

# Withdrawal/Redaction Sheet

## Clinton Library

DOCUMENT NO. AND TYPE	SUBJECT/TITLE	DATE	RESTRICTION
001. letter	Deval Patrick to Peter Edelman re: Response to the Civil Rights Division (9 pages)	6/13/1994	P5
002. report	EEOC to ETR Working Group (3 pages)	n.d.	b(2)
003. memo	William Spriggs to Sheryll Cashin re: Justification for Anti-Discrimination Policy (2 pages)	6/16/1994	P5
004. memo	Carol H. Rasco to Patricia E. Romani, Jeremy D. Benami re: appt. to set up (partial) (1 page)	10/12/1994	P6/b(6)

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**COLLECTION:**

Clinton Presidential Records  
Domestic Policy Council  
Stephen Warnath (Civil Rights)  
OA/Box Number: 9884

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**FOLDER TITLE:**

[Civil Rights Working Group] [1]

ds62

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**RESTRICTION CODES**

**Presidential Records Act - [44 U.S.C. 2204(a)]**

- P1 National Security Classified Information [(a)(1) of the PRA]
- P2 Relating to the appointment to Federal office [(a)(2) of the PRA]
- P3 Release would violate a Federal statute [(a)(3) of the PRA]
- P4 Release would disclose trade secrets or confidential commercial or financial information [(a)(4) of the PRA]
- P5 Release would disclose confidential advise between the President and his advisors, or between such advisors [(a)(5) of the PRA]
- P6 Release would constitute a clearly unwarranted invasion of personal privacy [(a)(6) of the PRA]

C. Closed in accordance with restrictions contained in donor's deed of gift.

PRM. Personal record misfile defined in accordance with 44 U.S.C. 2201(3).

RR. Document will be reviewed upon request.

**Freedom of Information Act - [5 U.S.C. 552(b)]**

- b(1) National security classified information [(b)(1) of the FOIA]
- b(2) Release would disclose internal personnel rules and practices of an agency [(b)(2) of the FOIA]
- b(3) Release would violate a Federal statute [(b)(3) of the FOIA]
- b(4) Release would disclose trade secrets or confidential or financial information [(b)(4) of the FOIA]
- b(6) Release would constitute a clearly unwarranted invasion of personal privacy [(b)(6) of the FOIA]
- b(7) Release would disclose information compiled for law enforcement purposes [(b)(7) of the FOIA]
- b(8) Release would disclose information concerning the regulation of financial institutions [(b)(8) of the FOIA]
- b(9) Release would disclose geological or geophysical information concerning wells [(b)(9) of the FOIA]

THE WHITE HOUSE

WASHINGTON

March 9, 1994

MEMORANDUM FOR JOAN BAGGETT  
MARK GEARAN  
PAT GRIFFIN  
MARCIA HALE  
ALEXIS HERMAN  
CAROL RASCO ✓

FROM: JOEL I. KLEIN *JK*  
DEPUTY COUNSEL TO THE PRESIDENT

CLIFFORD M. SLOAN *CM S*  
ASSOCIATE COUNSEL TO THE PRESIDENT

SUBJECT: Guidance on Voting Rights Cases

In light of the extensive interest in the pending voting rights cases, we thought that it might be helpful to issue specific guidance regarding this litigation.

1. It is appropriate to state that the President and the Attorney General are strongly supportive of defending minority voting opportunities and that, at this point, the Justice Department is vigorously participating in litigation in four States in defense of challenged plans (Georgia, North Carolina, Texas, and Louisiana). Copies of the President's statement and the Attorney General's statement are attached.
2. It is important to point out that all litigation decisions are up to the Justice Department, and that comments or concerns can be addressed to the Associate Attorney General or his office.
3. If a person or organization continues to wish to raise specific comments or concerns, the person or organization may be directed to the White House Counsel's office.

If you have any questions about this guidance, please get in touch. Also, please see that any relevant staff member in your office receives a copy of this guidance.

cc: Bruce Lindsey  
Christine Varney  
Jack Quinn  
Todd Campbell

THE WHITE HOUSE

Office of the Press Secretary

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For Immediate Release

February 22, 1994

STATEMENT OF THE PRESIDENT ON DEPARTMENT OF JUSTICE  
ACTION IN VOTING RIGHTS CASES

I have been advised that the Department of Justice has announced that the United States will participate in voting rights litigation in three States to defend minority voting opportunities. The legal action taken today in cases in North Carolina, Georgia, and Texas reaffirms my Administration's strong commitment to defend the historic gains made under the Voting Rights Act.

The Voting Rights Act ensures that all Americans may fully participate in the democratic process. In recent years, our nation has enjoyed a tremendous increase in minority voter access to our electoral system.

These hard-won victories must not be abandoned. I applaud the forceful actions of Attorney General Reno and the Justice Department to ensure that voting rights are vigorously protected.

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## Department of Justice

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FOR IMMEDIATE RELEASE:  
Tuesday, February 22, 1994

CR  
202-616-2765

**DEPARTMENT OF JUSTICE DEFENDS RIGHTS OF MINORITY VOTERS  
TAKES ACTION IN NORTH CAROLINA, GEORGIA AND TEXAS**

WASHINGTON, D.C. -- The Department of Justice today moved to defend the rights of minority voters in separate cases in Georgia, North Carolina and Texas, where Congressional districting plans have been challenged.

"This Department is committed to protecting minority voting rights gains that were achieved through redistricting after the 1990 Census," Attorney General Janet Reno stated. "Our actions today will help ensure that the clock is not turned back and that those gains are not undone."

In compliance with the Voting Rights Act, Georgia, North Carolina and Texas each drew additional black or Hispanic majority congressional districts in order to fairly reflect minority voting strength. Under the Bush Administration, the Justice Department approved each of the state's districting plans before they were implemented, as required by Section 5 of the Voting Rights Act. The Department's decisions to defend minority voter opportunities in each state were based on individual assessments of each of the districting plans.

The suits against the districting plans in Georgia and Texas

are based on a Supreme Court case, Shaw v. Reno, challenging the constitutionality of North Carolina's Congressional plan. That challenge resulted in a decision in June of 1993 which set forth new districting standards. In Shaw, the Court found that a redistricting plan that segregated voters by race and was "irregular on its face" was subject to strict constitutional scrutiny.

Following the Supreme Court decision in North Carolina, the Department took steps to ensure that the Voting Rights Act was not undermined by misinterpretations of Shaw. Since the decision, the Department has participated in cases raising issues under Shaw in Louisiana, California and Texas. In August, the Department participated as amicus curiae in Hays v. Louisiana, which challenged the creation of two black majority Congressional districts in Louisiana. The Department argued that the state had a compelling interest in drawing the two districts.

The Department's actions today are outlined below:

#### NORTH CAROLINA

The Department will continue to defend North Carolina's decision to draw two black majority Congressional districts by participating in the case as amicus curiae.

North Carolina created the two districts in 1992 after the Department of Justice objected to the state's first districting plan. That plan had failed to fairly reflect black voter strength by drawing only one black majority district. Following the objection, the Department approved a plan with two black majority districts.

In March 1992, five voters challenged the creation of the black majority 1st and 12th Congressional Districts. Department of Justice officials were initially named as a defendant in the case, but were dismissed by the trial court.

On June 28, 1993, the Supreme Court affirmed the dismissal of Department officials as defendants and remanded the case back for the plaintiffs to prove that the districts were simply a "racial gerrymander" without sufficient non-racial justification.

The case, now entitled Shaw v. Hunt, is scheduled for trial on March 28. The Department will join the state in opposing a motion to prevent the use of the challenged districting plan in the May 3rd Congressional primary elections.

In its brief, the Department argues that there is substantial evidence that the state's plan is constitutional and is narrowly tailored to meet a compelling state interest.

#### GEORGIA

The Department will intervene as a defendant on the side of the state of Georgia in order to defend the state's effort to recognize black voting strength. The state drew three majority black districts, one of which is being challenged.

Georgia's Congressional district plan had been precleared by the Department in 1992 after the Department issued two objections to plans submitted with only two black majority districts. The state then drew a third black majority district.

On January 13, 1994, plaintiff's filed Johnson v. Miller, challenging the constitutionality of one of the black majority districts - District 11.

"We are intervening in this case because the state drew this district to resolve concerns raised by the Justice Department," said Acting Assistant Attorney General for Civil Rights James P. Turner.

#### TEXAS

The Department will participate as amicus curiae to defend the rights of minority voters in Texas in Vera v. Richards, a lawsuit filed on January 26, 1994 challenging the Texas Congressional districting plan.

The Department participated in a status conference called by the Court today and opposed plaintiff's motion seeking a preliminary injunction barring the use of the plan in March 8, 1994, primary elections.

The state has seven Hispanic majority districts and two black majority districts under a plan precleared by the Department in 1991.

"By participating in these cases, the Justice Department will be able to provide the Courts with the benefit of its extensive involvement in redistricting litigation throughout the country," said Turner.

The Department is currently considering its options in a yet another case filed on January 18, 1994, challenging a redistricting plan in the 3rd Congressional district in Florida.

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# Leadership Conference on Civil Rights

1629 "K" St., NW, Suite 1010  
Washington, D.C. 20006  
202/466-3311

Contact: Ralph G. Neas (202-466-3311)

## LEADERSHIP CONFERENCE ON CIVIL RIGHTS ISSUES VOTING RECORD FOR THE 103RD CONGRESS

- LCCR praises the 103rd Congress and President Clinton for a good legislative record on civil rights.
- LCCR addresses the formidable challenges ahead in the 104th Congress; reminiscent of 1980 when the civil rights community had to regroup and fashion the creative bipartisan strategies that led to the enactment of two dozen civil rights laws during the Reagan-Bush era.

Washington, DC , December 16, 1994

### A. The 103rd Congress

The Leadership Conference on Civil Rights, a coalition of 180 national organizations representing minorities, women, persons with disabilities, labor, religious groups, and older Americans, seeking to advance civil rights through enactment and enforcement of federal legislation, released today its Voting Record for the 103rd Congress.

The biennial report card reflects the coalition's concerns for civil rights and social justice legislation. Among the issues included in the current voting record are equal educational opportunity, family and medical leave, voter registration reform, religious freedom, the Balanced Budget Constitutional Amendment, sex discrimination, congressional compliance with federal laws, labor law reform, violence against women, the Racial Justice Act, gay and lesbian civil rights, D.C. Statehood, and gun control legislation.

The bipartisan congressional coalition on civil rights and President Clinton compiled a good legislative record in the 103rd Congress. Indeed, nine LCCR legislative priorities were enacted into law. They are:

- The Elementary and Secondary Education Act (Including Chapter 1 Reform)
- The Family and Medical Leave Act
- The National Motor Voter Registration Act (the "Motor Voter" Bill)
- The Religious Freedom Restoration Act
- Gender Equity in Education Act
- Violence Against Women Act
- Earned Income Tax Credit
- Gun Control Legislation
  - a. The Brady Bill
  - b. The Assault Weapon Ban

In addition, LCCR helped defeat a number of regressive measures, including the Balanced Budget Constitutional Amendment, legislation to weaken the Age Discrimination in Employment Act, the Danforth Amendment (which would have weakened Title IX), and major unfunded mandate measures.

Also, Congress took some action on other LCCR legislative priorities during the 103rd Congress. The Employment Non-Discrimination Act (ENDA), a new bill which would prohibit job discrimination against gays and lesbians, was introduced, quickly garnered 32 Senate and 138 House cosponsors, and had hearings in the House and Senate. While health care reform legislation did not pass, all major bills reported out of committee contained strong anti-discrimination provisions. Other LCCR legislative priorities that received congressional consideration were the Justice for Wards Cove Workers Act (reported out of the Senate Labor and Human Resources Committee), the Racial Justice Act (dropped in a House-Senate Conference Committee), anti-redlining legislation, and D.C. Statehood (first vote ever in the House of Representatives).

Fifteen Senators and seventy-nine Representatives compiled a perfect voting record while one Senator (Helms of North Carolina) and no Representatives voted against the LCCR position on every vote tabulated.

## **B. The 104th Congress**

### **1. Post-November 8th Legislative Overview**

The November 8th election results and congressional retirements mean the departure of a number of members who have been effective civil rights leaders over the years. And the ascension of right wing conservatives to a number of top congressional leadership posts and committee chairmanships will make our legislative tasks much more challenging.<sup>1</sup>

What happened on November 8th is very reminiscent of November 1980, when Ronald Reagan was elected President and Republicans took control of the Senate. At that time, right wing conservatives took over key Executive and Legislative Branch positions with jurisdiction over civil rights matters.

Our response at that time was to regroup and to fashion creative bipartisan strategies to enact civil rights legislation and to block the efforts of those who would turn back the clock on civil rights. Those bipartisan strategies were successful. Indeed, nearly two dozen civil rights bills were enacted during the Reagan-Bush era (despite presidential hostility and vetoes).<sup>2</sup> Laws enacted included the Civil Rights Act of 1991, the Americans with Disabilities Act, the Civil Rights Restoration Act, the 1982 Voting Rights Act Extension, Japanese-American Redress Bill, South-African Sanctions Legislation, and the Fair Housing Act Amendments of 1988.<sup>3</sup> And, equally important, the right wing did not enact one major legislative measure on its regressive agenda.

To be successful again, the civil rights community must formulate the same type of pragmatic and sophisticated bipartisan strategies. For there is no question that over the next two years, there will be concerted efforts by some Republicans to relive the 1992 Houston Republican Convention and to dramatically weaken our nation's civil rights laws.

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<sup>1</sup>Top House and Senate Republican congressional leaders had an average LCCR voting record rating of 11%, compared to the average congressional rating of 57%.

<sup>2</sup>A summary of the extraordinary civil rights legislative record of Congress, 1981-1994, is enclosed.

<sup>3</sup>On these landmarks laws, the average final passage vote was approximately 85% of both Houses.

Indeed, there is a danger that, just as in the Reagan-Bush years, the nation will be forced to refight the civil rights battles that were won in the 1960's and 1970's. While these battles were won again in the 1980's and the legal achievements of the civil rights movement were preserved (and in some instances strengthened), these victories came at a considerable cost. Regrettably, the civil rights community, the Congress, and the nation spent so much time, effort, and money fighting necessary rear guard actions, they were not able to focus their resources primarily on economic opportunity, the unfinished agenda of the civil rights movement.

Assuming that there will be comprehensive assaults on fundamental civil rights laws similar to those initiated by Ed Meese, Brad Reynolds, and Clarence Thomas during the 1980's, it is imperative that the civil rights community and its congressional allies erect defensive firewalls to protect the hard fought legal and legislative gains of the past three decades.

But as important as these congressional efforts will be, the most important component of a successful legislative strategy will be strong, decisive, and courageous presidential leadership. President Clinton must use the bully pulpit of the Presidency to explain why civil rights laws were passed, why they are still necessary, and why they benefit all Americans. He must also engage himself in the legislative arena. And most importantly, he must be willing to use, strategically, the presidential veto. There is no question that well over one-third of both Houses of Congress will support vetoes to prevent the undermining of constitutional or civil rights as well as other vital interests of Americans.

But a defensive strategy alone is not enough. The civil rights community, progressive members of Congress, and the president must have a positive agenda that is pragmatic, effective, and able to win majorities of both Houses. Without question, there remains on Capitol Hill a strong coalition of thoughtful Democrats and Republicans committed to civil rights. Working together with President Clinton, they can stop bad legislation and enact good legislation.

## 2. LCCR Agenda for the 104th Congress

### a. Legislative Agenda for 1995

#### 1. Economic Opportunity Issues

The Leadership Conference will be working with Congress and the Clinton Administration to address economic opportunity issues. Priorities include welfare reform; health care reform; budgetary issues with civil rights implications; affordable housing; economic security, particularly for women and children; child care; Head Start and other early educational opportunities; employment opportunity; and economic empowerment issues, especially relating to the inner cities.

Economic opportunity is an area where there is considerable common ground, not only between the civil rights community and the Administration, but also between the civil rights community and the business community, and even between the civil rights community and the "economic empowerment" wing of the Republican Party. We hope that Congress will concentrate on these economic opportunity issues, rather than on reopening civil rights issues settled long ago.

## **2. Anti-Discrimination Measures**

LCCR priorities include anti-redlining measures, immigration issues, environmental justice legislation, legislation to prohibit discrimination against gays and lesbians, the Equal Remedies Act, the Justice for Wards Cove Workers Act, the Voting Rights Extension Act (legislation to overturn Supreme Court decisions which weakened section 5 of the Voting Rights Act), and the New Columbia Admissions Act.

### **b. Executive Branch Enforcement of Civil Rights Laws**

In addition to supporting legislation addressing economic opportunity issues and anti-discrimination measures, we believe that the Clinton Administration must fully and effectively enforce the civil rights laws presently on the books, including the spate of legislation enacted over the past dozen years.

LCCR will also work to ensure that the Executive Branch civil rights enforcement agencies have the resources and the tools to have effective enforcement programs.

**IF YOU WOULD LIKE A COPY OF THE COMPLETE LCCR VOTING RECORD FOR THE  
103RD CONGRESS, PLEASE CALL US AT (202) 466-3311.**



# Leadership Conference on Civil Rights

1629 "K" St., NW, Suite 1010  
Washington, D.C. 20006  
202 / 466-3311

## LCCR LEGISLATIVE PRIORITIES ENACTED INTO LAW (1981-1994)

### FOUNDERS

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A. Philip Randolph\*  
Roy Wilkins\*

### OFFICERS

#### CHAIRPERSON

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#### VICE CHAIRPERSONS

Antonia Hernandez

Judith L. Lichtman

William L. Taylor

#### SECRETARY

Dorothy Height

#### TREASURER

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#### LEGISLATIVE CHAIRPERSON

Jane O'Grady

#### COUNSEL EMERITUS

Joseph L. Rauh, Jr.\*

#### HONORARY CHAIRPERSONS

Marvin Caplan

Clarence M. Mitchell, Jr.\*

#### EXECUTIVE COMMITTEE

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Lawyers' Committee For  
Civil Rights Under Law

Owen Bieber

International Union of  
United Automobile Workers

Kenyon C. Burke

National Council of Churches

Becky Cain

League of Women Voters

Horace Deets

American Association of Retired Persons

Jerome Ernst

National Catholic Conference  
for Interracial Justice

Keith Geiger

National Education Association

Eugene Glover

National Council of Senior Citizens

Marcia Greenberger

National Women's Law Center

Leslie Harris

People For The American Way

Patricia Ireland

National Organization for Women

John E. Jacob

National Urban League

Elaine Jones

NAACP Legal Defense & Educational Fund, Inc.

Laura Murphy Lee

American Civil Liberties Union

Joseph Lowery

Southern Christian Leadership Conference

Leon Lynch

United Steelworkers of America

Karen Narasaki

Japanese American Citizens League

David Saperstein

Union of American Hebrew Congregations

Jackie DeFazio

American Association of University Women

Richard Womack

AFL-CIO

Harriett Woods

National Women's Political Caucus

Patrishia Wright

Disability Rights Education and Defense Fund

Raul Yzaguirre

National Council of La Raza

#### COMPLIANCE/ENFORCEMENT COMMITTEE

Charles Kamasaki, Chairperson

#### STAFF

#### EXECUTIVE DIRECTOR

Ralph G. Neas

#### ADMINISTRATIVE ASSISTANT

Lisa M. Haywood

#### POLICY/RESEARCH ASSOCIATE

Karen McGill Arrington

o Elementary and Secondary Education Act (including Chapter One Reform) (1994)

o Gender Equity in Education Act (1994)

o Gun Control Legislation (1994)

- a. Brady Bill
- b. Assault Weapon Ban

o Violence Against Women Act (1994)

o Earned Income Tax Credit (1993)

o Family and Medical Leave Act (1993)

o National Motor Voter Act ("Motor Voter" Bill) (1993)

o Religious Freedom Restoration Act (1993)

o Voting Rights Language Assistance Act of 1992

Extended and Strengthened Section 203, the Bilingual Provisions of the Voting Rights Act.

o Civil Liberties Act Amendments of 1992

o Reauthorization of the U.S. Civil Rights Commission (1992)

o Civil Rights Act of 1991

After a two-year battle between the Bush Administration and a bipartisan Congress, legislation was enacted overturning eight Supreme Court decisions which had made it more difficult for victims of discrimination to get into court and to prove discrimination (the first time Congress has ever overturned more than one Supreme Court decision at one time). The Civil Rights Act of 1991 also provides for the first time compensatory and punitive damages for women, persons with disabilities, and

(\* Deceased)

certain religious minorities who are victims of intentional job discrimination.

- Reauthorization of the Individuals with Disabilities Education Act (1991)

- Americans with Disabilities Act (1990)

The most significant and dramatic improvement in civil rights law in two decades. Provides civil rights protections in employment, transportation, communications, and public accommodations for the 43 million Americans with disabilities.

- Minority Farmers Rights Act (1990)

- Reauthorization of the Education of Handicapped Children's Act (1990)

- Japanese American Redress Entitlement Program (1989)

- Reauthorization of the U.S. Commission on Civil Rights (1989)

- Anti-Redlining Provisions in the 1989 Banking Reform Bill (1989)

- Hate-Crimes Statistics Act (1989)

- Minimum Wage Increase (1989)

- Fair Housing Amendments Act (1988)

The new law for the first time provides an effective enforcement mechanism, prohibits discrimination against persons with disabilities, and prohibits discrimination against families with children.

- Civil Rights Restoration Act (1988)

Climaxing an extraordinary four-year legislative struggle, Congress overrode a presidential veto and overturned the 1984 Supreme Court Grove City decision. The Civil Rights Restoration Act restores the broad coverage of the four major civil rights laws that prohibit the federal funding of discrimination against minorities, women, persons with disabilities, and older Americans.

- Japanese-American Redress Bill (1988)

Legislation apologizes to Japanese-Americans interned in prison camps in the United States during World War II and authorizes \$20,000 to each of those who are alive.

- Age Discrimination in Employment Claims Assistance Act (1986)

- Disability Legislation (1986)

Three measures were enacted, overturning Supreme Court decisions which had weakened disability rights.

- a. Handicapped Children's Protection Act: Overturned the Supreme Court's decision in Smith v. Robinson. Provides for the payment of legal fees for parties who successfully sue under the Education for All Handicapped Children's Act (P.L. 94-142).
  - b. Civil Rights Remedy Equalization Act: Overturned the Supreme Court decision in Atascadero State Hospital v. Scanlon which created a large loophole by finding that the States' Eleventh Amendment immunity to suit in federal court had not been lifted by Section 504.
  - c. Air Carrier Access Act of 1986: Introduced in response to the Supreme Court's decision in Department of Transportation v. Paralyzed Veterans of America which held that Section 504 was not applicable to commercial air carriers because they were not direct recipients of federal funds.
- o Provisions in the 1986 Tax Reform Act which deleted six million poor people from the tax rolls, increased the standard deduction for single heads of households and raised the level for the earned income credit.
  - o South African Sanctions (1985-1986)

In the face of stiff resistance by the Reagan Administration, Congress twice enacted legislation imposing sanctions on South Africa. Both Houses overrode a presidential veto of the 1986 sanctions measure.
  - o Martin Luther King Holiday Bill (1983)

Introduced in every Congress since the late 1960's this measure, despite initial White House opposition, passed in both Houses by more than a 3-1 margin.
  - o Voting Accessibility for Disabled and Senior Citizens Act (1983)

Legislation to provide access to persons with disabilities and senior citizens.
  - o The 1982 Voting Rights Act Extension

Passed House and Senate by votes of 389-24 and 85-8.

    - a. Extended Section 5 of the VRA for 25 years, over 3 times longer than any previous extension.
    - b. Overturned Mobile v. Bolden, the 1980 Supreme Court decision. The Supreme Court had held that the "intent" standard of proof was applicable to Section 2 Voting Rights Act cases. Congress reinstated the

"results" standard. Profound positive ramification for all civil rights laws.

c. Extended bilingual provisions of Act until 1992.

Major Provisions of the Economic Equity Act, the Omnibus Measure to Eliminate Sex Discrimination in Key Economic Areas

Parts of the EEA passed include the Pension Reform Act (1984), the Child Support Enforcement Act (1984), IRA's for Homemakers (1981), Estate Tax Reforms for Farm Widows (1981), Day Care Tax Credits (1981), Group Health Insurance Continuation (1985), Dependent Care (1986), and Military Pension Reform (1986), Equal Credit Protection Act (1988), the Medicare Catastrophic Act (1988), the Child Care in Public Housing Act (1988), Increased Funding for Title XX (Social Security) (1989), Maternal and Child Health Block Grant Increase in Funding (1989), Vocational Education Act (1990), Social Security Benefits for Disabled Widows and Widowers (1990), Displaced Homemakers First Time Home Buyers Program (1990), Immigration Reform for Battered Spouses (1990), Public Housing Prenatal Services (1990), Non-Traditional Employment for Women Act (1991) and the Glass Ceiling Act (1991), Pell Grant Eligibility Expansion Act (1992), Small Business Access to Surety Bonding Survey Act (1992), Micro-lend For the Future Act (1992), Women's Business Procurement Assistance Act (1993).

**IT SHOULD ALSO BE NOTED THAT DURING THE REAGAN-BUSH YEARS, THE RIGHT WING FAILED TO ENACT ONE MAJOR MEASURE ON ITS REGRESSIVE CIVIL RIGHTS AGENDA.**

# FOR MONDAY

CIVIL RIGHTS  
Working Group

LIST OF PARTICIPANTS FOR INTERAGENCY CIVIL RIGHTS LUNCHEON AT THE  
OFFICE FOR CIVIL RIGHTS, U.S. DEPARTMENT OF EDUCATION  
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3pm Rm 472

~~GET~~ GET BIRTHDATES FOR CLEAN

White House

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456-3300~~

~~Deputy Assistant to the President for  
Domestic Policy~~

U.S. Department of Justice

~~Deval Patrick  
514-2151~~

~~Assistant Attorney General~~

Equal Employment Opportunity Commission

Gil Casellas  
663-4002

Chairman for E.E.O.C.

U.S. Department of Health and Human Services

Dennis Hayashi  
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+ OMB

Chris Edley

+ Treasury

+ Commerce

+ Interior

+ Labor

+ Veterans' Affairs

+ EPA

+ Assis. to POTUS - Econ. Policy

+ Public Liaison

+ Commis. on CRTs

that anyone might have imagined. Thank you, Amanda, for your commitment and your courage.

Ladies and gentlemen, let me close with what I always think of at moments like this. These young people have reminded us, as the Attorney General has said, of the power of one person to make a difference. Each of us in our own way have that power. And I think we would all admit, starting with the President, that every day at the end of the day we have done less than we might have done to exercise that power that is within us all, divinely inspired and given to us for whatever time we're on this Earth. Let's look at them and remember our obligations to make the most of every day.

Thank you, and bless you all.

NOTE: The President spoke at 4:32 p.m. in the East Room at the White House.

### **Memorandum on the Civil Rights Working Group**

*August 4, 1994*

*Memorandum for the Heads of Executive Departments and Agencies*

*Subject: Civil Rights Working Group*

I am writing to you about our responsibility to promote equal opportunity for all Americans. We have accomplished much in our pursuit of a society in which all our people can achieve their God-given potential. But we still have a long way to go.

Americans believe that in spite of our differences, there is in all of us a common core of humanity that obliges us to respect one another and to live in harmony and peace. We must build on this belief and give real meaning to civil rights by tearing down all remaining barriers to equal opportunity—in education, employment, housing, and every area of American life.

Throughout the Nation, each of us must bring new energy to our efforts to promote an open and inclusive society. Those of us who are public servants have a special obligation. At the Federal level, we will do this by re-evaluating the civil rights missions, policies, and resources of every agency, so that they carry out their missions in a manner

consistent with the Administration's commitment to equal opportunity. In reviewing our activities, we must seek not only to eliminate barriers to equal access and opportunity, but also to identify opportunities for innovation. No Federal office should be exempt from the obligation to further the struggle for civil rights. And every State and local government should be encouraged to do the same.

On January 17, 1994, I issued an Executive order establishing a President's Fair Housing Council to be chaired by the Secretary of Housing and Urban Development. Working across agencies and programs, this Council will bring new focus and leadership to the administration of the Federal Government's fair housing programs. On February 11, 1994, I issued an Executive order directing agencies to develop strategies to identify, analyze, and address environmental inequities that are the result of Federal policies. That order will increase public participation in the environmental decision-making process.

In addition to these efforts, I believe more can be done to exercise leadership for civil rights enforcement. That is why I hereby establish a Civil Rights Working Group, under the auspices of the Domestic Policy Council, to evaluate and improve the effectiveness of Federal civil rights enforcement missions and policies. The Civil Rights Working Group will identify barriers to equal access, impediments to effective enforcement of the law, and effective strategies to promote tolerance and understanding in our communities and workplaces. More important, I expect the Working Group to develop new approaches to address these issues.

The principal focus of the Working Group will be our civil rights enforcement efforts. We must recognize, however, that public and private enforcement resources will never be fully adequate to the task, and all of the remaining obstacles to opportunity cannot be removed through litigation alone. Therefore, I direct the Working Group to identify innovative strategies that can leverage our limited resources to provide new avenues for equal opportunity and equal rights. Among those potential strategies are new measures relying on civic education and voluntary efforts to engage citizens in overcoming the effects of

past discrimination. These new strategies should be designed to complement our improved and reinvigorated enforcement efforts.

The Attorney General and the Director of the Office of Management and Budget will co-chair the Working Group. The following Administration officials will serve as members: the Secretary of the Treasury, the Secretary of Commerce, the Secretary of Agriculture, the Secretary of the Interior, the Secretary of Education, the Secretary of Health and Human Services, the Secretary of Housing and Urban Development, the Secretary of Labor, the Secretary of Transportation, the Secretary of Veterans Affairs, the Administrator of the Environmental Protection Agency, the Chair of the Equal Employment Opportunity Commission, the Assistant to the President for Economic Policy, the Assistant to the President for Domestic Policy, and the Assistant to the President and Director of Public Liaison. I also have invited the Chairperson of the Commission on Civil Rights to participate in this crucial endeavor on an informal basis, respecting the independent and critical voice we expect of that Commission. Finally, this membership list is not exclusive. I invite and encourage all Cabinet officers and agency heads to participate in the Working Group.

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With this interagency effort, I underscore the commitment of this Administration to bring new energy and imagination to the opportunity agenda. In departments and agencies throughout the Federal Government, this work is already well underway. The Working Group will provide a mechanism to expand and accelerate that vital work. Its work will be among our greatest contributions to the people we serve.

William J. Clinton

### Remarks on the Anniversary of the Passage of the Economic Program

August 5, 1994

Well, thank you all. We've established one thing beyond doubt. We all have enough sense to come in out of the rain. [Laughter]

Thank you, Mr. Quimby, and thank all of you. We've had representatives of four fine companies speak here today: the head of one of our largest corporations; the head of a medium-sized high-tech company, growing and growing into the world economy; the head of a small company that's doubled the number of—or now a man that's moved from a small job to a large job in a small company that's growing very rapidly; and a new employee. The Vice President and I wanted these folks here for this announcement today because they represent what our efforts are all about.

I said the other night in my press conference that there are a lot of lobby groups in Washington, but I wanted the White House to be known as the "home office of the American association of ordinary citi-

**CIVIL RIGHTS WORKING GROUP  
ATTENDEES  
DECEMBER 19, 1994  
3:00 P.M. ROOM 472 OEOB**

**CO-CHAIRS**

Christopher Edley, OMB  
Deval Patrick, DOJ  
Steve Warnath, DPC

**USDA**

David Montoya  
Director, Office of Civil Rights Enforcement

**DEPT OF ED**

Judy Winston, General Counsel  
Susan Craig  
Asst. General Counsel for the Division of Educational Equity  
Norma Cantu  
Asst. Secretary for Civil Rights  
Brian Ganson  
Chief of Staff to the Asst. Secretary for Civil Rights  
Art Coleman  
Senior Policy Advisor to the Asst. Secretary for Civil Rights

**EPA**

William Finister  
Deputy Chief of Staff

**HHS**

Dennis Hayashi  
Director, Office of Civil Rights  
Omar Guerrero  
Deputy Director, Office of Civil Rights

**HUD**

Roberta Achtenberg  
Asst. Secretary for Fair Housing and Equal Opportunity  
Mike Levy

DOJ

Helaine Greenfield

Special Assistant to the Asst. AG, Civil Rights Division

DOL

Shirley Wilcher

Director of OFCCP

Bernard Areonson

DOT

Antonio Califa

Director, Office of Civil Rights

Burton Taylor

Deputy Director, Office of Civil Rights

TREASURY

Mark Hingston, Senior Counsel

CCR

Stephanie Moore

EEOC

Gil Casellas, Chairman

Ellen Vargyas, General Counsel

Claire Gonzalez

FDIC

Valeria Baker

Sr. Contract Specialist, Office of Equal Opportunity

Patrick Barnes

Associate Director, MWOP, Office of Equal Opportunity

ONDCP

Charlotte Hays

Director, Public and Legislative Affairs

EXECUTIVE OFFICE OF THE PRESIDENT

21-Dec-1994 10:50am

TO: (See Below)

FROM: Adrien L. Silas  
Office of Mgmt and Budget, TCJS

SUBJECT: Notes from First Civil Rights Working Group Meeting

Notes from the first meeting of the civil rights working group follow. The next meeting will occur on the first Tuesday of the new year and focus upon affirmative action.

Attendees

There were about 30 people in attendance. Deval Patrick chaired the meeting. Steve Warnath was there. Abner Mikva arrived after the meeting started and stayed a short time.

Group Focus

Mr. Patrick said that he hoped the group could be a forum where issues could be raised, consensus reached, and recommendations made to the White House/President. Mr. Warnath seconded this. I said that I thought that you also would be interested, in the longer term, in exploring opportunities for leveraging Federal and State resources and eliminating conflict between programs. Steve ??? from White House Counsel seconded this.

This generated a great deal of discussion as to whether the two were compatible. The majority appeared to want to develop Administration policy statements on civil rights issues, e.g., school desegregation, affirmative action, set-asides. It felt that this was a more urgent issue because misstatements might embarrass the President.

Someone said that although some groups were not represented, an interagency group had been meeting informally for the last nine months. (???) Finally, Mr. Patrick said that he did not feel that pursuing short term policy papers and longer term coordination were mutually exclusive.

Future Issues

Mr. Patrick suggested that each meeting focus upon a

different issue. He proposed a list of subjects for possible policy papers:

- o affirmative actions (both voluntary and remedial)
- o set-asides
- o fair lending enforcement (although it might be desirable to put this issue on "hold" for now because there already is a fair lending working group)
- o the Americans with Disabilities Act and what constitutes a disability
- o unfunded mandates (especially relating to the Americans with Disabilities Act and relatively recent motor/voter legislation)
- o minority congressional redistricting
- o immigration aspects of civil rights (although there already may be a working group on Proposition 187)
- o school desegregation
- o limited English proficiency
- o clearance process for civil rights regulations (which may have changed recently)

Mr. Mikva suggested the following:

- o voting rights procedures generally
- o preferences in the broadest sense (although this might be subsumed in affirmative action and set-asides)

Other attendees suggested:

- o the civil rights aspects of all major pieces of legislation, e.g., welfare reform
- o procurement policy
- o residential segregation
- o mobility programs
- o remedies

The Process

It was unclear what the process would be for obtaining White House approval of works generated by the group. Mr. Warnath indicated that both the White House Counsel and the Chief of Staff would have to clear draft policy statements before they went to the President.

Mr. Patrick noted the controversial nature of the group's work and asked how the group could avoid leaks. Someone suggested that there be no drafts circulated outside of meetings. Someone else added that there could be available at meetings minutes of the previous meeting for inspection. Participants would not be permitted to leave with the minutes or with other documents. Mr. Patrick suggested that the group default to not distributing documents and spend the first few minutes of each meeting reading draft documents.

He emphasized that the issues were highly charged and that it was necessary for the group to "hang together" once internal discussions were concluded.

#### The Future

There was some discussion about the necessity to produce a progress report in February. Mr. Warnath suggested that the group decide whether it would produce one. (I read the President's memorandum creating the group to imply that the group was created immediately and that a report is due every six months--from creation.)

Mr. Patrick suggested that the group meet once or twice weekly on Mondays at 3 p.m. for several hours. The next meeting is to occur on the first Tuesday of the new year.

Mr. Patrick suggested that the issue for the next meeting be affirmative action, both voluntary and remedial, in employment and education. For the employment component, the civil rights division would take the lead in preparing a draft policy statement and in circulating already public documents, including the briefs in the Piscataway case. The Department of Education would take the lead on the education component.

Mr. Patrick suggested that the issue for the next meeting be procurement set-asides. There was no objection.

#### Distribution:

TO: Christopher F. Edley, Jr  
TO: Stephen C. Warnath

CC: Kenneth F. Ryder, Jr.  
CC: Susan M. Carr  
CC: Margaret R. Shaw  
CC: Lori L. Victor

08-15-94 01:30 PM

FAX TRANSMITTAL

# of pages: 3

*Can you help with this request? Please let me know soon 67486*

*As usual*

To	<i>Susan Beveridge</i>	From	<i>Dalina Sales</i>
Dept./Agency	<i>White House</i>	Phone	<i>482-6704</i>
FAX #	<i>456-2992</i>	Fax #	<i>482-6760</i>

NBN 7840-01-317-7388 6098-101 GENERAL SERVICES ADMINISTRATION

*3624--*

THE WHITE HOUSE  
WASHINGTON  
August 4, 1994

MEMORANDUM FOR THE HEADS OF EXECUTIVE DEPARTMENTS AND AGENCIES

SUBJECT: Civil Rights Working Group

I am writing to you about our responsibility to promote equal opportunity for all Americans. We have accomplished much in our pursuit of a society in which all our people can achieve their God-given potential. But we still have a long way to go.

Americans believe that in spite of our differences, there is in all of us a common core of humanity that obliges us to respect one another and to live in harmony and peace. We must build on this belief and give real meaning to civil rights by tearing down all remaining barriers to equal opportunity -- in education, employment, housing, and every area of American life.

Throughout the Nation, each of us must bring new energy to our efforts to promote an open and inclusive society. Those of us who are public servants have a special obligation. At the Federal level, we will do this by re-evaluating the civil rights missions, policies, and resources of every agency, so that they carry out their missions in a manner consistent with the Administration's commitment to equal opportunity. In reviewing our activities, we must seek not only to eliminate barriers to equal access and opportunity, but also to identify opportunities for innovation. No Federal office should be exempt from the obligation to further the struggle for civil rights. And every State and local government should be encouraged to do the same.

On January 17, 1994, I issued an Executive order establishing a President's Fair Housing Council to be chaired by the Secretary of Housing and Urban Development. Working across agencies and programs, this Council will bring new focus and leadership to the administration of the Federal Government's fair housing programs. On February 11, 1994, I issued an Executive order directing agencies to develop strategies to identify, analyze, and address environmental inequities that are the result of Federal policies. That order will increase public participation in the environmental decision-making process.

The White House  
Washington

FAX COVER SHEET

OFFICE OF DOMESTIC POLICY

OLD EXECUTIVE OFFICE BUILDING

Washington, D.C. 20500

TO:

Claire Gonzalez

FAX NO:

663-4912

FROM:

J. J. Donnell

PHONE:

DATE:

TOTAL NUMBER OF PAGES:

COMMENT(S):

Claire - This is what I have  
right now. If you need a clear  
copy call me and I'll track  
one down for you.

J

THE WHITE HOUSE

WASHINGTON

**Civil Rights in the Clinton Administration**  
**A Fact Sheet**

*The announcement of Deval Patrick, a distinguished attorney and compassionate advocate, as Assistant Attorney General for Civil Rights continues the Clinton Administration's active involvement in civil rights issues.*

- \* President Clinton has assembled a highly qualified team that includes the most diverse group of presidential advisers ever to sit in a president's cabinet. Five African-Americans, two Hispanics, and six women are members of the Clinton cabinet.
- \* A record high 61% of the President's nominees to the federal bench have been women and minorities.
- \* President Clinton broke the gridlock in Washington and signed the Motor Voter Bill, which expands voting rights for all, including the poor and the young, by creating new voter registration locations.
- \* The President signed into law the Religious Freedom Restoration Act, which restores protection for religious exercise by restricting government actions that substantially interfere with religious practices.
- \* President Clinton appointed highly-acclaimed civil rights leader Mary Frances Berry to be chair of the U.S. Civil Rights Commission.

*President Clinton's civil rights policy extends beyond enforcing existing civil rights laws. It seeks to create real opportunity and empowerment. As the President has said, "The absence of discrimination is not the same thing as the presence of opportunity."*

- \* The Clinton civil rights policy emphasizes **justice, opportunity, and empowerment.**
- \* The Clinton civil rights policy empowers people by providing valuable tools to help them succeed, such as:
  - ✓ Universal and Guaranteed Health Care
  - ✓ Welfare Reform
  - ✓ Small Business Assistance
  - ✓ Expanded Earned Income Tax Credit
  - ✓ Family & Medical Leave
  - ✓ Affordable Student Loans
  - ✓ Community Development Banks
  - ✓ A Strengthened Community Reinvestment Act
  - ✓ Empowerment Zones

*The Clinton Administration's civil rights policy is broad-based and enforced throughout the entire federal government. No longer does the weight of civil rights enforcement fall solely on one department's shoulders; every department develops, implements, and enforces civil rights policy. For example:*

- \* The Administration argued in federal court to expand the interpretation of the Voting Rights Act.
- \* The Justice Department Civil Rights Division filed a record 140 cases last year to enforce fair housing laws, a 35% increase from the number of cases filed in 1992.
- \* The Department of Housing & Urban Development has aggressively fought to knock down discriminatory barriers, actively intervening to integrate a once segregated public housing complex in Vidor, Texas.
- \* The Treasury Department, working with the Justice Department, ordered a Mississippi bank that denied loans because of race to implement a remedial lending plan for minority customers.
- \* The Justice Department obtained an agreement from a South Dakota bank that charged higher interest rates to Native Americans to compensate minority borrowers and remedy its lending practices.
- \* For the first time since the Age Discrimination Act was passed in 1975, the Department of Education issued regulations needed to implement the law. Prior administrations had failed to release the necessary guidelines.
- \* The Labor Department collected over \$34.5 million in back pay and other financial remedies for discrimination victims, an increase of 12% from the year before.
- \* The Department of Health & Human Services helped to develop language for the Health Security Act that ensures equal access and civil rights protections in health care reform.
- \* The Department of Commerce awarded 15% of its procurement business to minority-owned businesses in 1993.
- \* The Attorney General added 10 new staff people and approved a toll-free hotline to respond to complaints under the Americans with Disabilities Act. The Justice Department has awarded technical assistance grants to speed compliance with the ADA and has resolved complaints to make public accommodations, courtrooms, and other government and private facilities accessible to people with disabilities.
- \* The Environmental Protection Agency identified 20 environmental justice pilot projects to be undertaken across the country to redevelop contaminated sites in low-income communities and turn them into useable space, creating jobs and enhancing community development.

The White House  
Washington

FAX COVER SHEET

Office of Domestic Policy

Old Executive Office Building  
Washington, D.C. 20500  
FAX: (202)-456-7028

To: Dennis Hayashi

FAX No: 619-3437

From: Stephen Warnath

Phone: 456-5577

Date: 8/27/94

Pages (Including cover): 4

Comments: FYI

\_\_\_\_\_

\_\_\_\_\_

\_\_\_\_\_

\_\_\_\_\_

E X E C U T I V E   O F F I C E   O F   T H E   P R E S I D E N T

09-Aug-1994 03:24pm

TO:            Alice M. Rivlin

FROM:         Carol H. Rasco  
              Economic and Domestic Policy

CC:            Stephen C. Warnath

SUBJECT:      Civil Rights working group

I have learned from Staff Secretary here that the order/memorandum/whatever was signed last week. He is sending me a copy and I will route one to you. In the meantime, Janet Reno had answered my previous memo to her and Leon on the matter that she didn't see a need for the principals of the leadership to meet but that our staffs meeting first would be fine. If that is okay with you I will ask my staff person to call a meeting to start the organizational procedure...we could ask staff to draft a memo outlining the process to follow, timelines, etc.? I will wait to do anything further until I hear from you.

Thank you.

E X E C U T I V E   O F F I C E   O F   T H E   P R E S I D E N T

09-Aug-1994 06:08pm

TO: Carol H. Rasco  
FROM: Alice M. Rivlin  
Office of Mgmt and Budget  
CC: Stephen C. Warnath  
SUBJECT: RE: Civil Rights working group

That's fine with me, but I think you and Janet and I should meet fairly soon (September?) just to talk briefly and informally about what we hope to accomplish.

EXECUTIVE OFFICE OF THE PRESIDENT

09-Aug-1994 06:21pm

TO: Alice M. Rivlin  
FROM: Carol H. Rasco  
Economic and Domestic Policy  
CC: Stephen C. Warnath  
SUBJECT: RE: Civil Rights working group

I agree. Perhaps we can task the staff to come up with a paper by end of August that we meet to discuss that would serve as the blueprint for the group's work. I'll talk to Janet in the next day or so inbetween her crime bill push and have Steve Warnath of my staff pull everyone together. I assume he is to contact Chris Edley for the OMB contact?

On another note....I am just stopping for the first time today to look back over notes I have taken today...Leon asked for paper to make the Ag bill calls we mentioned to him...shall I have someone write up those notes? Do you want to get them written?

Thanks.

E X E C U T I V E   O F F I C E   O F   T H E   P R E S I D E N T

11-Aug-1994 10:15am

TO:            Stephen C. Warnath

FROM:         Carol H. Rasco  
               Economic and Domestic Policy

SUBJECT:      RE: civil rights working group

Just one further note...when Justice called Rosalyn yesterday to talk about contact points they said (and you may already know all of this) while Duval will be the lead for Janet the contacts to use for him are Helene Greenfield (514-2151) and Liz Savage (514-4279). Thanks!

E X E C U T I V E   O F F I C E   O F   T H E   P R E S I D E N T

10-Aug-1994 07:47am

TO:           Lori L. Victor

FROM:         Christopher F. Edley, Jr  
              Office of Mgmt and Budget, EG

CC:           Stephen C. Warnath  
CC:           Margaret R. Shaw  
CC:           Martha M. Gagne

SUBJECT:      Civil Rights Enforcement Group

Lori -- please contact Steve Warnath and offer o arrange a meeting for Steve, me and Deval Patrick to scope out near-term agenda for the new Civil Rights Enforcement Working Group created by Presidential Memorandum last week.

Hennessy is our staff on this.

08-15-94 01:30 PM

FAX TRANSMITTAL

# of pages 3

*Agency  
Name*

To	<i>Susan Beveridge</i>	From	<i>Daina Siles</i>
Dept./Agency	<i>White House</i>	Phone #	<i>482-6704</i>
Fax #	<i>456-2992</i>	Fax #	<i>482-6760</i>

NBN 7840-01-317-7368 5008-101 GENERAL SERVICES ADMINISTRATION

*Can you help with this request? Please let me know  
Susan 67486*

THE WHITE HOUSE  
WASHINGTON  
August 4, 1994

*3674--*

MEMORANDUM FOR THE HEADS OF EXECUTIVE DEPARTMENTS AND AGENCIES

SUBJECT: Civil Rights Working Group

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Throughout the Nation, each of us must bring new energy to our efforts to promote an open and inclusive society. Those of us who are public servants have a special obligation. At the Federal level, we will do this by re-evaluating the civil rights missions, policies, and resources of every agency, so that they carry out their missions in a manner consistent with the Administration's commitment to equal opportunity. In reviewing our activities, we must seek not only to eliminate barriers to equal access and opportunity, but also to identify opportunities for innovation. No Federal office should be exempt from the obligation to further the struggle for civil rights. And every State and local government should be encouraged to do the same.

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08/16/94 13:27 202 233 4489

OEO VA

08-15-94 01:30 PM

P03/04

2

In addition to these efforts, I believe more can be done to exercise leadership for civil rights enforcement. That is why I hereby establish a Civil Rights Working Group, under the auspices of the Domestic Policy Council, to evaluate and improve the effectiveness of Federal civil rights enforcement missions and policies. The Civil Rights Working Group will identify barriers to equal access, impediments to effective enforcement of the law, and effective strategies to promote tolerance and understanding in our communities and workplaces. Most important, I expect the Working Group to develop new approaches to address these issues.

The principal focus of the Working Group will be our civil rights enforcement efforts. We must recognize, however, that public and private enforcement resources will never be fully adequate to the task, and all of the remaining obstacles to opportunity cannot be removed through litigation alone. Therefore, I direct the Working Group to identify innovative strategies that can leverage our limited resources to provide new avenues for equal opportunity and equal rights. Among those potential strategies are new measures relying on civic education and voluntary efforts to engage citizens in overcoming the effects of past discrimination. These new strategies should be designed to complement our improved and reinvigorated enforcement efforts.

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08-15-94 01:30 PM

P04/04

3

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*William B. Clinton*

Affirmative  
race-based scholarship

Set-aside

Fair lending

ADA -

Unfunded mandates  
motor votes

voting districts

Civil rights implications of immigrant law

school desegregation

limited English proficiency

process of civil rights regulation

voting rights generally.

- FCC preferences

EEO + procurement policy

**Civil Rights Working Group Principals' Meeting  
Issue Menu**

1. Decisionmaking Process and Authority of the Working Group
2. Affirmative Action Policy
  - o employment - voluntary/remedial
  - o education (including Podberesky) - voluntary/remedial
3. Policy on Set-Asides for Minorities and Women
4. Fair Lending Enforcement Policy
5. ADA and Definitions of Persons with Disabilities
6. The "Unfunded Mandates" Argument
7. Policy on Majority/Minority Congressional Districts
8. Civil Rights Implications of Immigration Policy
  - o Policy on Prop. 187
9. School Desegregation
  - o methods
  - o issues of educational quality
10. Limited English Proficient (Lau)
  - o employment
  - o education
  - o health
11. Process of Clearance of Civil Rights Regulations

OPTIONAL FORM 99 (7-90)		<i>Steve: Please call Deval 514-2151 when you receive this.</i>	
<b>FAX TRANSMITTAL</b>		# of pages: <u>1</u>	
To <u>Steve Warnath</u>	From <u>Helaine Greenfeld</u>		
Dept./Agency	Phone # <u>514-6860</u>		
Fax # <u>456 7028</u>	Fax # <u>514-0293</u>		
NSN 7540-01-317-7368	5089-101	GENERAL SERVICES ADMINISTRATION	

U.S. Equal Employment Opportunity Commission  
Office of Communications and Legislative Affairs  
1801 L Street, NW, Room 9024  
Washington, DC 20507  
FAX # (202) 663-4912

FAX TRANSMITTAL FORM

DATE: 12/9/94

TIME: \_\_\_\_\_

TO : Steve Wannath

FAX TELEPHONE NUMBER: 456-7028

SENDER: Clare Gonzalez

CHECK ONE:

OCLA  
(202) 663-4900

SURVEYS  
(202) 663 - \_\_\_\_\_

OFO  
(202) 663 - \_\_\_\_\_

ON  
(202) 663 - \_\_\_\_\_

OGC  
(202) 663 - \_\_\_\_\_

OLC  
(202) 663 - \_\_\_\_\_

*(You probably know all this, but just in case you don't)*

OSEO  
(202) 663 - \_\_\_\_\_

*\*OFCCP - Office of Federal Contract Compliance Programs -*

*monitors Fed. Affirm Action Rights under Spec. Order*

DOCUMENT: As requested

NUMBER OF PAGES TRANSMITTED (INCLUDING COVER): 1

SPECIAL INSTRUCTIONS:

Shirley Wilcher, Deputy Asst Sec., OFCCP\*, DOL  
ph# (202) 219-9475  
Fax (202) 219-6195  
Shirley's Exec Asst is Cole Black

Please telephone the appropriate office above if you do not receive all documents.

# FOR MONDAY

CIVIL RIGHTS  
Working Group

LIST OF PARTICIPANTS FOR INTERAGENCY CIVIL RIGHTS LUNCHEON AT THE  
OFFICE FOR CIVIL RIGHTS, U.S. DEPARTMENT OF EDUCATION  
330 C ST. S.W., RM 5000

## 3pm Rm 472

### GET BIRTHDATES FOR CLEAN

White House

[REDACTED]

U.S. Department of Justice

[REDACTED]

Equal Employment Opportunity Commission

Michelle

Gil Casellas P6/(b)(6) Chairman for E.E.O.C.  
663-4002

U.S. Department of Health and Human Services

Pat  
619-0585

Dennis Hayashi P6/(b)(6) Director of Office for Civil Rights  
619-0403

Omar Guerrero P6/(b)(6) Deputy Director  
619-0403

U.S. Department of Agriculture

WCB

David Montoya Director of Office for Civil Rights  
720-5212 Enforcement

Jetie Wilds Deputy Director

U.S. Department of Housing and Urban Development

WCB  
Rou

Paul Williams Deputy Assistant Secretary for Fair  
708-4252 Housing and Equal Opportunity

U.S. Department of Transportation

WCB

Tony Califa Director of Civil Rights  
366-4648

Burton Taylor Deputy Director  
366-4648

456 5576  
7028 f.

U.S. Department of Education

Judy Winston [redacted] General Counsel  
401-6000 P6/(b)(6)

Web Susan Craig Assistant General Counsel for the Division  
401-6000 of Educational Equity

Norma V. Cantu [redacted] Assistant Secretary for Civil Rights  
205-5413 P6/(b)(6)

Raymond Pierce [redacted] Deputy Assistant Secretary  
205-9556 P6/(b)(6)

Art Coleman [redacted] Senior Policy Advisor to the  
205-5413 Assistant Secretary for Civil Rights P6/(b)(6)

+ OMB

Chris Edley

+ Treasury

+ Commerce

+ Interior

+ Labor

+ Veterans Affairs

+ EPA

+ Assis. to POTUS - Econ. Policy

+ Public Liaison

+ Commis. on CRTs

**DRAFT 7/14 STATEMENT OF DEVAL L. PATRICK, ASSISTANT ATTORNEY GENERAL, CIVIL RIGHTS DIVISION BEFORE THE COMMITTEE ON LABOR AND HUMAN RESOURCES, UNITED STATES SENATE, CONCERNING S. 2238, THE EMPLOYMENT NON-DISCRIMINATION ACT OF 1994, JULY 19, 1994.**

Mr. Chairman and Members of the Committee, I am pleased to provide this testimony today on the issues addressed in S. 2238, the Employment Non-Discrimination Act of 1994.

Americans should be able to find jobs, keep jobs and earn promotions based on their qualifications and the quality of their work, not on irrelevant characteristics. This has been a core value in this country for many years. The President and this Administration vigorously support the principle of non-discrimination in employment. As you know, forty years ago, the Supreme Court began the modern civil rights era by deciding Brown v. Board of Education, and thirty years ago Congress enacted the Civil Rights Act of 1964, including Title VII prohibiting discrimination in employment based on race, color, religion, sex and national origin. In 1967, the Age Discrimination in Employment Act was enacted to protect older Americans. Most recently, in 1990, Congress enacted the Americans with Disabilities Act to extend full civil rights protections to persons with disabilities.

As the President said in Riga, Latvia, recently, "Freedom without tolerance is freedom unfulfilled." In that spirit, and consistent with our historic national commitment to tolerance,

this Administration believes the principle of non-discrimination in employment should be extended to include sexual orientation.

As past debates in Congress have shown, characteristics such as race, religion, sex, age and disability have no relevance to the ability of an individual to perform required functions of a job. Quite often, and unfortunately, prejudice and stereotypes held by some employers limit a person's ability to obtain and keep a job.

Our Nation prides itself on embracing the principle that persons should be judged based on merit and ability, not on class, culture or other extraneous factors. Our civil rights laws reflect this principle. By allowing employment discrimination on the basis of sexual orientation, our society cheats itself out of the contributions of very able and talented individuals throughout the Nation. As the international market place becomes increasingly competitive, America does not have the luxury of wasting talent.

In the past, Congressional advocates of providing civil rights protections for gay men and lesbians have introduced omnibus bills that amended all existing civil rights laws to include sexual orientation. These bills attempted to provide civil rights protection in public accommodations, public facilities, federally assisted programs, employment and housing.

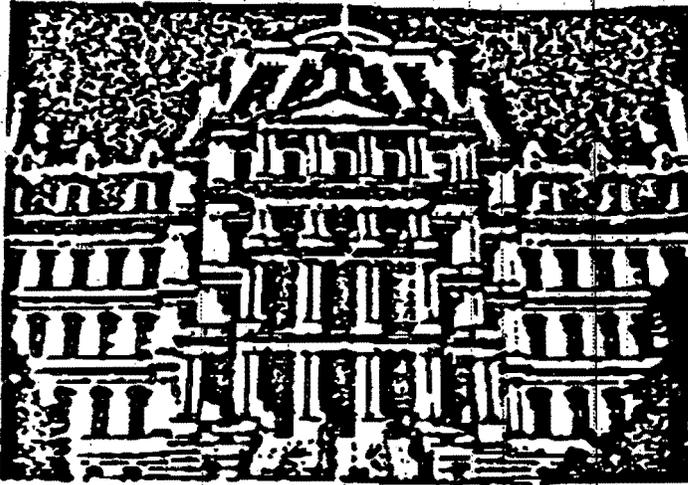
orientation. A number of these employers also provide the same degree of employee benefits to a person's partner, without regard to sexual orientation.

Until this year, Congress had not heard testimony on the issue of employment discrimination based on sexual orientation in nearly 15 years. I trust that over the course of these hearings you will hear from many witnesses who will document the problems faced by lesbians and gay men in employment and their testimony will build a useful and solid record on the problems of employment discrimination based on sexual orientation.

Mr. Chairman, I appreciate the opportunity to appear before you this morning. We expect to have some technical comments on the bill, which we would like to supply for the hearing record. Beyond that, the Department of Justice stands ready to work with you and the Committee to develop a fair and effective bill to eliminate employment discrimination based on sexual orientation.

# EXECUTIVE OFFICE OF THE PRESIDENT

## Office of Management and Budget



### FACSIMILE TRANSMITTAL SHEET

Date: 7-18-94

Time: 4:55PM

Number of Pages including cover 5

To: STEVE WARREN

Fax Number: 456-7028

Office Number: \_\_\_\_\_

Comments: HERE IS THE TESTIMONY WE

DISCUSSED. AS I SAID, ACCORDING TO

STEVE ~~WARREN~~ WARREN THIS TESTIMONY WAS

Housing, Treasury and Finance Division REVIEWED

From: DARYL HENNESSY

CAREFULLY BY

Fax Number: (202) 395-6889

HIS OFFICE.

Office Number: (202) 395-4516

U.S. Equal Employment Opportunity Commission  
Office of Communications and Legislative Affairs  
1801 L Street, NW, Room 9024  
Washington, DC 20507  
FAX # (202) 663-4912

FAX TRANSMITTAL FORM

DATE : 7/21/94 TIME: 2:00

TO : Steve Warnath

FAX TELEPHONE NUMBER: 456-7028

SENDER: Claire Gonzales

CHECK ONE:

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(202) 663-4900

SURVEYS  
(202) 663 - \_\_\_\_\_

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DOCUMENT: As requested - Opening Statements

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Please telephone the appropriate office above if you do not receive all documents.

**STATEMENT**  
**OF**  
**GILBERT F. CASELLAS**  
**NOMINEE: CHAIRMAN, EQUAL EMPLOYMENT**  
**OPPORTUNITY COMMISSION**  
**BEFORE THE**  
**COMMITTEE ON**  
**LABOR AND HUMAN RESOURCES**

Thank you Mr. Chairman for convening this hearing. I welcome the opportunity to appear before the committee to share with you my vision of this important agency, if I am confirmed as Chairman. I view this as the opening of a long-overdue dialogue that begins today and I welcome the opportunity to return for oversight hearings in the future, if confirmed. Please allow me as well to express my gratitude to you, Mr. Chairman, and the other members of this committee for meeting with me over the past few days. Your comments were most appreciated and have assisted me in formulating a strategy for the important work that lies ahead.

Having appeared for confirmation hearings eight months ago, I am sensitive to addressing what is one of your principal questions: Who is the nominee as a person and what philosophy and vision will he bring to this vital post?

As I reflected on how to respond to that question, I recalled the remarks I delivered at my swearing in ceremony several months ago at the Department of the Air Force. I began those remarks by thanking my parents. It is truly amazing that as far back as I can remember my parents had an unabiding faith and hope not only in me, but in the goodness of other people and of the American system. This was no

small feat on their part because they grew up during an embarrassing period in this country's history. They attended segregated schools, movie theaters, churches and sat at the back of buses. It didn't help that their first language was Spanish and so they entered this segregated school system at a severe linguistic disadvantage. They maintained their optimism even after having watched their own parents face the same barriers and indignities. When my grandfather Juan Casellas arrived from Puerto Rico as a young boy, he had the hope of becoming a lawyer but found that path and others blocked. I still remember the pain in his eyes as he described one incident of humiliation he suffered on a public street because of the color of his skin. And through all of this my parents encouraged me. And even as I spent my first six years of education at a segregated school and attended "colored" movie theaters and drank from "colored" water fountains, I tolerated them because of the hope and faith and support of my parents and my family.

It was in that context, that I thanked the President for appointing me and applauded him not only because I am the beneficiary of his efforts towards inclusion, but because I believe such an appointment vindicates the faith, hope and sacrifices not only of my parents but of all people who have found themselves on the outskirts of society's benefits.

And so while this year we celebrate the thirtieth anniversary of the Civil Rights Act of 1964 and of Title VII, I recall that year because I first attended school with white children and I was allowed to belong to a neighborhood boys club that had denied me admission and I could attend downtown movie theaters that previously had been off limits. I share this with you so that you understand that I have a personal affiliation with the types of issues that I will confront as Chairman.

**But I also know that the American dream is real. I know that because to a large extent I have been blessed to live it. Wonderful opportunities were given to me because of the struggles and sacrifices of so many people who made those opportunities possible.**

**I knew almost intuitively as a child and from the changes brought about by the Supreme Court's decision in Brown v. Board of Education and from the passage of the Civil Rights Act of 1964 that the law could change people's lives for the better. It was through the study and practice of law that I learned how it could.**

**And so for that reason I dedicated much of my personal and professional time to advancing opportunities for women and minorities in the legal profession. As an employer, as a law firm manager and as a bar leader, I advocated the removal of barriers to make equal opportunity a reality within a noble profession whose record of accomplishment has yet to reach its aspirations.**

**And throughout those struggles, I remained steadfastly committed to following two simple lessons I learned as a trial lawyer and taught as a law professor: first, be a good listener and second, opponents need not become enemies. And so I listened and sought common ground and consensus; and where consensus did not exist, I made sure that the opportunity for future dialogue always remained open. By following these simple precepts, I was able to build bridges on behalf of the many organizations I was privileged to lead.**

**As Chairman, therefore I will welcome public scrutiny and debate and will eagerly engage in and invite discussion of controversial issues. The EEOC can only maintain its credibility if its leadership is willing to have open doors and open minds**

**and listen to the many communities that have a stake in what we do. It is equally important that the leadership articulate its unqualified support for vigorously enforcing the equal employment opportunity laws, its passionate belief in the justice of those laws and its tireless commitment to the continuous improvement of employment opportunities for all people.**

**I hope to focus the agency on its core mission of eradicating discrimination in the workplace through the vigorous enforcement of the law and through education, outreach, policy guidance and training. We will not be successful in that mission unless we can accomplish a number of specific objectives and so let me share some of these with you. First, we must examine how we do our work, and if necessary, fix our operations to assure timely and quality work. I expect to engage myself personally in any search for a new model of organizing our work; the increasing workload in the face of limited resources has overwhelmed a dedicated staff. Policy will be coordinated and developed from the leadership. But policies or procedures that impede the ability of dedicated people to do quality work will be eliminated. Second, the agency must itself be a model employer, not only in terms of equal employment opportunity, but in terms of training, resources and advancement opportunities. We must be as sensitive to our workers' fulfillment and satisfaction as we expect from the employers who come before us. Third, we must examine our working relationships with state and local enforcement agencies. Is there value added and can more be done with less? Fourth, we must improve our outreach and education to all communities, but especially to those who have felt shut out, always with a view towards equity and fairness and always so as to maximize public access and input. Likewise, I look forward to working with the business community, whose concerns I understand from my own experiences, to assist it in understanding and implementing the laws we will enforce. Finally, we must claim our rightful role**

**under the executive order as the lead agency for equal employment opportunity law enforcement.**

**None of this will happen overnight. And I assure you that I don't have a magic formula. But I can assure you that I will dedicate myself to fixing what's broken and improving what we can and that this process will be a collaborative one and will include our many constituent communities and Congress. In short, if I am confirmed, to those who have felt excluded, we are open for business; to those who criticize how we operate, we will operate as a business; and to those who doubt our commitment to vigorous enforcement, we mean business.**

**In his State of the Union address last January, President Clinton said that "America will never be complete in its renewal until everyone shares in its bounty." Our nation's prosperity depends on our ability to develop and employ the talents of our diverse population. America's continued economic competitiveness -- along with its traditional commitment to fundamental principles of fairness and equity -- demands zero tolerance of discrimination; we simply don't have the luxury of wasting any of our abundant talent.**

**Mr. Chairman, I am honored to appear before the committee for your consideration of me for this important position. At the end of the day, one of the core values of our society is that people should be able to go as far as their abilities will take them, so that they can provide for themselves and their families, and be fulfilled in their chosen line of work, without regard to race, religion, national origin, sex, age or disability. I look forward to working to open what Dr. Martin Luther King, Jr. called the "great vaults of opportunity" to every individual in this nation's workforce. Thank you.**

STATEMENT OF PAUL M. IGASAKI,  
NOMINEE TO THE EQUAL EMPLOYMENT OPPORTUNITY COMMISSION,  
BEFORE THE SENATE LABOR AND HUMAN RESOURCES COMMITTEE  
JULY 21, 1994

Thank you, Mr. Chairman. It is an honor and a privilege to be here today, to present my credentials for membership on the Equal Employment Opportunity Commission. I want also to thank my distinguished Senators and Congressman Mineta for their kind words.

There is no more important area in which we should ensure fairness than in the area of employment. A job can enhance self-respect, it can build a family's future and contribute to the good of society. So long as job opportunity can be limited on the basis of race, national origin, religion, gender, age, disability or other factors unrelated to the job itself, we are not making use of the entire American workforce.

My grandparents and great grandparents journeyed to this country, like so many before them, in search of opportunity and freedom. Through difficult times, and in the face of racial discrimination, they built a place in American society for their families. Discriminatory laws barred their naturalization. The law also prohibited them, as Asian immigrants, from owning land, so they put their homes and farms in the names of their citizen children. Then, in 1942, wartime hysteria and racial hatred led to their losing those homes, losing much of what represented the American dream, to be sent to what amounted to concentration camps in the desert, due only to the color of their skin and the ancestry of their forebears.

One of my grandfathers was a truck farmer. The other, born in Hawaii, was one of the Japanese American community's first

-2-

attorneys. Both felt powerless to challenge what happened to them and their families. As a Japanese American, no other experience has had a greater influence on me and my view of the law and of civil rights.

Senators, it is this heritage that inspires me to pursue this difficult challenge, just as it led me to pursue a career in the law, in public service and in civil rights. It is why my parents taught me that fairness for all, including the least powerful or the least popular among us, must guide my endeavors whatever they may be.

Growing up as I did in the 1960's, I was inspired by the words and deeds of Dr. Martin Luther King, of the freedom riders, and of so many others that risked their lives to make real the American promise of equal justice under law. I know that from this movement came many of the laws and decisions that created not only the EEOC, but many of the tools that exist today to fight discrimination.

With the lessons of my family history and those civil rights tools, I could think of no greater honor than to work with Gil Casellas, Paul Miller and the sitting Commissioners and staff of the EEOC to continue this journey to invigorate and enforce the laws that you have provided us to insure equal employment opportunity.

I thank you for this opportunity to appear today and for your consideration.

\* \* \* \*

**STATEMENT of PAUL STEVEN MILLER  
SENATE LABOR and HUMAN RESOURCES COMMITTEE  
CONFIRMATION HEARING for NOMINATION to be EEOC COMMISSIONER  
July 21, 1994**

Mr. Chairman, Members of the Committee, it is truly an honor and a privilege to appear before this Committee to seek your approval of my nomination to be a Commissioner of the Equal Employment Opportunity Commission. I understand that it is not always common to hold hearings for nominees to be Commissioner of the EEOC and I appreciate the opportunity to appear before you this morning. I want to thank Senators Boxer, Feinstein and Harkin for their kind remarks.

I would like to first take this opportunity to introduce you to my father, Stanley Miller and my stepmother and friend, Joan Freyberg. I am also thinking very much this morning about my mother, Barbara Miller, who passed away almost eight years ago. She would have been very excited about this moment. Without my mother and father, I would not be sitting here this morning being considered for this appointment. They taught me much about right and wrong, fairness and justice, and every individual's right to personal dignity. They instilled in me the values of public service and private goodness which I use as guideposts in my life.

It is a tremendous honor and responsibility to be nominated to serve as a Commissioner of the Equal Employment Opportunity Commission. As I myself have experienced discrimination in the workplace, I feel a personal commitment to changing the climate of the working world so others will not have to go through what I did. As a law student at Harvard, I found that the very law firms that had pursued me would immediately lose all interest in employing me as soon as they saw me or learned of my size. In fact, I was told by one law firm that even though *they* did not have any problem with my size, *they*

2

feared that their clients would think that they were running, and here I quote, "a circus freak show" if their clients were to see me as a lawyer in their firm. At that time, such behavior and comments were not yet illegal because it happened before the passage of the Americans with Disabilities Act.

These experiences created in me a deep and personal understanding of the painful necessity of civil rights protections in the workplace. I have spent the majority of my professional life working to secure and implement these civil rights laws.

Today, the Americans with Disabilities Act prohibits such discrimination against persons with disabilities. However, as it is a relatively new law, it is important that its interpretation develop in a clear and consistent manner in accordance with the intent of Congress. It is also critically important that the ADA, and all civil rights laws, be vigorously enforced and implemented.

Discrimination is painful and humiliating no matter what the cause or basis. All forms of discrimination on the job are invidious, and if confirmed I will be fully dedicated to the implementation of all civil rights laws enforced by the EEOC.

However, discrimination in the workplace can not be eradicated through enforcement alone. The EEOC has an important role in educating employers about their responsibilities and informing employees about their rights. If confirmed, I will look forward to reaching out and working with constituency groups, employers, attorney organizations and of course, with Congress towards creating a workplace free of discrimination. Thank you.

6-15-98

Steve,

A. I have the actual "Civil Rights" package on my desk. It has been approved internally up through Chris Edley, and I am waiting for Carl's approval before ask Bob to sign off and then send the package into Sam for signature - after which it would go to John Podesta and then to the President. I do not plan to send the memo to the agencies; it has circulated enough. ~~Darryl~~

B. Darryl Kennerly is Chris Edley's staff person who is pushing this.  
Shakyra. Moore (X53563)  
she is a very nice person



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

May 19, 1994

**MEMORANDUM**

TO: Suzanna Valdez, Associate Director  
White House Office of Public Liaison

FROM: Claire Gonzales, Director *CG*  
Office of Communications and Legislative Affairs

SUBJECT: 30th Anniversary of the Civil Rights Act of 1964

The ~~30th anniversary of the Civil Rights Act of 1964 (CRA)~~ will take place on ~~July 2, 1994~~. As you know, the EEOC was created by Title VII of the CRA to enforce the employment provisions of the statute. Because of its special link to this landmark legislation, the EEOC is eager to observe the anniversary in a special way.

An intra-agency working group composed of representatives of the various offices within the EEOC has already met to discuss the agency's commemoration. Recognizing the likely political significance of this event for the Clinton Administration, I think it best to seek some direction from the White House concerning its plans for observing the anniversary before the agency does too much of its own planning.

A number of key agencies are affected by CRA and would probably be interested in participating in an observance of its anniversary. Unfortunately, we are not aware of activities being planned by any agency other than NASA. (NASA's EEO office has contacted EEOC about co-sponsoring an event in June; I think it is also talking to HHS.) Given the importance of this event to the civil rights community, I am particularly concerned about the lack of (or uneven) planning at this late date. It would be very helpful to have some coordinated strategy developed by the White House.

As I mentioned to you earlier, in my efforts to receive guidance from the White House, I have been referred to a number of offices without much luck. So that you will be fully advised of what I have done on this, I did mention this matter to Donsia Strong in Domestic Policy last week and I reminded her about it early yesterday (Wednesday, May 18). Donsia was very interested in it and said that she would do a memo to Carol Rasco. I hope this does not cause any unnecessary confusion.

I look forward to talking with you at your earliest convenience about this matter.

cc: Donsia Strong

E X E C U T I V E O F F I C E O F T H E P R E S I D E N T

21-Oct-1994 02:18pm

TO: (See Below)  
FROM: Elizabeth M. DiGennaro  
Office of Mgmt and Budget, HTF  
SUBJECT: Civil Rights Crosscut

There has been a slight change in plans regarding the Civil Rights Crosscut. Staff will meet on Monday, October 24 with Chris Edley for a planning session for 1/2 hour. The CR Crosscut PAD review is now scheduled for Friday, October 28th from 4:30pm - 6:00pm.

Thanks.

Distribution:

TO: Christopher F. Edley, Jr  
TO: Margaret R. Shaw  
TO: Kenneth F. Ryder, Jr.  
TO: Kenneth L. Schwartz  
TO: Susan M. Carr  
TO: Adrien L. Silas  
TO: Francis S. Redburn  
TO: Duane E. Jenkins  
TO: Bradley W. Kyser  
TO: Lori L. Victor

EXECUTIVE OFFICE OF THE PRESIDENT

21-Oct-1994 03:20pm

TO: Stephen C. Warnath

FROM: Lori L. Victor  
Office of Mgmt and Budget, EG

SUBJECT: Civil Rights Crosscut

THE WHITE HOUSE  
WASHINGTON

June 20, 1994

MEMORANDUM FOR ETR SUBGROUP ON OVERCOMING DISCRIMINATION AND  
EXPANDING OPPORTUNITY

FROM: SHERYLL CASHIN  
PETER EDELMAN

SUBJECT: Draft Discussion Papers

Attached are papers from Justice, EEOC and NCEP concerning potential enforcement strategies that attack barriers to first-time job seekers. Shortly, we should receive a paper from OFCCP on enforcement strategy and from NCEP on labor market data. We will try to distribute those papers in advance of the Thursday meeting. **All papers are confidential and should not be distributed to other parties.**

As you know, we will be meeting at 5 pm on Thursday in Room 230 to discuss these papers. If time permits, we will also devote a portion of the meeting to discussing next steps on your job linkage and access strategies.

# Withdrawal/Redaction Marker

## Clinton Library

DOCUMENT NO. AND TYPE	SUBJECT/TITLE	DATE	RESTRICTION
001. letter	Deval Patrick to Peter Edelman re: Response to the Civil Rights Division (9 pages)	6/13/1994	P5

**This marker identifies the original location of the withdrawn item listed above.  
For a complete list of items withdrawn from this folder, see the  
Withdrawal/Redaction Sheet at the front of the folder.**

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**COLLECTION:**

Clinton Presidential Records  
Domestic Policy Council  
Stephen Warnath (Civil Rights)  
OA/Box Number: 9884

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**FOLDER TITLE:**

[Civil Rights Working Group] [1]

ds62

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**RESTRICTION CODES**

Presidential Records Act - [44 U.S.C. 2204(a)]

- P1 National Security Classified Information [(a)(1) of the PRA]
- P2 Relating to the appointment to Federal office [(a)(2) of the PRA]
- P3 Release would violate a Federal statute [(a)(3) of the PRA]
- P4 Release would disclose trade secrets or confidential commercial or financial information [(a)(4) of the PRA]
- P5 Release would disclose confidential advise between the President and his advisors, or between such advisors [a(5) of the PRA]
- P6 Release would constitute a clearly unwarranted invasion of personal privacy [(a)(6) of the PRA]

C. Closed in accordance with restrictions contained in donor's deed of gift.

PRM. Personal record misfile defined in accordance with 44 U.S.C. 2201(3).

RR. Document will be reviewed upon request.

Freedom of Information Act - [5 U.S.C. 552(b)]

- b(1) National security classified information [(b)(1) of the FOIA]
- b(2) Release would disclose internal personnel rules and practices of an agency [(b)(2) of the FOIA]
- b(3) Release would violate a Federal statute [(b)(3) of the FOIA]
- b(4) Release would disclose trade secrets or confidential or financial information [(b)(4) of the FOIA]
- b(6) Release would constitute a clearly unwarranted invasion of personal privacy [(b)(6) of the FOIA]
- b(7) Release would disclose information compiled for law enforcement purposes [(b)(7) of the FOIA]
- b(8) Release would disclose information concerning the regulation of financial institutions [(b)(8) of the FOIA]
- b(9) Release would disclose geological or geophysical information concerning wells [(b)(9) of the FOIA]

# Withdrawal/Redaction Marker

## Clinton Library

DOCUMENT NO. AND TYPE	SUBJECT/TITLE	DATE	RESTRICTION
002. report	EEOC to ETR Working Group (3 pages)	n.d.	b(2)

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[Civil Rights Working Group] [1]

ds62

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**RESTRICTION CODES**

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# Withdrawal/Redaction Marker

## Clinton Library

DOCUMENT NO. AND TYPE	SUBJECT/TITLE	DATE	RESTRICTION
003. memo	William Spriggs to Sheryll Cashin re: Justification for Anti-Discrimination Policy (2 pages)	6/16/1994	P5

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**COLLECTION:**

Clinton Presidential Records  
Domestic Policy Council  
Stephen Warnath (Civil Rights)  
OA/Box Number: 9884

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**FOLDER TITLE:**

[Civil Rights Working Group] [1]

ds62

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**RESTRICTION CODES**

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E X E C U T I V E   O F F I C E   O F   T H E   P R E S I D E N T

22-Oct-1994 06:21pm

TO:            Stephen C. Warnath  
FROM:          Christopher F. Edley, Jr  
                Office of Mgmt and Budget, EG  
CC:            Lori L. Victor  
SUBJECT:      Civ Rts mtng

What do you think, Steve?

EXECUTIVE OFFICE OF THE PRESIDENT

22-Oct-1994 11:24am

TO: Christopher F. Edley, Jr  
FROM: Lori L. Victor  
Office of Mgmt and Budget, EG  
CC: Stephen C. Warnath  
Adrien L. Silas  
Susan M. Carr  
SUBJECT: RE: Civ Rts Workign Grop

Chris, I arranged a meeting with the three principals telling them to bring who they thought was appropriate. For example the AG is bringing Deval Patrick.

If you want to extend the November 1st meeting to be extended to include the entire working group I would be more than happy to do so. This meeting is currently scheduled for an hour.

How would you like me to proceed?

Adrien, Susan -- do you have the list of participants to extend the invitation to? I suggest that we send them a fax with an explanatory paragraph or so about the meeting inviting them, if this is how Chris would like to proceed.

EXECUTIVE OFFICE OF THE PRESIDENT

20-Oct-1994 10:49am

TO: (See Below)

FROM: Lori L. Victor  
Office of Mgmt and Budget, EG

SUBJECT: Civil Rights Working Group Principals Mtg

Has been scheduled for November 1 from 4-5 in the Director's office with the Attorney General and Carol Rasco.

Chris, the AG's office wanted to know if they could bring Deval Patrick? Are we doing principals plus one? or plus two?... Please advise.

Adrien, I told the Rasco and the AG's office to expect materials on the 28th. Thanks for your guidance.

Distribution:

TO: Christopher F. Edley, Jr  
TO: Margaret R. Shaw  
TO: Adrien L. Silas  
TO: Susan M. Carr  
TO: Kenneth L. Schwartz  
TO: Bradley W. Kyser  
TO: Stephen C. Warnath

CC: Rebecca A. Wayne  
CC: Patricia J. Watson  
CC: Anita D. Ford  
CC: Elizabeth M. DiGennaro

EXECUTIVE OFFICE OF THE PRESIDENT

24-Oct-1994 12:10pm

TO: Stephen C. Warnath  
FROM: Christopher F. Edley, Jr  
Office of Mgmt and Budget, EG  
CC: Lori L. Victor  
SUBJECT: RE: Civ Rts mtng

Yes, that's right. Steve, you should discuss with Carol what policy you want on attendees/substitutes. DPC should handle the logistics, though, if you want a big meeting. We are really swamped. And Rivlin's availability is terrible because she has 4-5 hrs per day blocked out for budget reviews with PADS.

A big meeting is going to be a lot tougher to pull off. Good luck, amigo.

EXECUTIVE OFFICE OF THE PRESIDENT

24-Oct-1994 12:38pm

TO: Stephen C. Warnath

FROM: Lori L. Victor  
Office of Mgmt and Budget, EG

SUBJECT: re: Civil Rights

If possible I suggest we keep November 1 at 4:00 for an hour. I think we will find extreme difficulty finding another date and time in the near future. Also, I have reserved rm. 248 (Director's conference room). Alexis Herman and Ben Johnson will be attending from Public Liaison.

# Withdrawal/Redaction Marker

## Clinton Library

DOCUMENT NO. AND TYPE	SUBJECT/TITLE	DATE	RESTRICTION
004. memo	Carol H. Rasco to Patricia E. Romani, Jeremy D. Benami re: appt. to set up (partial) (1 page)	10/12/1994	P6/b(6)

**This marker identifies the original location of the withdrawn item listed above.  
For a complete list of items withdrawn from this folder, see the  
Withdrawal/Redaction Sheet at the front of the folder.**

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**COLLECTION:**

Clinton Presidential Records  
Domestic Policy Council  
Stephen Warnath (Civil Rights)  
OA/Box Number: 9884

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**FOLDER TITLE:**

[Civil Rights Working Group] [1]

ds62

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**RESTRICTION CODES**

Presidential Records Act - [44 U.S.C. 2204(a)]

- P1 National Security Classified Information [(a)(1) of the PRA]
- P2 Relating to the appointment to Federal office [(a)(2) of the PRA]
- P3 Release would violate a Federal statute [(a)(3) of the PRA]
- P4 Release would disclose trade secrets or confidential commercial or financial information [(a)(4) of the PRA]
- P5 Release would disclose confidential advise between the President and his advisors, or between such advisors [(a)(5) of the PRA]
- P6 Release would constitute a clearly unwarranted invasion of personal privacy [(a)(6) of the PRA]

C. Closed in accordance with restrictions contained in donor's deed of gift.

PRM. Personal record misfile defined in accordance with 44 U.S.C. 2201(3).

RR. Document will be reviewed upon request.

Freedom of Information Act - [5 U.S.C. 552(b)]

- b(1) National security classified information [(b)(1) of the FOIA]
- b(2) Release would disclose internal personnel rules and practices of an agency [(b)(2) of the FOIA]
- b(3) Release would violate a Federal statute [(b)(3) of the FOIA]
- b(4) Release would disclose trade secrets or confidential or financial information [(b)(4) of the FOIA]
- b(6) Release would constitute a clearly unwarranted invasion of personal privacy [(b)(6) of the FOIA]
- b(7) Release would disclose information compiled for law enforcement purposes [(b)(7) of the FOIA]
- b(8) Release would disclose information concerning the regulation of financial institutions [(b)(8) of the FOIA]
- b(9) Release would disclose geological or geophysical information concerning wells [(b)(9) of the FOIA]

E X E C U T I V E   O F F I C E   O F   T H E   P R E S I D E N T

12-Oct-1994 11:24am

TO: Patricia E. Romani  
TO: Jeremy D. Benami  
  
FROM: Carol H. Rasco  
Economic and Domestic Policy

SUBJECT: appt. to set up

Deval Patrick (514-2151) wants to visit with me on a number of issues. Call Denise Jones in his office to set up. What about 18, 19, 21 for lunch in my office? If not then, at his convenience, my office, probably about an hour unless he indicates he needs more.

**REDACTED REDACTED REDACTED REDACTED**  
**REDACTED REDACTED REDACTED REDACTED**

Put in a staff member wanting to meet with me over lunch on one of the days too.

EXECUTIVE OFFICE OF THE PRESIDENT

12-Oct-1994 11:12am

TO: Stephen C. Warnath  
FROM: Lori L. Victor  
Office of Mgmt and Budget, EG  
SUBJECT: Civil Rights PAD Review

Chris will review the Civil Rights FY96 Budget on Oct. 24 from 4:30-6 in Edley's office. Deval Patrick will also be in attendance along with Chris' staff. Will you be able to make it?

EXECUTIVE OFFICE OF THE PRESIDENT

19-Sep-1994 04:42pm

TO: Christopher F. Edley, Jr

FROM: Adrien L. Silas  
Office of Mgmt and Budget, TCJ

CC: Kenneth L. Schwartz  
CC: Bradley W. Kyser  
CC: Margaret R. Shaw  
CC: Lori L. Victor

SUBJECT: Proposed Organization for Civil Rights Working Group-DRAFT

I have saved to the I: drive a draft memorandum setting forth a proposed organization and initial agenda for the Civil Rights Enforcement Working Group. The draft is saved as WordPerfect file:

I:\data\wkgrpco2.mem

This document incorporates Steve Warnath's edits.

You may want to review this document in conjunction with the draft previously provided to you concerning a strategy for creating a civil rights dialogue. That document is saved to the I: drive as WordPerfect file:

I:\data\wkgrpcom.mem

You received Mr. Warnath's comments on that draft separately.