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OA/ID Number: 12093

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Folder Title:

HRC {Hillary Rodham Clinton}/Conference Background - Beijing, 9/5-6/95 [2]

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Withdrawal/Redaction Sheet

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DOCUMENT NO. AND TYPE	SUBJECT/TITLE	DATE	RESTRICTION
001. bio	re: Timothy E. Wirth; [Personally Identifiable Information] [Partial] (1 page)	00/00/0000	b(6)
002. bio	re: Madeleine May Kunin; [Personally Identifiable Information] [Partial] (1 page)	00/00/0000	b(6)
003. bio	re: Victor Marrero; [Personally Identifiable Information] [Partial] (1 page)	00/00/0000	b(6)
004. bio	re: Elizabeth J. Coleman; [Personally Identifiable Information] [Partial] (1 page)	00/00/0000	b(6)
005. bio	re: Linda Tarr-Whelan; [Personally Identifiable Information] [Partial] (1 page)	00/00/0000	b(6)

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Speechwriting
Linda Muscatine
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2012-0094-F

jp3676

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 advice 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]
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**UNITED STATES DELEGATION TEAM TO THE
UNITED NATIONS FOURTH WORLD CONFERENCE ON WOMEN**

THE HONORABLE MADELEINE KORBEL ALBRIGHT

CHAIR AND HEAD

Madeleine Korbel Albright was appointed by President Clinton on January 21, 1993 as the United States Permanent Representative to the United Nations. President Clinton elevated this position and made the Ambassador a member of his Cabinet and a member of the National Security Council. She presented her credentials at the United Nations on February 6, 1993.

Prior to her appointment, Ambassador Albright was the President of the Center for National Policy. The Center is a non-profit research organization formed in 1981 by representatives from government, industry, labor and education. Its mandate is to promote the study and discussion of domestic and international issues.

As a Research Professor of International Affairs and Director of Women in Foreign Service Programs at Georgetown University's School of Foreign Service, she taught undergraduate and graduate courses in international affairs, U.S. foreign policy, Russian foreign policy, and Central and Eastern European politics, and was responsible for developing and implementing programs designed to enhance women's professional opportunities in international affairs.

From 1981 to 1982, Ambassador Albright was awarded a fellowship at the Woodrow Wilson International Center for Scholars at the Smithsonian Institution following an international competition in which she wrote about the role of the press in political changes in Poland in the early 1980's.

She also served as a Senior Fellow in Soviet and Eastern European Affairs at the Center for Strategic and International Studies, conducting research in developments and trends in the Soviet Union and Eastern Europe.

From 1978-1981, Ambassador Albright was a staff member on the National Security Council, as well as a White House staff member, where she was responsible for foreign policy legislation.

From 1976 to 1978, she served as Chief Legislative Assistant to Senator Edmund S. Muskie.

Awarded a B.A. from Wellesley College with honors in Political Science, Ambassador Albright studied at the School of Advanced International Studies at Johns Hopkins University, received a Certificate from the Russian Institute at Columbia University, and her Masters and Doctorate from Columbia University's Department of Public Law and Government.

Ambassador Albright has three daughters.





**UNITED STATES DELEGATION TEAM TO THE
UNITED NATIONS FOURTH WORLD CONFERENCE ON WOMEN**

THE HONORABLE CAROL M. BROWNER

CO-CHAIR

Carol Browner will serve as a delegate to the United States Fourth World Conference on Women. She has been the Administrator of the U.S. Environmental Protection Agency since 1993. Her mission is to promote public health by protecting the nation's air, water, and soil.

Since arriving at EPA, Ms. Browner has launched the agency in an important new direction by promoting a firm commitment to environmental goals, along with common sense, innovation, and flexibility in reaching those goals. Her priority is preventing pollution -- not waiting to clean it up -- and she is working with Congress to improve the nation's major environmental laws.

As head of EPA, Ms. Browner is charged with protecting the nation's air and water from harmful pollution, overseeing the disposal of garbage and hazardous waste, cleaning up contaminated sites under the Superfund law, and establishing rules for pesticide use and food safety.

She is working to "reinvent" environmental protection, to achieve the very best public health and environmental protection for the least cost. In July 1994, Ms. Browner announced Common Sense Initiative, a new industry-by-industry approach to environmental regulation that moves beyond the old piecemeal approach that dealt with air, water, and land pollution one at a time. In March 1995, President Clinton, Vice President Gore, and Ms. Browner announced a package of 25 regulatory reforms to cut paperwork and simplify environmental rules.

Ms. Browner ended decades of "water wars" by negotiating water quality standards for San Francisco Bay. She established broad protection for the Great Lakes. She took enforcement action against a record number of polluters -- while also offering a new level of compliance assistance to businesses.

She issued tough new controls over hazardous waste incinerators. Under the community right-to-know law, she expanded the Toxic Release Inventory requiring industry to inform the public of toxic emissions. She issued the Chemical Manufacturing Rule, which will reduce smog-producing chemicals by one million tons per year.

In the international arena, EPA played a key role in negotiating the environmental side agreement to the North American Free Trade Agreement. EPA worked to develop the Administration's Climate Change Action Plan to slow global warming and the Administration's proposal to ban the overseas export of hazardous wastes.

Ms. Browner knows environmental regulation both from the Washington perspective and from the state viewpoint. From 1991-1993, she was Secretary of the Department of Environmental Regulation for the State of Florida, one of the nation's largest environmental agencies. She won praise for dealing effectively with complex issues involving wetland protection, hazardous waste disposal, and Everglades cleanup. She then served as Legislative Director for Senator Al Gore, Jr.

Ms. Browner grew up in south Florida, where the Everglades were a bike ride away. Her parents, college professors at Miami-Dade Community College, gave her her first lessons in politics and an appreciation for the natural world.

She graduated from the University of Florida in 1977 and then earned a degree from its law school. She served as General Counsel for the Florida House of Representatives Government Operations Committee in 1980. Ms. Browner then worked for Citizen Action, a grassroots consumer group, in Washington, DC, where she met her husband, Michael Podhorzer. They have a son, Zachary, and live in Maryland.

"I want my son to be able to grow up and enjoy the natural wonders of the United States in the same way that I have," Ms. Browner said at her swearing-in ceremony in January 1993. "I believe that we will now be able to make the investment in our economy that we so desperately need, yet preserve the air, land, and water."

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**UNITED STATES DELEGATION TEAM TO THE
UNITED NATIONS FOURTH WORLD CONFERENCE ON WOMEN**

THE HONORABLE DONNA E. SHALALA

CO-CHAIR

Donna E. Shalala, U.S. Secretary of Health and Human Services (HHS), has been a scholar, public manager and public servant for her entire career.

As chancellor of the University of Wisconsin-Madison from 1988 to 1993, she was the first woman to head a Big Ten University. Prior to that, she served as president of Hunter College at the City University of New York for eight years, and as Assistant Secretary for Policy Development and Research at the Department of Housing and Urban Development during the Carter Administration.

A leading scholar on the political economy of state and local governments, Dr. Shalala has held tenured professorships at Columbia, CUNY, and Wisconsin.

From 1975 to 1977, she served as director and treasurer of the Municipal Assistance Corporation, the organization that helped reverse New York's financial collapse. She has been a director of the American Stock Exchange, TIAA-CREF and M and I Bank of Wisconsin.

In 1992, Business Week named her one of the top five managers in higher education. An expert on Total Quality Management, she is considered one of the most experienced and successful public managers in the United States.

Secretary Shalala has a longtime interest in international affairs. From 1962 to 1964, she served in the Peace Corps in Iran. In 1987, she studied in Japan as a Leadership Fellow of the Japan Society. She is member of the Council on Foreign Relations, the Trilateral Commission, the National Committee on U.S.-China Relations, and the Japan Society. She served as a Director of the American Ditchley Foundation, the Institute for International Economics, the International Women's Health Coalition, and the Salzburg Seminar. She heads the U.S. delegation to the World Health Assembly. With the Russian Minister of Health, she co-chairs the U.S.-Russia Health Committee under the Gore-Chernomydin Commission.

Since taking the helm at HHS, Secretary Shalala has shifted the focus of the Department to the everyday needs of all Americans. She is a leader in the Administration's efforts to reform the nation's welfare system and improve health care while containing health costs. She is also carrying out management restructuring and reform at HHS, under the Vice President's initiative to "reinvent government" aimed at improving efficiency and service to citizens.



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**UNITED STATES DELEGATION TEAM TO THE
UNITED NATIONS FOURTH WORLD CONFERENCE ON WOMEN**

THE HONORABLE TIMOTHY E. WIRTH

ALTERNATE CHAIR AND ALTERNATE HEAD

Timothy E. Wirth is Under Secretary of State for Global Affairs. He also served as Counselor of the Department of State since April 1993.

Mr. Wirth was elected U.S. Senator from Colorado in 1986 and served until 1992. His Senate Committee assignments included Armed Services; Budget; Banking, Housing and Urban Affairs; and Energy and Natural Resources. Prior to his election to the Senate Mr. Wirth represented the Second Congressional District of Colorado for twelve years. As a Congressman, he was Chairman of the Subcommittee on Telecommunications, Consumer Protection and Finance of the Energy and Commerce Committee. In 1992 he served as national co-chair of the Clinton-Gore presidential campaign.

In 1969-70, Mr. Wirth served as Deputy Assistant Secretary of Education at the Department of Health, Education and Welfare (HEW). He was awarded a White House fellowship in 1967-68 and served as Special Assistant to Secretary of HEW, John Gardner. Mr. Wirth served in the U.S. Army Reserve from 1961-1967.

Mr. Wirth has served on the board of Denver Planned Parenthood, was a founding board member of Denver Head Start, and served on the Board of Visitors of the United States Air Force Academy. He is a member of the Colorado Hispanic Agenda.

[CO] (b)(6) *Mr. Wirth grew up in Denver and Jefferson Counties in Colorado. As a scholarship student, he earned his Bachelor degree (1961) and Master's degree (1964) at Harvard University and his Doctorate (1973) at Stanford. He and his wife, the former Wren Winslow, have a son, Christopher, and a daughter, Kelsey.*

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**UNITED STATES DELEGATION TEAM TO THE
UNITED NATIONS FOURTH WORLD CONFERENCE ON WOMEN**

MARJORIE MARGOLIES-MEZVINSKY

DEPUTY CHAIR

Marjorie Margolles-Mezvinsky is the Director of the United States Delegation to the United Nations Fourth World Conference on Women.

Ms. Margolles-Mezvinsky served as the United States Representative from Pennsylvania's 13th Congressional District in the 103rd Congressional session. She is the first woman ever elected in her own right to the U.S. House of Representatives to represent Pennsylvania.

A graduate of the University of Pennsylvania and a CBS News Foundation Fellow at Columbia University, she began her career as a television journalist at WCAU-TV in Philadelphia, PA.

From 1971 until 1991, Ms. Margolles-Mezvinsky was with NBC and its owned and operated stations in both New York City and Washington, DC. She was a contributing correspondent to the Today Show, Sunday Today, A Closer Look, CNBC, and Real Life with Jane Pauley. Her reporting has won five Emmys as well as numerous other awards.

Following her award-winning series on the plight of Southeast Asian war orphans, Ms. Margolles-Mezvinsky became the first unmarried U.S. citizen to adopt a foreign child. Lee Heh arrived from Korea in 1970 and was joined four years later by Holly from Vietnam. She chronicled their experiences in the 1976 best-seller, They Came to Stay, the first of four books she has written. Her most recent book, written in 1993, is entitled A Woman's Place ... the Freshmen Women Who Changed the Face of Congress.

In 1975, Ms. Margolles-Mezvinsky married Congressman Edward Mezvinsky, who served on the House Judiciary Committee during the Watergate investigation. Between their combined family of 11 children, and the refugee families they've been sponsoring since their marriage, their household has taken care of 25 children.

During her term in the House, Ms. Margolles-Mezvinsky sat on the Committee on Energy and Commerce, with subcommittee assignments on Oversight & Investigations and Telecommunications and Finance. In addition, she was a member of the Committee on Small Business and the Committee on Government Operations.



**UNITED STATES DELEGATION TEAM TO THE
UNITED NATIONS FOURTH WORLD CONFERENCE ON WOMEN**

J. VERONICA BIGGINS

VICE CHAIR

J. Veronica Biggins is an Executive Search Consultant in the Atlanta office of Heldrick & Struggles. Ms. Biggins specializes in recruiting executives for senior management positions and board of director placements. She represents both for-profit and non-profit entities.

Prior to joining Heldrick & Struggles, Ms. Biggins served as Assistant to the President of the United States and Director of Presidential Personnel. She was responsible for the selection and hiring of the 4,000-plus political appointees within the federal government. In this role, she worked directly with the President of the United States on appointments at all levels of the Administration, including the placement of agency heads, ambassadors, and members of presidential boards and commissions. She continues to serve the President as Vice Chair of the United States Delegation to the United Nations Fourth World Conference on Women.

Ms. Biggins brings to Heldrick and Struggles 20 years of experience with Nations Bank and its predecessors. She began her work at the bank, currently the third largest financial institution in the United States, as a Management Trainee. Ms. Biggins received a series of promotions, including serving as Director of Human Resources for the Georgia Bank, before becoming Executive Vice President for Corporate Community Relations. When Ms. Biggins left Nations Bank to join the White House, she was one of the highest ranking female bankers in the country.

Ms. Biggins has been recognized by Georgia Trend magazine as one of the 100 most influential Georgians. She serves on several Trustees including Spelman College, the Southern Center for International Studies, the Metropolitan Atlanta Community Foundation, and the Alabama Shakespeare Festival. In addition, Ms. Biggins has been selected by the Governor of Georgia to serve on the Commission on Privatization of Government Services.

Ms. Biggins holds a master's degree from Georgia State University and bachelor's degree from Spelman College. She is a member of the International Business Fellows Program.

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**UNITED STATES DELEGATION TEAM TO THE
UNITED NATIONS FOURTH WORLD CONFERENCE ON WOMEN**

THE HONORABLE GERALDINE A. FERRARO

VICE CHAIR

Geraldine A. Ferraro earned a place in history as the first woman vice-presidential candidate on a national party ticket. Ms. Ferraro was first elected to Congress from New York's Ninth Congressional District in Queens in 1978 and served three terms in the House of Representatives. Her committee assignments in Congress included the Public Works Committee, Post Office and Civil Service Committee, and Budget Committee, where she was a strong voice against the Reagan Administration's economic policies. Ms. Ferraro also served on the Select Committee on Aging where she was an advocate for the elderly, fighting proposed cuts in Social Security and Medicare.

In Congress, Ms. Ferraro spearheaded efforts to achieve passage of the Equal Rights Amendment. She also sponsored the Women's Economic Equity Act, which ended pension discrimination against women, provided job options for displaced homemakers and enable homemakers to open IRAs.

Ms. Ferraro was appointed the United States Ambassador to the United Nations Human Rights Commission by President Clinton in 1994 and currently serves in that position. She served as a public delegate in February 1993 and was also the alternate United States delegate to the World Conference on Human Rights held in Vienna in June 1993. An active participant in the nation's foreign policy debate, she serves as a Board member of the National Democratic Institute of International Affairs and a member of the Council on Foreign Relations.

Before entering politics, Ms. Ferraro taught elementary school in the New York City Public Schools for five years. During that time, she also put herself through Fordham Law School at night. After spending thirteen years at home raising her three children, she joined the Queens County District Attorney's Office. There, she started the Special Victims Bureau, supervising the prosecution of sex crimes, child abuse, domestic violence and violent crimes against senior citizens.

Ms. Ferraro has honorary degrees from a number of colleges and universities nationwide. In New York City she has been honored by Marymount Manhattan College and Fordham University School of Law, her two alma maters, as well as the College of Staten Island. She currently serves as a board member of the Fordham Law School Board of Visitors, the New York Easter Seal Society, the Board of Advocates of the Planned Parenthood Federation of America, the Board of Advisors of the National Breast Cancer Research Fund and the Pension Rights Center. She serves on the Boards of New York Bancorp and Questech, Corp.

In addition to numerous articles, Ms. Ferraro has written two books, Ferraro, My Story, which recounts the '84 campaign, and Geraldine Ferraro: Changing History.

Ms. Ferraro was born in Newburgh, New York on August 26, 1935. She and her husband, Realtor John Zaccaro, have three children, Donna, John and Laura.





**UNITED STATES DELEGATION TEAM TO THE
UNITED NATIONS FOURTH WORLD CONFERENCE ON WOMEN**

THE HONORABLE THOMAS H. KEAN

VICE CHAIR

Tom Kean will serve as a delegate for the United Nations Fourth World Conference on Women. He is President of Drew University, Chairman of the New American Schools Development Corporation, and Chairman of the National Environmental Education and Training Foundation. The former Governor of New Jersey, Mr. Kean was a former adviser to President George Bush on education, the environment, housing, volunteerism and other national policy issues.

Mr. Kean is shaping Drew into one of the nation's leading small universities. U.S. News & World Report noted his success in 1991 by listing Drew among five "up-and-coming" universities nationwide. Mr. Kean stresses the primacy of teaching for all faculty, the creative use of technology in the liberal arts, and the growing importance of international education. He created a \$10,000 annual award for outstanding teaching, a \$2 million fund for minority scholarships, and a middle-income scholarship award. He added new faculty in African, Asian, Russian and Islamic studies. Mr. Kean is promoting a plan to offer all sophomores an opportunity for study abroad without charge beyond tuition. From his arrival in 1990 to the end of 1992, the Drew endowment's market value grew from \$79 million to \$94 million, a 20% increase.

Rated among America's five most effective governors by Newsweek in 1986, Mr. Kean was noted for tax cuts that spurred 750,000 new jobs, a federally replicated welfare reform program, landmark environmental policies ranging from mandatory recycling to wetlands protection, and leadership on volunteerism. As a result of his aggressive promotion of volunteerism, Mr. Kean was named Chairman of the Points of Light Foundation Advisory Committee by President Bush. He also delivered the keynote address at the 1988 Republican National Convention, launching him to national prominence. In addition, he drew praise for his education reforms in successive State of the Union addresses by President Reagan and President Bush.

Mr. Kean, a former history teacher, promoted nearly 40 reforms to the state's public education system. Often referred to as the "education governor," he guided New Jersey in becoming the first state to adopt "alternative routes" to teacher certification. Today, as a result of his leadership, well-qualified professionals without education degrees have the opportunity to teach in New Jersey schools. Mr. Kean also raised teacher salaries and increased standards for students. Scores on students' basic skills tests, as well as on the SAT, climbed steadily during his tenure. In 1989, New Jersey became the first state to take over urban schools that repeatedly failed students.

New Jersey colleges and universities made significant progress with Mr. Kean's leadership. He signed legislation granting autonomy to the state colleges, releasing them from bureaucratic tangles and giving each the freedom to design programs to serve the unique needs of its students and faculty. He offered substantial State Investment through a competitive grants process, which required each school to clearly define its mission and set bold plans to achieve its goals. The colleges responded with vigorous new approaches in areas like cooperative education, critical thinking, and global education. These innovations, and the challenge grants program itself, have drawn nationwide praise. Mr. Kean also promoted these ideas as chair of the Education Commission of the States and as the National Governors' Association's lead governor on education.

Mr. Kean is the Chairman of Educate America and serves on the board of several other education-oriented organizations including the National Association of Independent Colleges and Universities, Carnegie Corporation of New York, and Campus Compact. His corporate board assignments include Beneficial Corporation, Bell Atlantic, and Amerada Hess. He holds a B.A. from Princeton University, an M.A. from Columbia University Teachers College (where he is a trustee), and honorary degrees from some 20 schools, including Syracuse and Columbia.

Mr. Kean's autobiography, The Politics of Inclusion, was published by The Free Press in 1988. His wife is the former Deborah Bye of Wilmington, Delaware. The Kean family live in Livingston, New Jersey. They have twin sons, Tom and Reed, and a daughter, Alexandra.

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**UNITED STATES DELEGATION TEAM TO THE
UNITED NATIONS FOURTH WORLD CONFERENCE ON WOMEN**

EVAN T. BLOOM

GOVERNMENT DELEGATE

Evan T. Bloom is Attorney-Adviser for United Nations Affairs, Office of the Legal Adviser, U.S. Department of State. In that position, he advises on legal issues related to United States multilateral diplomacy, in particular, issues affecting U.S. policy in the UN Security Council, UN peacekeeping and human rights issues.

His current work involves helping coordinate U.S. policy towards the UN's ad hoc tribunals established to prosecute violations of international humanitarian law in the former Yugoslavia and in Rwanda, and coordinating U.S. Government policies with respect to the proposal before the UN to establish an international criminal court.

He has also been a member of the U.S. Delegation to the United Nations. Recently, he was the State Department's representative to multilateral negotiations which resulted in the adoption by the UN General Assembly of a new multilateral convention providing legal protections to UN and associated personnel, including peacekeepers.

Upon joining the Department in 1991, he was Attorney-Adviser for Law Enforcement and Intelligence, which involved providing legal advice concerning international criminal law policies of the U.S. Government, especially those affecting East Asia and the Pacific, and negotiation of extradition and legal assistance treaties with foreign governments. He was head of delegation for treaty negotiations in Malaysia and Hungary, and has traveled widely for the government.

Prior to joining the Government, he was in private practice with Arnold & Porter in Washington, D.C., and Nishimura & Sanada in Tokyo. He is a graduate of Columbia Law School (J.D. 1985) and Princeton University (A.B. 1982, Woodrow Wilson School of Public and International Affairs). He is a member of the District of Columbia and New York Bars, and is Vice-Chair of the International Organizations Committee of the International Section of the American Bar Association. He is married and has one child.

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**UNITED STATES DELEGATION TEAM TO THE
UNITED NATIONS FOURTH WORLD CONFERENCE ON WOMEN**

IRIS J. BURNETT

GOVERNMENT DELEGATE

Iris Jacobson Burnett will serve as a delegate to the United Nations Fourth World Conference on Women. Ms. Burnett is the Chief of Staff to United States Information Agency Director Joseph Duffey. She is a former university professor as well as communications and political strategist.

Ms. Burnett brings a strong background in international communications to USIA. From 1970-72, she was an Instructor in Communications at Boston University. In 1981, she co-founded ARRIVE Unlimited, an international public relations firm, and later founded InAdvance, a firm specializing in communications and marketing. From 1988-91, she was Assistant Professor of Communications at the American University in Washington, DC.

Ms. Burnett has also worked in government. She was appointed Director of the State Department's International Visitor Program by President Carter in 1977, remaining with that program when it was incorporated into USIA the following year.

Her political background includes senior positions in Debates '92, Clinton for President campaign, and with the Presidential campaigns of Senator George McGovern in 1972, Rep. Morris Udall and Governor Jimmy Carter in 1976, and Senator Gary Hart in 1984. In 1980, she served as the Director of Security for the Democratic National Convention, the first woman to hold such a position.

She is married to David Burnett and currently resides in Arlington, VA. They have two children.

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**UNITED STATES DELEGATION TEAM TO THE
UNITED NATIONS FOURTH WORLD CONFERENCE ON WOMEN**

BONNIE J. CAMPBELL

GOVERNMENT DELEGATE

Bonnie J. Campbell will serve as a delegate to the United States Fourth World Conference on Women. She is the Director of the Justice Department's Violence Against Women Office which leads the Administration's effort to implement the Violence Against Women Act, along with the Department of Health and Human Services. Ms. Campbell will oversee the Justice Department's efforts to combine tough new federal criminal laws with assistance to states and localities to fight violence against women.

Ms. Campbell has been working on behalf of victims of crime and to fight violence against women for many years. Elected Attorney General of Iowa in 1990, she was the first woman to hold that office in her state. During her tenure she devoted substantial effort to preventing and fighting domestic violence. She increased public awareness through a statewide domestic violence prevention campaign and solicited private donations and free television, radio and newspapers advertising to increase awareness of this serious violence that threatens so many people.

As Iowa's Attorney General, Ms. Campbell was instrumental in getting the legislature to strengthen Iowa's domestic abuse statute, and to increase the funding for victim compensation programs and shelters. She also authored an anti-stalking law that passed in 1992, which was one of the nation's first.

Before her election to the Office of Attorney General, Ms. Campbell practiced law in Des Moines from 1984 to 1991. She also served as the Chair of Iowa's Democratic Party from 1987 to 1989. Ms. Campbell ran unsuccessfully for Governor of Iowa in 1994.

Originally from upstate New York, Ms. Campbell earned both her bachelor's degree, summa cum laude, and her law degree from Drake University. She and her husband, Edward, now live in Washington, DC.

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**UNITED STATES DELEGATION TEAM TO THE
UNITED NATIONS FOURTH WORLD CONFERENCE ON WOMEN**

MARY T. CURTIN

GOVERNMENT DELEGATE

Mary Curtin, a Foreign Service Officer since 1986, is currently with the Conference Secretariat for the UN Fourth World Conference on Women, to be held in Beijing, China in September. She is responsible for human rights issues related to the Conference. She is on detail to the Conference from the Bureau of Democracy, Human Rights and Labor, where she has served since July 1995. During the past year, she covered Latin American issues; when she returns after the Conference she will be responsible for African issues.

Ms. Curtin has served overseas in Chile (1987-88) and Mali (1990-93). She has also served as a desk officer in the Office of Egyptian Affairs (1988-90) and was also detailed to the National Democratic Institute (1993-94), where she was Director of the East Africa Team. An important element of all of these assignments has been democracy and human rights issues.

Prior to joining the Department of State, Ms. Curtin worked at the Congressional Research Service, and was an instructor in American History at the College of St. Thomas in St. Paul, Minnesota, her home town.

Ms. Curtin received a Bachelor's degree from the University of Notre Dame and a Ph.D. in History from Columbia University.

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**UNITED STATES DELEGATION TEAM TO THE
UNITED NATIONS FOURTH WORLD CONFERENCE ON WOMEN**

DR. NILS DAULAIRE

GOVERNMENT DELEGATE

From 1993 to the present, Dr. Daulaire has served as Deputy Assistant Administrator for Policy and Program Coordination, and Chief Policy Advisor on Population, Health and Human Development for the U.S. Agency for International Development (USAID).

Dr. Daulaire received a B.A. from Harvard University, M.D. from Harvard Medical School and M.P.H. from Johns Hopkins School of Hygiene and Public Health. Following his residency in family medicine at the University of Colorado Medical Center, Dr. Daulaire held several health care positions at a variety of community service agencies. From 1976 until assuming his present position with USAID, Dr. Daulaire has been a Visiting Lecturer at Harvard Medical School and Visiting Assistant Professor of Community and Family Medicine at Dartmouth Medical School; Director of the New Hampshire Bureau for Handicapped Children, Rural Health Associates, the John Snow Public Health Group and the International Center for the Prevention and Treatment of Major Childhood Diseases (INTERCEPT). Dr. Daulaire has worked globally as primary health care advisor to Gonoshasthaya Kendra (The People's Health Centre) in Bangladesh and Public Health Advisor for the Ministry of Health in Mali (West Africa). He has also devoted time and service in several other regions throughout the world, including the Near East, Africa, Asia, Latin America and Europe. Dr. Daulaire is fluent in English, Norwegian, and French and also speaks German, Nepali, Spanish, Swedish, Danish, Bangla and Bambara.

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**UNITED STATES DELEGATION TEAM TO THE
UNITED NATIONS FOURTH WORLD CONFERENCE ON WOMEN**

**KATHLEEN HENDRIX
GOVERNMENT DELEGATE**

Kathleen Hendrix has worked as a Special Assistant at the U.S. Department of State in the Bureau of International Organizations and Global Affairs Conference Secretarial since January 1994. She has been on the U.S. delegations to the 1994 UN Commission on the Status of Women and the UN Regional Preparatory Meetings in Jakarta, Indonesia; Vienna, Austria; Amman, Jordan and Dakar, Senegal.

Ms. Hendrix has been with the State Department since August 1993. From August 1993 - January 1994, she worked as an Advisor in the Office of the Deputy Secretary responsible for speechwriting, policy development and planning.

Prior to joining the State Department, Ms. Hendrix was a reporter for the Los Angeles Times from 1974-1993. In that capacity, she covered the UN Third World Conference on Women in Nairobi in 1985. In general, she wrote on a variety of social/political issues, both domestic and international.

Various government agencies Ms. Hendrix has served include the U.S. Department of Health, Education and Welfare in New York (1970-1971) and U.S. Office of Economic Opportunity in New York (1966-1969). Ms. Hendrix is a former Peace Corps Volunteer. She served in Sarawak, Malaysia from 1963-1965 and taught English and history in a junior secondary school to indigenous, ethnic Chinese and Malay students in the small upriver town of Marudi in Malaysian Borneo.

Ms. Hendrix received her B.A. in English Literature from the College of New Rochelle in 1962. She then attended New York University where she received an M.A. in English Literature in 1963. Ms. Hendrix went on to Columbia University where she received an M.S. from the School of Journalism in 1972.

She has received several honors including National Women's Political Caucus, Westside Chapter, "Bread and Roses" Award (1992); Southern California Interfaith Task Force on Central America, Honoring Body of Work (1992); California Teachers Association, John Swett Award for feature writing (1992); Women For, Woman of Achievement Award (1985); World Affairs Council of Los Angeles, Speaker (1985); and Fellowship, Institute of Current World Affairs (1983).

Ms. Hendrix belongs to various organizations including Vice President of the PEN Center West (Los Angeles chapter of the international human rights organization of writers); Trustee of the Institute of Current World Affairs; Advisory Board, Visiting Fulbright Scholars of Southern California; Advisory Board, Women, Men and Media, University of Southern California; and is a Member of Journalism and Women Symposium; Member, International Women's Media Foundation, and Committee of Returned Volunteers.



**UNITED STATES DELEGATION TEAM TO THE
UNITED NATIONS FOURTH WORLD CONFERENCE ON WOMEN**

JUDITH E. HEUMANN

GOVERNMENT DELEGATE

On June 29, 1993, Judith E. Heumann was sworn in as President Clinton's Assistant Secretary for Special Education and Rehabilitative Services in the U.S. Department of Education. She took the oath of office in the Berkeley (California) City Council Chambers to acknowledge the city where the world's first independent living center and the world's first disability policy think tank, the World Institute on Disability (WID), were established. As deputy director, Ms. Heumann managed the independent living center from 1975 to 1982, and for ten years she served as vice president of WID, which she co-founded in 1983. From 1982 to 1983 Ms. Heumann was special assistant to the executive director of the California State Department of Rehabilitation, a position to which she was appointed by former Governor Jerry Brown.

Since having polio at the age of eighteen months, Judy Heumann has known discrimination firsthand. She was able to begin her career as a teacher in the New York City school system only after she sued the Board of Education, which had turned her down for a teaching position because she could not walk. One of the first to recognize that discrimination against disabled people was a civil rights issue, she has championed the cause of equality for disabled people around the nation and around the world. She has worked tirelessly to change laws, policy, and perceptions about people with disabilities. While serving on U.S. Senator Harrison Williams' staff, she helped develop legislation that became the Education for All Handicapped Children Act (P.L. 94-142) and worked on the development of regulations for Section 504 of the Rehabilitation Act. Later, she helped draft federal and state legislation that led to the creation of more than 200 independent living centers nationwide. In 1979 Ms. Heumann was appointed by Governor Brown to serve on the California Commission on Special Education, a post she held until 1983. Recognized nationally and internationally as an advocate for self-determination for disabled people everywhere, Ms. Heumann has served on the boards of various organizations and received numerous awards, including the Henry B. Betts Award in 1990, in recognition of her outstanding efforts to improve the quality of life for people with disabilities. She also is a well-known authority and speaker on disability issues. With her appointment to the Office of Special Education and Rehabilitative Services (OSERS), this longtime activist is now in charge of federal programs serving almost six million disabled children, youth, and adults. Assistant Secretary Heumann manages a budget of over \$5.5 billion and oversees the Office of Special Education Programs, the Rehabilitation Services Administration, and the National Institute on Disability and Rehabilitation Research. She has strongly committed herself to aligning these programs with President Clinton's and Education Secretary Riley's agenda: to promote the inclusion, independence, and empowerment of disabled people throughout society.

Among Ms. Heumann's top priorities is to ensure that OSERS programs are more accessible to disabled individuals from minority and culturally diverse backgrounds. To increase the number of such applicants who receive OSERS research and training funds, she is opening up the peer review process and redirecting outreach activities. Ms. Heumann is also committed to program accountability and to spreading the word about model programs that work. Equally important, she is working with Department and Administration officials to ensure the full participation of disabled people in Goals 2000: Educate America Act, school-to-work legislation, and other federal initiatives, and she is committed to education and rehabilitation reform in OSERS programs and priorities. To accomplish these goals, she is working to establish a dialogue with practitioners, family members, disabled people, and others. She encourages people to share their experiences, participate in public meetings, comment on proposed regulations, and become involved in the education, rehabilitation, and community reform movement.

Ms. Heumann pledges to do as much as she can to make the government and the nation see that disabled people are an integral part of the whole fabric of our country. "I will feel that I have accomplished my goal if we stop seeing the needs of disabled people as being special and different, and disabled people become integrated, productive members of our communities," she says. She has articulated her vision of OSERS as "working aggressively and collaboratively to create a society in which all disabled people can obtain the knowledge and skills necessary to achieve the goals they set for themselves."

Ms. Heumann graduated from Long Island University in 1969 and received a masters degree in public health administration from the University of California at Berkeley in 1975.

Judy Heumann lives in Washington, DC and is married to Jorge Plineda.





**UNITED STATES DELEGATION TEAM TO THE
UNITED NATIONS FOURTH WORLD CONFERENCE ON WOMEN**

MELINDA L. KIMBLE

GOVERNMENT DELEGATE

Ms. Kimble is Deputy Assistant Secretary in the Bureau of International Organization Affairs at the Department of State. After joining the Department in 1971, she distinguished herself as an economist with special reference to the Near/Middle East and Africa. On a series of one year assignments, Ms. Kimble has been on the State Department fast track from (1971-1984). As one of the first women Economic Officers for West African Affairs, she carried the experience to Egypt where she worked first as a Consular Officer and later Financial Economist at the U.S. Embassy in Cairo.

After completing training in Resource Economics and Middle Eastern Politics at Harvard University in 1980, she returned to the Department as a Financial and Petroleum Economist in the Near East/South Asia Bureau's Office of Economic Affairs. In 1982 Ms. Kimble returned to the Africa Bureau and served as the International Relations Officer in the Office of West African Affairs. From 1984-1987 she served as the Deputy Political Counselor and Labor Attache at the U.S. Embassy in Tunis. Ms. Kimble returned to the Department of State in 1987 where she became the Deputy Director of Economic and Business Affairs in the Office of Monetary Affairs and later the Country Director for Egypt until 1989.

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**UNITED STATES DELEGATION TEAM TO THE
UNITED NATIONS FOURTH WORLD CONFERENCE ON WOMEN**

SHARON B. KOTOK

GOVERNMENT DELEGATE

Sharon Kotok has been the officer in charge of international women's programs at the Department of State since September 1988. In this capacity, she serves as an adviser to the U.S. Delegation to the United Nations Commission on the Status of Women and to the UN General Assembly during its deliberations on the advancement of women. Her office is responsible for U.S. preparations for the Fourth World Conference on Women.

From 1975-1988, Ms. Kotok was chief of the Privacy Act Staff and the Information Access Branch at the Department of State and was responsible for implementing the Freedom of Information Act and the Privacy Act.

She taught high school English for a couple of years in El Paso, Texas, and has a B.A. in literature from the University of Dallas.

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**UNITED STATES DELEGATION TEAM TO THE
UNITED NATIONS FOURTH WORLD CONFERENCE ON WOMEN**

SARAH KOVNER

GOVERNMENT DELEGATE

Sarah Kovner will serve as a Delegate for the United Nations Fourth World Conference on Women. She has been a Special Assistant to the Secretary, Department of Health and Human Service (DHHS) in Washington, DC since January 1993. She is a DHHS representative for the Inter-agency Task Force on Women's Business Enterprise and Co-Chair of Training and Technical Task Force.

She was a Member for the U.S. Delegation to ICPD in Cairo as well as of two Preparatory Conferences. Ms. Kovner was also a Member for the Regional Meeting in Vienna and Preparatory to Women's Conference in Beijing in 1995.

Her previous experience includes: Founder, Organizer, and Member of the Board of the Community Capital Bank, a Community Development Bank, Brooklyn, NY (1988-present); Founder, Member of the Board, and Chairperson of the Board, First Women's Bank (1974-1984); Activist in the development of affordable house in New York (1988-present); President and Partner of Arts, Letters and Politics, a Public Affairs Consulting Firm representing a wide range of non-profit organizations (1972-1984); Founder and Member of the Board, New York Women's Foundation (1988-1993); Founder and Chairperson, Coalition for Free Choice, an organization to support legalized abortion in New York (1971); Founder of the National Women's Political Caucus (1972); Director of various New York State and National campaigns; served as Elected Delegate in 1976 and 1984; Member of New York State Democratic Committee; and Deputy Director of New York State Clinton and Clinton-Gore Campaigns (December 1991-1992).

Ms. Kovner graduated from Vassar College with a major in Political Science.

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**UNITED STATES DELEGATION TEAM TO THE
UNITED NATIONS FOURTH WORLD CONFERENCE ON WOMEN**

THE HONORABLE MADELEINE MAY KUNIN

GOVERNMENT DELEGATE

Since being sworn in over two years ago as Deputy Secretary of Education, Madeleine Kunin (pronounced Q-nin), the former Governor of Vermont, has played an integral policymaking role at the U.S. Department of Education and in the Clinton Administration at large.

Using the political and policy skills and the creativity and reforming ability she honed as a leading state legislator, Lieutenant Governor, and as the first woman Governor of Vermont, Ms. Kunin has been a dynamic source of change and improvement since taking office.

Working closely with President Bill Clinton and Education Secretary Richard Riley, she has played an important role in the string of education reforms that were successfully enacted into law, including the Innovative Goals 2000: Educate America Act, the School to Work Opportunities Act, and the Safe Schools Act. She also helped develop the Administration's Innovative direct lending program, which has simplified the student loan process, saved taxpayers billions of dollars and helped increase access to higher education.

In an Administration known for working to "reinvent government" Ms. Kunin has been in charge of the reform and streamlining of the Education Department's management structure, which has improved services and saved billions of dollars. Her work in this regard has received consistent praise, typified by the Washington Post's comment that the Department is developing "new ways of doing business" including improved morale, more efficient programs, and better monitoring.

There was little doubt, after President Bill Clinton was elected, that Governor Kunin would have a prominent place in the new Administration. She is the only woman governor in the nation to have served three terms, and has continued to be a leading voice nationally on issues involving reform and equal rights for women. During her tenure in office, teacher salaries in Vermont moved from a rank of 49th in the nation to 26th, access to kindergarten was guaranteed, and early childhood programs were expanded. She also achieved significant advancements in school finance reform, business-education partnerships, and vocational education reform.

Near the end of the presidential campaign, Clinton chose Ms. Kunin as one of three members of the search committee for Vice President. She was appointed Deputy Secretary of Education in January of 1993.

Since being appointed, she has continued to play a prominent role in a broad range of areas. She is the founder and former president of the non-profit Institute for Sustainable Growth, an international organization active in environmental education and management.

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DOCUMENT NO. AND TYPE	SUBJECT/TITLE	DATE	RESTRICTION
002. bio	re: Madeleine May Kunin; [Personally Identifiable Information] [Partial] (1 page)	00/00/0000	b(6)

COLLECTION:

Clinton Presidential Records
Speechwriting
Linda Muscatine
OA/Box Number: 12093

FOLDER TITLE:

HRC [Hillary Rodham Clinton]/Conference Background - Beijing, 9/5-6/95 [2]

2012-0094-F
jp3676

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 advice 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]
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She is also often called upon by the President for her expertise and service. She was recently a United States delegate to the World Summit for Social Development, a United Nations conference held in Copenhagen, Denmark in March 1995, and she currently serves as a member of the president's task force on affirmative action.

[002] (b)(6) Ms. Kunin immigrated to the United States in 1940, as the threat of Nazi power increased. Her candid and well-received political memoir, "Living A Political Life," was published by Knopf last year.

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**UNITED STATES DELEGATION TEAM TO THE
UNITED NATIONS FOURTH WORLD CONFERENCE ON WOMEN**

GINGER LEW

GOVERNMENT DELEGATE

Ginger Ehn Lew currently serves as the General Counsel of the Department of Commerce with management responsibility for more than 375 attorneys. As the chief legal officer of the Department, she provides legal support for a broad range of program areas including international trade negotiations, economic development and technology grants, export control issues, countervailing duties and anti-dumping cases, domestic and international commercial law exchanges. Ms. Lew oversees all Departmental litigation, employment law and ethics matters, and procurement work. Ms. Lew serves as the U.S. Co-Chair of the NAFTA ADR Committee, and as Chair of the Commercial Law Section of the U.S.-China Joint Commission on Commerce and Trade.

Ms. Lew has more than 20 years of professional experience in private, corporate and government practice areas. She began her legal career with the Los Angeles City Attorneys office. She then joined the U.S. Department of Energy as a staff attorney, and became the Chief Enforcement Counsel in 1979 with responsibilities for managing attorneys, and litigation and enforcement cases in Washington, Idaho, Alaska, Oregon, Nevada, Hawaii, Arizona, California, and Guam.

In 1980, Ms. Lew was appointed as Deputy Assistant Secretary of State for East Asia and the Pacific Islands, and was based at the U.S. Department of State in Washington, DC. As such, she was responsible for economic and foreign policy negotiations. Ms. Lew subsequently became a partner in a Washington law firm where she represented domestic and international clients in international commercial transactions in East Asia and Europe.

In 1986, she joined Arthur Young & Company (now Ernst & Young), and became a principal in the International Trade Advisory Practice. Ms. Lew advised domestic manufacturers and high tech companies on the regulatory and trade barriers of doing business in Europe, East Asia and North America. She assisted in transnational negotiations, and developed market entry and expansion strategies for emerging companies to enter overseas markets.

In 1992, Ms. Lew joined a start-up company based in San Francisco as its Vice President and General Counsel. A native Californian, Ms. Lew received her law degree from the University of California at Berkeley in 1974, and her undergraduate degree in Political Science from UCLA.

Ms. Lew has been active in civic and Asian American community organizations in San Francisco, CA and Washington, DC. She was also the co-founder of the Asian Pacific American Bar Association of Washington, DC. Ms. Lew served as Chair of the National Democratic Caucus of Asian Pacific Americans, as well a Chair of the Judicial Council of the Democratic National Committee. Ms. Lew has spoken before numerous trade and legal associations. She is the co-author of two books on international trade.





**UNITED STATES DELEGATION TEAM TO THE
UNITED NATIONS FOURTH WORLD CONFERENCE ON WOMEN**

VICTOR MARRERO

GOVERNMENT DELEGATE

Victor Marrero was appointed by President Clinton in May, 1993 as United States Representative on the Economic and Social Council of the United Nations, a public office with the rank of Ambassador and part of the United States Mission to the United Nations. Before this appointment he had been engaged in the private practice of law in New York City since March 1982. He began as a partner of the Manhattan firm of Tufo & Zuccotti in 1986. His specialty was land use, development and environmental law.

Prior to his private practice, Mr. Marrero had been in public service in federal, state and city governments. Among the offices he held were: Under Secretary of the U.S. Department of Housing and Urban Development by appointment of President Jimmy Carter in 1979; Commissioner of the New York State Division of Housing and Community Renewal and Vice Chairman of the New York State Housing Finance Agency (1978-79); Chairman, New York City Planning Commission (1976-77); First Assistant Counsel to the Governor of New York (Hugh L. Carey, 1975); Special Counsel to the New York City Comptroller (Harrison J. Goldin, 1974-75); Executive Director, New York City Department of City Planning (1973); Assistant Administrator, New York City Model Cities Administration (1970-72); and Assistant to the Mayor (John V. Lindsay, 1968-70). In addition, while engaged in private practice, Mr. Marrero served on a part-time basis as a member of two other public agencies: The New York Conciliations and Appeals Board (by appointment of Mayor Edward I. Koch, 1983-84) and the New York City Rent Guidelines Board (by appointment of Mayor David N. Dinkins, 1990-93).

Throughout his professional career, Mr. Marrero has been actively engaged in numerous civic, educational, charitable and professional organizations. Among these, he has served as a member of the Board of Directors/Trustees of the following public and private organizations: The New York Public Library (1990-present); the State University of New York (by appointment of Governor Mario M. Cuomo, 1985-1993); The Defense and Education Fund (Founder and first Chairman of the Board, 1972-74, 1981-93); Coro Foundation (1990-93); Fund for New York City Public Education (1989-93); Association of the Bar of the City of New York: Vice President and Member of the Executive Committee, Member of the Judiciary Committee, Delegate to the New York State Bar Association House of Delegates; Committee for Modern Courts (1989-93); New York Lawyers for the Public Interest (1988-91); Phoenix House Foundation (1978-83); Educational Broadcasting Corporation, WNET (1981-84); Central Park Conservancy, (1981-88); Regional Plan Association (1982-86), New York City Partnership (1989-93).

Mr. Marrero has also served on various special public boards, committees and commissions, including: Commission on the Future of the State University of New York (1984); Chairman, New York State Chief Judge Wachtler's Committee to Improve the Availability of Legal Services (1988-90); Co-Chair, Chief Judge's Pro Bono Review Committee (1991-93); Governor Cuomo's Real Estate Advisory Committee and Task Force on Bias-Related Violence; Mayor Koch's Panel on Parks

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DOCUMENT NO. AND TYPE	SUBJECT/TITLE	DATE	RESTRICTION
003. bio	re: Victor Marrero; [Personally Identifiable Information] [Partial] (1 page)	00/00/0000	b(6)

COLLECTION:

Clinton Presidential Records
Speechwriting
Linda Muscatine
OA/Box Number: 12093

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and the Constitution (1988); Mayor Dinkin's Management Advisory Committee and Commission on the Homeless; the New York State Board of Regents' Commission on the New York City Public Schools; the New York City Board of Education's Chancellor Search Advisory Committee; Yale University's Urban Advisory Committee.

In business corporation affairs, Mr. Marrero served on the Board of Directors/Trustees of the New York Telephone Company and Consolidated Edison Company.

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(b)(6) and is a resident of New York City. He graduated from New York University with a B.A. degree (cum laude, with Honors in History, Phi Beta Kappa) in 1964. He received his law degree in 1968 from Yale Law School, where he was elected as an Editor of the Yale Law Journal. In 1966-67, Mr. Marrero studied as a Fulbright Scholar at the University of Sheffield (England) School of Law. Mr. Marrero has taught as a Visiting Lecturer in Law on the faculty of the Yale Law School (1985-87) and Columbia Law School (1990-93).

Mr. Marrero is married to Veronica M. White. They have two children, Andrew and Robert.

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**UNITED STATES DELEGATION TEAM TO THE
UNITED NATIONS FOURTH WORLD CONFERENCE ON WOMEN**

ELLEN MARSHALL

GOVERNMENT DELEGATE

Ellen Marshall currently serves as the Acting Senior Coordinator for the Bureau of Population, Refugees, and Migration.

Prior to joining the State Department in April, 1993, Marshall served as a legislative assistant in the U.S. Senate for then-Senator Timothy E. Wirth. Her work focused on education, health, women's issues and population.

Marshall helped to set up the new Population Office at State and worked within the Administration to develop a comprehensive population policy. She was deeply involved with U.S. efforts for the International Conference on Population and Development and participated in the World Summit for Social Development.

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**UNITED STATES DELEGATION TEAM TO THE
UNITED NATIONS FOURTH WORLD CONFERENCE ON WOMEN**

JEAN NELSON

GOVERNMENT DELEGATE

Jean Nelson is Counselor to the Administrator of the Environmental Protection Agency. In this position, she takes on various special projects of importance to the Administrator and the Administration. The first of these is the United Nations Fourth World Conference on Women. This work is a continuation of her involvement in the 1994 International Conference on Population and Development and her preparatory work for the Conference on Women.

From the fall of 1993 until taking on her new role in the summer of 1995, Ms. Nelson served as EPA's General Counsel. In this post, she dealt with a variety of environmental issues across all media and with a number of Agency initiatives.

Prior to joining EPA, Ms. Nelson was Chief Deputy Attorney General for the Tennessee Attorney General for four years. From 1979 to 1988, Ms. Nelson was a partner in the Nashville, Tennessee, law firm of Gullett, Sanford, Robinson and Martin. She was an associate with the firm from 1975 to 1979. While in Tennessee, she held leadership positions - including a number of environmental roles - in state and local Bar activities and in many other community organizations.

As a part of her community activities, Ms. Nelson has been involved with various women's organizations throughout her career including the local and state women's Bar Associations, local and state Women's Political Caucus, YWCA and the founding of a women's professional organization in Nashville, Tennessee.

Ms. Nelson received a bachelor's degree in 1969 and a law degree in 1975 from Vanderbilt University.

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**UNITED STATES DELEGATION TEAM TO THE
UNITED NATIONS FOURTH WORLD CONFERENCE ON WOMEN**

KAREN NUSSBAUM

GOVERNMENT DELEGATE

Karen Nussbaum will serve as a Delegate for the United Nations Fourth World Conference on Women. Ms. Nussbaum is the Director of the Women's Bureau at the U.S. Department of Labor. The Women's Bureau was created in 1920 "to formulate standards and policies which shall promote the welfare of wage-earning women." For her entire life, Ms. Nussbaum has done just that.

In nominating Ms. Nussbaum to direct the Women's Bureau, President Clinton declared her "uniquely qualified" to serve as chief advocate for the nation's 58 million working women, based on her outstanding record as a leader, policy expert, and tireless spokesperson for women in the workforce.

Ms. Nussbaum is best known for her work with "9to5," the National Association of Working Women. She co-founded 9to5 in 1973 and led it for 20 years. In 1981, Ms. Nussbaum also became president of District 925 of the Service Employees International Union (SEIU). District 925 is a national union of office and professional employees. As a union leader, she served on the SEIU International Executive Board and headed up the union's 170,000-member Office Workers Division.

In June 1993, she became the Women's Bureau's 13th Director. Issues like child care and family and medical leave - and fair treatment and respect for all working people - are not merely matters of policy but are personal concerns for Ms. Nussbaum, herself a working parent.

A native of Chicago, she currently lives in Washington, DC with her husband and three children.

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**UNITED STATES DELEGATION TEAM TO THE
UNITED NATIONS FOURTH WORLD CONFERENCE ON WOMEN**

JAN PIERCY

GOVERNMENT DELEGATE

Jan Piercy has extensive experience in economic development and management, both domestically and internationally. She has specialized in recruiting management teams for organizations in the public, private and non-profit sectors.

As Senior Vice President of Shorebank Corporation in Chicago, IL, Ms. Piercy played a key role in creating and expanding bank holding company-based programs to promote economic development in urban and rural areas. This model has proven successful in its original location and in replications in other U.S. sites. Shorebank also has assisted the Polish American Enterprise Fund to re-introduce small business lending in Poland and has advised groups from numerous countries, from South Africa to Costa Rica. Ms. Piercy managed capitalization efforts which have raised millions of dollars in equity capital to fund specific adaptations of the Shorebank model.

In the mid-1980's, Ms. Piercy participated in efforts which successfully established the earliest micro-enterprise loan funds in the United States, a method of peer lending originated in Bangladesh. As Associate Regional Director of an international NGO, Ms. Piercy lived in Southeast Asia for several years. She combined this experience and her organizational skills to assist in transferring this economic development approach to the United States.

Early in her career, Ms. Piercy directed the Public Management Program at Cornell University's Graduate School of Business and Public Administration and later at Stanford University's Graduate School of Business. Throughout her career, Ms. Piercy has served as board member, trustee, and consultant to numerous organizations working to promote economic development, democracy building and women's broader participation in public affairs, including the John D. and Catherine T. MacArthur Foundation, OEF International and the National Women's Education Fund.

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**UNITED STATES DELEGATION TEAM TO THE
UNITED NATIONS FOURTH WORLD CONFERENCE ON WOMEN**

SALLY A. SHELTON

GOVERNMENT DELEGATE

Sally A. Shelton was sworn in on June 9, 1994, as Assistant Administrator for Global Programs of the U.S. Agency for International Development (USAID). As head of the Global Bureau, Ms. Shelton manages the Agency's repository of scientific and technical expertise. The bureau has five centers that address the agency's global strategic objectives: Population, Health and Nutrition; Environment; Economic Growth; Democracy and Governance; and Human Resource Development. Ms. Shelton also oversees the Office of Women in Development. USAID is the government agency that administers economic and humanitarian assistance worldwide.

Before joining USAID, Ms. Shelton was a Senior Fellow and an Adjunct Professor at Georgetown University's Center for Latin American Studies. She also was an adviser to several multinational corporations on international trade and investment strategies.

From 1979 to 1981, Ms. Shelton was the U.S. Ambassador to Granada, Barbados, and several other Eastern Caribbean nations. Prior to this, she was Deputy Assistant Secretary of State for Inter-American Affairs, served on the U.S. Mission to the United Nations and was Legislative Assistant for international affairs to then Senator Lloyd Bentsen. She has been a Senior Economic Consultant to the World Bank and Vice President of Bankers Trust Company, New York, responsible for developing countries' debt.

Ms. Shelton also served as a director of two companies: Valero Energy Corporation, a Fortune 500 company involved in oil refining, and Baring Brothers & Co. Ltd's Puma Fund, a closed-ended investment fund traded on the London Stock Exchange.

She has been a member of several non-profit boards of directors and various organizations including the Council on Foreign Relations, International Planned Parenthood Federation and the National Democratic Institute for International Affairs.

Ms. Shelton was a Fulbright Scholar at the Institut des Sciences Politiques in Paris and has a master's degree in international relations from Johns Hopkins School of Advanced International Studies in Bologna, Italy, and Washington, D.C. She has a bachelor's degree from the University of Missouri where she graduated Phi Beta Kappa with honors in French.

She has lectured at several universities, both in the United States and abroad. She has been a fellow at the Center for International Affairs at Harvard University and has taught U.S. foreign policy decision-making at the John F. Kennedy School of Government.



**UNITED STATES DELEGATION TEAM TO THE
UNITED NATIONS FOURTH WORLD CONFERENCE ON WOMEN**

DAVID P. STEWART

GOVERNMENT DELEGATE

Mr. Stewart is the Assistant Legal Adviser for Human Rights and Refugees in the Office of the Legal Adviser, U.S. Department of State, with principal responsibility for advising the Bureau of Population, Refugees and Migration (PRM). In this capacity he has been directly involved in recent efforts to obtain Senate advice and consent to ratification of various human rights treaties. He also served as principal legal adviser on the U.S. delegation to the second World Conference on Human Rights in Vienna in 1993.

Since joining the Office of the Legal Adviser in 1976, he has served in a variety of assignments including Assistant Legal Adviser for Law Enforcement and Intelligence (1986-88), Assistant Legal Adviser for International Claims and Investment Disputes (1983-86), Administrator for Iranian Claims (1981-83), Special Assistant to the Legal Adviser (1980-81), and prior to that as Attorney Adviser in both the United Nations and the Economic and Business Affairs areas.

Before joining the government, Mr. Stewart practiced law for five years with Donovan Leisure Newton & Irvine in New York City in general commercial and antitrust litigation.

Mr. Stewart has been Adjunct Professor of Law in the Graduate (LL.M) Program in International and Comparative Law at the Georgetown University Law Center since 1984, teaching International Commercial Arbitration, International Criminal Law, and International Human Rights Law. He also teaches at the National Law Center of the George Washington University and as a visiting lecturer at the University of Virginia Law School.

Mr. Stewart is a graduate of Princeton University and the Yale Law School and received his LL.M in International Legal Studies from New York University as well as an M.A. in International Relations from the Yale Graduate School. He is admitted to practice in New York State and the District of Columbia. He is married with four children and is an active Cub/Boy Scout leader.

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**UNITED STATES DELEGATION TEAM TO THE
UNITED NATIONS FOURTH WORLD CONFERENCE ON WOMEN**

BISA WILLIAMS-MANIGAULT

GOVERNMENT DELEGATE

Bisa Williams-Manigault is a career Foreign Service Officer with the U.S. Department of State currently assigned as Adviser to the U.S. Mission to the United Nations in New York (USUN). At USUN, Bisa covers a broad range of economic issues often focussing on but not limited to African development, population, and the environment. She has also served as the Mission's principal focal point regarding non-governmental organizations' interaction with the UN. She was a U.S. Government negotiator at the UN's Global Conference on the Sustainable Development of Small Developing States (SIDS) in Bridgetown, Barbados (1991), the International Conference on Population and Development (ICPD) in Cairo, Egypt (1994), the World Summit for Social Development (WSSD) in Copenhagen, Denmark (1995), and at the last two preparatory meetings for the Fourth World Conference on Women (FWCW).

Ms. Williams-Manigault joined the Department of State in 1984 and was assigned to Conakry, Guinea, West Africa as General Services Officer. Following Guinea, she was posted to Panama City, Panama as political officer, then to Washington to work in the Department's Bureau of African Affairs as Country Officer for Sierra Leone and Cape Verde and Deputy Country Officer for Liberia. In the middle of that tour, she was sent back to Panama as an official monitor of that country's national elections (1989). Later that year, she returned to Panama as one of two State Department officials in a four-person team sent to facilitate orderly re-establishment of civilian authority in the immediate aftermath of U.S. military action there ("Operation Just Cause"). For her contributions to the success of U.S. efforts following "Operation Just Cause," Bisa received a special commendation from the Acting Secretary of State Lawrence Eagleburger. She was subsequently reassigned to Panama in 1990. Immediately prior to USUN, Ms. Williams-Manigault served as Special Assistant to the Secretary in the Office of the Coordinator of Assistance to the New Independent States of the former Soviet Union where she concentrated on technical and health assistance for the Central Asian republics. Over the years, she has received two group Superior Honor awards, two individual Meritorious Honor awards, a Certificate of Appreciation, a Meritorious Step Increase (pay incentive) and various letters of commendation.

A cum laude graduate of Yale University where she was also awarded the Pickens Prize for academic excellence and scholarship in the field of African-American studies, Ms. Williams-Manigault received her Master of Arts in Comparative Literature from the University of California, Los Angeles. She taught in the English and Romance and Classical Languages departments of Rice University in Houston, Texas before joining the Foreign Service. Bisa speaks French, Spanish, and Portuguese and has rudimentary knowledge of Chinese.

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**UNITED STATES DELEGATION TEAM TO THE
UNITED NATIONS FOURTH WORLD CONFERENCE ON WOMEN**

MARIA ANTONIETTA BERRIOZABAL

PUBLIC MEMBER

Maria Antonietta Berriozabal was named as Public Member of the U.S. Delegation to the United Nations Final Preparatory Meeting for the Fourth World Conference on Women to be held in Beijing in September 1995.

Ms. Berriozabal is the daughter of Mexican immigrants and a native of Laredo, Texas. She was raised in San Antonio, where she attended parochial school. She obtained her BA in Political Science from the University of Texas at San Antonio in 1979 after accumulating most of her college credits in part-time and evening classes over a period of 20 years.

For thirteen years after her high school graduation, she worked in various secretarial, managerial and administrative positions in political, governmental, and social service agencies.

After completion of her undergraduate degree, she was selected as the District Office Manager of the San Antonio 1980 Census Office, where she managed a workforce of over 1,400 employees.

In the Spring of 1981, Ms. Berriozabal was elected to the San Antonio City Council. She was the first Hispanic woman ever elected to serve in such a post in a major Texas city.

Realizing the need to build networks with elected officials throughout the country, Ms. Berriozabal served on the Board of the National League of Cities (NLC), the Advisory Council of NLC and as President of the Hispanic Elected Local Official (HELO) of the National League of Cities.

In 1991 Ms. Berriozabal ran for Mayor of San Antonio. Her campaign attracted national attention. She led an initial eleven candidate field with 30% of the vote. Her campaign emphasized human capital investment as a major economic development thrust.

In the Fall of 1991 Ms. Berriozabal was awarded a Fellowship from the Institute of Politics at the John F. Kennedy School of Government at Harvard University. She developed and led a study group entitled: "Women, Minorities and Public Policy: A New American Agenda".

Ms. Berriozabal has a deep conviction that women are a powerful force in building community and building cities. She is one of the pioneers in establishing women's networks, particularly for Hispanic women. In 1972 she joined 25 other San Antonio women in founding the Mexican American Business and Professional Women's Club. She is the founder and President of the Board of Hispanas Unidas, a non-profit Texas corporation whose purpose is to serve Latinas across social, political and economic lines through scholarships for non-traditional women students and biennial conferences.

In July 1994, Secretary of State Warren Christopher appointed Mrs. Berriozabal as United States' Representative to the Organization of American States' Inter-American Commission of Women (CIM). Comision Interamericana de Mujeres (CIM) established in 1928, was created expressly to ensure recognition of the civil and political rights of women in the Americas. CIM delegations from 33 member nations are now preparing for the UN World Conference on Women which will be held in Beijing, China in 1995.

In September 1994 Ms. Berriozabal was Alternate Chair of the U.S. Delegation to the Sexta Conferencia Regional de la Mujer in Mar de Plata, Argentina. Under the auspices of C.E.P.A.L. (Comision Economica para America Latina y el Caribe), the Conference was one of five United Nations world regional conferences preparing for the Beijing Conference.

Ms. Berriozabal currently serves on the following committees and boards: Chair of the Board, National Hispana Leadership Institute (Washington, DC); Board of Trustees, McAuley Institute, (Silver Springs, MD); Board Member, National Catholic Reporter Publishing Company (Kansas City, MO); Founding Member, Texas Higher Education Council; Member, Texas Advisory Committee to the U.S. Civil Rights Commission; President of the Board, Visitation House, a shelter for homeless women and children; and Member, Congregation Sisters of Divine Providence Development Board. Through her service on boards and commissions and through her activism and advocacy, Ms. Berriozabal continues to be involved in issues and projects affecting the lives of all families and children with keen emphasis on leadership development and economic development as key instruments for change. She is a speaker locally and nationally on issues of personal and economic empowerment of women and minorities, social justice issues, leadership development for women with a focus on Latinas in the U.S., cultural diversity and education.

Among her recognitions are her selection as one of "One Hundred Influentials" by Hispanic Business magazine in 1989. She received the "Jessie Bernard Wise Woman Award" in 1990 from the Center for Women Policy Studies in Washington, DC. In the fall of 1993, she received the Benitia Humanitarian Award from the Missionary Catechists of Divine Providence in San Antonio, Texas for her work in the areas of housing, economic and employment development for women and minorities. The J.C. Penney Company honored Ms. Berriozabal with their "Spirit of Truth" Award in December 1993. The Mexican American Bar Association of Bexar County presented her their 1994 Community Service Award in October 1994.

In March of 1994, Ms. Berriozabal presented testimony on quality of life and urban planning before The Independent Commission for Population and Quality of Life, United States and Canada consultation in Washington, DC. She is part of an interfaith and interdisciplinary group of North Americans working with the Park Ridge Center for the Study of Health, Faith and Ethics reviewing documents on population, consumption and environment. These two groups provided testimony at the UN Population and Development Conference in Cairo in September 1994.

Ms. Berriozabal is married to Dr. Manuel Berriozabal, Professor of Mathematics at the University of Texas in San Antonio and Founder and Coordinator of the Texas Prefreshman Engineering Program. They are members of St. Ann's Catholic Church in San Antonio, Texas.



**UNITED STATES DELEGATION TEAM TO THE
UNITED NATIONS FOURTH WORLD CONFERENCE ON WOMEN**

DOROTHY V. LAMM

PUBLIC MEMBER

Dottie Lamm was a U.S. Delegate to the International Conference on Population and Development in Cairo in September of 1994. She also serves as an on-going public member of the U.S. delegation to the UN Commission on the Status of Women. In this capacity, last fall she attended three of the five 1994 world regional conferences (Africa, Latin America and Europe) which prepared delegates and NGOs for the UN Fourth World Conference on Women to be held in Beijing, to which she is an official U.S. Delegate.

Ms. Lamm and her husband, former three-term Governor of Colorado, Richard D. Lamm, have been interested in population, reproductive health and reproductive rights since they travelled the poverty stricken areas of Peru and Bolivia on their honeymoon in 1963.

As a psychiatric social worker, Ms. Lamm has counseled unwed mothers, worked in public welfare, and has been a therapist for families of emotionally disturbed children. As a Denver Post columnist since 1979, she has written and spoken extensively promoting the status of women, population stabilization and reproductive rights. In addition, she has taught three courses at the University of Denver—one on "Sex Roles and Society" and two on "Population and Public Policy."

She currently serves on the board of CEDPA (Centre for Development and Population Activities) and on the NARAL (National Abortion and Reproductive Rights Action League) Foundation.

The Lamms have two grown children.

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UNITED STATES DELEGATION TEAM TO THE UNITED NATIONS FOURTH WORLD CONFERENCE ON WOMEN

ARTHENIA L. JOYNER

PUBLIC MEMBER

Arthenia L. Joyner has been making significant contributions to her community for more than half of her life; in fact, her first bold thrust occurred while yet a teenager. Convinced that Blacks were victims of blatant discrimination, she protested vehemently during her sophomore year at Florida A&M University and was arrested. Although she participated actively in the Civil Rights movement in her hometown while attending high school, she completed her studies and pursued a law degree. She has practiced law longer than any Black female in the State of Florida.

Ms. Joyner has been an active participant in politics all of her life. She chaired the Shirley Chisholm Presidential Campaign in Hillsborough County, Florida in 1972. More recently she co-chaired the campaigns for Lawton Chiles for Governor and Bill Clinton for President in Hillsborough County, Florida. She is the first African American to be appointed to the Hillsborough County Aviation Authority and currently serves as chairman. Governor Lawton Chiles appointed her in August 1991 to a four-year term. She was appointed by United States Senator Bob Graham to the Federal Judicial Nominating Commission for the State of Florida and is the former Chair of the Judicial Nominating Commission for the Thirteenth Judicial Circuit.

In 1994, President William J. Clinton appointed Ms. Joyner as a member of the United States Delegation to the United Nations Fourth World Conference on Women to be held in Beijing, China in the fall of 1995. In that capacity she has attended four World Regional Women's Conferences in Indonesia, Argentina, Austria and Africa. She was also appointed by President Clinton as a U.S. Delegate to the International Conference on Population and Development in Cairo, Egypt in 1994.

Ms. Joyner received her B.S. and J.D. degrees from Florida A&M University. She is the recipient of numerous awards including the National Organization of Black Law Enforcement Executives; 1993 Criminal Justice Person of the Year; George Edgecomb Bar Association's 1993 Francisco Rodriguez Award; 1990 Executive Woman of the Year; Governor's Distinguished Black Floridian Award; Ebony Magazine's 100 Most Influential Black Americans, 1985; America's Top 100 Black Business and Professional Women by Dollars and Sense Magazine, 1985; Who's Who Among Black Americans. Her professional affiliations include the National Bar Association where her colleagues elected her President in 1984; the American Bar Association, Hillsborough Association of Women Lawyers, Florida Chapter of the NBA and The George Edgecomb Bar Association. Her civic participation includes, The Tampa Bay Chapter of the National Coalition of 100 Black Women of which she was the Founding President, The Charmettes, Inc. and life memberships in the NAACP, the Greater Tampa Urban League and Delta Sigma Theta, Inc. Her participation in other civic and community activities is wide spread in this city and state. She served on the Senior Advisory Council of the Clinton-Gore Administration to the Justice Department. She is a devout member of Allen Temple African Methodist Episcopal Church.

Ms. Joyner is a founding partner in the law firm of STEWART, JOYNER, JORDAN-HOLMES, HOLMES, P.A., the only minority law firm in Florida that has equal representation from four separate demographic factions: black men and women, white men and women.



**UNITED STATES DELEGATION TEAM TO THE
UNITED NATIONS FOURTH WORLD CONFERENCE ON WOMEN**

LAILA AL-MARAYATI, M.D.

PRIVATE SECTOR REPRESENTATIVE

Dr. Laila Al-Marayati is currently President of the Muslim Women's League (MWL). In addition to other activities, the League has been addressing human rights issues, particularly the atrocities afflicting the Muslims of Bosnia-Herzegovina. MWL is a founding member organization of the Women's Coalition Against Ethnic Cleansing, comprising over 20 women's religious and civic groups. In March 1993, Dr. Al-Marayati led a delegation to Zagreb, Croatia, where the Coalition determined how Americans could assist rape survivors and other refugees fleeing Bosnia. Based on the findings of the trip, the Coalition raised over \$20,000 to support the relief efforts of two women's groups in Croatia. Since that time, Dr. Al-Marayati has participated in numerous press conferences and forums to inform the American public about the genocide in Bosnia.

At this time, MWL is concentrating on publishing a document which would clarify common misconceptions about Muslim women. This effort is a pivotal step for Muslim women as they redefine their roles in the Muslim world. Members of the League participate in many conferences to speak on these matters.

Dr. Al-Marayati has been an active member of the Islamic Center of Southern California for many years. She was elected to a three-year term to the Board of Directors at the Islamic Center, concluding in 1995. Her first important position was Editor of The Minaret, the Islamic newsmagazine published by the Center for international distribution and she continues to contribute articles on health matters. She has been a youth counselor for the past fifteen years and currently specializes in issues related to adolescent sexuality.

She is in private practice as a gynecologist in Southern California and is an Assistant Professor in the Department of Obstetrics and Gynecology at Los Angeles County/USC Women's and Children's Hospital.

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**UNITED STATES DELEGATION TEAM TO THE
UNITED NATIONS FOURTH WORLD CONFERENCE ON WOMEN**

MYRNA BLYTH

PRIVATE SECTOR REPRESENTATIVE

Myrna Blyth will serve as a Delegate for the United Nations Fourth World Conference on Women. She has been Publishing Director of Ladies' Home Journal since 1987. As the Journal's Publishing Director, Ms. Blyth has full management responsibility for all magazine operations, including circulation and advertising. As the Journal's Editor-in-Chief, since May 1981, she has overall responsibility for the editorial content of the magazine and also serves as spokesperson for the Journal on topics of national interest.

As a tribute to the growing success of the Journal under Ms. Blyth's stewardship, Adweek magazine named it one of the 10 "hottest" magazines of 1989, attesting to its superior editorial content and its impressive circulation and advertising statistics -- the only one of the "7 Sister" publications to ever receive the accolade.

In 1992, Ms. Blyth won the prestigious Headliner Award from Women In Communications, Inc., and the American Jewish Committee's Publishing Division Human Relations Award. In 1988 she won the Matrix Award from New York Women In Communications, Inc. for her outstanding career achievement in magazines. Under her leadership and direction, the Journal has won many awards, including the Clarion Award for community service journalism from Women In Communication, Inc. It was named Magazine of the Year by the American Society of Journalists and Authors, thereby becoming the first women's service magazine to be so cited by the organization.

Ms. Blyth served as Publishing Director of Metropolitan Home, and prior to joining the Journal, she was Executive Editor and a Vice President of Family Circle. She has also contributed both short stories and nonfiction articles to, among others, The New Yorker, New York, McCall's, Redbook, Cosmopolitan, and The Reader's Digest. In addition, she is the author of two novels, For Better and For Worse and Cousin Suzanne, both of which were Literary Guild alternate selections.

Ms. Blyth is currently a member of the American Society of Magazine Editors and is on the Board of Governors of the Overseas Press Club. She is past president of New York Women In Communications, Inc., and a member of the Author's Guild, Women's Media Group, and the Board of Directors of Child Care Action Campaign. She is a member of the National Advisory Board for the Susan G. Komen Breast Cancer Foundation, The Communitarians, the National Commission on American Jewish Women, and serves as a Women In Communications, Inc. Ambassador of Excellence.

As a spokesperson for the Journal, Ms. Blyth has been a lecturer at numerous colleges and universities and, in addition, has been interviewed on several national radio and television programs, among them Today, Good Morning America, Donahue, Entertainment Tonight, Inside Edition, CNN, and The Maury Povich Show.

Ms. Blyth earned a B.A. degree from Bennington College. She currently lives in New York City with her husband, a British journalist. The Blyths have two sons.



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**UNITED STATES DELEGATION TEAM TO THE
UNITED NATIONS FOURTH WORLD CONFERENCE ON WOMEN**

ELIZABETH J. COLEMAN

PRIVATE SECTOR REPRESENTATIVE

Elizabeth J. Coleman is Chairman of the Board of Directors and Chief Executive Officer of Maldenform Inc., the largest private intimate apparel manufacturer in the United States and one of the largest in the world. Maldenform has been distributing its products throughout the world since the early 1930's and provides intimate apparel to women in over 55 countries. Ms. Coleman has been Chief Executive Officer of Maldenform since April 1995. She has been a member of the Board of Directors of Maldenform since 1968, and has been Chairman of the Board since 1990.

[004] *(b)(6) and attended Swarthmore College and the University of Pennsylvania, from which she received a J.D. degree in 1974. Until 1995, Ms. Coleman was also a member of the law firm of Stroup & Coleman, where she specialized in consumer and commercial law.*

Ms. Coleman serves as Vice Chair of the President's Export Council. The Council was established within the Department of Commerce to advise the President on matters related to export performance and to encourage export expansion. The Council also provides a forum for resolving trade-related problems among business, industrial, agricultural, labor and government sectors.

Ms. Coleman is on the Board of the National Women's Law Center and a member of the Committee of 200. She is a past President of the Atlanta Legal Aid Society. Ms. Coleman is also an Employer Trustee and a member of the Executive Committee and the Finance Committee of the International Ladies Garment Worker's Union National Retirement Fund.

Ms. Coleman is co-author of "Commercial and Consumer Warranties: Drafting, Performing and Litigating," a treatise published by Mathew Bender.

Ms. Coleman is married and has two children.

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**UNITED STATES DELEGATION TEAM TO THE
UNITED NATIONS FOURTH WORLD CONFERENCE ON WOMEN**

LYNN CUTLER

PRIVATE SECTOR REPRESENTATIVE

Lynn Cutler recently completed 12 years (three terms) as Vice President of the Democratic National Committee (DNC). She is currently a Senior Vice President of The Kamber Group, a Washington, DC communications firm, where she is continuing to play a part in national politics. Ms. Cutler has been a senior consultant at the firm since 1985.

First elected to the Democratic National Committee in 1981, Ms. Cutler served as the DNC's liaison to statewide and local elected officials. She also oversaw the DNC's outreach to women and to the Jewish community.

She is a frequent political commentator and appears on "Crossfire," "CNN & Co.," and many other radio and television shows.

A teacher by training, Ms. Cutler entered into politics in 1962 because of the issues surrounding America's children. Appointed to the Iowa Commission on Children & Youth in 1963, she fought for legislation to protect children from child abuse and unfair labor practices. After teaching in public schools, she served as an administrator of Head Start in Iowa for four years.

In 1974, Ms. Cutler was elected the first woman supervisor in Black Hawk County, Iowa. She was elected to a second four year term in 1978, and chaired the Board of Supervisors for two years. In 1980 and 1982, she ran for United States Congress in Iowa's third congressional district, losing by a narrow margin.

In 1977, President Carter appointed Ms. Cutler to the United States Advisory Commission on Intergovernmental Relations where she utilized her experience and knowledge of different levels of governance. She was chosen Vice Chair of the Commission in 1978.

While at the Democratic National Committee, Ms. Cutler worked to improve intergovernmental relations through her efforts to communicate with the National Associations of State Treasurers, Secretaries of State, Attorneys General, the National Conference of Lieutenant Governors, the National Democratic Officials, and the National Conference of Democratic Mayors.

Ms. Cutler coordinated the DNC Women's Division and helped to establish Women's Vote Task Forces nationwide in the 1984 presidential campaign. She also co-directed the "Women for Clinton/Gore" effort.

In 1986, Ms. Cutler organized "Business Women and the Political World: New Partnerships," a landmark conference attended by women from across the country which featured then Texas Treasurer Ann Richards and State Representative Carol Mosely Braun.

Ms. Cutler serves on the board of directors of the National Endowment for Democracy, the National Scleroderma Foundation, the National Health Policy Council and the Democratic Senatorial Campaign Committee's Women's Council. She is also a founder and advisory board member of Back to Business, an effort formed to be supportive of President and Mrs. Clinton.

Ms. Cutler is a founder of Democratic Women 2000 and is also Majority Council member of Emily's List. She serves on the Board of Directors of the National Association of Counties (NACo), the National Association of Regional Councils (NARC), the Iowa State Association of Counties, and also presided over Women of NACo (WON) for two years.

Ms. Cutler provides outreach to the Jewish community through serving on the Advisory Board of the American Jewish Committee of Washington, DC, as well as through her membership in the American Jewish Congress' Commission for Women's Equality, the North American Jewish Forum, and the Jewish Fund for Justice. She also serves on the Board of Directors for the National Jewish Democratic Council, a grassroots organizing group.

Ms. Cutler has resided in Washington, DC since February 1983, and is the mother of four children. She is married to L. Ronald Scheman, who is the U.S. Executive Director of the Inter-America Development Bank.

HONORS AND AWARDS

*1981 Public Servant of the Year - Waterloo, Iowa, Chamber of Commerce
1981 Distinguished Alumni Achievement Award - University of Northern Iowa
1980 Citizen of the Year - Iowa Association of Social Workers
1984 named as one of the Outstanding Women of America*

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**UNITED STATES DELEGATION TEAM TO THE
UNITED NATIONS FOURTH WORLD CONFERENCE ON WOMEN**

FELICE D. GAER

PRIVATE SECTOR REPRESENTATIVE

Felice D. Gaer is Director of the Jacob Blaustein Institute for the Advancement of Human Rights of the American Jewish Committee. She is a member of the Council on Foreign Relations, a member of the Board of Directors of the Andrei Sakharov Foundation, a member of the core group of the Human Rights Council at The Carter Center of Emory University and Vice President of the International League for Human Rights. A graduate of Wellesley College and recipient of its 1995 Alumnae Achievement Award, she holds advanced degrees from Columbia University. Ms. Gaer was appointed a public member of the United States delegations to the World Conference on Human Rights in 1993 and to the United Nations Commission on Human Rights in 1994 and in 1995. She has led four human rights fact-finding missions to the former Yugoslavia, after which she has petitioned the War Crimes Tribunal to prosecute ethnic cleansing, rape and other forms of violence against women more effectively. She has provided expert testimony at hearings of the U.S. Congress on numerous countries and issues, including human rights abuses against women. She also served as Executive Director for European Programs at the United Nations Association of the United States, as a program officer at the Ford Foundation, and as Executive Director of the International League for Human Rights, where she founded its program on Human Rights of Women in 1988.

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**UNITED STATES DELEGATION TEAM TO THE
UNITED NATIONS FOURTH WORLD CONFERENCE ON WOMEN**

ADRIENNE GERMAIN

PRIVATE SECTOR REPRESENTATIVE

Adrienne Germain is Vice President and Program Director of the International Women's Health Coalition, a private organization dedicated to improving women's reproductive health and rights in Africa, Asia, and Latin America. She was trained in sociology/demography at Wellesley College and the University of California (Berkeley) and has worked for 25 years on women's roles in development, reproductive health and reproductive rights in southern countries.

During 14 years at the Ford Foundation, she designed and managed programs and projects to support women's work in agriculture, credit opportunities for women, and girls' and women's education. She lived for years in Bangladesh as Resident Representative of the Ford Foundation in charge of programs in agriculture, rural employment, international economics, women's rights, arts and culture, and reproductive health. Prior to The Ford Foundation assignments, she spent two years with The Population Council as Staff Associate. She serves on both the Human Rights Watch/Asia Advisory Committee and the Advisory Committee of the Women's Rights Project of Human Rights Watch; on the editorial board of Reproductive Health Matters; and as an advisor to development agencies, programs and projects. She is a member of the Council on Foreign Relations.

Ms. Germain writes extensively on global policy issues that affect women's lives. Publications include: "Cairo Consensus: The Right Agenda for the Right Time," co-author; "Reproductive Tract Infections: Global Impact and Priorities for Women's Reproductive Health," co-editor; "Population Policies Reconsidered: Health, Empowerment and Rights," co-editor; "Population Policy and Women's Political Action in Three Developing Countries," co-author.

Ms. Germain served as Private Sector Advisor on the U.S. Government Delegations to the Second and Third UN Preparatory Committees for the 1994 International Conference on Population and Development and to the conference itself.

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**UNITED STATES DELEGATION TEAM TO THE
UNITED NATIONS FOURTH WORLD CONFERENCE ON WOMEN**

SISTER DOROTHY ANN KELLY, O.S.U.

PRIVATE SECTOR REPRESENTATIVE

Sister Dorothy Ann Kelly, O.S.U., will serve as a Delegate to the United Nations Fourth World Conference on Women. Sister Dorothy Ann has been President of the College of New Rochelle since 1972. She was instrumental in the founding of the College's three newest Schools, the School of New Resources (for adult learners), the School of Nursing, and the Graduate School. She also spearheaded the development of the multi-million dollar College Center, a comprehensive facility designed to assist students in the development of leadership skills, and the study and use of technology. Prior to her appointment as President, she served as Academic Dean and Acting President at the College. Sister Dorothy Ann is also a tenured member of the College's History Department.

Sister Dorothy Ann is widely recognized for her efforts to widen the scope and diversity of higher education. Since the start of her career she has been a dedicated advocate for the education and empowerment of women, and for insuring educational access for all Americans.

Dedicated to her work on national, state and local committees and boards, Sister Dorothy Ann has assumed many leadership positions. In 1978 she became the first woman Chair of the New York State Commission on Independent Colleges and Universities (CICU), and in 1987 became the first woman Chair of the National Association of Independent Colleges and Universities (NAICU). She currently serves on the Boards of the Commission on Independent Colleges and Universities of the State of New York (CICU), Teachers Insurance and Annuity Association - College Retirement Equities Fund (TIAA-CREF), The Catholic University of America, the New Rochelle Hospital Medical Center, the Commission on Higher Education of the Middle States Association, and the Ursuline School in New Rochelle.

Sister Dorothy Ann holds a B.A. degree in History from the College of New Rochelle, an M.A. in American Church History from The Catholic University of America, and a Ph.D. in American Intellectual History from the University of Notre Dame.

In 1994, Sister Dorothy Ann was the first woman to receive the Henry D. Paley Memorial Award from NAICU.

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**UNITED STATES DELEGATION TEAM TO THE
UNITED NATIONS FOURTH WORLD CONFERENCE ON WOMEN**

MARILYN MONAHAN

PRIVATE SECTOR REPRESENTATIVE

Marilyn Monahan is one of the three governing officers of the National Education Association (NEA). As chairperson of the Committee on Program and Budget she oversees a budget of \$179 million.

An outspoken public education advocate, Ms. Monahan has been amply recognized for her many leadership positions at the national and state levels. She recently was appointed by President Clinton to a four-year term on the White House Commission on Presidential Scholars. She also serves on numerous boards and commissions, including the National Council for the Accreditation of Teacher Education, and the National Advisory Board of the National Center of Research on the Evaluation of Standards and Student Testing--the largest federally funded research center in education.

Recognized internationally, Ms. Monahan has led a delegation of NEA state leaders to Israel and addressed the United Kingdom's National Union of Teachers on education reform issues.

Ms. Monahan is known as a champion of women's and civil rights. She was the recipient of the YMCA Academy of Women Achievers' award, given to women who have achieved beyond traditional realms and who have made important contributions to their organizations and communities. She is a member of the board of the National Women's Law Center, the National Commission on Working Women, and "YES"--Youth Engaged in Service. She has chaired the NEA Equity and Ethnic Harmony Committee for the past three years, a group created to promote greater ethnic and racial understanding within and outside the NEA membership.

Her vast career in public education includes 13 years of classroom experience, primarily in grade six, as a teacher of reading, math and science. She has served in many prominent positions at NEA-New Hampshire, culminating in a seven-year tenure as association president.

In 1986, Ms. Monahan was named among "New Hampshire's Notables," a distinction granted to influential citizens of the Granite State.

She was raised in Holyoke, Massachusetts, and attended Westfield State College in Westfield, Massachusetts, where she received her B.Ed magna cum laude. She was awarded a M.Ed. from the University of New Hampshire in Durham in 1975.

Ms. Monahan is single and a resident of Washington, D.C.

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**UNITED STATES DELEGATION TEAM TO THE
UNITED NATIONS FOURTH WORLD CONFERENCE ON WOMEN**

SAN JUANITA "JANIE" MUNOZ

PRIVATE SECTOR REPRESENTATIVE

San Juanita "Janie" Munoz has been a Staff Assistant/Legislative Correspondent to Congresswoman Nydia M. Velazquez since September 1994. Ms. Munoz will serve as a Delegate for the United Nations Fourth World Conference on Women.

From June 1994 - August 1994, Ms. Munoz was a Legislative Fellow to Congressman Gene Green. From November 1993 - May 1994, she served as a Staff Assistant/Intern in the Office of Governor Ann Richards. During this time, Ms. Munoz worked with the Community Leadership & Volunteerism program. She also worked for the Governor's Commission on Women in which she created a statewide database of women's organizations for publication and distribution to groups addressing women's issues and provided administrative assistance during coordination of the annual Texas Hall of Fame conference honoring women. In September and October 1993, Ms. Munoz worked as an Intern for the Senate Hispanic Caucus of Texas. She worked as an Office Assistant at the University of Texas School of Law - Purchasing Department from January 1992 - May 1994. In the summers of 1989 - 1991, Ms. Munoz worked as a Computer Data Cartridge Librarian at the Chevron Information & Technology Company in Houston, Texas.

Ms. Munoz attended the Woodrow Wilson National Fellowship Foundation's Lyndon B. Johnson School of Public Affairs & International Relations in the summer of 1993. She received her Bachelor of Arts in Government from the University of Texas at Austin in May 1994. Currently, Ms. Munoz is working on her Masters of Science in Public Management and Policy at Carnegie Mellon University and is expected to receive it in 1997.

She has received several honors and awards which include: the Woodrow Wilson Public Policy & International Affairs Fellowship (1993); Bellwether (honorary public service organization at University of Texas) (1993); American Business Women's Association Scholarship (1989); and Quail Valley Garden Club Scholarship (1989).

Ms. Munoz is involved with many activities/affiliations including the Professional Development Committee Chair of the Congressional Hispanic Staff Association (1995); Graduate Student Liaison for the Coalition of Minority Policy Professionals (1994-present); Founding Chair for the Public Policy of Students Network (1994); Mentor, Chair for Public Relations, Chair for Communications for Showing Minority Americans the Right Track (1992-1993); Altruism Chair for Alpha Gamma Delta sorority (1992-1993); Leadership Conference Coordinating Committee for the Hispanic Business Student Association (1991); Minority Mentor for Students Helping Admissions' Recruitment Effort at the University of Texas Upward Bound (1992-1994); and Special Olympics, Feed the Homeless, Multiple Sclerosis society, and political campaign volunteer.

She is fluent in Spanish and proficient in French.





**UNITED STATES DELEGATION TEAM TO THE
UNITED NATIONS FOURTH WORLD CONFERENCE ON WOMEN**

JULIA VADALA TAFT

PRIVATE SECTOR REPRESENTATIVE

Julia Vadala Taft will serve as a Delegate for the United Nations Fourth World Conference on Women. She is the President and CEO of InterAction, the American Council for Voluntary International Action.

Mrs. Taft has served as: Director of U.S. Foreign Disaster Assistance in the Agency for International Development; Director of Refugee Programs and Acting U.S. Refugee Coordinator at the Department of State; and Deputy Assistant Secretary of Health, Education and Welfare. In addition, she has been a consultant on refugee/migration affairs and humanitarian aid to the Ford Foundation, the World Bank, and various U.S. agencies, both private and governmental.

She has received many awards and honors including: the World Hunger Award; the Agency for International Development Distinguished Service Award; One of the Top Ten Men and Women in Federal Service; the USSR Supreme Soviet Award for Personal Courage in Armenia; and a White House Fellowship.

Currently, Mrs. Taft is a member of the National Endowment for Democracy, Council on Foreign Affairs, Council on Excellence in Government, UN InterAgency Standing Committee on Humanitarian Affairs, and USAID Advisory Committee on Voluntary Foreign Aid.

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**UNITED STATES DELEGATION TEAM TO THE
UNITED NATIONS FOURTH WORLD CONFERENCE ON WOMEN**

LINDA TARR-WHELAN

PRIVATE SECTOR REPRESENTATIVE

Linda Tarr-Whelan will serve on the delegation for the United Nations Fourth World Conference on Women. She has been President and Chief Executive Officer of the Center for Policy Alternatives (CPA) since 1986. CPA is a 19-year old non-partisan progressive public policy center which connects innovative people and ideas across the fifty states to build a new economy that is inclusive, sustainable and just.

Ms. Tarr-Whelan has had 25 years of public policy experience as an advocate and government official in the areas of health care, employment, economic development, education and women's issues. She has served as Deputy Assistant to the President for Women's Concerns in the Carter White House, Director of Government Relations for the National Education Association, Administrative Director of the New York State Department of Labor, and Director of Program Development for the American Federation of State, County and Municipal Employees.

She has edited: A Women's Economic Justice Agenda: Ideas for the States (and an earlier version, The Women's Rights Agenda for the States); and America's States: Building a Progressive Future; has published over 25 articles in a variety of publications; has testified frequently before Congress and state legislatures; and speaks on public policy issues – and has special expertise on women and the economy.

Ms. Tarr-Whelan is founder of the Coalition of Labor Union Women and the Center for Women in Government. She serves as President of the State Issues Forum, Treasurer of Voters for Choice and currently serves on the board of directors of the Advocacy Institute, National Commission on Working Women, the Benton Foundation, and other non-governmental organizations. She is a public member of the US Delegation to the United Nations Fourth World Conference on Women in Beijing, China. She has participated in the UN Preparatory Committees in 1994 and 1995 and in the Vienna Regional Meeting in 1994. She is listed in "Who's Who."

[005] Ms. Tarr-Whelan (b)(6) She is a nurse with a B.S.N. from the Johns Hopkins University and M.S. from the University of Maryland. She is married to Keith Tarr-Whelan, and has two children, Scott and Melinda.

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**UNITED STATES DELEGATION TEAM TO THE
UNITED NATIONS FOURTH WORLD CONFERENCE ON WOMEN**

VIRGINIA TROTTER BETTS

PRIVATE SECTOR REPRESENTATIVE

Virginia Trotter Betts will serve as a Delegate for the United Nations Fourth World Conference on Women. She is currently serving her second two-year term as President of the American Nurses Association (ANA), the nation's leading professional organization representing the major health care, practice, and work place issues of the nation's 2 million registered nurses. Mrs. Betts is a nurse attorney on sabbatical from her position as a senior research fellow at Vanderbilt Institute of Public Policy Studies while she serves in her position as President of ANA. She is a founding partner of HealthFutures, a health and nursing consulting firm specializing in utilizing nurses to address the complex issues inherent in the health care delivery system, and she is the past President of the Tennessee Nurses Association.

Mrs. Betts has served in a wide variety of national leadership roles in ANA and in nursing. She is a member of the National Coalition on Health Care Reform and is a member of the Tricouncil for Nursing. She chaired the ANA Legislative Committee, served as a trustee of the ANA Political Action Committee, and served as the board liaison to the HIV Task Force. At Vanderbilt she is involved in research on policy issues on Medicaid. Her areas of expertise include: health policy, health care law, mental health, nursing education, health care reform, and liability and medical malpractice.

In her 20 year career as a professional nurse, Mrs. Betts has worked as a staff nurse, a clinical specialist in psychiatric mental health nursing, an administrator, a researcher, a policy analyst, a nurse attorney, a consultant, and an entrepreneur. She is the author of scores of articles on nursing, health care, and health law and has given hundreds of presentations and speeches across the country to a wide variety of audiences.

Mrs. Betts received her BSN from the University of Tennessee, her MSN from Vanderbilt University, her JD from Nashville School of Law, and she has completed Postdoctoral Studies in Health Policy at the Institute of Medicine at the National Academy of Sciences as a Robert Wood Johnson Health Policy Fellow.

A native of Sevierville, Tennessee, Mrs. Betts is a resident of Nashville, Tennessee. She is married to Stephen C. Betts and has two daughters, Jennifer and Jessica. She maintains offices in Washington, DC and Nashville, TN.

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**UNITED STATES DELEGATION TEAM TO THE
UNITED NATIONS FOURTH WORLD CONFERENCE ON WOMEN**

SUSAN ROOSEVELT WELD

PRIVATE SECTOR REPRESENTATIVE

Susan Roosevelt Weld earned her Ph.D. from Harvard University Department of East Asian Languages and Civilizations in 1990. She received a J.D. from Harvard Law School in 1974 and a B.A. from Radcliffe College, Harvard University in 1970.

Ms. Weld taught Chinese History and Thought in the Department of East Asian Languages and Civilizations at Harvard University and currently teaches Chinese and Japanese Law at Boston College Law School.

She has worked as a practicing attorney in New York and Boston. Ms. Weld is a member of the Massachusetts Bar Association, as well as the Association for Asian Studies, the American Anthropological Association, The Committee on U.S. China Relations and the American Association for the Advancement of Science.

Ms. Weld's many community interests include The Children's Trust Fund, Mount Auburn Hospital, Charles River Watershed Association, Cambridge Civic Association and the Asian Shelter and Advocacy Project. She has been a member of the Board of Visitors, Boston University Department of Art History and is Chair of the Asian American Commission created by Governor Weld in 1991 to address the interests and concerns of Massachusetts' Asian American Community. She served on the President's Commission on White House Fellowships, is honorary chairman of Massachusetts Breast & Cervical Cancer Early Detection Program and a member of the Board of Visitors for Dimock Community Health Center, and the Advisory Board for City Year.

She and her husband, Governor William F. Weld, live in Cambridge with their five children, David, Ethel, Mary, Quentin, and Frances.

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**UNITED STATES DELEGATION TEAM TO THE
UNITED NATIONS FOURTH WORLD CONFERENCE ON WOMEN**

MARIE C. WILSON

PRIVATE SECTOR REPRESENTATIVE

Activist, author, and expert on many of the issues at the crux of the feminist agenda today, Marie C. Wilson is in her tenth year as President of the Ms. Foundation for Women. As the leader of the only national multi-issue women's fund in the United States, Ms. Wilson has offered critical leadership in the areas of economic empowerment, reproductive rights, and health and safety for women and girls. She is the architect of pioneering training and employment programs, has held elected office, and has raised and administered millions of dollars for the Ms. Foundation's ongoing campaign for gender equity.

In 1994, Ms. Wilson unveiled two of her greatest efforts to date on behalf of women and girls. She co-authored the critically acclaimed "Mother Daughter Revolution: From Good Girls to Great Women," a ground breaking blueprint for creating powerful new relationships between mothers and daughters and for changing society. This year Ms. Wilson also unveiled the Ms. Foundation's Healthy Girls/Healthy Women Campaign, a public-education and policy project that studies how preventative health measures for girls can make health the norm for their adulthood.

On April 28, 1993, Ms. Wilson led the charge of millions of girls into the work place on the first-ever Take Our Daughters To Work Day. Now an annual event, the project was celebrated as a crucial show of support for the self-esteem of adolescent girls everywhere.

Born and raised in Georgia, Ms. Wilson began her professional life as a school teacher in Des Moines, Iowa. It wasn't long before her first-hand experiences in education and motherhood earned her an appointment as the Director of Women's Programs at Drake University in 1979. In this capacity, Ms. Wilson designed and instituted innovative programming to prepare women to enter the work force, drafted legislation to provide safe and affordable child care, investigated and funded cutting-edge issues as employment re-entry training, minority career development, job sharing for older women, and flexible work time.

Ms. Wilson served as Vice President and Director of Education and Human Resources for the Iowa Bankers Association and as a Member-at-Large to the Des Moines City Council. During her term, she turned her attention to making her city a community that supported families through its housing and work place policies.

Ms. Wilson's tenure at the Ms. Foundation, beginning in 1984, has been a study in the sort of economic responsibility she fosters in others. During her presidency, the Foundation has expanded dramatically in size and programming--its annual budget has grown from \$400,000 to \$5 million under her leadership. Ms. Wilson has initiated trail-blazing programs in health, safety, domestic violence, economic justice and development and girls at the Foundation. Some include: Women's Voices, a bipartisan, multi-cultural policy guide designed to highlight the issues

that unify women across race, class, age and geography, and the Reproductive Rights Coalition Fund, which established state-by-state support coalitions that emphasized the importance of organizing in the states at a time when reproductive rights were treated almost exclusively as a national issue.

Ms. Wilson has led the way in creating jobs. She has generated more than \$2 million for the first funding collaborative on women's economic development. Many of Ms. Wilson's other grant-making and technical assistance programs, founded upon the idea that women have much to teach one another, have now become popularized as ways to place enterprising women--from community activists to micro-business managers to artists--in contact with each other.





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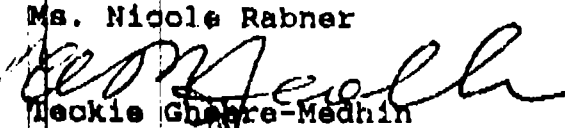
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UNIFEM FACSIMILE MESSAGE

TO: The White House **FAX:** 202-456-6244
Room 100, Old Executive Office Bldg.
Washington, D.C., 20500

ATTN: Ms. Nicole Rabner **DATE:** 25 Aug. 1995
OUR REF: GLO/92/W27

FROM: 
Heekie Ghahre-Medhin **NUMBER OF PAGES:** 9
(including this one)

SUBJECT: Fourth World Conference on Women

It was a pleasure talking to you by phone this morning, and thank you for the call. As discussed, please find attached the following information:

- Bio's of the four panelists;
- Description of the panel; and
- Fact sheet about UNIFEM (background package separately mailed).

As I mentioned to you, my contact addresses in Beijing are as follows:

- The most reliable way to contact me is through Ms Sarah Burd-Sharps, UNIFEM's Special Advisor on the FWCW, who is based in Beijing at the following address:

Dongsanjie Sanlitun 2-2-41
Beijing 100600, PRC
Phone: (8610) 532-5283
Fax: (8610) 532-6592 or 532-5283

- I will be arriving at Beijing/Huairu on 29 August and will be staying through 9 September, hopefully, at Longshan Hotel (phone (8610) 964-1501, fax 964-1438). If not at Longshan, I will be staying at Wenyang Hotel (next to Longshan Hotel). I do not have the phone number of Wenyang. In any case, I will certainly keep checking with Sarah for any messages from you.

- From 9 September to 15 September I will be staying at Continental Grand Hotel in Beijing (phone 8610-491-0153, fax 491-0106).

Thank you.

United Nations Development Fund for Women
Works in Association with UNDP

UNIFEM International Coalition on Women and Credit

Panel on Banking on the Poor: Women's Economic Empowerment
Sept. 8, 6:15 - 8:15

Panelists

• Chair

Mrs. Hillary Clinton, First Lady, USA (to be confirmed)

• Speakers

Mrs. Ela Bhatt, General Secretary, SEWA Cooperative Bank, India;
Prof. Muhammed Yunus, Managing Director, Grameen Bank, Bangladesh;
Mrs. Esther Odoo, Chair, Sustainable End of Hunger Foundation, and Board Member of
International Federation of Business Women, Ghana; and
Ms. Noeleen Heyzer, Director, UNIFEM.

Role of Mrs. Clinton:

We are still not sure if Mrs. Clinton is coming. If she comes, she may want to chair the panel. Mrs. Clinton may be interested in the issue of women's economic empowerment as a person in her own right and as a representative of the US Government. She may wish to talk about her interest in the topic, present the speakers, and talk about the US commitments that they may have brought to the Conference. We hope one will be on credit for women entrepreneurs and producers.

Role of other speakers:

The other panelists role will be to talk about the 3 main messages of the Coalition, what their government's have or have not done, what it has meant for their clients, and what specific commitments they would like governments to have or what implementation strategies they should have by the end of 1995 (recognizing that in the Platform it calls for an implementation strategy to be put in place by the end of 1995.) They can take specific paragraphs in the Platform and say what that should mean for their own countries.

Schedule of Panel

6:15 - 6:25	Mrs. Hillary Clinton (if she comes) or Prof. Yunus (if Mrs. Clinton does not come) - Welcoming and introduction of panelists, (10 min.)
6:25 - 6:35	Mrs. Clinton (if she comes) - Her interest in the issue and inviting the panelists to speak (10 minutes)
6:35 - 6:45	Ms. Noeleen Heyzer - Summary of the issues found in the Platform of Action pertaining to poverty, credit and women economic participation (10 minutes)
6:45 - 7:00	Mrs. Ela Bhatt - First key message - Remove barriers to women's economic participation, particularly as they relate to property rights, other asset holding, inheritance laws, credit policies, labor and zoning laws. Experience from India,

What it has meant for SEWA clients. What would need still for SEWA clients to benefit and for their to be an opening of the financial system to women in India.

- 7:00 - 7:15 Prof. Muhammad Yunus - Second key message - Open financial systems to low income women and the institutions that reach them. Concrete suggestions for commitments from countries and implementation strategies. Examples from Bangladesh and how they have or will benefit women and Grameen Bank.
- 7:15 - 7:30 Mrs. Esther Ocloo - Third key message - Support institutions through capitalization, refinance, and institutional development support.
- 7:30 - 7:45 Mrs. Hillary Clinton (if she comes) - May wish to speak about US commitments that they brought to the Conference. A "Call for Action" and that governments and policy makers must honour their commitments to the world's women and move quickly from words to action. They should give targets and dates for implementation of these commitments.
- 7:45 - 8:15 Mrs. Clinton - Questions and Answers - Leading the discussion.
- 8:15 Mrs. Clinton - Closure - Thanking the audience, panellists and organizers.

**Introductory Statement by the Chair to the UNIFEM/Coalition Panel
at the Fourth World Conference on Women, Beijing**

Date: 6 September 1995

Time: 8:15pm - 8:18pm

Location: Rm. M (Securities & Exchanges Bldg)

**Distinguished delegates
Ladies and Gentlemen**

My name is On behalf of UNIFEM I welcome you to this panel discussion. UNIFEM is an intergovernmental organization born out of the women's movement. It is a nexus for multiple networks, drawing in international and regional agencies, governments and NGOs, policy makers and local communities as well as any other relevant grouping engaged in innovative development thinking and practice. Through these multiple linkages extended globally, UNIFEM can be an extremely effective advocate of women, articulating and amplifying the realities of different regions. To give women's voices a platform, UNIFEM is launching a campaign entitled *Towards A Women's Development Agenda* which emerges from the collective concerns of women worldwide.

It gives me a great pleasure to welcome you to the panel discussion on "Banking on the Poor: Women and Economic Empowerment". The panel is co-sponsored by the International Coalition on Women and Credit in which UNIFEM was happily involved in its formation. The topic of the panel focuses on the implementation aspects of some parts of the draft Programme of Action of the Social Summit, and will explore innovative experiences of leading organizations whose lessons might help us when looking for some answers to the daunting task of implementation of the Programme.

To talk to us today about this important topic, we have with us very special guests. It is a great honour for me to introduce to you these leading practitioners in our panel: Mrs. Ela Bhatt, Prof. Muhammad Yunus, Mrs. Esther Ocloo, and Ms. Noeleen Heyzer whose organizations are members of the International Coalition on Women and Credit which comprises of 26 microlending institutions and networks worldwide representing over 200 affiliated organizations. Collectively, these members serve over 3 million women producers around the world. I believe, most of you may know them already, but allow me to say a few words about each one of them.

Mrs. Ela Bhatt is the Founder and General Secretary of the Self-Employed Women's Association (SEWA) in India. She is also founder of SEWA Bank which has been a leader in opening financial services to poor women. Mrs. Bhatt was the first woman appointed to the Indian Planning Commission and has also served as a member of the Indian Parliament. Mrs. Bhatt chairs the Board of Trustees of the Women's World Banking, and co-chairs the Steering Committee of the International Coalition on Women and Credit.

Professor Muhammad Yunus is the founder and Managing Director of Grameen Bank in Bangladesh. Grameen is one of the largest and most successful financial intermediaries focusing on economic participation of the rural poor. The "Grameen Model" of lending through groups is now being practiced in many other countries. Prior to founding the Grameen Bank Project in 1976, and the Grameen Bank in 1983, Dr. Yunus headed the Economics Department at the University of Chittagong. Dr. Yunus is a member of many international advisory committees and boards.

Mrs. Esther Ocloo is the Board Member of the International Federation of Business Women, Chairperson of the Sustainable End of Hunger Foundation, and Managing Director of Nkulahu Industries, Ltd. in Ghana. Mrs. Ocloo is the Co-winner of the 1990 Africa Leadership Prize for Sustainable End to Hunger. In 1942, she was the first person in Ghana to start a food processing factory; she began with only 10 shillings, and the objective of making of 100% profit. Mrs. Ocloo is also the Founder and President of the Ghana Manufacturers Association, and has served on various local and international committees.

Ms. Noeleen Heyzer is the Director of the United Nations Development Fund for Women (UNIFEM). An experienced leader of the international women's community, Ms. Heyzer was named director of UNIFEM on 15 October 1994. A former head of the Gender and Development Programme in the Asian and Pacific Development Centre (APDC), Ms. Heyzer is a founding member of Development Alternatives with Women for a New Era (DAWN), a network of women leaders from the South. She has a long tradition of establishing networks of women's groups, operating credit and development programmes and establishing training and research centres, all fundamental to women's empowerment.



*United Nations Development Fund for Women
Fonds de Développement des Nations Unies pour la Femme
Fondo de Desarrollo de las Naciones Unidas para la Mujer*

UNIFEM FACT SHEET

About UNIFEM

The United Nations Development Fund for Women (UNIFEM) provides direct technical and financial support to women's initiatives in developing countries. It also seeks to bring women into mainstream development planning and decision-making.

UNIFEM was created in 1976 as the Voluntary Fund for the UN Decade for Women. Based in New York, and with 11 regional offices in Asia and the Pacific, Western Asia, Africa, Latin America and the Caribbean, the Fund became an autonomous organization in association with the UN Development Programme (UNDP) in 1985.

Goals and Principles

UNIFEM was born in response to the call of thousands of women for a Fund within the United Nations System to help improve the living standards of women in developing countries and to address their concerns. It was set up to be an aid to and advocate for women of the developing world -- to give them voice and visibility.

UNIFEM believes that the best way to help women in developing countries is to strengthen the organizations they create and control, while fostering links and partnerships at every level. It recognizes that women are critical actors in families, communities and economic systems, and that they need access to resources as well as to social services.

UNIFEM improves the quality of life for all people by helping women to achieve equality through economic and social development.

UNIFEM in Action

UNIFEM works primarily in three programme areas: agriculture and food security, trade and industry, and macro policy-making and national planning. The Fund seeks to promote women's access to training, science and technology, credit, trade, information and other tools for development. It also links grassroots women to national and international policy-making bodies and into global debates on issues such as poverty alleviation, the environment and human rights.

UNIFEM's Programmes

At any given moment, UNIFEM manages several hundred projects. Funding of projects range in size from less than \$1,000 up to a million dollars. Below are some examples of UNIFEM's diverse activities.

In Africa:

UNIFEM's Africa Investment Plan 1994 - 95 addresses problems of special significance to African women as well as the role they play in development. It focuses on the following areas: agriculture and food security, trade and industry, environmental sustainability, and refugees and displaced persons.

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In Asia and the Pacific:

UNIFEM's Asia and the Pacific Development Plan 1994-95 aims to strengthen the institutional mechanisms that link women at the local level to formal development-planning and decision-making structures in the following areas: agriculture and environment, trade and industry, national planning and women in politics.

In Latin America and the Caribbean:

UNIFEM's Participatory Action Programme for Latin America and the Caribbean 1994-95 focuses on the following areas: poverty alleviation, environmental management, violence against women, and citizenship and democracy.

At the Global Level:

UNIFEM focuses on credit and financial systems, science and technology, women's rights as human rights, trade and industry, and sustainable development. The Fund networks with parliamentarians to increase their awareness of UNIFEM's development work and ensures that women are on the agenda and help shape the outcome of key international conferences such as the 1992 UN Conference on Environment and Development in Rio, the 1993 World Conference on Human Rights in Vienna, the 1994 International Conference on Population and Development in Cairo, and the 1995 World Summit on Social Development in Copenhagen. UNIFEM is currently active in preparations for the 1995 Fourth World Conference On Women in Beijing.

Operations and Funding

UNIFEM is overseen by a Consultative Committee of five General Assembly Member States, one from each of the world's major regions. UNIFEM also reports directly to the Administrator of the UN Development Programme and, through him, to the UNDP Executive Board as well as the UN General Assembly.

UNIFEM's 1994 income was approximately US \$11.9 million. UN Member States are UNIFEM's main contributors, along with cost-sharing contributions from UNIFEM National Committees. Additional funds come from donations from women's organizations, foundations, corporations and individuals, and interest income. Project delivery costs comprise the bulk of UNIFEM spending.

Any group or person can contribute to UNIFEM; Governments are invited to contribute to UNIFEM at the annual UN Pledging Conference.

FOR FURTHER INFORMATION:

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Or contact UNIFEM National Committees in Australia, Belgium, Canada, Denmark, Finland, France, Germany, Iceland, Ireland, Japan, New Zealand, Norway, the Philippines, Sweden, Switzerland/Liechtenstein, the United Kingdom, and the United States. Committees will soon be established in Italy, Luxembourg, the Netherlands, Portugal, and Spain.



United Nations Development Fund for Women
 Fonds de Développement des Nations Unies pour la Femme
 Fondo de Desarrollo de las Naciones Unidas para la Mujer

UNIFEM FACT SHEET

CREDIT FOR WOMEN AND DEVELOPMENT FINANCING

Almost all low-income women are economically active, but they have not benefited from economic globalization and restructuring. Increasing their access to credit and economic participation will help to build the confidence and capacity of women to use their voices to reshape their lives and society at large.

Increased access to credit and economic participation is central to UNIFEM's Women's Development Agenda for the 21st Century, having particular relevance to the building of sustainable livelihoods and viable communities. A woman's economic position determines her access to education, health and housing, her ability to act against violence, and her bargaining position in the family and in the community at large. Furthermore, studies show that women spend 90 percent of their earned income on food, medicine and the education of their children. Yet more than one-half of the billion women living in poverty today lack access to economic resources including credit and depend on self-employment in the informal sector for their survival.

UNIFEM's Economic Empowerment Programme

The focus of UNIFEM's global work in credit and development finance is to create an enabling environment to ensure that the full range of financial resources – including savings, loans and other types of financing – flow into the hands of poor rural and urban women producers. Strategies include the formation and activities of networks, the production of cutting-edge research and reports, and the spearheading of global meetings at which impediments to women's economic empowerment are identified and addressed.

UNIFEM's economic empowerment programmes operate on two levels: micro and macro. At the micro level, UNIFEM has helped non-governmental and governmental organizations to design and implement microenterprise projects; conducted a Global Workshop on Women and Credit in Amman, Jordan for managers of 24 UNIFEM-funded microenterprise projects in 1994 under the patronage of H.R.H. Princess Basma Bint Talal; and produced a training manual, "A Question of Access", on the economic empowerment of women. UNIFEM has also funded research on women and credit unions, women entrepreneurs, village banking and comparisons of credit approaches. In addition, one of the major products of the first International Conference on Village Banking, organized by the Small Enterprise Education and Promotion (SEEP) Network, in Guatemala in 1994, was a UNIFEM-supported working paper on the "State of the Practice", which describes how banks and programmes can incorporate gender-sensitive practices into village banking.

In addition, UNIFEM has worked with ACCION International, a network of affiliated NGOs in Latin America, to conduct research on, and extend, credit to women in Bolivia, Brazil, Colombia and Guatemala; has supported institutional and community development programmes and training for rural women in Nepal; and has helped to implement a sustainable credit program of land purchases and savings incentives in Tanzania.

The International Coalition on Women and Credit

At the macro level, UNIFEM founded the International Coalition on Women and Credit, representing 32 of the world's leading micro credit and business NGOs with more than 200 affiliated organizations, which has provided more than 3 million of the world's poor with the funds to begin and sustain entrepreneurial ventures. The Coalition has called on governments and multilateral financial institutions to:

- Remove barriers to women's economic participation, particularly as they relate to property rights, other assets, inheritance laws, credit policies and labor and zoning laws.
- Open financial systems to low-income women and their local institutions.
- Support institutions through capitalization, refinance, and institutional development support.

During the past year, the Coalition has worked with delegates to the World Summit on Social Development and the Fourth World Conference on Women on drafting the language for their Programmes and Platform for Action; has organized workshops and conducted case studies in preparation for these conferences; and has produced videos to bring the voices of women entrepreneurs from Bolivia, Bangladesh and Kenya to Beijing. The message is that women microentrepreneurs are good business women and, given a chance through access to credit, will increase their profits, enlarge their businesses and improve the lives of their families.

By the year 2000, the Coalition hopes to have helped 100 million poor families by providing credit for women entrepreneurs.

UNIFEM Activities at the Fourth World Conference on Women

UNIFEM activities on economic empowerment at the Fourth World Conference on Women in Beijing include a panel discussion, "Banking on the Poor: Women's Economic Empowerment." Speakers include: Ela Bhatt, General Secretary of the Self-Employed Women's Association (SEWA) and Muhammad Yunus, Managing Director of the Grameen Bank.

At the NGO Forum, UNIFEM and the Coalition will co-sponsor a Credit Corner to facilitate the informal sharing of strategies on how to reach women microentrepreneurs with credit, and the starting of a dialogue with policy makers. The Credit Corner will emphasize the importance of concrete commitments to implement the sections of the Platform of Action on women's access to credit and property.