feature, where we will post concrete, factual information (such as demographic data and research attitudes on race) that our Policy Planning and Research Division believes is important to our education outreach efforts. The information will be updated weekly. A calendar that highlights up-coming PIR-related events also will be added to the website.

Advisory Board Meeting: On November 18, your Advisory Board will hold a meeting at the University of Maryland at College Park, Maryland. The meeting will focus on diversity in higher education. At the meeting, we will announce the Advisory Board’s participation in the Children’s Defense Fund’s (CDF) National Conference. Over 3000 participants representing every state will be at this conference, which will focus on the PIR.

DECEMBER

Hispanic Education Action Plan: At your request, the NEC has developed an action plan to improve educational opportunities for Hispanic Americans. The current draft plan, based on input from the Hispanic Caucus and constituency groups, includes a number of administrative actions that agencies will take, as well as possible targeted investments. In early December, the plan will be released along with a report from a panel of researchers that were named by Secretary Riley last year to look into the Hispanic dropout problem.

Health Disparities: In December, we will make a health policy announcement that addresses racial disparities in six carefully selected areas: infant mortality, breast and cervical cancer, heart disease and stroke, diabetes, AIDS, and immunization. The proposal will include nationwide measures on each of the six health conditions to go into effect in the next two years, as well as intensive five-year pilot projects in thirty communities focused on one or another of the six conditions (e.g., a project on diabetes on an Indian reservation or a project on AIDS in an inner city). The stated aim of the proposal will be to eliminate racial disparities in these six areas by 2010.

Town Hall Meeting: On December 3, you will host a town hall meeting. By November 7, you will receive a memo providing an outline and options for the location of town hall meeting. The purpose of the town hall is to: 1) demonstrate that we can have difficult discussions which lead to constructive results; 2) reach out and engage America’s youth; and 3) generate national and local media attention.

Challenge to Youth: By the town hall meeting, we will have prepared a letter from you that provides a call to action to young Americans across the country. This letter will be a direct challenge to America's youth to participate in the PIR. Attached to this letter will be a "how to" action sheet. The letter will be targeted to community leaders, high school and college leaders, and youth organizations. During the week the letter is released, we recommend that you dedicate your radio address to your call to action to youth. We will use extra measures to ensure that college, hip-hop, and specialty radio stations are targeted for the radio address. In particular, we would like to conduct a White House briefing for members of the media who target young people through their magazines, radio stations and/or newspapers (e.g., Rolling Stone, Latina Essence, Ebony, VIBE, MTV, VH1, Univision, BET Teen Summit, Latina, Vanidades, Moderna, "A," Flip, Source, etc.) Also, by the date the youth letter is released, we will develop a sub-link to the White House website that will be devoted to young Americans titled: "One America: KEEPING IT REAL." As a follow-up to your challenge, we may recommend that the Vice President host an on-line Q&A session. We would solicit questions from the general public. From these questions, we would prepare answers with the Vice President for on-line responses.

Cabinet Outreach/Activities - Inflation-Indexed Savings Bonds: In December, Secretary Rubin will announce the production of a new series of inflation-indexed savings bonds in January. The savings bonds will feature figures representing the diversity of America and American values (e.g., Martin Luther King, Jr., Marion Anderson and Hector Garcia). These portraits will mark the first time that minority portraits appear on US securities.

Cabinet Outreach/Activities - Department of Interior Discussions: Beginning in December 1997, Department of the Interior (DOI) will convene the first of six panel discussions in targeted locations that will focus on the role race has played in our history, its influence on our cultural heritage and DOI's role in educating the public about the nation's history through the National Park System and the many other natural resources that the DOI finds in its trust.

OCTOBER

The following paragraphs describe events and announcements of particular importance that occurred last week.

First Lady Youth Event in Chicago: On October 27, the First Lady led off the first of our youth events at Orchestra Hall in Chicago where she spoke with thirty students in the program, *Facing History and Ourselves*. This program is one of the community efforts we will highlight for the American people. The discussion focused on the impact of her hearing Martin Luther King, Jr. speak there in 1962. *Facing History and Ourselves* is a national educational organization devoted to teaching about the dangers of indifference and the value of civility through history. By providing teachers introductory workshops and extensive follow up programs throughout the year, *Facing History* offers strategies to teachers for discussing sensitive issues. The program reaches an estimated 900,000 students, including 65,000 in Chicago. The program is also a model public/private partnership that is funded by a combination of individual, foundation and government grants.

Cabinet Outreach/Activities - Attorney General Reno: On October 27 and 28, the Governor of North Carolina, James Hunt, Jr., hosted a conference on racial reconciliation. The conference originated from a federal program that set aside funds for thirteen southern states that experienced church arsons in 1996. On October 27, Attorney General Reno and Dr. John Hope Franklin addressed the conference and highlighted the PIR and the importance of the Justice Department's work to enforce the nation's civil rights laws, particularly those laws against hate crimes. On October 27, the Attorney General also addressed the International Association of Chiefs of Police in Orlando, Florida, where she told them that "nobody can contribute more [to racial healing] than a good, sensitive, fair and firm police officer." (See attached *USA Today* article.)

Cabinet Outreach/Activities - Secretary Glickman: On October 27, Secretary Glickman gave the keynote address at the Hispanic Association of Colleges and Universities' (HACU) 11th Annual Conference in San Antonio, Texas. HACU represents more than 200 accredited colleges and universities that collectively enroll two out of three Hispanic Americans attending college in this country. Also, on October 27, Secretary Glickman addressed the 11th Annual Indian Agricultural Symposium hosted by the Intertribal Agriculture Council in Chandler, Arizona. The Intertribal Agriculture Council is chartered by 84 tribes with a membership that represents 80 percent of all acres owned by Indians and Indian tribes in the US. In November, we will attempt to place news stories that describe Secretary Glickman's efforts to reform the Agriculture Department.

Reno: Cops in lead of race healing



By Peter Cosgrove, AP

Reno: 'Nobody can contribute more than a good...police officer.'

Attorney General Janet Reno told the largest international organization of police chiefs that police departments were at the vanguard of racial healing in the United States.

"Nobody can contribute more than a good, sensitive, fair and firm police officer," Reno told members of the International Association of Chiefs of Police in Orlando. Reno also received a standing ovation from the chiefs when she repeated her pledge to follow the letter of the law in investigating fund-

raising wrongdoing claims at the White House.

About 16,000 officials were expected at the six-day conference. Ninety countries are represented but most attendees are from the United States and Canada.

Written by John Bacon with staff and wire reports.

USA TODAY • TUESDAY, OCTOBER 28, 1997

Race Initiative

THE WHITE HOUSE
WASHINGTON

**Meeting on One America:
The President's Initiative on Race**

Date: Wednesday, November 12, 1997
Location: Cabinet Room
Time: 9:45 a.m. - 10:45 a.m.
From: Sylvia Mathews and Judith A. Winston

Sylvia and Judith

I. PURPOSE:

The purpose of this meeting is to discuss several elements of the Race Initiative with you and ensure that we are proceeding in a manner consistent with your thoughts. We have not met with you since before the announcement of the Initiative in June and would like to discuss with you three specific issues: (1) A conceptual framework for the actions and dialogue of the initiative (see attached Edley memo); (2) your December race meeting; and (3) proposed policy actions for the Initiative. Since our time is limited, we did not add November/December Presidential participation and your report to the American people to the agenda. However, we have included attachments to this memo on both of these items for your comment.

Since the last meeting with the Advisory Board we have taken a number of steps to energize the Initiative and are using the weekly report to post you on this progress.

II. BACKGROUND:

See above.

III. PARTICIPANTS:

See attached list.

IV. PRESS PLAN:

Closed press.

V. REMARKS:

None required.

VI. ATTACHMENTS:

Meeting Participants

Agenda

Memorandum on Context "Framing the Race Initiative" and Outline of the President's Report

Memorandum December Race Meeting

Memorandum on Proposed Policy Initiatives

Memorandum on Events and Activities of President's Race Initiative

Race Initiative Meeting Participants

Vice President Gore
Beverly Barnes
Paul Begala
Sidney Blumenthal
Erskine Bowles
Maria Echaveste
Christopher Edley
Rahm Emanuel
Claire Gonzales
Elena Kagan
Ann Lewis
Susan Liss
Lin Liu
Joe Lockhart
Sylvia Mathews
Cheryl Mills
Minyon Moore
Bob Nash
John Podesta
Frank Raines
Bruce Reed
Peter Rundlet
Doug Sosnik
Gene Sperling
Michael Waldman
Michael Wenger
Judith Winston
Melanne Verveer

AGENDA

- I. **Discussion of Conceptual Framework** - 2 minute presentation by Chris Edley.
Discussion.
- II. **Discussion of December Race Meeting** - 5 minute presentation by Ann Lewis.
Discussion.
- III. **Discussion of Proposed Policy Initiatives** - 8 minute presentation by Bruce Reed, Gene Sperling, Elena Kagan.
Discussion.

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11/6/97

MEMORANDUM FOR THE PRESIDENT

Through: Erskine Bowles
Sylvia Mathews

From: Christopher Edley, Jr. *CHE*

Re: Framing the Race Initiative

Sylvia asked me to attempt a summary of several staff conversations developing a conceptual framework for the Race Initiative and, ultimately, your Report to the American People early next winter. This memorandum reflects the thoughts and work of several people, including Sylvia, Sid Blumenthal, Michael Waldman, Elena Kagan, Maria Echaveste, Minyon Moore and Judy Winston.

Themes, as related to your presidency: You are leading us through a critical transition to a new era, building a new nation to meet the challenges in the century ahead. Your agenda has elements in trade, the post-Soviet security framework, getting our fiscal house in order, a domestic investment and renovation strategy spearheaded with education and the environment, and so forth. *The "identity-and-community" element of this agenda is One America.*

We can't be our best in the new economy and the new era unless we are One America. It is one piece of the work we must do to build the future we want for our children. And the greatest obstacles we face in creating One America are the fault lines of color that in many ways still divide our communities, minds and hearts. Hence, your Race Initiative.

As in other areas of your policy leadership, much turns on recognizing the new nature of the challenges. In race, the traditional civil rights agenda of legislative and regulatory attacks on discrimination accomplished a great deal, including a remarkable transformation in civic norms. But then we stalled. And now we must move forward, and do so in a context much changed from the 1960s. The demographics of race move us beyond the black-white paradigm. The competitive global economy attaches higher costs to misfires in America's opportunity engine. All of this requires a new and expanded agenda to achieve the racial justice required for One America. That agenda, while continuing necessary elements of our present work, must be multifaceted. It is largely about opportunity and responsibility for all, including an opportunity agenda for the underclass. But, of immediate importance to the Race Initiative, we cannot move forward without addressing the *separation and exclusion* that weaken us.

This is not about integration in the old sense, nor about antidiscrimination law enforcement alone. You have framed a broader goal of opportunity and responsibility, reaching every American. Achieving that goal requires us to face the age-old problems of inter-ethnic hostility, suspicion, and rivalry based on color, particularly as compounded by class. We must do this to forge the social compact for the New Economy. We must do this for One America that is just.

Content of the Race Initiative itself: In so far as possible, the above themes should both inform and be propelled by all the speeches, Advisory Board meetings, public events, outreach activities and policy announcements associated with the Initiative. The themes are both spine and connective tissue, providing shape and coherence.

Beyond that, in a procedural sense the initiative has two tracks:

- **Dialog:** Measures to engage the nation on the plane of values and understanding: *What unites us? What divides us? How can we build bridges of understanding and community across lines of color and class?*
- **Action:** The policy initiatives -- both public and private -- that will build community, create opportunity, encourage people to take responsibility, and close the racial divide. This culminates in your workplan for the nation, moving toward One America.

Each event or task within the initiative should support one of these two tracks, and each track is critical. The policy track is largely how social and economic realities change, but the dialog-and-values track creates the moral and political foundation for the bold policy measures needed for so difficult a challenge.

Your report: Attached is a notional table of contents for your report. We will build the report based on the work of White House staff, the Initiative staff, and the Advisory Board, together with your speeches and whatever substantive discussions with you the schedule permits. Moreover, the outline should help us set priorities for the work of the Initiative.

Your report can have enduring significance if it communicates your vision of One America in the 21st century, provides background information and motivation for that vision, models how we can constructively engage one another to bridge differences on hard questions, and offers a workplan for the nation based on promising practices and policies identified over the course of this year.

Because of Friday's tight agenda, the report will be the focus of a future meeting. Meanwhile, we welcome any reactions.

THE PRESIDENT'S REPORT

— draft outline —

Introduction: One America in the 21st Century

- the core themes and vision, in summary (more detail in chapter 4, below)
- personal context
- some highlights of the report
- appreciation to the Advisory Board, and the many people throughout the nation who responded to the call to engage in a national conversation on race

1. Where is America on race, and where are we going? (Excerpting from detailed supporting volumes)

- demographic history and trends
- disparities, socioeconomic indicators, economic mobility, opportunity measures
- discrimination: authoritative data using various methodologies—How much discrimination is there?
- intergroup relations: how integrated are our lives, how have attitudes and stereotypes changed, etc.

2. Policy and racial justice

- what we know about the effects of key public policies and private practices on the state of racial justice today
- the effects of race on our civic discourse: how race poisons politics and policymaking, overtly or subtly; examples of how *not* to address issues of opportunity, responsibility and community

3. Vision: Bill Clinton's vision of racial and ethnic justice in the 21st century, and why it is preferable to competing visions

- seeking clarity about our value commitments and ambitions for One America
- this pivotal section is an elaboration of the framework sketched in speeches and in the introduction to this Report

4. Wrestling lessons: What vexes us, and constructive engagement of our differences

- "modeling" how we can face up to some of the hardest questions dividing us in an honest and constructive way (list to be developed)
- applying the values and vision to address a few major issues (list to be developed); use and make reference to essays contributed on this topic by

thoughtful people from a range of perspectives, under auspices of the Advisory Board

5. Promising practices: examples of public and private efforts to promote racial reconciliation and racial justice, and some counterexamples of destructive practices

- criteria for making these judgments
- examples from different sectors: government, business, the media, the faith community, education, nonprofit sector, etc. (Excerpting from detailed backup volume and web site.)
- establishing an ongoing program to recognize and replicate promising practices

6. A workplan for the nation over the next decade

- policy prescriptions building on the preceding sections, including action items for governments at all levels
- practice prescriptions for private, voluntary, community and personal actions
- leadership—call to action, recruiting a cadre of leaders from all sectors who will dedicate themselves to learning, teaching and practicing the difficult tasks of building One America for the 21st century

**

Notes:

- a) The Core Group will refine this preliminary outline iteratively, developing detail and wrestling with the many difficulties it suggests.
- b) The policy time frame is long – a decade or more; this is grander than the budget and legislative agenda for one or two years.
- c) Occasional meetings, as appropriate, with the President and Vice President.
- d) Discrete supporting tasks will be executed by the Initiative Staff, the Advisory Board, White House policy councils, agencies, *and outside experts and friends.*
- e) The developing effort on the Report will inform work on speeches and events.
- f) Report will be issued in early January 1998, as the last Congress of the 20th century begins work.

THE WHITE HOUSE
WASHINGTON

November 11, 1997

MEMORANDUM FOR THE PRESIDENT

FROM: BRUCE REED
ELENA KAGAN

SUBJECT: RACE POLICY INITIATIVES

A few weeks ago, we sent you a list of policy ideas that could be announced over the next six months as part of the race initiative. We are attaching that list to this memo. It is worth noting again that none of these ideas has gone through the budget process, and some are more fully developed than others. We are continuing work on these policy ideas and will discuss some of them at the meeting tomorrow.

In a recent article, William Julius Wilson wrote: "The country's deep racial divisions certainly should not be underestimated, but the unremitting emphasis on these gaps has obscured the fact that African-Americans, whites, and other ethnic groups share many concerns, are beset by many similar problems, and have important values, aspirations, and hopes in common. . . . A new democratic vision . . . must find issues and programs that concern families of all racial and ethnic groups, so that individuals in these groups can honestly perceive mutual interests and join in a multiracial coalition to move America forward."

We believe the central focus of the race initiative should be a race-neutral opportunity agenda that reflects these common values and aspirations. Of course, there is still a need for strong civil rights enforcement, narrowly tailored affirmative action programs, and certain other kinds of targeted initiatives (see, for example, the health initiative described in the attached memo). But the best hope for improving race relations and reducing racial disparities over the long term is a set of policies that expand opportunity across race lines and, in doing so, force the recognition of shared interests. These policies -- for example, education opportunity zones, university-school mentoring programs, housing vouchers, and community policing and prosecuting initiatives -- address the concerns of working people of all races, at the same time as they provide especial benefits to racial minorities.

We think you should state explicitly throughout the year that this kind of agenda is the best way to achieve racial progress -- to reduce racial inequalities and bridge racial divides. Expanding opportunity for all Americans has been the clear mission of your Presidency, and it should be the clear mission of your race initiative.

THE WHITE HOUSE
WASHINGTON

October 18, 1997

MR. PRESIDENT:

Please note that many of these proposals are still in the formative stage.

Phil Caplan

THE PRESIDENT HAS SEEN
10-21-97

Copied
Reid
Kagan
COS

Blue

I like them very much and would like to meet up with Trenton + others etc. would be then soon to discuss them + a couple of specific dialogues that will be on school/workplace

Alex
Morgan

Race Initiative Policy Proposals

Education

Teaching Initiative -- Previously announced proposal to prepare and recruit teachers for high-poverty urban and rural communities.

Urban Education Initiative -- Select 15-20 urban school districts as Education Opportunity Zones, which would receive additional monies for implementing a program of standards-based school reform, including measures to promote public school choice, end social promotions, remove bad teachers, and reconstitute failing schools. The Department of Education has requested \$320 million for FY 99 for this program.

School Construction Proposal -- Support our own proposal from last year; the Daschle-Gephardt bill; or an alternative approach.

College/School Partnerships -- Propose a grant program to promote strong partnerships between colleges and high-poverty middle and high schools. Through these partnerships, colleges would encourage students to take demanding courses, while providing academic enrichment and intensive mentoring, tutoring, and other support services. The Department of Education has requested \$200 million for FY 99 for this initiative.

Communications Strategy for Maintaining Diversity in Higher Education -- Issue departmental report and give speech or town hall on the value of diversity in higher education; identify and highlight effective outreach and recruitment efforts in report and/or speech; invite educational leaders to White House to discuss the importance of the issue. Do not become Admissions Dean-in-Chief (i.e., do not recommend or endorse particular admissions criteria or strategies).

Attacking Racial Separation Within Schools -- Department of Education report on best practices for helping students reach across racial barriers; grants to support model projects.

Economic Empowerment

Empowerment Zones, Round 2 -- Announce the Second Round Empowerment Zones designees. (There is some interagency dispute about the timing of this proposal, given our inability to come up with grant money to complement the tax incentives.)

Housing Portability -- Announce package of proposals including expanding the home ownership voucher program, encouraging the use of exception rents to open suburban housing markets, eliminating obstacles to portability of Section 8 vouchers, and reducing mortgage denial rates for minorities by working with mortgage and real estate industry.

Fair Lending Initiative -- Announce initiative that might include an examination of

Handwritten notes and checkmarks on the left margin:
✓
✓
Teaching Initiative
Urban Education Initiative
✓
College/School Partnerships
✓
Communications Strategy for Maintaining Diversity in Higher Education
Attacking Racial Separation Within Schools
Economic Empowerment
Empowerment Zones, Round 2
Housing Portability
✓
Fair Lending Initiative

✓ certain lending practices on minorities' access to capital, measures to improve the collection and analysis of data on loan denials, and increased resources for testing and enforcement (see below).

✓ Transportation Infrastructure Development -- Propose tax reforms to stimulate spinoff development from transit projects and aid development of urban intercity bus facilities.

✓ Assisting the Unbanked -- Announce the electronic funds transfer regulation, which may bring up to 10 million individuals into the banking system.

Health

✓ Initiative to Reduce Health Disparities -- Adopt multi-faceted program, largely focused on education and outreach, to reduce racial disparities in heart disease and stroke; breast, cervical, and other cancer; diabetes; infant mortality; AIDS; and immunizations. HHS, OMB, and Chris Jennings are in the midst of developing cost estimates for this initiative.

Crime

✓ Community Policing Initiative -- Target funds from the COPS program to hire new police officers and support community organizations in underprotected high-crime, largely minority neighborhoods (e.g., public housing communities); also use COPS money to promote diversity training for police and establish citizen academies to help community residents understand police procedures; promote minority recruitment in law enforcement through existing grant program.

✓ Community Prosecuting Initiative -- Develop an initiative to give communities an incentive to experiment with community prosecution, which applies the principles of community policing -- neighborhood involvement and a focus on problem solving and prevention -- to this aspect of the criminal justice system.

✓ At-Risk Youth Prevention Efforts -- Devote \$75 million currently in CJS appropriations bill, which we proposed as part of the President's juvenile crime strategy, to targeted programs for at-risk and minority youth (convince DOJ to drop plans for distributing funds by formula); launch a new fight to get crime bill prevention programs funded in next year's budget process.

✓ Indian Country Law Enforcement Initiative -- In line with recommendations of Departments of Justice and Interior (due on October 31), transfer law enforcement authority from BIA to Justice and seek increased law enforcement resources specifically designated for Indian Country.

Civil Rights Enforcement

✓ Enhanced Enforcement Initiative -- Request additional funds for civil rights enforcement,

THE PRESIDENT HAS SEEN

10-21-97

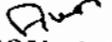
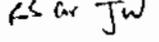
✓ tied to programmatic changes to improve coordination among federal government's civil rights offices, speed resolution of claims, and reduce backlog of cases. This initiative probably will focus on the EEOC. DPC, OMB, and other offices are currently working on cost estimates.

Hate Crimes Initiative -- Announce a package of proposals at the November 10 hate crimes conference, including measures to enhance enforcement of hate crimes laws, improve collection of statistics, initiate educational activities, and amend the current federal hate crimes statute.

THE WHITE HOUSE
WASHINGTON

November 9, 1997

MEMORANDUM TO THE PRESIDENT

FROM: SYLVIA MATHEWS 
ANN LEWIS 
JUDY WINSTON 
SUBJECT: DECEMBER 3 RACE EVENT

As part of your commitment to lead a national dialogue on race, you will be holding a public meeting in a university setting on December 3. At this event we hope to highlight, through discussion with young people familiar with a racial incident in their community, how we are and can become One America, as well as the obstacles that inhibit our progress.

Additionally, to create focus and make news around the public meeting, we hope to launch the **Youth Outreach** phase of the Initiative just before December 3. We are working with the Ad Council and the Leadership Council for Civil Rights to create a public service announcement targeted to young people ages 17-22 which can be released on or just before this date, and which may include an appropriate star or celebrity. We would also release a letter, with a call to action, from you and Dr. Franklin, to 40,000 young people, community leaders, high school and college leaders, and youth organizations. Additionally, we would hold a White House briefing for youth-targeted media, such as VIBE, Rolling Stone, Details, MTV, VH1, BET, Univision, Latina Essence, etc.; and perhaps a radio address on the same topic during the week.

Format: This memo provides two options for the December 3 event. Both options employ a college or university setting, a roundtable conversation on stage, and an audience that is at least half students and young people. Both build discussion around an actual incident in the community that provides an example of the obstacles to One America -- such as stereotypes about group behavior -- in conjunction with community based efforts to bring people together. Both are designed to last about 90 minutes.

Symposium, Option # 1: You would lead a discussion among several authors, students and young people, and some community leaders. The authors, who have recently published books on race and who reflect a range of views (see attached New York Times article for examples) would talk about their experience and findings. The young people and community leaders would respond with a discussion of their own experiences, including their reaction to local racial incidents, their efforts to achieve a community working together, the obstacles they have encountered and their hopes for the future. Participation by the larger audience, including

questions directed to you or other discussants, could be added in the final fifteen minutes.

Pros:

- This would be a more “thoughtful ” format than the standard town hall;
- The mix of opinions, beginning with the authors, would add to the interest and credibility of the event;
- The press would not see this as just “more of the same” and would likely give it more attention;
- The exchange of opinions makes it more likely that other people will be interested in continuing this conversation in their own schools and in the workplace.

Cons:

- The author may express strong opinions which could lead to a more argumentative conversation.
- We will have to work to include a diverse range of authors so that the discussion is not just black and white;
- Young people may not become engaged if the authors and others seem to dominate the discussion;
- The authors may be seen as representing the past, not the future, or as being too abstract.

Town Hall Plus, option # 2: You would lead a discussion with a roundtable of 8-10 young people followed by a town hall discussion with the larger audience. Authors would be invited to sit in the audience (or on stage) to be called on as appropriate. You would begin with an overview of the Initiative and your goals for the event, and then have a 20-30 minute conversation with the young people on stage about their experiences, including racial incidents, preconceived notions they might have held, barriers they have encountered and what they have learned. You would then turn to the audience, which would include the authors, to continue the discussion, with questions directed both to you and to the young people on stage. Brief video presentations could bring in a wider range of voices and/or promising practices.

Pros:

- Without the authors, this conversation would clearly be “with” youth rather than “about” youth;
- A greater focus on stories and insights of young people could build a larger, more diverse audience;
- This format enables you to model constructive dialogue in a balance of both small and large settings; option #1 offers the large setting for a shorter time.
- Based on recent events at the White House Hate Crimes Conference, the race related experiences of young people may produce more candid and compelling comments about tough issues.

Cons:

- It is closer to the usual town hall format, which is sometimes seen as less Presidential;
- There is less opportunity for real exchange of views, because more time is spent on random Q & A with the audience;

- Adults could perceive the focus on students as irrelevant to their real world concerns;
- Without authors there is less controversy, which may appear to weaken our willingness to take on tough racial issues.

Members of your senior staff have discussed different formats for this event. Option 1, **Symposium**, is preferred by Sylvia Mathews, Ann Lewis, Rahm Emanuel, and Paul Begala. Judy Winston and members of the PIR staff recommend Option # 2, the **Town Hall Plus**. We will discuss these options with you during the meeting on Wednesday November 12.

THE WHITE HOUSE

WASHINGTON

November 6, 1997

MEMORANDUM FOR THE PRESIDENT

FROM: SYLVIA MATHEWS AND JUDY WINSTON *SM for JW*

SUBJECT: Events and Activities of President's Initiative on Race

This memo describes events and announcements of particular importance that will take place between November and December.

NOVEMBER

Cable Industry: We are recommending a November meeting to seal the commitment of cable companies who will participate in a cable "road block" and a "free-style format." The road block is a proposal to broadcast a town hall meeting simultaneously on participating cable channels. (This town hall meeting would take place in February.) The free-style format entails enlisting cable stations that will commit to produce and broadcast programming focusing on race-related themes on a particular day or week.

Meeting with Conservatives: We are developing a meeting with conservatives who hold a range of views on race-related issues. The purpose of the meeting is to focus on how they suggest we constructively address the issues of race. If time allows, we will try and do this meeting with you.

Promising Practices: Today, we placed fourteen promising practices on the White House web site. As part of the promising practice launch, an expanded One America Web site with several new features was also unveiled.

The White House Conference on Hate Crimes: On November 10, you will convene the White House Conference on Hate Crimes, where we will discuss and examine proactive solutions to the growing problems of bias-motivated crime.

Corporate America: By November 30, we will have organized a regional meeting of corporate leaders committed to the PIR, where business leaders will work together to discuss the value of diversity from an economic perspective and share experiences and best practices from the workplace. This meeting and others like it will help recruit leaders to carry out the principles of the PIR beyond the next year.

Religious Leaders: On November 20, you will have a prayer breakfast with religious leaders. The prayer breakfast presents an opportunity to seek the involvement and support of the faith community in the PIR.

At the Table-Type Discussions: At Thanksgiving, we will kick-off dialogues around the country by starting *At the Table*-type discussions. This effort will be carried out by the Cabinet, Sub-Cabinet and Schedule C appointees. To raise the profile, we will seek to include big names such as Grant Hill and Will Smith.

Advisory Board Meeting: On November 19, your Advisory Board will hold a meeting at the University of Maryland at College Park, Maryland. The meeting will focus on diversity in higher education.

DECEMBER

Town Hall Meeting / Symposium: On December 3, you will host a town hall meeting. The purpose of the town hall meeting / symposium is to: (1) demonstrate that we can have difficult discussions which lead to constructive results; (2) reach out and engage America's youth; and (3) generate national and local media attention.

Challenge to Youth: By the town hall meeting, we will have prepared a letter from you that provides a call to action to young Americans across the country to participate in the PIR. As part of this effort, we will engage media who target young people through their magazines, radio stations and/or newspapers.

Hispanic Education Action Plan: In early December, we will unveil an action plan to improve educational opportunities for Hispanic Americans.

Health Disparities: In December, we will announce a health policy that seeks to eliminate racial disparities in the following six areas by 2010: infant mortality, breast and cervical cancer, heart disease and stroke, diabetes, AIDS, and immunization.

ROUTING SLIP

DATE: 10/31/97

FROM: Stephanie Streett
Assistant to the President and Director of Presidential Scheduling

SUBJECT: *Informal Meeting on the Race Initiative*

Virginia Apuzzo	_____	Sylvia Mathews	_____✓
David Beaubaire	_____	Mike McCurry	_____✓
Paul Begala	_____	Mack McLarty	_____
Sandy Berger	_____	Katie McGinty	_____
Anthony Bernal	_____✓	Chip Payson	_____✓
Sidney Blumenthal	_____	John Podesta	_____
Erskine Bowles	_____	Bruce Reed	_____✓
Peg Cusack	_____	Dan Rosenthal	_____
Rahm Emanuel	_____	Charles Ruff	_____
Maria Echaveste	_____✓	Patti Solis-Doyle	_____
Jack Gibbons	_____	Craig Smith	_____
Nancy Hennreich	_____	Doug Sosnik	_____
John Hilley	_____	Gene Sperling	_____✓
Mickey Ibarra	_____	Todd Stern	_____
Ron Klain	_____	Ann Stock	_____
Ann Lewis	_____✓	Kim Tilley	_____
Bruce Lindsey	_____	Melanne Verveer	_____
Capricia Marshall	_____	Michael Waldman	_____✓
Thurgood Marshall, Jr.	_____✓	<i>Christa Robinson</i>	_____✓

FILE: Accept-Date TBD

Judy Wirsten _____✓

COMMENTS: _____

SCHEDULING REQUEST

October 22, 1997

ACCEPT REGRET PENDING

TO: Stephanie Street, Director of Scheduling and Advance

FROM: Sylvia Matthews, Deputy Chief of Staff
Bruce Reed, Assistant to the President for Domestic Policy

REQUEST: Informal Meeting on the Race Initiative.

PURPOSE: To discuss new ideas relating to the Race Initiative.

BACKGROUND: The President requested this meeting. This would be an opportunity for him to informally discuss new ideas that could become part of his race initiative.

PREVIOUS PARTICIPATION: N/A.

DATE & TIME: Before November 15th.

LOCATION: The White House.

PARTICIPANTS: Sylvia Matthews
Secretary Alexis Herman
Bruce Reed
Judy Winston
Maria Echaveste
Gene Sperling
Elena Kagan

OUTLINE OF EVENTS: Informal Meeting.

REMARKS REQUIRED: No.

MEDIA COVERAGE: No.

RECOMMENDED BY: Bruce Reed

*Wk/dg
Nov 10*

CONTACT:

Bruce Reed x6-6515

Christa Robinson x6-5165

Bruce/Tulie

THE WHITE HOUSE
WASHINGTON

November 3, 1997

MEMORANDUM FOR ERSKINE BOWLES
SYLVIA MATHEWS
JUDITH WINSTON

FROM: THURGOOD MARSHALL, JR.
JON P. JENNINGS

SUBJECT: HIGHLIGHTS OF CABINET RACE MEMOS

Possible Race Initiative Events

Town Halls: DOI has proposed to conduct six major panel discussions in targeted locations. They will focus on the role of race in our history, its influence on our cultural heritage, and DOI's role in educating the public about the nation's history of race relations in the National Park System and the other natural resources, tribal and cultural heritage challenges that the Department finds in its trust. Several parks lend themselves to this discussion because of their racial and cultural symbolism. The venues proposed are Ellis Island, Tuskegee Institute, Golden Gate National Recreation Area, Martin Luther King, Jr. National Historic Site, Petroglyph National Monument, Statue of Liberty National Monument, Chamizal National Memorial, San Antonio Missions National Historical Park, and Golden Spike National Historic Site. (DOI)

Town Hall on Multi-Racial Partnerships: On December 5, Secretary Peña will convene a Town Hall meeting in Los Angeles to focus on how multi-racial partnerships can facilitate economic and community development. (DOE)

MED Week Conference: DOC has requested a possible Presidential ceremony to recognize five individuals for business achievement, honor the winners of the Ronald H. Brown Award and the Pioneer Award. Scheduled to take place in Washington from November 20 - 22, the ceremony and awards will also recognize the contributions of select men and women who exemplify how diversity in American business can foster racial harmony and economic progress. (DOC)

Energy Industry Task Force and Morgan State: Representative Jackson-Lee has organized a conference on November 20 to respond to concerns for employment opportunities for people of color in the energy industry. Secretary Herman will address the participants about developing real and successful efforts and partnerships that provide workforce diversity in corporate

America. On November 6, the Secretary will address the student body at Morgan State University on racial reconciliation, personal responsibility and concern for others. (DOL)

Tuskegee Address: On December 8, Secretary Glickman will deliver the George Washington Carver address at Tuskegee University's 55th Annual Professional Agricultural Workers Conference in Tuskegee, Alabama. This represents the longest running and continuous conference of Black professional educators, scientists, extension agents, farmers and conservationists to focus on emerging issues. (USDA)

American Indians Conference: Secretary Babbitt will serve as the Chair of the National Congress of American Indians on November 16-21 in Santa Fe, NM. (DOI)

ScholarSearch Internet Project: DOE has been a principal sponsor of a program that distributes a free CD-ROM database which includes approximately 1,000 annual sources of education financial assistance available to students nationwide. This CD-ROM has a special emphasis on math and science. A pilot program has been conducted with good response. DOE is planning to expand access to all of the nation's approximately 20,000 secondary schools via the Internet. (DOE)

Black School Educators' Conference: On November 18-23 in Reno, NV, the National Alliance of Black School Educators will hold its annual conference. VA will participate in the conference. This may be an opportunity for greater visibility for the Race Initiative. (VA)

National League of Cities: The National League of Cities is meeting in Philadelphia, December 3-6. If the President and/or cabinet members participate, this would be a good opportunity to hold a dialogue with conference participants on the Race Initiative with a few cities highlighting initiatives they may have in place to smooth race relations. (DOEd)

Touch Screen Computers: On May 2, OPM signed an agreement with the Hispanic Association of Colleges and Universities (HACU) under which OPM agreed to install touch screen computers at five colleges with large Hispanic populations: University of Arizona, Tucson; Florida International University (Miami); University of New Mexico, Albuquerque; University of Puerto Rico; Texas A&M University. The computers will provide information on federal job opportunities, as is already available via touch screen computer in more than two hundred federal offices and career-transition centers. While the computers have been installed and are now in use, OPM and HACU will schedule ribbon cutting ceremonies at each of the five schools to amplify our recruitment message. OPM will be giving a sixth computer to another, as yet undetermined, HACU school. (OPM)

Minority Veterans Luncheon: In December, a senior DoD official will host a luncheon for representatives of minority veterans' groups, (e.g., Rocks, Tuskegee Airmen, Golden 13, Montford Point Marines, American GI Forum 442nd Regimental combat Team Association, and Vietnam Era Veterans Intertribal Association), and various civil rights organizations to discuss

the state of race and ethnic relations in today's military and DoD's civilian workforce. (DoD)

Youth Victims of Church Arson in South Carolina: Several different components of DOJ are working to support and fund a project with Reverend Terrence Mackay, the pastor of Mount Zion African Methodist Episcopal Church in Grail, SC. The project was developed in response to the Attorney General's request that DOJ assist young victims of church arson. Approximately 300 youths from around South Carolina whose churches have been lost to arson will come together during the last few days of October. Program support will include helping the youth understand their experiences as victims, counseling (as appropriate), learning about mediation, and hearing from a motivational speaker about responses to hate and bias crime. Government representatives will also spend time with the youths debriefing them about their experiences and about how church arsons have impacted them. (DOJ)

HACU Conference: DOI has a Memorandum of Understanding with the Hispanic Association of Colleges and University (HACU) for co-sponsoring the Second International Conference on Natural Resources and Cultural heritage at Arizona State University in Tempe, Arizona, November 17-20. (DOI),

HACU Conference: Secretary Glickman will give the keynote address at the Hispanic Association of Colleges and Universities' (HACU) 11th Annual Conference, in San Antonio, Texas, October 27. HACU represents more than 200 accredited colleges and universities that collectively enroll 2 out of every 3 Hispanic Americans attending college in this country. (USDA)

Urban League Equal Opportunity Day Luncheon: Secretary Herman will address 700 people at the Greater Cleveland Urban League's annual luncheon on November 21. At this event, the Secretary will outline how her five departmental priorities -- welfare to work; balancing work and family; pensions and retirement security; safe, healthy and fair workplaces; and, training and lifelong learning -- improve the lives of America's working families, particularly in the African American community. (DOL)

Education Initiative in Science, Technology, Energy, Engineering and Math (ESTEEM): By the end of December, Secretary Peña plans to roll out a new DOE initiative focused on developing a scientifically literate public, as well as a highly skilled technical workforce, to support DOE's energy, environmental and national security objectives. The announcement is expected to be made in Oakland, California. The initiative incorporates a national laboratory research component for 2000 students, science education technology awards for K-12 students, a "point and click" tutorial for K-12, facilitation for minority institutional development, and corporate and community responsibility. (DOE)

"One DOT" Conference: DOT is planning to convene a conference for all senior field managers from the various operating administrations within the Department to advance the "one DOT" concept that will include discussions on diversity management. Prominent authorities on

"managing diversity" will meet with these DOT officials to discuss successes and share insights on maximizing employee potential consistent with our broad objectives. (DOT)

FAA Model Work Environment Conference: The Federal Aviation Administration (FAA) will hold its first Model Work Environment Conference on December 2-4, in Crystal City, Virginia. At least 500 FAA officials, managers, and staff will attend. The conference will serve as a channel to demonstrate leadership, reaffirm commitment to diversity management, showcase diversity management accomplishments, acknowledge deficiencies, and develop new strategies to facilitate the transformation of the FAA into a model work place. (DOT)

High School Dialogue Day: DOEd suggests organizing a one day dialogue on race among the nation's high schools. We should try for 1,000 schools and connect them to a Web Page where they can send in their specific recommendations. The President, Vice President, Secretary Riley, and all the members of the Race Initiative and other personalities could fan out across the country to participate. Student leaders across the country already have started such efforts in their own schools and begun the discussion, including producing surveys of attitudes. As follow-up, a student led panel could be created that would select the best of the material sent into the Web site and then have them report to the race initiative on the best recommendations. (DOEd)

Higher Education Commitment: Judy Winston and the American Council on Education (ACE) announced at the "One-Third of a Nation" conference in Miami a national effort for college campuses to join the discussion on race. One possibility for such a collaboration is for the Race Initiative, Secretary Riley, or even the President to put out a call to campuses across the country to organize a set of discussions about how we become "One America." This could build on NEH's "national conversation" and/or the Ford Foundation's "diversity network." DOEd could play a role in any such development through a series of modest grants administered cooperatively through the HBCU and Hispanic Education Initiatives and ACE. In addition, the Kellogg Foundation is facilitating a dialogue at the ACE conference in Miami among selected presidents of HBCUs, HSIs and tribal colleges, along with a couple of associations and the HBCU and Hispanic Initiatives. Meanwhile, an important discussion is already ongoing among NAFAEO, UNCF and HACU about their common concerns in the wake of tensions that surfaced this summer over the higher education reauthorization. The Administration could try to bring these two dialogues together as soon as possible, with a target date (probably next spring) for the groups to report, at a meeting with Secretary Riley or the President, progress on their collaborative efforts and common concerns. (DOEd)

Teachers in High-Poverty School Districts: The President's Teacher Initiative is trying to frame access to a talented, dedicated, and well-prepared teacher as an issue of equity. The nation will need to hire over 2 million teachers in the next decade due to increasing student enrollments and the need to replace teachers who retire or otherwise leave the profession. High-poverty communities face the greatest challenge in recruiting, supporting, and retaining new teachers. When students in high-poverty communities receive instruction from unqualified

teachers, they are being denied access to a quality education. Because students in high-poverty communities are predominantly minority, we see this as a civil rights issue and a natural for the President's Race Initiative. To this end, the Department has sent in a scheduling request to the First Lady to visit a Norfolk, Virginia school which partners with Norfolk State University to prepare teachers. (DOEd)

Community Colleges as Forums: Conduct a series of Town Hall meetings on community college campuses. This could be organized to fit with travel schedules of the President, Vice President, and/or Cabinet members. With an average minority population of 42 percent nationally, community colleges provide an excellent forum to discuss race relations from an economic, social and educational perspective. Working with the American Association of Community Colleges and the Association of Community College Trustees, we could develop forums at selected sites that would involve business, labor, community and K-12 educators and students, as well as community college and other postsecondary faculty and students. (DOEd)

Symposium of American Historians: Ask the National Endowment for the Humanities to organize a large symposium to focus on the issue. This would seem to be a natural for John Hope Franklin and others whose experiences and disciplines may help dispel myths and provide information many do not now have on race and race related issues. (DOEd)

EEO Awards Program: Highlighting and publicizing "best practices" during the Acting Secretary's Annual EEO Awards Program on October 19. Award winners will receive a \$1,000 check and a plaque during the ceremony for exemplary accomplishments in Equal Employment Opportunity (EEO) to promote VA's EEO Program. The five categories of award winners are: Non-Supervisory Employees, Supervisors and Managers through GS-14, Managers and Executives GS-15 and above, EEO Program Representatives, and People With Targeted Disabilities and Disabled Veterans. (VA)

African-American White House Reporters: Beverly Barnes indicated that several African-American White House correspondents have expressed their desire for an interview with Director Raines. This group might be invited to discuss the race initiative and other matters before the OMB Director or, alternatively, this group might be invited to specific race initiative events. (OMB)

Lending Initiatives: SBA has an annual process for setting loan production goals for its 69 field offices. With the advent of the Government Performance Results Act strategic plans, federal agencies are focusing on longer term goals. Administrator Alvarez is setting very aggressive goals for lending programs, procurement programs, counseling and training programs and for the welfare to work initiative. SBA will seek to increase opportunities for all small businesses, but it will also set aggressive subgoals for business communities that are underserved by the private markets or by SBA programs. Last month, SBA announced a marketing campaign aimed at increasing the participation of Hispanic Americans in our programs at a meeting of the U.S. Hispanic Chamber of Commerce in Houston. The campaign included partnerships with major

Hispanic business and civic groups and marketing materials in Spanish. SBA plans to roll out similar marketing and outreach initiatives for African American businesses, women-owned businesses, and Native American-owned business over the next two months. (SBA)

Possible Race-Initiative Announcements

Minority Health Disparities: HHS and the DPC have been working on a November or December Presidential announcement relating to the elimination of certain disparities in the health status for minority populations. (HHS)

Greater Contractor Accountability for Diversity: Secretary Peña will announce a final rule to amend DOE's Acquisition Regulation to require each management and operating contractor to file a plan outlining its approach for promoting diversity. The diversity contract clause will require contractors to develop a plan addressing (1) community involvement and outreach, (2) economic development (including technology transfers), (3) educational outreach, (4) subcontracting, (5) workforce opportunities. (DOE)

Education and Civil Rights: In November, DOEd's Office of Civil Rights will complete a document demonstrating the achievements resulting from Civil Rights legislation with a focus on Title VI. This is similar to the Title IX report. (DOEd)

Automakers' MOU: SBA's Office of Government Contracting has been negotiating an Memorandum of Understanding (MOU) with the nation's automakers that would put in place a process for SBA review of the automakers' subcontracting programs. The MOU is nearing completion for an announcement this fall. Under the MOU, the automakers would agree to increase subcontracting to small minority-owned firms, including the firms certified as disadvantaged under the SBA's 8 (a) program. SBA envisions a major event with the heads of the auto companies. (SBA)

Civil Rights Groups MOU: On August 5, HUD entered into an MOU with the National Urban League. The MOU establishes an unprecedented working partnership between HUD and the Urban League that is aimed at capacity building for the League and its 114 affiliates to take full advantage of HUD's housing, community development, homeless and public housing programs. HUD is working to establish similar MOUs with leading Latino, Asian-American and Native American groups that will enable the Department to work cooperatively with such groups to also protect the civil rights of minorities and increase home ownership in the minority community. (HUD)

Improving Relationships Between Communities and Law Enforcement: Events that have occurred throughout the country in recent years have shown that there is often distrust between minority communities and law enforcement. To encourage a dialogue as a first step toward addressing this, we could initiate a nationwide campaign to improve those relationships. This could be done through a variety of avenues, including community outreach programs (especially

in minority communities), use and expansion of the already existing Weed & Seed structure to reach the communities, and an expanded emphasis on community policing and community prosecution. Such a project would seek to engage all facets of a community, including individuals, businesses, and government, in this effort. (DOJ)

Federal Government Internal Review: The Administration could establish a written policy that requires and promotes proper treatment of co-workers and employees in the federal government. As a part of this effort, the President could request all agencies to look inward to examine the state of race relations within their own departments, to take steps to educate managers and other employees, and to address problems that may be revealed with systematic solutions. One option would be a policy to require each agency to make Equal Employment Opportunity training and education mandatory and continuous for managers, supervisory, and all other employees. Such a policy would promote better communications, enhance all race relations efforts and serve to remove negative stereotypes. (DOJ)

“The Nature of the City” Program: The National Park Service has submitted a proposal for review and approval, entitled “The Nature of the City,” which would, through partnering efforts with a wide range of programs, provide a focused urban agenda which would reach more diverse communities and share the Nation’s diverse heritage through its onsite programs, such as outdoor recreation or resource restoration. The review process will be completed by November 30. (DOI)

Predatory Lending Initiative: HUD is aware of situations where some lenders are seeking out certain borrowers -- persons with limited credit histories or lower-income families living in specific areas -- and targeting marketing to these persons or areas to attempt to get borrowers to apply for loans with exorbitant terms and conditions, in many cases through deceptive or misleading practices. Traditional interpretations of the Fair Housing Act may not support a conclusion that the aggrieved applicants or borrowers are being discriminated against in violation of the Act. HUD is exploring the use of the alternative statutory and regulatory tools and is pursuing the option of proposing legislation designed to encompass this sophisticated form of discrimination. Legislative proposals would be ready for announcement at the end of November or the beginning of December. (HUD)

Georgetown Law Center Race Relations Series: In December, Secretary Glickman plans to invite Anthony E. Cook Professor of Law at the Georgetown Law Center to open the dialogue with USDA leadership in preparation for a 6-month face-to-face race relations series for senior leadership and mid-level managers. (USDA)

Make ‘Em Pay Program: Acts of violence against people or their property or threats of violence made to people because of their race or ethnic background are on the rise. Such hate crimes constitute a major barrier to the ability of people to live where they want. Currently, HUD investigates hate crimes in the housing context and refers appropriate cases to DOJ for criminal prosecution. HUD’s Make ‘Em Pay initiative, through use of the Fair Housing Act,

affords the victim a civil remedy whereby he can take from the wrongdoer to compensate for what was taken from him. Thus, when a group of teenagers speed by in their prized possession hotrod and fire shots into the bedroom of a sleeping African-American family because of their race, those teenagers relinquish their car to that couple because of their crime. HUD plans to announce the Make 'Em Pay initiative in November, perhaps in conjunction with the White House Conference on Hate Crimes. (HUD)

Directive on Diversity Management: Secretary Slater is preparing to issue an internal DOT directive on diversity management to ensure a workforce that looks like America, has an opportunity to reach maximum potential, operate in an environment of learning and support, is committed to mission success, and is treated with dignity and respect. This internal directive will provide guidance within DOT to establish operating principles to support diversity goals, values, and processes. This directive is expected to be ready for issuance in December 1997. (DOT)

List of possible race related policy announcements for the President in the next three months:

- Policy announcement regarding implementation of diversity programs to ensure that the Federal government will be an employer of choice.
- Policy announcement on the use of Alternative Dispute Resolution to reduce the costs of discrimination complaints in the Federal sector.
- Policy announcement regarding increased focus on opportunities for Native Americans in housing, employment, development of community infrastructures, education, health care, economic development, political empowerment, and environmental protection. (VA)

Hispanic Americans: OPM will work with federal agencies and educational institutions in identifying job opportunities to support the White House initiative on Educational Excellence for Hispanic Americans. (OPM)

Porcu/Tulie -

nothing interesting, as far
as I can see.

Elana

MEMORANDUM FOR THE PRESIDENT

FROM: JUDITH A. WINSTON

THRU: ERSKINE BOWLES
SYLVIA MATHEWS

SUBJECT: PRESIDENT'S INITIATIVE ON RACE WEEKLY REPORT --
NOVEMBER 1 - 7

ADVISORY BOARD ACTIVITIES

PBS Interview with Dr. Franklin. Charlie Rose talked with Dr. John Hope Franklin in a two-part interview on The Charlie Rose Show that appeared on PBS on October 31 and November 3. Dr. Franklin talked about his family, his career, and your Initiative. In discussing your Initiative, Dr. Franklin told Mr. Rose that the Advisory Board is committed to having groups across America consider what they can do to improve race relations. He also said that government plays an important role in people's lives, because it can provide the access and opportunity that people of different races need, citing your September 30 announcement to end discrimination in housing. He said that he is "cautiously optimistic" about the future of race relations in America, based on people's reaction to the Advisory Board and himself, and he is excited to see what has happened, as well as what can happen.

Millsaps College, Jackson, Mississippi. Governor William Winter on November 6 addressed students, faculty and staff about the Initiative as part of their "Seeking and Understanding Series," which was designed to explore issues of special concern within the college community in a conversational format.

Kaiser Permanente Diversity Training Conference. On November 4, Angela Oh addressed 300 of Kaiser Permanente's middle managers from across the nation at the opening plenary panel for their Diversity Training Conference. She urged them to consider how race impacts access to health care, access to preventative care, and their

internal management and hiring.

California State College at Dominguez Hill. Angela Oh, on November 6, spoke to an audience of students, faculty, and administrators about the Initiative. She focused on the importance of youth involvement in all aspects of the Initiative and urged the audience to become participants in promoting the goals of the Initiative.

Asian Pacific American Democratic Club of Los Angeles. On November 7, Angela Oh addressed the Asian Pacific American Democratic Club of Los Angeles about the Initiative and the importance of political participation by Asian Pacific Americans.

White House Hate Crimes Conference. Governor William Winter and Angela Oh will participate in your Hate Crimes Conference on November 10 via two of the satellite sites around the country. Governor Winter will be in Atlanta; and Angela Oh will be in Los Angeles. They will be giving opening remarks at these locations.

OFFICE OF THE EXECUTIVE DIRECTOR

Hate Crimes Conference. I will be co-chairing a break-out group, "Hate Crimes in Higher Education." My co-chair is the Assistant Secretary for Postsecondary Education. The break-out group will be lead by Franklin Raines.

OUTREACH

San Francisco Human Rights Commission. On October 31, I met with several San Francisco Human Rights Commissioners, the Executive Director, and representatives from organizations with which the Commission works. We discussed the local successes of several local promising practices and talked about the Initiative's work to identify and disseminate similar information. The meeting concluded with the Chair of the Commission presenting the Initiative with a resolution of support and commitment by the Commission to promote the Initiative's goals. (Attached is a copy of the resolution.)

National Bar Association Conference. On November 1, I spoke to 100 African American attorneys at the Wiley A. Branton Symposium sponsored by the National Bar Association. I urged them to build coalitions and join with other bar associations to work toward solutions to bridge racial divides.

Local and State Government Associations. We met with representatives from the U.S. Conference of Mayors, National Association of Counties, Council of State Governments, National Conference of State Legislatures, National Governors' Association, National League of Cities, and the International City/County Management Association. Mickey Ibarra participated in the meeting and suggested that the associations hold a model dialogue on race at their national meetings and regularly discuss the Initiative in their

newsletters. The associations agreed to meet again individually with Initiative staff and to identify and share "promising practices," recruit leaders, help arrange events for Board members as they visit various areas, and promote on-going interracial dialogues in their communities.

Presidential Management Council (PMC). We met with 25 members of the PMC and discussed the issues of race and federal government management. The members agreed to convene a small work group to identify and implement a management initiative or issue that will contribute to the work of the Initiative.

Public Leadership Education Network's Women, Law and Public Policy Conference. On October 31, we hosted a briefing for the Public Leadership Education Network's (PLEN) Women, Law and Public Policy Conference attendees. Fifty college women participated in the briefing. We provided them with information on Initiative goals and urged them to become engaged personally in the Initiative.

RESEARCH AND POLICY PLANNING

Condensed Fact Book. The condensed fact book is being reviewed by White House staff and staff of other agencies.

American Sociological Association. We met staff from the American Sociological Association and the White House Office of Science and Technology Policy to discuss the timing of their upcoming summary of all major social science research on race and race relations. They plan to issue this summary in the spring. The Ford Foundation is helping to fund the American Sociological Association's preparation and publication of this research.

COMMUNICATION

Initiative Brochure. We will send the final draft of the Initiative brochure to the printer next week. We are arranging for the brochures to be translated into Spanish and will explore the possibility of translating the brochures into other languages.

WORK TEAMS

CABINET AFFAIRS / FEDERAL AGENCY

One America Talks. The work team plans to send out Administration political appointees to conduct small roundtable discussions on the issue of race. The first discussions would take place during the week of Thanksgiving. Modeled on the "At the Table" effort of the White House Women's Office, the purpose of these dialogues will be to hear what issues are important to the American people and to bring back information to

you about the direction they would like to see your Initiative take. We hope to engage several hundred Administration appointees in this effort over the course of the Initiative. A press announcement will be made in mid-November about this effort.

COMMUNICATIONS/PRESS

Website Launch. On November 6, at noon, we launched an expanded Initiative Website. The new features are: Welcome from the President; One America on the Move; Promising Practices; On-line Resources; and The Face of America. Our team also updated existing features such as: The Advisory Board; Initiative-Related events and What You Can Do. The expanded website was visited 2,753 times on its first day, more than five times the previous daily average. (Attached is a binder of all the website features.)

Public Service Announcements. On November 5, the work team met with representatives from the Leadership Conference Educational Fund (LCEF) and the Ad Council to discuss the production of public service announcements about race focused on youth. The LCEF and the Ad Council agreed to develop a creative strategy to present to the work team next week. The Ad Council will conduct focus groups on what messages appeal to both young people and a broader audience and include that information in the strategy it presents to the work team. The PSA is expected to be released around the December 3, Presidential Town Hall meeting.

One America on the Move. The work team created the first *One America on the Move* broadcast fax which highlights some of the Initiative activities and will be produced biweekly for distribution to constituency lists of several White House Offices: Intergovernmental Affairs, Political Affairs, Cabinet Affairs, Public Liaison, and Legislative Affairs.

PROMISING PRACTICES

Highlights. The expanded website included descriptions of 14 promising practices. We will continue to identify additional community efforts around the country that are successfully addressing race related issues and will add them to the website.

RECRUITING LEADERS/OUTREACH

Corporate leaders. The first regional forum of corporate leaders is tentatively scheduled for December 1 in either California or New York, depending on the availability of a Cabinet Secretary. Bob Thomas will participate from the Advisory Board.

Religious leaders. On November 20, we will kick-off our outreach to the faith community. Following your Prayer Breakfast, which Reverend Suzan Johnson Cook will

attend, we will convene about 20 religious leaders to commit to specific outreach activities.

DIALOGUE IN COMMUNITIES

December 3 Town Hall Meeting. On behalf of the work team Ann Lewis sent a memorandum to you yesterday, describing two options for the Town Hall meeting. We have begun to identify youth with compelling stories for a possible roundtable discussion with you.

ADVISORY BOARD

November Advisory Board Meeting. The Advisory Board's next meeting is November 19 at the University of Maryland at College Park. The meeting will focus on the value of diversity in higher education and will include participation from college/university presidents, business leaders, faculty, students, and staff. The meeting will address all three of the Board's focus areas of education, youth, and economic opportunity. We have contacted numerous organizations to identify possible experts for the meeting.

Planning for Advisory Board Activities. We have developed a schedule and tentative locations for Advisory Board meetings through June 1998, as well as a schedule and locations for four Advisory Board town hall meetings. We have also compiled a list of more than 50 communities to visit and are asking each Board member to commit to visit 6-8 of these communities during the next eight months to call attention to the Initiative in these communities, identify and spotlight "promising practices," recruit leaders, and build a foundation for on-going dialogues.

FEDERAL AGENCY ACTIVITIES

Department of Justice

Hate Crimes Conference. The Attorney General and the Deputy Attorney General will attend the White House Conference on Hate Crimes on November 10. The Attorney General will preside for most of the conference. She will lead a break-out group on "Law Enforcement Response to Hate Crimes" and a plenary session with other Cabinet Members. Deputy Attorney General Holder will lead a break out group on "Understanding the Problem: Improving Hate Crimes Statistics." The Attorney General will close the conference at an evening reception at the Holocaust Museum.

Department of Interior

Gettysburg National Cemetery. On November 19, Secretary Babbitt will deliver the Clinton Administration's message on the Race Initiative at the annual Gettysburg

Address Commemoration at Gettysburg National Cemetery in Pennsylvania.

United States Department of Agriculture

New Investigators. USDA has four temporary investigators in the Office of Civil Rights, and is hiring another 11. In addition, five contractors have been assigned cases for investigation, and another five contractors are expected to be approved soon by the Small Business Administration.

Howard Law School. USDA reached an agreement with Howard University Law School to allow 11 third-year students to begin working 20 hours a week with the Office of Civil Rights. Another three students from local law schools are expected.

Grant Awards. On October 28, Secretary Glickman announced nearly \$2 million in grant awards to 29 tribal colleges under USDA's new Tribal Colleges Extension Program.

Hispanic Advisory Council. On October 30, the Secretary announced the establishment of an Hispanic Advisory Council at USDA to provide leadership on Hispanic issues at the Department. The Secretary appointed its first 13 members.

Nutrition Outreach. USDA continues outreach efforts to minorities and hard-to-reach populations. On November 4, the Under Secretary for Food, Nutrition, and Consumer Services was interviewed by *The Chicago Defender*, Chicago's largest African American newspaper. On November 5, she held an Hispanic outreach roundtable to discuss nutrition programs, improving outreach to the Hispanic community, and educating the Hispanic community on available nutritional resources.

Hate Crimes Conference. Secretary Glickman will lead a breakout session on "Preventing Hate Crimes" at the White House Conference on Hate Crimes.

Department of Labor

Morgan State Address. On November 6, Secretary Herman delivered the Founder's Day convocation to 1,500 students and alumni at Morgan State University in Baltimore, MD. Secretary Herman's address focused on the importance of Historically Black Colleges in preparing young people in the fields of science, education, engineering, and math. The Secretary encouraged young people to maximize the opportunity of higher education to create better lives for themselves, families, and communities.

Department of Housing and Urban Development

Housing Discrimination Grants. On October 30, Secretary Cuomo awarded \$11.5

million to state and local government agencies in 32 states, part of a continuing crackdown on housing discrimination that you ordered. The agencies work in partnership with HUD to investigate discrimination complaints. Additionally, the Secretary announced civil charges against a Davenport, IA landlord who refused to rent to two African-Americans because of their race. He said that he has not rented to African Americans in about 25 years. At the your direction, HUD will double the number of fair housing enforcement actions it takes during your second term.

Hate Crimes Conference. Secretary Cuomo will lead a break out session on “Hate Crimes in Public and Private Housing” at the White House Conference on Hate Crimes.

Department of Transportation

Hate Crimes Conference. Secretary Slater will lead a break out session on “Counteracting Organized Hate” at the White House Conference on Hate Crimes.

Race Initiative Meeting. On November 4, the Department held its bi-weekly Interdepartmental Race Relations Committee Working Group meeting. Brenda Toineeta, Associate staff for the Outreach and Program Development Group of the President's Race Initiative Advisory Board gave an overview of the President's Initiative on Race and the Board's progress and plans to date. This meeting also included discussions defining the Department's role in achieving the goals of the President's Race Initiative.

Department of Energy

OMB Clearance on Diversity Contract Clause. The clause would require DOE contractors to insure balanced opportunities for workforce development, educational opportunities, community involvement, small business development, and economic development/technology transfer. This is the first comprehensive agency effort aimed at federal government contractors. We are currently developing a media strategy for rolling out this initiative, which will most likely take place in November.

Department of Education

Hate Crimes Conference. Secretary Riley will attend the White House Conference on Hate Crimes. The Secretary will lead a break out session on “Hate Crimes in Schools (K-12): Prevention and Response.” Assistant Secretary for Postsecondary Education David Longanecker will co-chair a session on “Hate Crimes in Higher Education.”