

## **Extent**

Approximately 533 folders, 49520 pages

## **Summary**

This collection consists of records concerning the White House's review of federal affirmative action programs and policy. The review was led by George Stephanopoulos and Christopher Edley. The review was mandated by President Clinton in March of 1995. It concluded on July 19, 1995 with a speech wherein President Clinton used the phrase "mend it, don't end it" to describe his new policy toward affirmative action. This collection contains the entirety of Christopher Edley's staff files.

## **Scope and Content Note**

The materials in FOIA 2008-0308-F are a selective body of documents responsive to the topic of the FOIA. Researchers should consult the archivist about related materials. FOIA request 2008-0308-F contains materials from several offices and individuals including WHORM Subject File and White House Staff and Office Files. The White House Office of Records Management (WHORM) Subject Categories contains primarily correspondence to and from citizens in reference to their stance on affirmative action. The White House Staff and Office Files contain draft and final reports, memoranda, correspondence, draft and final speeches, contact sheets, event planning info, newspaper articles and background info. The records come from many offices, including: Cabinet Affairs, Chief of Staff, Communications, Counsel's Office, Domestic Policy Council, First Lady's Office, Legislative Affairs, National Economic Council, President's Initiative for One America, Press Secretary, Public Liaison, Publication's Office, Speechwriting, and Women's Initiative and Outreach. The majority of responsive records are from Christopher Edley's Counsel files. His records were processed in their entirety.

## Biographical Note

On July 19, 1995 President Clinton gave an address in the National Archives Rotunda concerning Affirmative Action. In his remarks President Clinton announced that affirmative action was still needed to right past wrongs. Specifically in his speech he said that the slogan for affirmative action was “mend it, don’t end it.” He admitted that there had been abuses of affirmative action, but that when done correctly it could be an effective tool to give all Americans an equal opportunity. He also gave specific instructions in a memo to the Heads of Executive Federal Departments and Agencies instructing them that the policy principles of any affirmative action program must be eliminated or reformed if it: (a) creates a quota; (b) creates preferences for unqualified individuals; (c) creates reverse discrimination; or (d) continues even after its equal opportunity purposes have been achieved. President Clinton’s speech and memo were the result of a review of affirmative action programs in federal agencies that he had called for in March of 1995. Affirmative action had become a politically decisive issue in large part because of the University of California vote to eliminate all race-based programs in hiring and college admissions, California’s Governor Pete Wilson desire to abolish race and gender-based preferences in government employment and education, and the Supreme Court hearing the case *Adarand Constructors, Inc. v. Peña*, 515 U.S. 200 (1995). President Clinton advised his staff to study all affirmative action programs in federal agencies. He named Christopher Edley as the director of the White House Affirmative Action Review team. Edley worked closely with George Stephanopoulos in the Chief of Staff’s office and Deval Patrick of the Civil Rights Division within the Department of Justice, and the White House Counsel’s Office in reviewing the affirmative action programs in the federal government. The review team requested that each federal agency compile comprehensive information detailing all the affirmative action programs administered by the agency with detailed analysis of the program strengths and weaknesses. As a result of the review the team created the “Affirmative Action Review Report to the President,” dated July 19, 1995. On June 12, 1995 during the White House’s review of affirmative action programs the Supreme Court decided on the *Adarand Constructors, Inc. v. Peña*, 515 U.S. 200 (1995) case that set new standards in federal affirmative action programs. The Supreme Court declared that affirmative action programs needed to be “narrowly tailored,” and that they must have a “compelling” need to serve the government’s

interest. The day following the Supreme Court's decision President Clinton released a statement reaffirming that the Supreme Court had not abolished affirmative action rather that they had set a higher standard for affirmative action. Due to the Supreme Court's decision the White House's affirmative action review team was forced to incorporate the Adarand decision into their review. Also, the Department of Justice issued a memorandum on June 28, 1995 to the General Counsels of federal agencies detailing preliminary legal guidance on the implications of the Adarand decision.

## **Record Type**

Textual

## **System of Arrangement**

Records that are responsive to this FOIA request were found in two collections areas - Clinton Presidential Records: White House Office of Records Management (WHORM) and White House Staff and Office Files. The White House Office of Records Management (WHORM) contains a variety of series created to organize and track documents and correspondence. The WHORM Alpha file was compiled by the White House Office of Records Management from 1993 - 1996 and is a series of documents arranged by name of persons, organizations, or events. The WHORM Subject file was compiled by the White House Office of Records Management and is a series of categories designated by a letter/number combination. Staff and Office files were maintained at the folder level by staff members within their individual offices and document all levels of administration activity. WHORM files are processed at the document level; whereas, Staff and Office files are processed at the folder level, that is, individual documents are not selected and removed from a folder for processing. While this method maintains folder integrity, it frequently results in the incidental processing of documents that are not wholly responsive to the subject area.

## **Access**

Collection is open to all researchers. Access to Clinton Presidential Records is governed by the Presidential Records Act (PRA) (44 USC 22) and the Freedom of Information Act (FOIA) (5 USC 552 as amended) and therefore records may be restricted in whole or in part in accordance with legal exemptions.

### **Copyright**

Documents in this collection that were prepared by officials of the United States government as part of their official duties are in the public domain. Researchers are advised to consult the copyright law of the United States (Title 17, USC) which governs the making of photocopies or other reproductions of copyrighted material.

### **Provenance**

Official records of William Jefferson Clinton's presidency are housed at the Clinton Presidential Library and administered by the National Archives and Records Administration (NARA) under the provisions of the Presidential Records Act (PRA).

### **Topical Subjects**

Affirmative action programs

### **Processed by**

Staff Archivist, 2011. Previously restricted materials are added as they are released.

### **Last Modified Date**

2012-10-01

## Container List

The following is a list of documents and folders processed in response to FOIA 2008-0308-F:

### Box 1

Clinton Presidential Records: WHORM: Subject File

Category Case Number

BE003 126247SS [OA/ID 21800]  
FG001-07 288846SS [OA/ID 21793]  
FG001-07 288883SS [OA/ID 21793]  
FG001-07 288920SS [OA/ID 21793]  
FG001-07 288924SS [OA/ID 21793]  
FG001-07 288958SS [OA/ID 21793]  
FG001-07 289038SS [OA/ID 21793]  
FG001-07 289053SS [OA/ID 21793]  
FG001-07 289220SS [OA/ID 21793]  
FG001-07 290064SS [OA/ID 21793]  
FG001-07 290662SS [OA/ID 21793]  
FG001-07 290770SS [OA/ID 21793]  
FG001-07 290777SS [OA/ID 21793]  
FG024 117896 [OA/ID 21886]  
HU012 102279SS [OA/ID 23338]  
HU012 104529SS [OA/ID 23338]

### Box 2

HU012 106814SS [OA/ID 23338]  
HU012 107231SS [OA/ID 23338]  
HU012 109246 [OA/ID 23338]  
HU012 116014SS [OA/ID 23362]  
HU012 118797 [OA/ID 23338]  
HU012 118056SS [OA/ID 23338]  
HU012 120182 [OA/ID 23362]  
HU012 120342SS [1] [OA/ID 23338]  
HU012 120342SS [2] [OA/ID 23338]  
HU012 120742 [OA/ID 23362]  
HU012 120753 [OA/ID 23362]

HU012 120758 [OA/ID 23362]  
HU012 120772 [OA/ID 23362]  
HU012 120778 [OA/ID 23362]  
HU012 121051 [OA/ID 23362]  
HU012 121094SS [1] [OA/ID 23362]  
Clinton Presidential Records: WHORM: Subject File (continued)

Category Case Number

HU012 121094SS [2] [OA/ID 23362]  
HU012 121094SS [3] [OA/ID 23362]  
HU012 121246 [OA/ID 23362]

Box 3

HU012 121363 [OA/ID 23362]  
HU012 121411 [OA/ID 23362]  
HU012 121475 [OA/ID 23362]  
HU012 121595 [OA/ID 23362]  
HU012 121738 [OA/ID 23362]  
HU012 121789 [OA/ID 23362]  
HU012 121805SS [OA/ID 23362]  
HU012 121807 [OA/ID 23362]  
HU012 122086 [OA/ID 23362]  
HU012 122089 [OA/ID 23362]  
HU012 122105 [OA/ID 23362]  
HU012 122121 [OA/ID 23362]  
HU012 122125 [OA/ID 23362]  
HU012 122146SS [OA/ID 23362]  
HU012 122213 [OA/ID 23362]  
HU012 122284 [OA/ID 23362]  
HU012 122644 [OA/ID 23362]  
HU012 122651 [OA/ID 23362]  
HU012 123529 [OA/ID 23362]  
SO003 101975SS [OA/ID 14026]

Clinton Presidential Records: White House Staff and Office Files

Cabinet Affairs

Balderstrom, Kris

Affirm. [Affirmative] Action [1] [OA/ID13190]  
Affirm. [Affirmative] Action Plans [1] [OA/ID 13190]

Affirm. [Affirmative] Action Plans [2] [OA/ID 13190]

Higgins, Kitty

Box 1, Folder 1: [Affirmative Action - March 20, 1995 to May 22, 1996] [1] [OA/ID 8996]

Box 1, Folder 1: [Affirmative Action - March 20, 1995 to May 22, 1996] [2] [OA/ID 8996]

Box 4

Box 1, Folder 1: [Affirmative Action - March 20, 1995 to May 22, 1996] [3] [OA/ID 8996]

Box 1, Folder 1: [Affirmative Action - March 20, 1995 to May 22, 1996] [4] [OA/ID 8996]

Box 1, Folder 1: [Affirmative Action - April 1995 to March 1995] [OA/ID 9875]

Hyde, David; Bibb Hubbard, Katherine; Sanford, Stephanie; Goldberg, Jason

Affirmative Action [OA/ID 11678]

McGuire, Anne

Affirmative Action Review Report to the President [OA/ID 11542]

Clinton Presidential Records: White House Staff and Office Files (continued)

Cabinet Affairs

O'Connor, Jennifer

Affirmative Action [1] [OA/ID 6500]

Affirmative Action [2] [OA/ID 6500]

Affirmative Action [3] [OA/ID 6500]

Affirmative Action Speech and Adarand Decision 7/19/1995 [OA/ID 6500]

Box 5

Subject File

Affirmative Action - 7/18/95 [July 18, 1995] [OA/ID 9534]

Chief of Staff

Ickes, Harold

Affirmative Action - 1995 - General [Folder 1] [1] [OA/ID 9162]

Affirmative Action - 1995 - General [Folder 1] [2] [OA/ID 9162]

Affirmative Action - 1995 - General [Folder 1] [3] [OA/ID 9162]

Affirmative Action - 1995 - General [Folder 2] [1] [OA/ID 9162]

Affirmative Action - 1995 - General [Folder 2] [2] [OA/ID 9162]

Affirmative Action - 1995 - General [Folder 3] [1] [OA/ID 9162]

Affirmative Action - 1995 - General [Folder 3] [2] [OA/ID 9162]

Box 6

Affirmative Action – 1995 – General [Folder 3] [3] [OA/ID 9162]

Affirmative Action – 1995 – General [Folder 3] [4] [OA/ID 9162]

Affirmative Action – 1995 – General [Folder 3] [5] [OA/ID 9162]

Affirmative Action – 1995 – General [Folder 3] [6] [OA/ID 9162]

Affirmative Action – White House [OA/ID 9163]

O'Connor, Jennifer

DOJ [Department of Justice] – Affirmative Action [OA/ID 8162]

Panetta, Leon

[Booklets] – [July 19, 1995 – Affirmative Action Review Report to the President]  
[OA/ID 7758]

Shin, Clara

Affirmative Action Review 1995 (Edley) [1] [OA/ID 23701]

Affirmative Action Review 1995 (Edley) [2] [OA/ID 23701]

Box 7

Stephanopoulos, George

AA [Affirmative Action] “Carefully Tailored” [OA/ID 5930]

AA [Affirmative Action] POTUS Memo(s) [OA/ID 5930]

AA [Affirmative Action] POTUS Memos (Chron) [Chronological] [1] [OA/ID 5930]

AA [Affirmative Action] POTUS Memos (Chron) [Chronological] [2] [OA/ID 5930]

AA [Affirmative Action] POTUS Memos (Chron) [Chronological] [3] [OA/ID 5930]

AA [Affirmative Action] POTUS Memos (Chron) [Chronological] [4] [OA/ID 5930]

AA [Affirmative Action] – Press Releases/Interviews [1] [OA/ID 5930]

AA [Affirmative Action] – Press Releases/Interviews [2] [OA/ID 5930]

AA [Affirmative Action] – Review Inventory [OA/ID 5930]

AA [Affirmative Action] Review Team – Communications [OA/ID 5930]

AA [Affirmative Action] Work Plan Speech [OA/ID 5930]

AA [Affirmative Action] Work Plans [OA/ID 5930]

Affirmative Action [OA/ID 5846]

Box 8

Clinton Presidential Records: White House Staff and Office Files (continued)

Chief of Staff

Stephanopoulos, George

Affirmative Action [1] [OA/ID 5186]

Affirmative Action [2] [OA/ID 5186]

Affirmative Action [3] [OA/ID 5186]

Affirmative Action [4] [OA/ID 5186]

Affirmative Action [1] [OA/ID 5682]

Affirmative Action [2] [OA/ID 5682]

Affirmative Action [1] [OA/ID 5761]

Box 9

Affirmative Action [2] [OA/ID 5761]

Affirmative Action [3] [OA/ID 5761]

Affirmative Action - Adarand Constructors Inc. vs. Pena [1] [OA/ID 5627]

Affirmative Action - Adarand Constructors Inc. vs. Pena [2] [OA/ID 5627]

Affirmative Action - Adarand Constructors Inc. vs. Pena [3] [OA/ID 5627]

Affirmative Action - Adarand Constructors Inc. vs. Pena [4] [OA/ID 5627]

Affirmative Action: Affirmative Action [OA/ID 5682]

Affirmative Action/CCRI [California Civil Rights Initiative] [OA/ID 8036]

Box 10

Affirmative Action Core 6 [1] [OA/ID 5930]

Affirmative Action Core 6 [2] [OA/ID 5930]

Affirmative Action Core 6 [3] [OA/ID 5930]

Affirmative Action - General [OA/ID 5930]

Affirmative Action Review Appendices (vol 2) [Binder] [1] [OA/ID 5930]

Affirmative Action Review Appendices (vol 2) [Binder] [2] [OA/ID 5930]

Affirmative Action Review Report to the President [book, loose] [OA/ID 5930]

Affirmative Action Review Team [1] [OA/ID 5930]

Affirmative Action Review Team [2] [OA/ID 5930]

Box 11

Affirmative Action Work Plans - "Framework" [1] [OA/ID 5930]

Affirmative Action Work Plans - "Framework" [2] [OA/ID 5930]

Affirmative Action Work Plans - "Speech/Rollout" [1] [OA/ID 5930]

Affirmative Action Work Plans - "Speech/Rollout" [2] [OA/ID 5930]

DOJ - Deval Patrick - Affirmative Action Package [OA/ID 5627]

Minority Discharge - Affirmative Action [OA/ID 5848]

Pete Wilson & Affirmative Action [OA/ID 5846]

POTUS Directive 6/27 [1] [OA/ID 5930]

POTUS Directive 6/27 [2] [OA/ID 5930]

[The Status of Affirmative Action in California] [1] [loose] [OA/ID 5188]

[The Status of Affirmative Action in California] [2] [loose] [OA/ID 5188]

Subject File

Affirmative Action [OA/ID 6421]

## Box 12

### Communications

Government Documents & Briefing Papers re: Affirmative Action [1] [OA/ID 23978]

Government Documents & Briefing Papers re: Affirmative Action [2] [OA/ID 23978]

Government Documents & Briefing Papers re: Affirmative Action [3] [OA/ID 23978]

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Clinton Presidential Records: White House Staff and Office Files (continued)

### Communications

Affirmative Action - Facts & Statistics [1] [OA/ID 23978]

Affirmative Action - Facts & Statistics [2] [OA/ID 23978]

Affirmative Action "Mend don't End" [OA/ID 23978]

Affirmative Action - Newspaper, Journal & Magazine Articles [1] [OA/ID 23978]

Affirmative Action - Newspaper, Journal & Magazine Articles [2] [OA/ID 23978]

## Box 13

Affirmative Action - Newspaper, Journal & Magazine Articles [3] [OA/ID 23978]

Affirmative Action - Newspaper, Journal & Magazine Articles [4] [OA/ID 23978]

Affirmative Action - Newspaper, Journal & Magazine Articles [5] [OA/ID 23978]

### Baer, Don

Affirmative Action [1] [OA/ID 10131]

Affirmative Action [2] [OA/ID 10131]

Affirmative Action [1] [OA/ID 10134]

Affirmative Action [2] [OA/ID 10134]

[Affirmative Action Speech Packet (Binder)] [1] [OA/ID 13424]

[Affirmative Action Speech Packet (Binder)] [2] [OA/ID 13424]

[Affirmative Action Speech Packet (Binder)] [3] [OA/ID 13424]

### Counsel's Office

Counsel 1995 Affirmative Action I [1] [OA/ID 18431]

Counsel 1995 Affirmative Action I [2] [OA/ID 18431]

Counsel 1995 Affirmative Action I [3] [OA/ID 18431]

Counsel 1995 Affirmative Action I [4] [OA/ID 18431]

## Box 14

Counsel 1995 Affirmative Action II [1] [OA/ID 18431]

Counsel 1995 Affirmative Action II [2] [OA/ID 18431]

Counsel 1995 Affirmative Action II [3] [OA/ID 18431]

Counsel 1995 Affirmative Action II [4] [OA/ID 18431]

Counsel 1995 Affirmative Action II [5] [OA/ID 18431]

[Disk] Affirmative Action Procurement/Performance Evaluations WH Counsel 1995  
[OA/ID 24671]  
[Disk] Background.doc: info on Affirmative Action/PGM at Univ. of Chicago Law  
[OA/ID 24671]  
Castello, James  
Adarand [1] [OA/ID 6724]  
Adarand [2] [OA/ID 6724]  
Box 15  
Adarand [3] [OA/ID 6724]  
Affirmative Action Vol 2 [1] [OA/ID 6724]  
Affirmative Action Vol 2 [2] [OA/ID 6724]  
Affirmative Action Vol 2 [3] [OA/ID 6724]  
Affirmative Action Vol 2 [4] [OA/ID 6724]  
Cerf, Chris  
Affirmative Action [1] [OA/ID 6732]  
Box 16  
Affirmative Action [2] [OA/ID 6732]  
Affirmative Action [3] [OA/ID 6732]  
Affirmative Action Cases Overview [OA/ID 6732]  
Clinton Presidential Records: White House Staff and Office Files (continued)  
Counsel's Office  
Connaughton, Jeff  
Affirmative Action [1] [OA/ID 7442]  
Affirmative Action [2] [OA/ID 7442]  
Affirmative Action [3] [OA/ID 7442]  
Edley, Christopher  
Affirmative Action - Adarand/Post-Adarand Implications [1] [OA/ID5747]  
Affirmative Action - Adarand/Post-Adarand Implications [2] [OA/ID5747]  
Box 17  
Affirmative Action - American Federation of Government Employees/AFL-CIO  
Programs [OA/ID 5747]  
Affirmative Action & Women's Programs [1] [OA/ID 5758]  
Affirmative Action & Women's Programs [2] [OA/ID 5758]  
Affirmative Action & Women's Programs [3] [OA/ID 5758]  
Affirmative Action & Women's Programs [4] [OA/ID 5758]  
Affirmative Action & Women's Programs [5] [OA/ID 5758]

Affirmative Action California [1] [OA/ID 5747]

Affirmative Action California [2] [OA/ID 5747]

Box 18

Affirmative Action California [3] [OA/ID 5747]

Affirmative Action California [4] [OA/ID 5747]

Affirmative Action Case Studies [1] [OA/ID 5747]

Affirmative Action Case Studies [2] [OA/ID 5747]

Affirmative Action Civil Rights [OA/ID 5747]

Affirmative Action - Civil Rights Working Group [1] [OA/ID 5747]

Affirmative Action - Civil Rights Working Group [2] [OA/ID 5747]

Affirmative Action Decisions - POTUS [OA/ID 5759]

Box 19

Affirmative Action - EEOC [1] [OA/ID 5749]

Affirmative Action - EEOC [2] [OA/ID 5749]

Affirmative Action - EEOC [3] [OA/ID 5749]

Affirmative Action EEOC Research Resource Documents [1] [OA/ID 5749]

Affirmative Action EEOC Research Resource Documents [2] [OA/ID 5749]

Affirmative Action EEOC Research Resource Documents [3] [OA/ID 5749]

Affirmative Action EEOC Research Resource Documents [4] [OA/ID 5749]

Affirmative Action EEOC Research Resource Documents [5] [OA/ID 5749]

Box 20

Affirmative Action Executive Summary [1] [OA/ID 5759]

Affirmative Action Executive Summary [2] [OA/ID 5759]

Affirmative Action Executive Summary [3] [OA/ID 5759]

Affirmative Action Executive Summary [4] [OA/ID 5759]

[Affirmative Action Materials] [1] [OA/ID 5759]

[Affirmative Action Materials] [2] [OA/ID 5759]

Affirmative Action Military [1] [OA/ID 5759]

Box 21

Affirmative Action Military [2] [OA/ID 5759]

Affirmative Action Minority Business Development [1] [OA/ID 5751]

Affirmative Action Minority Business Development [2] [OA/ID 5751]

Affirmative Action Minority Business Development [3] [OA/ID 5751]

Clinton Presidential Records: White House Staff and Office Files (continued)

Counsel's Office

Edley, Christopher

Affirmative Action OFCCP Executive Order 11246 [1] [OA/ID 5752]

Affirmative Action OFCCP Executive Order 11246 [2] [OA/ID 5752]

Affirmative Action OFCCP Executive Order 11246 [3] [OA/ID 5752]

Affirmative Action POTUS Memo(s) - Final [1] [OA/ID 5759]

Affirmative Action POTUS Memo(s) - Final [2] [OA/ID 5759]

#### Box 22

Affirmative Action - Presidential Commission [OA/ID 5747]

Affirmative Action Programs - Commission on Minority Business Development [1]  
[OA/ID 5758]

Affirmative Action Programs - Commission on Minority Business Development [2]  
[OA/ID 5758]

Affirmative Action Programs - Commission on Minority Business Development [3]  
[OA/ID 5758]

Affirmative Action Programs - Commission on Minority Business Development [4]  
[OA/ID 5758]

Affirmative Action Procurement [Empty] [OA/ID5752]

Affirmative Action Procurement [1] [OA/ID 5758]

Affirmative Action Procurement [2] [OA/ID 5758]

#### Box 23

Affirmative Action Procurement Croson [OA/ID 5752]

Affirmative Action - Procurement Options [OA/ID5759]

Affirmative Action Regulations [1] [OA/ID 5752]

Affirmative Action Regulations [2] [OA/ID 5752]

Affirmative Action Regulations [3] [OA/ID 5752]

Affirmative Action Review - Appendices (Volume 1) [1] [OA/ID 5760]

Affirmative Action Review - Appendices (Volume 1) [2] [OA/ID 5760]

#### Box 24

Affirmative Action Review - Appendices (Volume 1) [3] [OA/ID 5760]

Affirmative Action Review - Appendices (Volume 1) [4] [OA/ID 5760]

[Affirmative Action Review Drafts] [1] [OA/ID 5759]

[Affirmative Action Review Drafts] [2] [OA/ID 5759]

[Affirmative Action Review Drafts] [3] [OA/ID 5759]

Affirmative Action Small Business Administration Business Development [OA/ID  
5752]

#### Box 25

Affirmative Action Treasury Bureaus OCC, RTC [1] [OA/ID 5758]

Affirmative Action Treasury Bureaus OCC, RTC [2] [OA/ID 5758]  
Affirmative Action Treasury Bureaus OCC, RTC [3] [OA/ID 5758]  
Affirmative Action "Voting Rights" [OA/ID 5747]  
American Federation of Government Employees/AFL-CIO [Empty] [OA/ID 5747]  
CC for CFE, GS 4/7/95 [OA/ID 5759]  
Carefully Tailored [OA/ID 5759]  
Communications Tasks [OA/ID 5759]  
Congress & Affirmative Action [OA/ID 5747]  
Council of Economic Advisors (EOP) Affirmative Action [1] [OA/ID 5747]  
Council of Economic Advisors (EOP) Affirmative Action [2] [OA/ID 5747]  
Central Intelligence Agency Affirmative Action [OA/ID 5747]  
Dept. of Commerce Affirmative Action [OA/ID 5747]  
Box 26  
Clinton Presidential Records: White House Staff and Office Files (continued)  
Counsel's Office  
Edley, Christopher  
Dept. of Defense (Military) Affirmative Action [1] [OA/ID 5749]  
Dept. of Defense (Military) Affirmative Action [2] [OA/ID 5749]  
Dept. of Defense (Military) Affirmative Action [3] [OA/ID 5749]  
Dept. of Defense (Military) Affirmative Action [4] [OA/ID 5749]  
Dept. of Education Affirmative Action [1] [OA/ID 5749]  
Dept. of Education Affirmative Action [Folder 2] [1] [OA/ID 5749]  
Box 27  
Dept. of Education Affirmative Action [Folder 2] [2] [OA/ID 5749]  
Dept. of Education Affirmative Action [Folder 2] [3] [OA/ID 5749]  
Dept. of Education Affirmative Action [Folder 2] [4] [OA/ID 5749]  
Dept. of Energy Affirmative Action [OA/ID 5749]  
Department of Housing and Urban Development 1995 [1] [OA/ID 5750]  
Department of Housing and Urban Development 1995 [2] [OA/ID 5750]  
Dept. of Interior Affirmative Action [OA/ID 5750]  
DOJ Affirmative Action [OA/ID 5750]  
Dept. of Labor Affirmative Action [1] [OA/ID 5751]  
Dept. of Labor Affirmative Action [2] [OA/ID 5751]  
Dept. of Labor Affirmative Action [3] [OA/ID 5751]  
Box 28  
Dept. of Labor/Affirmative Action Review [1] [OA/ID 5760]

Dept. of Labor/Affirmative Action Review [2] [OA/ID 5760]  
Dept. of Labor/Affirmative Action Review/OFCCP/EO 11246/Section 503 [1] [OA/ID 5760]  
Dept. of Labor/Affirmative Action Review/OFCCP/EO 11246/Section 503 [2] [OA/ID 5760]  
Dept. of Labor/OFCCP - EO 11246 - Section 503 [1] [OA/ID 5760]  
Dept. of Labor/OFCCP - EO 11246 - Section 503 [2] [OA/ID 5760]  
Dept. of Labor/Office of Small Business & Minority Affairs [Folder 1] [1] [OA/ID 5760]  
Dept. of Labor/Office of Small Business & Minority Affairs [Folder 1] [2] [OA/ID 5760]  
Box 29  
Dept. of Labor/Office of Small Business & Minority Affairs [Folder 2] [1] [OA/ID 5760]  
Dept. of Labor/Office of Small Business & Minority Affairs [Folder 2] [2] [OA/ID 5760]  
Dept. of Labor/Office of Small Business & Minority Affairs [Folder 2] [3] [OA/ID 5760]  
Dept. of Labor 1995 [Folder 1] [1] [OA/ID 5751]  
Dept. of Labor 1995 [Folder 1] [2] [OA/ID 5751]  
Dept. of Labor 1995 [Folder 1] [3] [OA/ID 5751]  
Dept. of Labor 1995 [Folder 1] [4] [OA/ID 5751]  
Box 30  
Dept. of Labor 1995 [Folder 2] [1] [OA/ID 5751]  
Dept. of Labor 1995 [Folder 2] [2] [OA/ID 5751]  
Dept. of Labor 1995 [Folder 3] [OA/ID 5751]  
Dept. of Labor 1995 [Folder 4] [1] [OA/ID 5751]  
Dept. of Labor 1995 [Folder 4] [2] [OA/ID 5751]  
Dept. of Labor 1995 [Folder 4] [3] [OA/ID 5751]  
Dept. of State Affirmative Action [OA/ID 5758]  
Box 31  
Clinton Presidential Records: White House Staff and Office Files (continued)  
Counsel's Office  
Edley, Christopher  
Dept. of Transportation Affirmative Action [OA/ID 5758]  
Digest of Education Statistics [Bound Material] [OA/ID 5749]  
[Draft Options Memo for POTUS] [OA/ID 5759]  
Education HHS [1] [OA/ID 5750]  
Education HHS [2] [OA/ID 5750]  
Education HHS [3] [OA/ID 5750]  
Education HHS [4] [OA/ID 5750]

Box 32

EEOC Research Resources Documents [1] [OA/ID 5748]

EEOC Research Resources Documents [2] [OA/ID 5748]

EEOC Research Resources Documents [3] [OA/ID 5748]

EEOC Research Resources Documents [4] [OA/ID 5748]

EEOC Research Resources Documents [5] [OA/ID 5748]

Employment [Binder] [1] [OA/ID 5748]

Employment [Binder] [2] [OA/ID 5748]

Box 33

Employment [Binder] [3] [OA/ID 5748]

Empowerment Contracting [OA/ID 5752]

FCC Affirmative Action [1] [OA/ID 5750]

FCC Affirmative Action [2] [OA/ID 5750]

FCC Affirmative Action [3] [OA/ID 5750]

Federal Civilian Employment A.A. [Affirmative Action] (EEO) [OA/ID 5750]

FY 96 Legislation: Affirmative Action [OA/ID 5751]

GSA Affirmative Action [OA/ID 5750]

Box 34

HHS Affirmative Action [Folder 1] [1] [OA/ID 5750]

HHS Affirmative Action [Folder 1] [2] [OA/ID 5750]

HHS Affirmative Action [Folder 2] [1] [OA/ID 5750]

HHS Affirmative Action [Folder 2] [2] [OA/ID 5750]

HHS Affirmative Action [Folder 2] [3] [OA/ID 5750]

HHS Affirmative Action [Folder 3] [1] [OA/ID 5750]

HHS Affirmative Action [Folder 3] [2] [OA/ID 5750]

Box 35

HHS Affirmative Action [Folder 3] [3] [OA/ID 5750]

HHS Affirmative Action [Folder 3] [4] [OA/ID 5750]

HHS Affirmative Action Review [Folder 1] [1] [OA/ID 5748]

HHS Affirmative Action Review [Folder 1] [2] [OA/ID 5748]

HHS Affirmative Action Review [Folder 1] [3] [OA/ID 5748]

HHS Affirmative Action Review [Folder 2] [1] [OA/ID 5748]

HHS Affirmative Action Review [Folder 2] [2] [OA/ID 5748]

Box 36

HUD Affirmative Action [1] [OA/ID 5750]

HUD Affirmative Action [2] [OA/ID 5750]

HUD Affirmative Action [3] [OA/ID 5750]  
Legislation/Affirmative Action [1] [OA/ID 5751]  
Legislation/Affirmative Action [2] [OA/ID 5751]  
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Counsel's Office  
Edley, Christopher  
Legislative Clearance - Affirmative Action [1] [OA/ID 5751]  
Legislative Clearance - Affirmative Action [2] [OA/ID 5751]  
Legislative Clearance - Affirmative Action [3] [OA/ID 5751]  
Major POTUS Options [OA/ID 5759]  
Military (Dept. of Defense) Affirmative Action [1] [OA/ID 5747]  
Box 37  
Military (Dept. of Defense) Affirmative Action [2] [OA/ID 5747]  
Military (Dept. of Defense) Affirmative Action [3] [OA/ID 5747]  
Military (Dept. of Defense) Affirmative Action [4] [OA/ID 5747]  
Military (Dept. of Defense) Affirmative Action [5] [OA/ID 5747]  
National Performance Review [OA/ID 5751]  
Options for "Reform Pkg" [Empty] [OA/ID 5759]  
Other [EEOC] [Binder] [1] [OA/ID 5748]  
Other [EEOC] [Binder] [2] [OA/ID 5748]  
Other [EEOC] [Binder] [3] [OA/ID 5748]  
Box 38  
Procurement [Folder 1] [1] [OA/ID 5760]  
Procurement [Folder 1] [2] [OA/ID 5760]  
Procurement [Folder 1] [3] [OA/ID 5760]  
Procurement [Folder 1] [4] [OA/ID 5760]  
Procurement [Folder 2] [1] [OA/ID 5760]  
Procurement [Folder 2] [2] [OA/ID 5760]  
Procurement [Folder 2] [3] [OA/ID 5760]  
Box 39  
Procurement Contracting (General) [Folder 1] [1] [OA/ID 5752]  
Procurement Contracting (General) [Folder 1] [2] [OA/ID 5752]  
Procurement Contracting (General) [Folder 2] [1] [OA/ID 5752]  
Procurement Contracting (General) [Folder 2] [2] [OA/ID 5752]  
Procurement Contracting (General) [Folder 2] [3] [OA/ID 5752]  
Procurement - Empowerment Contracting [Empty] [OA/ID 5759]

Box 40

SBA Affirmative Action Minority Business Development [1] [OA/ID 5752]  
SBA Affirmative Action Minority Business Development [2] [OA/ID 5752]  
SBA Affirmative Action Minority Business Development [3] [OA/ID 5752]  
SBA Affirmative Action Minority Business Development [4] [OA/ID 5752]  
SBA Affirmative Action Minority Business Development [5] [OA/ID 5752]  
Small Disadvantaged Business (SBDs) 6/23 Policy Option(s) [OA/ID 5759]  
Tier Two Options [OA/ID 5759]

Box 41

[Untitled Folder] [Education Related Affirmative Action Programs] [1] [OA/ID 5749]  
[Untitled Folder] [Education Related Affirmative Action Programs] [2] [OA/ID 5749]  
[Untitled Binder] [Higher Education - Information on Minority Targeted Scholarships]  
[OA/ID 5749]  
U.S.D.A Affirmative Action [OA/ID 5747]

Kagan, Elena

FCC Affirmative Action [1] [OA/ID 8286]  
FCC Affirmative Action [2] [OA/ID 8286]  
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Counsel's Office

Kagan, Elena

FCC Affirmative Action [3] [OA/ID 8286]  
FCC Affirmative Action [4] [OA/ID 8286]  
FCC Affirmative Action [5] [OA/ID 8286]

Klein, Joel

Affirmative Action [1] [OA/ID 6039]  
Affirmative Action [2] [OA/ID 6039]  
Affirmative Action [3] [OA/ID 6039]

Box 42

Affirmative Action Dept. of Education Minority Fellowships [OA/ID 7036]  
Affirmative Action DOJ Piscataway [1] [OA/ID 6039]  
Affirmative Action DOJ Piscataway [2] [OA/ID 6039]  
Affirmative Action DOJ Piscataway [3] [OA/ID 6039]  
Affirmative Action Fair Lending [OA/ID 6039]

Klein, Joel; Letter, Doug

Joel Klein's & Doug Letter's Affirmative Action Background Documents [1] [OA/ID 6462]

Joel Klein's & Doug Letter's Affirmative Action Background Documents [2] [OA/ID 6462]

Joel Klein's & Doug Letter's Affirmative Action Background Documents [3] [OA/ID 6462]

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Joel Klein's & Doug Letter's Affirmative Action Background Documents [4] [OA/ID 6462]

Joel Klein's & Doug Letter's Affirmative Action Background Documents [5] [OA/ID 6462]

Joel Klein's & Doug Letter's Affirmative Action Background Documents [6] [OA/ID 6462]

Joel Klein's & Doug Letter's Affirmative Action Background Documents [Binder 1] [OA/ID 6462]

Joel Klein's & Doug Letter's Affirmative Action Background Documents [Binder 2] [1] [OA/ID 6462]

Joel Klein's & Doug Letter's Affirmative Action Background Documents [Binder 2] [2] [OA/ID 6462]

Joel Klein's & Doug Letter's Affirmative Action Background Documents [Binder 2] [3] [OA/ID 6462]

Joel Klein's & Doug Letter's Affirmative Action Background Documents [Binder 2] [4] [OA/ID 6462]

Box 44

Briefing Materials on Affirmative Action [Binder] [1] [OA/ID 6804]

Briefing Materials on Affirmative Action [Binder] [2] [OA/ID 6804]

Letter, Doug

[Affirmative Action Review Materials] [1] [OA/ID 8288]

[Affirmative Action Review Materials] [2] [OA/ID 8288]

[Affirmative Action Review Materials] [3] [OA/ID 8288]

[Affirmative Action Review Materials] [4] [OA/ID 8288]

[Affirmative Action Review Materials] [5] [OA/ID 8288]

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Counsel's Office

Letter, Doug

[Affirmative Action Review Materials] [6] [OA/ID 8288]

[Affirmative Action Review Materials] [7] [OA/ID 8288]

[Affirmative Action Review Materials] [8] [OA/ID 8288]  
[Affirmative Action Review Materials] [9] [OA/ID 8288]  
[Affirmative Action Review Materials] [10] [OA/ID 8288]  
[Affirmative Action Review Materials] [11] [OA/ID 8288]  
[Affirmative Employment Program for Minorities & Women] [1] [OA/ID 8288]  
Box 46  
[Affirmative Employment Program for Minorities & Women] [2] [OA/ID 8288]  
Briefing Book for Secretary Henry Cisneros on the History of Affirmative Action  
[Binder] [OA/ID 8292]  
[Congressional Record of the 103rd Congress on 9/14/1993 [OA/ID 8288]  
[Resolution Trust Corporation Completion Act - Conference Report] [OA/ID 8288]  
[US Commission on Minority Business Development] [1] [OA/ID 8288]  
[US Commission on Minority Business Development] [2] [OA/ID 8288]  
Box 47  
Schroeder, Robert (Trey)  
Adarand [OA/ID CF865]  
Affirmative Action [OA/ID CF865]  
Affirmative Action Review [OA/ID CF865]  
Domestic Policy Council  
Ben-Ami, Jeremy  
Affirmative Action [OA/ID 8360]  
Brooks, Kendra  
Subject File  
[Education - Affirmative Action] [OA/ID 102285]  
[Education - Lake Research Affirmative Action] [OA/ID 102295]  
[Making the Case for Affirmative Action in Higher Education] [OA/ID 102315]  
Bueno, Irene  
Affirmative Action - April 4th Speaking Event [OA/ID 17176]  
Kagan, Elena  
Race - Affirmative Action [OA/ID 14365]  
Race - Affirmative Action Legislation [OA/ID 14365]  
Race - Affirmative Action Piscataway [OA/ID 14365]  
Race - Affirmative Action: Procurement [1] [OA/ID 14365]  
Race - Affirmative Action: Procurement [2] [OA/ID 14365]  
Reed, Bruce  
Subject File

Affirmative Action [OA/ID 101934]  
Waldman, Michael  
Affirmative Action Background [OA/ID 6632]  
Warnath, Stephen  
Civil Rights  
[Affirmative Action] [OA/ID 102151]  
[Affirmative Action] [OA/ID 102151]  
[Affirmative Action] [OA/ID 102151]  
Clinton Presidential Records: White House Staff and Office Files (continued)  
Domestic Policy Council  
Warnath, Stephen  
[Affirmative Action] [1] [OA/ID 102151]  
[Affirmative Action] [2] [OA/ID 102151]  
[Affirmative Action] [3] [OA/ID 102151]  
Affirmative Action & Immigration [Clippings] [OA/ID 102151]  
[Affirmative Action - Clippings] [OA/ID 102151]  
[Affirmative Action - Clippings] [OA/ID 102151]  
[Affirmative Action - Hopwood] [OA/ID 102151]  
[Affirmative Action] Hopwood [OA/ID 102151]  
[Affirmative Action - Proposition 209] [OA/ID 102151]  
[Affirmative Action] Proposition 209 [OA/ID 102151]  
[Affirmative Action - Proposition 209 - Clippings] [1] [OA/ID 102151]  
[Affirmative Action - Proposition 209 - Clippings] [2] [OA/ID 102151]  
Box 48  
First Lady's Office  
Domestic Policy Council  
Karen Guss Files, 1994-1995  
AFFIRMATIVE ACTION [OA/ID 5931]  
Verveer, Melanne  
Subject Files: Abortion - Affirmative Action  
AFFIRMATIVE ACTION [1] [OA/ID 20017]  
AFFIRMATIVE ACTION [2] [OA/ID 20017]  
Williams, Maggie  
Subject File  
Affirmative Action [1] [OA/ID 9475]  
Affirmative Action [2] [OA/ID 9475]

Affirmative Action [3] [OA/ID 9475]

Affirmative Action [4] [OA/ID 9475]

Legislative Affairs

Erikson, Janelle

Affirmative Action [OA/ID 11566]

Malden, Al

Affirmative Action 95 96 [OA/ID CF1015]

Box 49

Miller, Lorraine

Affirmative Action [1] [OA/ID 5926]

Affirmative Action [2] [OA/ID 5926]

Affirmative Action [3] [OA/ID 5926]

Affirmative Action [4] [OA/ID 5926]

Affirmative Action [5] [OA/ID 5926]

Affirmative Action [6] [OA/ID 5926]

Box 50

[Affirmative Action Review - Report to the President] [Loose] [OA/ID 5926]

Millsap, Elisa

Events in WH [White House] March 1995: Affirmative Action Meeting Cabinet Room  
3/17/1995 [OA/ID 6522]

Murguia, Janet

Affirmative Action: Affirmative Action Review [OA/ID 11029]

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Legislative Affairs

Murguia, Janet

Affirmative Action [California Affirmative Action Sourcebooks] [OA/ID 11029]

Affirmative Action: [Defeating H.R. 1909] [OA/ID 11029]

Subject Files

Affirmative Action [OA/ID 9998]

Affirmative Action [1] [OA/ID 18359]

Affirmative Action [2] [OA/ID 18359]

Box 51

Affirmative Action [3] [OA/ID 18359]

National Economic Council

Sperling, Gene

Affirmative Action Review - Report to the President [OA/ID 19175]

President's Initiative For One America

Miller, Adrian

Affirmative Action Review Report to the President [OA/ID 21653]

Press Secretary

Affirmative Action Review - Report to the President [OA/ID 14234]

Public Liaison

Affirmative Action (Prop 209) [OA/ID 14155]

Herman, Alexis; Moy, Ruby

[Affirmative Action] [1] [OA/ID 5916]

[Affirmative Action] [2] [OA/ID 5916]

[Affirmative Action] [3] [OA/ID 5916]

Box 52

[Affirmative Action] [4] [OA/ID 5916]

[Affirmative Action] [Folder 1]: [Affirmative Action] Af Ac CEO Meeting [OA/ID 7661]

[Affirmative Action] [Folder 1]: [Affirmative Action] Af Ac Rollout [OA/ID 7661]

[Affirmative Action] [Folder 1]: [Affirmative Action] Af Ac Speech [OA/ID 7661]

[Affirmative Action] [Folder 1]: Affirmative Action Education Event [OA/ID 7661]

[Affirmative Action] [Folder 1]: [Affirmative Action Reception] Af Ac Rec Memos [OA/ID 7661]

[Affirmative Action] [Folder 1]: [Women's Affirmative Action] Af Ac [OA/ID 7661]

[Affirmative Action] [Folder 2]: Affirmative Action [1] [OA/ID 7661]

[Affirmative Action] [Folder 2]: Affirmative Action [2] [OA/ID 7661]

[Affirmative Action] [Folder 2]: [Affirmative Action] Af Ac Phase III [OA/ID 7661]

[Affirmative Action] [Folder 2]: Dinner 3/13 on Affirmative Action [OA/ID 7661]

Box 53

[Affirmative Action] [Folder 3]: Affirmative Action [Folder 1] [OA/ID 7661]

[Affirmative Action] [Folder 3]: Affirmative Action [Folder 2] [OA/ID 7661]

[Affirmative Action] [Folder 3]: [Affirmative Action] Af Ac Civil Rights Mtg [OA/ID 7661]

[Affirmative Action] [Folder 3]: Business [OA/ID 7661]

[Affirmative Action] [Folder 3]: Business CEO Mtg 2/22 [OA/ID 7661]

[Affirmative Action] [Folder 3]: Conference Calls [OA/ID 7661]

Affirmative Action Conference Calls [OA/ID 5903]

Affirmative Action Directive - 7-19-95 [OA/ID 5903]

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Public Liaison

Herman, Alexis; Moy, Ruby

Affirmative Action Outlines – Internal/Reviews & Reports on Affirmative Action [1]  
[OA/ID 5915]

Affirmative Action Outlines – Internal/Reviews & Reports on Affirmative Action [2]  
[OA/ID 5915]

Box 54

Affirmative Action Outlines – Internal/Reviews & Reports on Affirmative Action [3]  
[OA/ID 5915]

Affirmative Action Report Outlines (Cont) [1] [OA/ID 5915]

Affirmative Action Report Outlines (Cont) [2] [OA/ID 5915]

Affirmative Action Report to the President/Reviews & Reports on Affirmative Action  
[1]

[OA/ID 5915]

Affirmative Action Report to the President/Reviews & Reports on Affirmative Action  
[2]

[OA/ID 5915]

Affirmative Action Report to the President/Reviews & Reports on Affirmative Action  
[3]

[OA/ID 5915]

Box 55

[Affirmative Action – Speeches, Outreach, & Adarand] [1] [OA/ID 5915]

[Affirmative Action – Speeches, Outreach, & Adarand] [2] [OA/ID 5915]

Background (including Adarand) [OA/ID 5915]

Contacts (Phone Lists/Meetings) [OA/ID 5915]

Deval Patrick – Affirmative Action Draft [OA/ID 5916]

Internal Letters [OA/ID 5915]

Memorandum to the President – Meetings with Jesse Jackson [OA/ID 5903]

Outside Letters/Affirmative Action Programs in Companies [1] [OA/ID 5915]

Outside Letters/Affirmative Action Programs in Companies [2] [OA/ID 5915]

Position & Statements of and by the President [OA/ID 5915]

Press [OA/ID 5915]

Box 56

Speech/Speech Writing/Response to Speech Media & News Summaries [OA/ID 5915]

Support [OA/ID 5915]

Woolley, Barbara

Affirmative Action Documents 1 [1] [OA/ID 23688]  
Affirmative Action Documents 1 [2] [OA/ID 23688]  
Affirmative Action Documents 2 [1] [OA/ID 23688]  
Affirmative Action Documents 2 [2] [OA/ID 23688]  
Publication's Office  
Affirmative Action Review (7/19/95) [OA/ID 8694]  
Speechwriting  
Curiel, Carolyn  
Affirmative Action [Folder 1] [OA/ID 10991]  
Affirmative Action [Folder 2] [OA/ID 10991]  
[Minority Business & Affirmative Action] [OA/ID 10995]  
Edmonds, Terry  
Affirmative Action [OA/ID 10980]  
UCSD [University of California at San Diego] Affirmative Action (General Info/Issues)  
[OA/ID 10989]  
2008-0308-F Clinton Library's web site <http://www.clintonlibrary.gov> 18  
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Speechwriting  
Waldman, Michael  
Affirmative Action Articles [Binders] [OA/ID 13648]  
Affirmative Action Binder [OA/ID 13647]  
Affirmative Action Master2.MW 6/20/95 [Binder] [OA/ID 13649]  
Affirmative Action Outline [OA/ID 14454]  
Briefing Book for Secretary Henry G. Cisneros on the History of Affirmative Action  
[Binder] [OA/ID 13650]  
Women's Initiative and Outreach  
Responses - Requests/Aff Act [Affirmative Action] [OA/ID 24077]