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001. list	[Personally Identifiable Information] [partial] (6 pages)	03/00/1995	b(6)

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RESTRICTION CODES

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

P1 National Security Classified Information [(a)(1) of the PRA]
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PRM. Personal record misfile defined in accordance with 44 U.S.C. 2201(3).
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Freedom of Information Act - [5 U.S.C. 552(b)]

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AFRICAN AMERICAN WOMEN AND THE LAW:
EXERTING OUR POWER -- RECLAIMING OUR COMMUNITIES
A NATIONAL CONFERENCE

Are You...

...concerned about the economic, social and political issues facing African American women and our communities in this country today?

...desirous of information on strategies, ideas, pilot projects, and successful models for improving the status of African American women?

...interested in connecting with other persons committed to making positive improvements for African American communities?

...eager to see African American women's issues addressed at the international level during the United Nations' Fourth World Conference on Women in Beijing, China in 1995?

Get Involved!!!!

NATIONAL CONFERENCE ON AFRICAN AMERICAN WOMEN AND THE LAW

Thursday, June 15 – Sunday, June 18, 1995
Washington, D.C.
(202) 662-8600

National Planning Committee
Barbara R. Arnwine, Convenor
Lawyers' Committee for Civil Rights Under Law

Laura D. Blackburne, *Chair, Beijing Delegation Sub-Committee*

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Dr. C. DeLores Tucker
Vicki Washington
Hon. Dianne Wilkerson
Verna L. Williams
Claudia A. Withers
Leslie Wolfe

Brenda C. Banks, *CMP*
Conference Coordinator

Meeting Management Group
Conference Logistics Coordinator

Invited Speakers:

Maya Angelou
Byllye Avery
Hon. Carol Moseley Braun
Dr. Mary Frances Berry
Hon. Shirley Chisholm
Alexis Herman
Dr. Julianne Malveaux
Hon. Eleanor Holmes Norton
Susan L. Taylor
Dr. C. DeLores Tucker
Hon. Maxine Waters

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LAWYERS' COMMITTEE FOR CIVIL RIGHTS UNDER LAW
Is Pleased To Announce

AFRICAN AMERICAN WOMEN AND THE LAW:

EXERTING OUR POWER -- RECLAIMING OUR COMMUNITIES

A NATIONAL CONFERENCE

Thursday, June 15 – Sunday, June 18, 1995

Washington, D.C.

(202) 662-8600

LAWYERS' COMMITTEE FOR
CIVIL RIGHTS UNDER LAW

Is Pleased To Announce

"AFRICAN AMERICAN WOMEN AND THE LAW: EXERTING OUR POWER -- RECLAIMING OUR COMMUNITIES"

A National Conference

On Thursday, June 15 – Sunday, June 18, 1995, the National Conference on African American Women and the Law will take place in Washington, D.C. The Lawyers' Committee For Civil Rights Under Law is a thirty year old national civil rights legal organization which works to vindicate the rights of victims of racial discrimination. All individuals and organizations interested in the legal issues confronting African American women, and committed to positive action to rebuild our communities are welcome to attend.

In today's society, the twin prongs of racial and gender-based discrimination create a "double jeopardy" for African American women. Through workshops, plenaries, presentations and a resource fair, this Conference not only will promote awareness and discussion of the pressing issues caused by this dual discrimination, but will facilitate change at the grass-roots level by providing models, sample pilot projects and strategies, so that African American women can improve our status and reclaim our communities through both our own initiatives and the U.S. legal system. The Conference is also intended as a forerunner to the NGO Forum on Women and the United Nations' Fourth World Conference on Women to be held in Beijing, China in August and September 1995.

The workshops will explore the most critical social, economic and political issues confronting African American women and our communities, and the positive and negative impacts of the law in achieving equity. Some of the areas to be addressed are the following:

- **Community Development**
- **Fair and Affordable Housing**
- **Opportunities for Youth**
- **Combatting Drugs and Crime**
- **Welfare Reform**
- **Inequities in Criminal Justice**
- **Children's Rights**
- **Women's Entrepreneurship**
- **Educational Opportunities**
- **Employment Discrimination**
- **Political Power**
- **Job Creation**
- **Health Care Reform**
- **Women In Prisons**
- **HIV and AIDS**
- **Sexism in the Black Community**
- **Telecommunications**
- **Beijing '95**
- **Access to Legal Services**
- **Coalition Building**
- **Status of Women Internationally**
- **Violence Against Women**
- **Rape Prevention**
- **Reproductive Rights**
- **Economic Development**
- **Leadership Development**
- **Biotechnology and Other New Technologies**
- **Environmental Justice**
- **Student Empowerment**

The special circumstances facing African American women have implications for all African Americans and women, especially Latinas, Native American and Asian American women. Through specific workshops on coalition building and self-affirmations, we will set an Action Agenda in order to impart a spirit of community participation and personal strength to build programs that will bring our communities successfully into the 21st century. We are hopeful that this Conference will be inspiring and empowering to all who attend. In addition to the workshops, there will be opportunities to tour Washington, D.C. and several special events, including a Welcoming Reception, Ecumenical Service and a Fathers' Day Brunch. When the Conference is concluded, the new National Network on African American Women and the Law will continue this important work.

NATIONAL CONFERENCE ON AFRICAN AMERICAN WOMEN AND THE LAW

The National Planning Committee for the National Conference on African American Women and the Law believes that it is important for us, as individuals concerned about the plight of African American women and our communities, to take responsibility for supporting the efforts that seek to strengthen and affirm us. We are requesting your contribution and participation to help make this event a success.

☐ Please add my name to your mailing list.
☐ Enclosed is my check in the amount of ☐ $10 ☐ $20 ☐ $50 ☐ $100 ☐ other $________
☐ Enclosed please find a contribution that I have raised from my friends and colleagues.
☐ Please send me information to distribute or add to a newsletter or other publication.
☐ Please send me more information about Beijing '95.

Name______________________ Telephone (__)__________ Fax (__)__________
Address____
City______________________ State______________ Zip Code______________

Thank you for your generosity in supporting this Conference -- every dollar counts!!

Please make your tax deductible check payable to Lawyers' Committee for Civil Rights Under Law and send it to Conference Coordinator, Lawyers' Committee for Civil Rights Under Law, 1450 G Street, N.W., D.C. 20005 (202) 662-8600 or fax (202) 783-0857.

March 16
430
OEOB 474

THE WHITE HOUSE
Office of Media Affairs

March 16, 1995

Memorandum To: Alexis Herman and Mike McCurry
cc: Lorrie McHugh
From: Peggy Lewis
Re: Today's Briefing with Black Publishers

Twenty-nine members of the National Newspaper Publishers Association have confirmed their attendance at today's briefing in Room 474, The Indian Treaty Room, of the OEOB. Alexis is scheduled for 4:30 and Mike McCurry for 5:00.

The format is informal you may open with a welcome to the white house, and a short statement about any points the administration would like to get across. I would suggest a strong opening about affirmative action which is what this group is most interested in..I would include the President's support for Dr. Foster, as they are scheduled to meet with him at noon, I would talk about the President's support of Ron Brown and Henry Cisneros and then I would touch on the recissions before opening up for questions.

This is a friendly group. They are pleased to have been invited, they are supportive of the administration's goals but they are also sensitive to the issue of how much this administration needs the African American vote.. They have never met a press secretary and are thrilled to have an opportunity to do that.

This is a good thing you are doing.. they have been invited to meet with Newt Gingrich this evening, AFTER our briefing. If you have any questions call me at ext. 65673. I will also be at the briefing.

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List of Attendees ①

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Guidance on Affirmative Action
February 24, 1995

- The President has a lifelong commitment to opposing discrimination, and he believes that where there is discrimination, there should be affirmative remedies. He believes we have to reaffirm the best aspects of these programs and fight for the principles of equal opportunity. But the President also believes that we have to be prepared to modify affirmative action programs that do not work or are unfair. We can't walk away from this fight.

- Some may try to use this issue for political gain and as a wedge to divide the American people. We hope this is not the case. The President has called for an honest and civil national conversation on affirmative action, a full national debate about specific programs and their alternatives. But above all, the President wants to ensure that we oppose all attempts to use race as a weapon to divide our people. We must pursue a course that brings people together and ensures that all Americans have the opportunity to fulfill his or her own potential. In that context, the President has asked his administration to review how the government's affirmative action programs are working. This review involves coordination with several departments and agencies and collaboration with Congress.

Drafted: KMcKiernan
Cleared: GStephanopoulos

Guidance on Affirmative Action
February 27, 1995

- The President has a lifelong commitment to opposing discrimination, and he believes that where there is discrimination, there should be affirmative remedies. He believes we have to reaffirm the best aspects of these programs and fight for the principles of equal opportunity. But the President also believes that we have to be prepared to modify affirmative action programs that do not work or are unfair. We can't walk away from this fight.

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Q: Will the President deliver a major speech on affirmative action next month, as reported in today's Wall St. Journal?

A: The President has asked for a review of how the government's affirmative action programs are working and certainly we will be talking about this issue, but there is no timetable for a major speech.

Drafted: KMcKiernan
Cleared: GStephanopoulos

Press Guidance on Affirmative Action
February 21, 1995

President Clinton believes that where there is discrimination, there should be affirmative remedies. He also believes that we need an honest and civil national conversation about this potentially divisive issue. That means we need a real analysis of the actual effect of specific affirmative action policies. Above all, he wants to ensure that we oppose all attempts to use race as a weapon to divide our people. We must pursue a course that brings people together and ensures that all Americans have the opportunity to fulfill his or her own potential. *

Drafted:	MEGlynn
Cleared:	GStephanopoulos
	MMcCurry

PROGRAMS BASED ON SEX AND RACE ARE UNDER ATTACK

DOLE SEEKS ELIMINATION

Congressional Committee and Court Question the Validity of Affirmative Action

A1

By STEVEN A. HOLMES

WASHINGTON, March 15 — The simmering debate over affirmative action boiled over on several fronts today. Senator Bob Dole of Kansas, the majority leader, said he would seek to end preference programs for women and minorities, while a Federal court and a Congressional committee also raised questions about their validity.

At the same time, however, a Federal commission reported today that despite the growing chorus of complaints from white men who say they have been harmed by affirmative action programs, women and minorities have made little headway in breaking into the top ranks of corporate management.

The Federal panel, the Glass Ceiling Commission, set up four years ago to study the progress made by minorities and women in American industry, said that while white males constitute only 29 percent of the work force, they hold 95 percent of the senior management jobs. Progress in increasing the percentage of minorities and women has been small despite three decades of affirmative action, the commission said.

The commission, with both Democratic and Republican members, was established by legislation sponsored by Mr. Dole, a fact that White House aides seized on today in countering his current effort to end affirmative action.

In a speech on the Senate floor, Mr. Dole declared that he would introduce legislation this year that would bar the Federal Government from granting preferential treatment to what he called favored groups. "After nearly 30 years of Government-sanctioned quotas, timetables, set-asides, and other racial preferences, the American people sense all too clearly that the race-counting game has gone too far," Mr. Dole declared.

He urged Congress to repeal a program run by the Small Business Administration that provides Federal contracts to small, "disadvantaged" businesses owned by minorities or women and attacked another program that requires Federal contractors to develop plans to increase the hiring and promotion of minorities and women.

Mr. Dole fought to save that program in the mid-1980's when the Reagan Administration sought to eliminate it. The White House seized on that fact and the fact that Mr. Dole sponsored the legislation to create the Glass Ceiling Commission to question whether his attack had been politically motivated.

When the commission was set up, Mr. Dole extolled the fact that the law creating it provided for the establishment of a national award for businesses that made "substantial efforts to promote opportunities for women and minorities to advance to top levels."

On the legal front, the Federal Appeals Court for the District of

Continued on Page A22, Column 1

Continued From Page A1

Columbia blocked the sale of more than $1 billion in licenses for wireless communication systems pending review of a complaint by an Illinois company. It is holding up the sale to review concessions that the Federal Communications Commission grants to companies owned by minorities and women. The agency gives these concerns preferences in bidding and allows them to finance the purchase of the licenses on favorable terms.

Following the lead of the House of Representatives, the Senate Finance Committee approved legislation repealing tax breaks given to companies that sell television stations and cable networks to minority-owned companies. The tax break came under renewed scrutiny recently when Viacom Inc. proposed to sell a cable system to a group of companies headed by a former Congressional staff member who is black. The deal, which would have netted Viacom a tax break valued at $400 million to $600 million, is on hold pending the outcome of the debate.

Adding to the politically charged atmosphere that surrounds affirmative action, a group of advocates for women's rights today met with aides to President Clinton to press their demands that he not retreat on his commitment to programs that benefit women and minorities.

Mr. Clinton has said the White House is "reviewing" Federal affirmative action efforts to determine whether they work as planned and whether they are unfair. Mr. Dole praised Mr. Clinton for initiating the review, which he called "long overdue."

But the group meeting today at the White House made it clear that the President would alienate many of the Democratic party's most loyal supporters should he backtrack on affirmative action.

"No party is so important that we will belong to it if it undermines us on this issue," said Representative Maxine Waters, a California Democrat who was co-chairwoman of Mr. Clinton's 1992 national campaign. "No President is so important that we will belong to him if he undermines us on this issue," said Ms. Waters, who is black.

Mr. Dole acknowledged that discrimination is still a problem and suggested that the Federal Government step up its enforcement of anti-discrimination laws. "Discrimination is illegal," he said. "Those who discriminate ought to be punished."

But the Equal Employment Opportunity Commission, the main Federal agency that investigates complaints of bias in employment, has a backlog of more than 90,000 cases. Clarkson Hine, Mr. Dole's spokesman, said enforcement efforts might have to be increased. The idea "is something that we're seriously looking at," he said.

For now, however, Mr. Dole vigorously attacked Federal programs that require Federal contractors to adopt "goals" and "timetables" for increasing the hiring and promotion of minorities and women.

The Federal policy dates from an Executive Order signed by President Lyndon B. Johnson in 1965 requiring companies that do business with the Federal Government not to discriminate. In 1970, President Richard M. Nixon amended the Executive Order to require that "goals" and "timetables" for increasing minorities and women be developed bv Federal contractors.

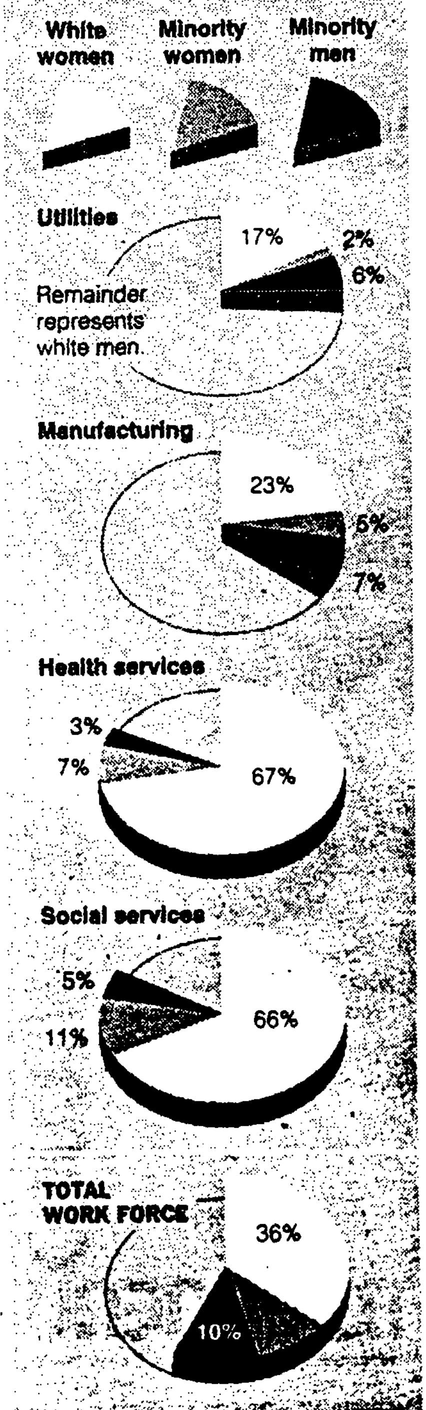
Women and Minorities Still Face 'Glass Ceiling'

White Men's Fears Are Barrier, Report Says

The Manager Class

Women and minorities are under-represented in middle management and above, according to a report made public today. Figures below come from the 1990 Census, which was analyzed by a Federal commission. Article, page A22.

A1



The New York Times

By PETER T. KILBORN

WASHINGTON, March 15 — Despite three decades of affirmative action, "glass ceilings" and "concrete walls" still block women and minority groups from the top management ranks of American industry, a bipartisan Federal commission said today in the Government's first comprehensive study of barriers to promotion.

White men, while constituting about 29 percent of the workforce, hold about 95 of every 100 senior management positions, defined as vice president and above, the report said.

White women have poured into the workforce, taking nearly 40 percent of all jobs nationwide, compared with 30 percent three decades ago. But the report suggested that in the race for top management slots, women stumble or are tripped in the stretch: They typically constitute less than 5 percent of senior managers in industries across the nation.

Women have had greater success moving into the ranks of middle management, like assistant vice presidents and office managers. According to the report and the 1990 Census, white women now hold close to 40 percent of those jobs and black women hold about 5 percent. Black men hold 4 percent.

A comprehensive study of the pitfalls on the road to promotion.

The report by the Glass Ceiling Commission, titled "Good for Business: Making Full Use of the Nation's Human Capital," used 1990 census data and the results of surveys by consulting firms to sketch the corporate landscape for women and minorities, and to identify the barriers to their advancement — principally the fears and prejudices of white male executives on the lower rungs of the corporate ladder.

The report cited various studies suggesting "that the glass ceiling exists because of the perception of many white males that as a group they are losing — losing the corporate game, losing control and losing opportunity."

"Many middle- and upper-level white male managers view the inclusion of minorities and women in management as a direct threat to their own chances for advancement," the report said.

Those male managers, the report implied, actually stand no better odds of reaching the top today than they did 30 years ago. But if there has always been competition, the face of it has changed. White men, the report said, have circled the wagons against challengers whom they view not in terms of their merit but in terms of their color and sex.

In hearings across the country, commission members heard hundreds of top- and middle-level managers, male and female, testify that white men were stymieing the progress of women and minorities. Those who do break through are often shunted to the anterooms of the executive suite — into dead-end staff jobs, like directors of personnel and public relations.

Referring to interviews with chief executives, the commission concluded: "Corporate leaders are talking the talk of inclusion. Yet minorities and women express dismay and anger when they describe what they perceive to be innumerable obstacles to their corporate advancement. In short, there is a difference between what corporate leadership says it wants to happen and what is actually happening."

The commission had its origins in 1990, when Elizabeth H. Dole, then Labor Secretary, initiated a department investigation into the issue of the glass ceiling.

Her husband, Senator Bob Dole, Republican of Kansas, then the minority leader, sponsored the legislation establishing the commission. It is a bipartisan panel, comprising 10 Republicans and 10 Democrats — lawmakers, workplace experts, worker advocates and executives — plus an ex-officio chairman, Labor Secretary Robert Reich.

All but one voted to approve the report. The exception, Marge Roukema, Republican from New Jersey, did not participate in the voting. "Apparently it wasn't anything she had a big interest in," her spokesman, Craig Sherman, said.

The commission report, whose completed galley proofs were released today, is the first comprehensive exploration of barriers to women's and minority groups' advance into management. Some 250 pages long, it is based on the research of scholars, consultants and workers

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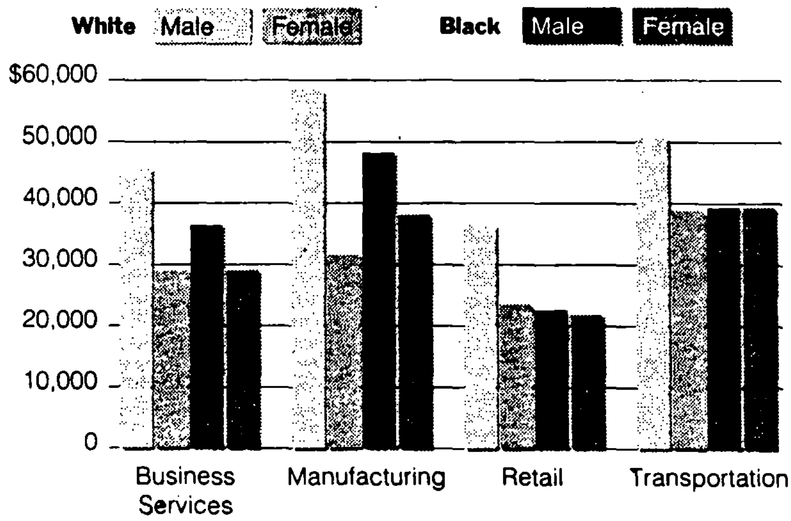
A CLOSER LOOK

Race, Sex and Paychecks

Mean income by race and sex of workers in selected industries (private sector only).



Source: The Glass Ceiling Commission.

The New York Times

2/2

advocacy groups, interviews with chief executives of 25 mostly blue-chip companies and testimony of hundreds of managers in five cities.

The report made no policy recommendations: Those are planned for November in a second and final report. But the commission's findings landed just as Congressional Republicans were pushing to abandon the affirmative action programs created in the 1960's to stop workplace discrimination and give women and minority groups a boost in the economy.

The Clinton White House took some delight today in noting Mr. Dole's sponsorship of the original legislation. George Stephanopolous, a Presidential advisor, passed around a transcript of Mr. Dole's comments circa 1991 as the commission was being established. Mr. Dole noted then, "You do not have to be a brain surgeon to deduce that something is wrong out there."

Women have found more success in middle management.

Mr. Reich said today that the commission report "could be a step toward bipartisanship" on the affirmative action issue.

"Affirmative action in all respects is about plans and goals, not quotas and preferences. It's one thing when white men talk about minorities and feeling affirmative action is unfair. It's another thing when white men see the difficulties their wives and daughters have moving up the ranks."

Rene Atwood, the commission's executive director, said that its staff, like those at other institutions that attempt to examine the demography of the workforce, could not pin down the numbers of women and minorities at various levels of the economy. It had to rely mostly on 1990 Census data, and those data do not always provide useful, clear breakdowns of job categories. So the commission used a variety of surveys by universities and executive search firms.

The commission agreed not to identify the chief executives it interviewed for the report to assure their candor, but it cited several companies — Procter & Gamble, Xerox and I.B.M. — for broad-scale efforts to open their ranks to women and minority groups.

Chief executives, the report said, "attribute the scarcity of minority males at the top — who they first think of as African Americans — to a lack of qualified candidates, asserting that demand is high but supply is limited."

Yet the supply has been growing. Between 1982 and 1991, the report said, there was a 36 percent increase in the number of blacks, ages 20 to 44, with a college degree or more.

The commission report suggested that what is really happening is that women and minority groups are not receiving the close mentoring and other support that white men automatically receive from other white men.

And they must combat unfounded stereotypes with which white men need not contend. Hispanic workers, for example, are assumed to be foreign born and lazy. Yet two-thirds were born in the United States, and they have the highest labor force participation rate of all the groups surveyed for the report.

G.O.P. IN SENATE BOWS TO MINORITY ON STRIKER ISSUE

FAILS TO END FILIBUSTER

But Democrats in House Lose in Move to Restore Cuts in Many Social Programs

By JERRY GRAY A1

WASHINGTON, March 15 — In the face of determined opposition by the Senate's Democratic minority, Republicans today abandoned their effort to overturn a directive by President Clinton on the use of replacement workers in strikes.

Senator Bob Dole of Kansas, the majority leader, was forced to call a halt to the effort this evening after it became clear that Democrats had the votes to maintain a filibuster against the majority party.

Mr. Clinton issued an executive order last week banning major Federal contracts to companies that replace striking workers with permanent employees. Senator Nancy Landon Kassebaum, Republican of Kansas, introduced a measure that was intended to negate the President's order, which Republicans said usurped Congress's authority to write labor law and gave strikers an unfair advantage in labor disputes.

But hours after he fell two votes short of the 60 needed to force an end to the Democratic filibuster, Senator Dole announced that the Republicans were dropping the effort for now.

Senator Edward M. Kennedy of Massachusetts, one of the Democrats who led the floor fight against the Kassebaum amendment, called the outcome "a gratifying victory for Democrats."

"President Clinton is clearly on the side of employees struggling for decent wages and working conditions, and so are Democrats in Congress," Senator Kennedy said. "President Clinton was right to issue his executive order, and we intend to defend it in the Senate as often as we have to."

It was the second time this month that Democrats managed to thwart the Republicans on a key point in their legislative agenda. On March 2, the Democrats defeated by one vote a proposed balanced budget amendment. In both cases, they took advantage of the fact that Congressional rules sometimes require a two-thirds majority, which the Republicans cannot always muster.

But even as the Republicans were conceding defeat today, Senator Kassebaum was vowing that they

Continued on Page A20, Column 1

Continued From Page A1

would look for "the next appropriate vehicle" to again raise the issue. "We will be back and back," she said on the Senate floor.

While the Democrats were prevailing in the Senate, they were being overrun in the House. Republicans brushed aside bitter criticisms from the Democrats and voted down a succession of attempts to restore billions of dollars to social and welfare programs dealing with youth, the elderly and the urban poor that had been chosen for midyear budget cuts.

Today's proceedings in the House were both a warm-up to and a likely harbinger of the outcome of a scheduled vote on Thursday on the full package of $17.3 billion in budget adjustments.

House Republicans promised in their Contract With America, the political manifesto in their successful campaign last year to break the Democrats' 40-year control of the House, that they would pass a balanced budget amendment, make significant tax cuts and eliminate the Federal deficit by the year 2002.

The midyear budget adjustments, known as rescissions, that Republicans brought to the floor are the first and most modest of the cuts they have promised, and the debate on both sides today was influenced as much by shaping campaign issues as it was by fiscal matters.

Calling the cuts "shortsighted" and "mean-spirited,' the House minority leader, Representative Richard A. Gephardt of Missouri, said: "Let's understand why the Republicans are proposing these deep and dangerous cuts. It's to pay for a tax cut that gives nearly 8 percent of the benefits to people earning $100,000 a year or more."

Mr. Gephardt's opening statement set both the tone and the theme of the Democrats' share of the debate.

"The bill before us is a contract on kids; the bill before us is a contract on old folks," Representative David R. Obey of Wisconsin said in an opening statement.

The House Speaker, Representative Newt Gingrich of Georgia, tied to turn the Democrats' emphasis on children against them. "Most Americans know that it is just plain wrong to steal money from future generations to pay for spending today," he said. But he acknowledged that the bill was "the most controversial thing we have done, in that it is real spending cuts."

Despite the Democratic attacks, the Republicans used their superior numbers to methodically move the legislation toward victory. They started by approving a rule that sharply limited the Democrats' chances of weakening the cuts.

The rule change, approved by a vote of 242 to 190, required that any reduction in cuts must be offset by deeper cuts from a program within the same jurisdiction or department.

That rule had the immediate effect of eliminating all but 30 of the nearly 100 amendments that had been offered, and barred all efforts to shift money from big-budget departments like the Pentagon or the space agency to social spending.

"The Chicken Littles, the Democrats, had 40 years to bring the budget into balance," said Representative Robert L. Livingston, a Louisiana Republican who is chairman of the Appropriations Committee, which proposed the budget cuts. "Folks, if you don't like these cuts, then you aren't going to like the ones to come."

In coming weeks, Republicans intend to introduce two more measures to cut spending, substantially larger than the first, to pay for a promised $189 million tax cut package. One bill would cut from $60 billion to $70 billion from welfare payments, and another would reduce discretionary spending, the target of today's debate, by an additional $100 billion over the next five years.

On the eve of today's debate, Mr. Gingrich was forced to concede political ground to attract insurance votes from some of the 204 House Democrats and to bolster support within his own 230-member Republican majority.

To win over the Democrats, the Speaker agreed on Tuesday to back an amendment on the floor today that would bar the use any of the savings from the midyear budget cuts to pay for the tax cut promised in the Republicans' contract. And to quash the potential defection by dozens of moderate Republicans, the House Committee on Rules voted on Tuesday night to bar from debate a controversial amendment dealing with Federal financing of abortions.

The deal-making all but assured Mr. Gingrich of the votes he needs to pass the rescissions bill when it comes up for a vote on Thursday. Faced with that, Democrats fell back to a strategy that they have employed since the first day of Republican rule: trying to run up political points against their opponents.

In a letter to his Democratic colleagues, Mr. Obey, who is the ranking Democrat on the Appropriations Committee, gave a state-by-state breakdown on the impact of the rescissions bill and urged them to shape the debate around that issue.

As expected, the most populous states would bear the brunt of the cuts. For example, California would lose $2 billion in various Federal programs, New York would lose $1.8 billion, and Texas, $1 billion. Connecticut would lose $250 million, and New Jersey $555 million.

Later in the day, 27 Democratic Representatives from urban areas carried on the political theme, maintaining that the budget cuts were unfair to the cities. They said 78 percent of the rescissions, or nearly $13.4 billion, hit urban areas.

"These cuts come down like a ton of bricks on cities across the country," said Representative Charles E. Schumer of Brooklyn, who noted that New York City alone would lose more than $750 million in aid. "Housing will be gutted; heating for the elderly, gone; drug free schools, cut; AIDS prevention, forget it."

A setback for Dole, but in the House the Republicans flex their muscles.

THE WASHINGTON POST
THURSDAY, MARCH 16, 1995

Minorities, Women Are Rare In Management

By Frank Swoboda A1
Washington Post Staff Writer

Efforts to shatter the "glass ceiling" that blocks women and minorities from the upper levels of corporate management are "disappointingly slow" even though most corporate chief executives say they believe the problem has been solved for women, according to the report of a bipartisan commission issued yesterday.

The Glass Ceiling Commission, which spent three years studying the issue, noted that 97 percent of senior managers at the Fortune 1000 industrial corporations are white males, and only 5 percent of the top managers at Fortune 2000 industrial and service companies are women, virtually all of them white. Two-thirds of the overall population and 57 percent of the work force is female or a minority, or both.

"Before one can even look at the glass ceiling, one must get through the front door and into the building," the report said. "The fact is large numbers of minorities and women of all races and ethnicities are nowhere near the front door of Corporate America." The report said members of all minority groups are still "disproportionately represented" among the working poor.

The commission said that corporate chief executives said they thought the problem had been taken care of. "The overwhelming majority of CEOs interviewed ... think of the glass ceiling as something that used to affect women—white and nonwhite—but that is no longer a real problem for them," the report said.

"The world at the top of the corporate hierarchy still does not look anything like America," said Labor Secretary Robert B. Reich, who is chairman of the commission. Reich called the commission's findings "troubling, to say the least."

The commission's report comes as leading congressional Republicans—as well as some Democratic lawmakers—question whether the need for affirmative action in hiring and promotions has passed. President Clinton has ordered a review of all federal affirmative action programs.

The commission, the first ma-

See GLASS CEILING, A18, Col. 1

GLASS CEILING, From A1

jor government effort to break the glass ceiling, was launched by the Bush administration. Then-Labor Secretary Elizabeth Hanford Dole initiated the first government studies of the issue, targeting federal contractors regulated by her department.

Her husband, Senate Republican leader Robert J. Dole (Kan.), who as majority leader is now calling for a reassessment of affirmative action, pushed for the creation of the commission as part of the Civil Rights Act of 1991. At the time, Labor Department officials described the government's glass ceiling initiative as a "natural progression" in the evolution of women in the workplace.

A spokesman for the senator's office said he would not comment on the report until he had read it.

Reich called the senator a "guiding light" for the report and proof that the push for affirmative action does not have to be partisan. Privately, however, Clinton administration officials said they did not expect the commission's recommendations for government action, which are due by November, to be embraced by the Republican-controlled Congress.

The 21-member commission is made up of lawmakers, corporate executives and representatives of public interest groups appointed by Congress and the Bush administration. Reich is chairman because he is the current labor secretary.

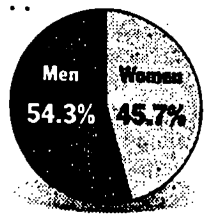
The commission said its research revealed three levels of "artificial barriers" to the advancement of minorities and women in corporate management that contradict "this nation's ethic of individual worth and accountability—the belief that education, training, dedication and hard work will lead to a better life." The three levels are:

- Societal barriers that may be outside the control of business, such as restrictions on the supply of qualified women and minorities as the result of the nation's education system. The commission also pointed to what it called the "difference barrier," in which society stereotypes people according to gender, race or ethnicity.
- Internal structural barriers that are in the direct control of business, such as recruitment policies and corporate cultures that alienate and isolate women and minorities and cluster them in jobs that are not on a career track to the top.
- Governmental barriers, such as a lack of vigorous monitoring and law enforcement in the employment area as well as weaknesses in the data collected by the government to help identify problem areas.

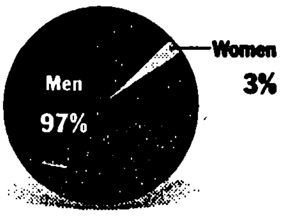
The commission said it found workers tend to be clustered in industries on the basis of sex more than race. Nearly 75 percent of working women, for example, are employed in service industries such as finance, insurance and real estate and the wholesale and retail trades, the study said.

Another potential barrier to advancement is the trend toward corporate downsizing that has taken place over the last decade, which tends to limit opportunities for all managers, the commission said.

While women *make up almost 46 percent of the U.S. work force . . .*



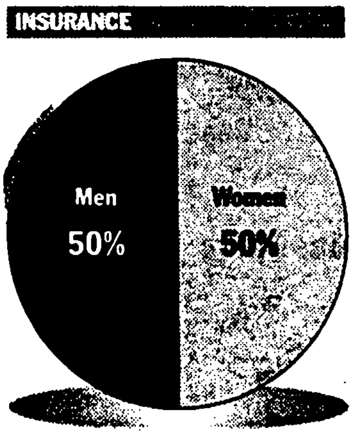
. . . they represent *only 3 percent of top management at Fortune 1000 firms.*

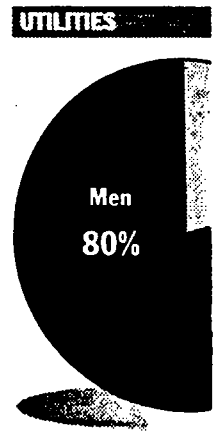


SOURCES: Census Bureau, Glass Ceiling Commission

THE BEST AND THE WORST

An examination of executives and managers withi[n] industries shows that the insurance business is th[e] equitable, while in the utilities industry less than 20 [percent of] managers are women.





SOURCES: Census Bureau, Glass Ceiling Commission

THE WASHINGTON POST

THURSDAY, MARCH 16, 1995

Women Warn White House On Job Parity

By John F. Harris and Kevin Merida
Washington Post Staff Writers

A1

A diverse coalition that included the nation's most influential feminist groups yesterday issued stern warnings to President Clinton and Republicans on Capitol Hill not to tamper with affirmative action, which they argued has benefited women just as much as as it has blacks and other minorities.

"No retreat! No retreat!" a parade of several dozen women's leaders chanted as they marched from a downtown hotel news conference, where they had told reporters there is no room for compromise on affirmative action, to the White House, where they reinforced that point in blunt language.

In a 90-minute meeting with senior advisers to Clinton, the women's leaders said the president risks an electoral backlash if a review he ordered last month of affirmative action produces anything shy of a full-throated endorsement.

The group included organizations such as the National Organization for Women, which has a liberal tilt, and groups such as the American Association of University Women, which is tradi-

See WOMEN, A18, Col. 1

WOMEN, From A1

tionally more conservative in outlook and membership.

While much has been said about the "angry white male" who fled from Democratic candidates last fall, said Eleanor Smeal, president of the Feminist Majority, "if you want to talk about anger, just threaten the paycheck of every working women in this country."

Most of the federal government's programs designed to encourage the hiring of minorities and to assist minority-owned businesses apply to women as well. The Labor Department's Office of Federal Contract Compliance, for example, requires all firms that do more than $50,000 business annually with the federal government—a huge swath of the national economy—to file statements outlining "goals and timetables" toward more diverse work forces.

White women increased their percentage in management jobs during the 1980s from 27 percent to 35 percent in part because of such affirmative action programs, according to the Washington-based Institute for Women's Policy Research.

The women's groups yesterday said they hope to use such facts to reshuffle the politics of affirmative action. Attacking affirmative action is often seen as an effective "wedge issue" for Republicans, since it appeals to resentments about alleged racial favoritism among whites who would otherwise vote Democratic. But the wedge might end up cutting the other way, if women who might otherwise vote Republican abandon their party because of retreat from affirmative action.

"We want to eliminate the mythology that affirmative action only benefits minorities," said Barbara Arnwine, of the Lawyers' Committee for Civil Rights Under Law, who argued that, for women, without affirmative action "prospects are very bleak."

Some Republicans on Capitol Hill made clear yesterday that the Republicans are not unanimous in opposition to affirmative action. Rep. Constance A. Morella (R-Md.,) said that the groups at yesterday's news conference are shrewd to try to put attention on programs that many in the public don't realize help women as well as racial minorities.

"I think they're right," Morella said. "You're not talking about quotas, you're talking about goals and timetables.

"There's nothing wrong with opening doors," Morella said, adding that "there's nothing wrong with reassessing programs" as Clinton is doing.

Other Republicans, however, stepped up their fire at affirmative action.

Senate Majority Leader Robert J. Dole (R-Kan.) took aim at the administration for its own practices in enforcing affirmative action, citing a Piscataway, N.J., case in which the Clinton Justice Department sided against a white teacher who was fired and charged reverse discrimination.

"The bottom line," said Dole, "is that the president's affirmative action review cannot have credibility if the 'affirmative action' policies of his own administration are fundamentally flawed. Correcting these policies, not reviewing old ones, should be the president's first priority."

Dole has requested Senate hearings on what he called the two "most prominent" affirmative action programs cited in a review done for him by the Congressional Research Service. One is a program administered by the Small Business Administration which is designed to promote the development of small businesses that are owned and controlled by "socially and economically disadvantaged individuals," including women. Dole said that unless the hearings produce "some powerful evidence to the contrary," he thinks the program "should be repealed outright."

He also criticized the policy of requiring federal contractors to file "goals and timetables" to promote diversity, saying that was not the original intent of a 1965 executive order.

Dole's critical comments on affirmative action yesterday are at odds with his defense of such timetables in 1986. And in September 1991, he took to the Senate floor to condemn the "glass ceiling" that restricts advancement of women and minorities.

"The American dream may not be as easy for some to pursue as for others," Dole said then. "Indeed, while women and minorities make up over half the work force, studies indicate that they hold less than five percent of senior management positions in big corporations. . . . While there is no right or correct number, and my opposition to any notion of quotas could not be stronger, you do not have to be a brain surgeon to deduce that something is wrong out there."

THE WASHINGTON POST

THURSDAY, MARCH 16, 1995

Southern Voters Switching Sides

Conservatives Abandoning Democratic Party for GOP

By William Booth
Washington Post Staff Writer

A1

ANDERSON, S.C.—C.D. Chamblee, a blunt-fingered farmer and citizen legislator, sits in a lonesome cafe here, sipping weak coffee and trying to describe how a lifelong Democratic good ole boy became a Republican at age 66.

In his worn cap and muddy boots, Chamblee may not look like the future, but his story is emblematic of the historic changes in partisan politics that are sweeping the state and the entire South, a frenzy of party-switching that is redefining the ways citizens see each other and their interests.

South Carolina's new governor, lieutenant governor and attorney general switched parties in the last four years, leading Democrats to complain that Republicans did not build a party, "they stole one." And after the November elections, two state senators and three state representatives, including Chamblee, switched as well. When the dust settled, Republicans held 63 of 124 seats in the South Carolina state House. Democrats still hold a narrow majority in the state Senate, but even their leaders do not expect it to last through another election cycle.

As Chamblee, a direct but canny veteran legislator, put it: "We just don't feel like Democrats in our guts anymore."

Such is the case throughout the South, the once-impenetrable bastion of Democrats that is transforming itself into a hotbed of conserva-

See CAROLINA, A16, Col. 1

CAROLINA, From A1

tive Republican activism. For the first time since Reconstruction, Republicans in the 11 formerly Confederate states now hold the majority of the seats in the U.S. Senate and House of Representatives, as well as the governors' mansions. It is a cultural and political phenomenon driven not only by the perceived failures of the Clinton administration but also by the South's booming economy, the explosive growth of its suburbs, its lingering racial animosities, and perhaps most important, the awesome power of the Christian right in a deeply religious region.

There may be no place better to understand the Republicanization of Dixie than South Carolina and the rolling hills of C.D. Chamblee's Anderson County. Here the GOP has evolved from a tiny, clubby group of blue bloods into a sprawling movement populated by the remnants of the old guard and droves of the newly converted, many working with hit lists, phone trees, fax attacks and slates of candidates.

"The Democrats are just tearing up their voting cards down here," said Lesley White, a homemaker and leader of Christian Coalition in Anderson County, whose allies are taking over the Republican Party here. "We're getting new converts every day."

After the Civil War, Democrats dominated South Carolina and its neighbors for more than a century. As late as 1940, President Franklin D. Roosevelt took 96 percent of the popular vote in this state.

But there were signs of the coming revolution decades ago. Before the suburbs, before the Christian Coalition and the invention of the rapid-dial fax machine, there was Strom Thurmond.

It was Thurmond who in the 1948 election led a group of segregationist southern Democrats to oppose President Harry S. Truman. Thurmond and the Dixiecrats won South Carolina and three other southern states, showing that hostility to a liberal Democratic Party and the federal government was deeply appealing here. He became a Republican in 1964.

Still, change came ever so slowly. Chordes Seabrook, an eighth-generation Carolinian and the first GOP chairman in Anderson County, remembers working a polling booth in the 1960s when only one Republican showed up to vote.

"It was like Republicans were from another planet," recalls Seabrook, a former textile executive. "Nobody had seen one up close, except for Strom. They used to whisper to each other, 'There goes a Republican.' They thought we had tails."

In many ways, South Carolina seems an unlikely place to stage a modern political revolution. Deep-fried and Deep South, where one in seven residents live in mobile homes, South Carolina is a small, "no frills" state. The label "liberal" spells political death in most districts and almost 56 percent of those asked by pollsters recently described themselves as born-again or evangelical Christians.

The state boasts a booming manufacturing corridor between Greenville and Spartanburg, new home to BMW, Fuji, BASF and Hoffman-LaRoche. It booms because of South Carolina's lower wages, motivated nonunion workers and aggressively pro-business attitude. And with the new jobs came an explosion of suburbs filled with well-paid, blue-collar workers and managers and their young families.

With the 1980 election of Ronald Reagan, Seabrook said, these new suburbanites, many of them transplanted northerners, become active in the GOP. But the real driving force behind the modern Republican Party in South Carolina was Carroll A. Campbell Jr., the former two-term governor.

A farmer and real estate developer, Campbell at first seemed the creation of fellow South Carolinian Lee Atwater. But Campbell took the Republicanization of the state well beyond the late political operative's achievements. He built a state party that brought together the fiscal and religious conservatives from the boardrooms and the churches and provided a rank and file who licked stamps, donated money and pushed new Republicans to run for local offices. He took party affiliation seriously, punishing Republicans who strayed, even going so far in one state race to put up another Republican against an incumbent who had crossed him.

When Campbell came to power in 1987, white voters in South Carolina were evenly divided, equal thirds identifying themselves as Democrat, Republican or independent. Today, half call themselves Republican; among white males, only 7 percent consider themselves Democrats.

Many white Democrats believe black politicians hastened their party's demise when they struck a deal with Campbell over legislative redistricting in 1993. Campbell and his forces drew the lines to create more black majority districts but diluted traditional Democratic voting strength. The result: There are now more black legislators—23 blacks of 124 representatives in the House and six of 46 state senators. But there are also a lot more Republicans.

Many South Carolinians insist race is not an issue in state politics, at least not in the baiting style of the old George C. Wallace. Still, a key element in the rise of the Republicans is the unraveling of the old southern Democratic Party coalition of blacks and moderate whites.

Bob Sheheen, the dethroned Democratic speaker of the state House, tells the story of last year's annual party fund-raiser, the Jefferson-Jackson Day dinner. Party officials decided to invite as keynote speaker not the popular former governor, Richard W. Riley, who is now President Clinton's secretary of education, but Commerce Secretary Ronald H. Brown, who is African American.

"Disastrous," Sheheen said. "It reinforced the notion that whites are catering to blacks."

Black political leaders deny they are responsible for the Democratic Party's decline. Even so, concedes state Sen. Kay Patterson (D), an African American legislator who represents the mostly black neighborhoods in Columbia, "If we can't find a leader to attract white voters and white politicians, the Democratic Party is going to be all black and that is the truth."

By all accounts, Campbell was a master of isolating conservative Democrats and encouraging them to switch parties. His biggest catch was a young legislator from Clemson with a reputation for living the good life who underwent a public conversion to Christianity. David M. Beasley rose to become Campbell's handpicked successor, the governor who is taking Republicanization to its next logical stage.

Once thought of as the dark horse in the governor's race, Beasley activated white, suburban, Christian voters, who responded to his deeply moralistic campaign of "putting families first" and "stopping babies from having babies." He campaigned to limit abortion, offer school choice, curb welfare spending, return prayer to public school and cut taxes.

His election showed the strength of the Christian-based political movement in South Carolina. Like Ronald Reagan, Beasley brought Republicans

out of ... have ... in ...

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THE WASHINGTON POST
THURSDAY, MARCH 16, 1995

2/2

out of the woodwork. "You should have seen the yard signs for Beasley in Anderson County. It was incredible. The guy had an army," county Democratic chairman John Stathakis said.

Much of the politics of Anderson County begins in the big churches. The minister of Siloam Baptist, for example, with 2,000 congregants, has been arrested for marching against abortion. The congregation consists almost exclusively of white families, many of them young, who attend church seriously and believe what they think the Bible says about homosexuality and abstinence. Many put their children into private schools. They care about taxes and God. They do not like environmentalists or gun control.

The churches provide a forum, businessman Steve Cooper explains, for like-minded people to meet. The candidates all work the churches and the Christian Coalition here last year distributed more than 50,000 voting cards detailing candidates' stands on the issues.

"I've personally converted more than a few," said Cooper, a Republican organizer. "I ask them, 'Do you have job?' And if they say yes, then I ask them, 'How can you vote for Democrats, who just want to take your money away and give it to somebody else?' "

The political trends in Anderson County did not escape the attention of farmer-legislator C.D. Chamblee, who hobnobs with fellow pols in the capitol in Columbia when he is not sitting on his tractor.

Chamblee confesses that he began seriously thinking of switching parties after Bill Clinton got elected in 1992. One of the main reasons, he says, is his district now has twice as many Republicans as Democrats.

"I was always what you'd call a conservative. But I always went my own way," said Chamblee, who has been a state assemblyman for 18 years, representing a district that is part farm and part suburb, part industrial park and part retirement community.

And then he got a phone call.

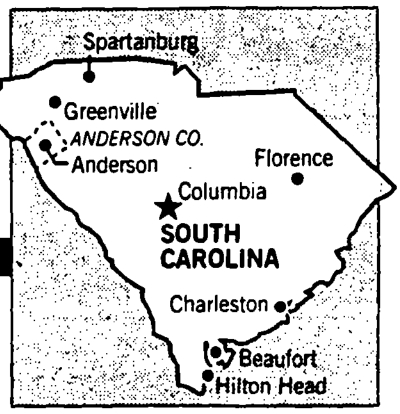
Three weeks before last November's election, in which Chamblee ran as a Democrat for the last time, he was invited to a house in Greenville for a Republican fund-raiser. And there he saw his future standing on the front lawn: a grinning Carroll Campbell and David Beasley.

In that brief meeting, Chamblee said, Campbell told him, "C.D. you always vote conservative. Why don't you come on over to the Republicans?"

It did not take long. "You could say they pressured me a little bit," said Chamblee, who switched parties two weeks after he was reelected as a Democrat. "But I have no regrets."

THE NEW SOUTH'S MOST REPUBLICAN STATE

South Carolina is transforming itself into a center for conservative Republicanism, driven in part by identification with the Christian right.

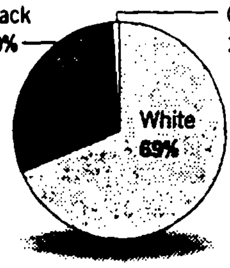


THE PEOPLE

Population: 3.6 million

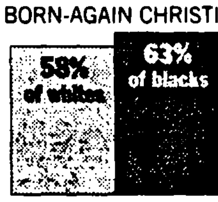
Median annual household income 1992: $27,667

RACE



RELIGION

CONSIDER THEMSELVES EVANGELICAL OR BORN-AGAIN CHRISTIANS



According to July 1994 Mason-Dixon South Carolina poll

THE POLITICS

	R	D
U.S. House of Representatives		
1994 election	4✔	2
1992 election	3	3
State legislature		
House		
1994 election (4 independents)	63✔	57
1992 election (1 independent)	52	71✔
Senate		
1994 election (1 open seat)	18	27✔
1992 election	16	30✔

Governors


Carroll A. Campbell Jr. (R) 1987-1995


David M. Beasley (R) 1995-

SOURCES: Clerk's office, South Carolina House of Representatives; Statistical Abstract of the United States; Vital Statistics on American Politics

THE WASHINGTON POST

THE WASHINGTON POST

THURSDAY, MARCH 16, 1995

Court Blocks FCC License Preferences

Wireless Auction for Small Businesses, Women, Minorities Postponed

By Mike Mills
Washington Post Staff Writer

A federal court yesterday blocked the government from auctioning several hundred wireless communications licenses until the court decides whether reserving the licenses for small businesses, women and minorities is legal.

The decision exposes another federal program to scrutiny as Congress, the courts and federal agencies mount a wholesale review of the government's affirmative action policies.

The Federal Communications Commission had planned to auction licenses in June for 493 markets nationwide to provide new wireless telephone, paging and other communications services to bidders who are women or minorities or who own small businesses or rural telephone companies.

Congress in 1993 ordered the FCC to ensure that these groups got special consideration as the agency shifted to a new policy of auctioning communications licenses. On Monday, auctions for wireless phone licenses in larger markets ended, bringing in $7 billion, mostly from the nation's largest communications companies.

The U.S. Court of Appeals for the D.C. Circuit granted the request of Telephone Electronics Corp., a small telephone holding company in rural Mississippi, to delay the auctions until the court decides whether the company was wrongfully excluded from bidding.

The FCC denied TEC permission to bid in the so-called entrepreneurs' auctions, because its affiliates have total gross revenue of more than $125 million and the company is not owned by women or minorities. TEC argues that the FCC's revenue cap is arbitrary. It also claims that minority and women bidders get unfair preferences, such as bidding credits and less stringent revenue limits.

The court scheduled oral arguments on the case for September, which means the auctions are not likely to occur until at least the end of this year, FCC officials said. Jay Ireland, an attorney representing several prospective bidders, said the delay will harm bidders' efforts to raise capital needed to bid on the licenses and to build wireless communications systems.

"TEC does not want to delay the auction," said James Troup, the company's attorney. But, he said, "the court today clearly stated that shutting TEC out of the auction would cause irreparable harm to it."

FCC Chairman Reed Hundt said the agency "will do everything we can to get this stay removed."

Another court case also could affect the auctions: The Supreme Court is expected to rule by early July on whether bidding credits for minority-owned companies vying for Department of Transportation contracts are constitutional.

Senate Panel Kills Minority Media Tax Break

By Paul Farhi
Washington Post Staff Writer

The Senate's tax-writing committee voted yesterday to kill a controversial program that gives companies a tax deferment for selling radio and TV stations to buyers who are members of minority groups.

Coming on the heels of a similar decision by the House of Representatives last month, the Senate Finance Committee's vote was another blow to Viacom Inc. The giant media and entertainment company has been planning to sell its cable TV systems to a minority-led group for $2.3 billion and use the program to defer more than $400 million in federal taxes and as much as $200 million in state taxes.

Like the House, the Senate committee made repeal of the Federal Communications Commission's minority tax certificate program retroactive to deals completed after Jan. 17. The date is aimed at Viacom, which did not announce its cable sale until Jan. 20.

The FCC program is designed to increase the number of minority-owned media outlets by giving tax breaks to nonminority sellers. Attempts to repeal it have touched off a debate about whether the program amounts to affirmative action or "corporate welfare" because the prime beneficiaries of the tax benefit are nonminority firms.

Democrats on the Senate panel, including Daniel Patrick Moynihan (N.Y.) and Carol Moseley-Braun (Ill.), offered amendments to modify the program and preserve the tax deferment for 18 pending deals, including Viacom's. But they were voted down by the Republican majority. The full repeal bill passed on a voice vote, with Moseley-Braun the only dissenter.

Viacom, and the minority media entrepreneurs who have advocated keeping the program, have one last hope. The full Senate is expected to take up the matter as early as next week, and Senate rules, unlike those in the House, permit a single member to block legislation.

But stopping the repeal movement may prove difficult, given that the measure is part of a package that includes a popular proposal giving farmers and unemployed people a retroactive 25 percent tax deduction for health insurance expenditures during 1994.

House Democrats who wanted to keep the minority program effectively were forced to vote against it last month in order to be on record favoring the health insurance deduction. A Democratic Senate staffer yesterday predicted a repeat of that scenario next week in the Senate.

Viacom yesterday called retroactive repeal "eminently unfair," and reiterated that it wouldn't sell its cable systems to a partnership headed by African American businessman Frank Washington without the deferment. Viacom has concentrated much of its lobbying efforts on the Senate, and recently hired a lobbyist who was the former top aide to Senate Finance Committee Chairman Robert Packwood (R-Ore.).

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

23-Feb-1995 02:24pm

TO: Jason S. Lobo

FROM: Rica F. Rodman
Office of Communications

SUBJECT: tom joyner radio interview

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

22-Feb-1995 11:29am

TO: Rica F. Rodman

FROM: Margaret M. Suntum
Office of the Press Secretary

SUBJECT: 1995-2-16 Interview with Joyner

THE WHITE HOUSE

Office of the Press Secretary

Internal Transcript February 16, 1995

INTERVIEW OF THE PRESIDENT
BY TOM JOYNER

The Oval Office

6:47 P.M. EST

Q The Tom Joyner Morning Show. And it is Thursday evening. I'm in the Oval Office of the White House with the President of the United States.

Thank you, Mr. Clinton, for having me.

THE PRESIDENT: It's great to see you again, Tom. Glad to do it.

Q And here we are, celebrating Black History Month.

THE PRESIDENT: It's a very important month for our country, you know. We celebrate the contributions of black Americans to our common history and our culture, and to the quality of life we have in America today. And it's a very, very important time to be doing that this year, with so many of the debates that are in the atmosphere, in the Congress and in the country.

I think it's an important time to remind ourselves that one of the real reasons this is the greatest country in the world today and that we're going into the 21st century as the strongest country in the world is that we have such rich racial diversity and honest discussion about this. I hope this won't wind up being like the debate was on Proposition 187 in California where, at least for the time I became involved in it, it was a political wedge issue, seeking to divide the people out there in ways that benefitted certain political forces.

I think Americans inherently are fair-minded people, and I think most Americans understand that there has been a pattern of discrimination in our past, and that's not all wiped out in our present, that it still occurs. I think most people would admit that whenever there is evidence of discrimination in a particular case or group of cases, an affirmative remedy is an appropriate thing.

The real question is, how far beyond that should you go. And I'm hoping, since we're now on notice in November of '96 or March of '96, whenever this issue is going to be on the California ballot, is a good ways away, and it would take some considerable amount of time to pass a law in Congress -- I'm hoping we can have an honest conversation about this as a country, because I think we can come to -- I think we can resolve it in a way that unites us and gives the opportunity to people that they need to have.

It is in my interest and in my family's interest and in my neighbor's interest, without regard to their race or their background, that every boy and girl in this country grow up to live to the fullest of their God-given capacity, and that every man and woman in this country have a chance to contribute and to do well as far as they can.

So I'm hoping that instead of this being a bad thing that divides us, we can turn this thing on its head and take it away from the people who want to use it for pure politics to get votes out of, and instead turn it into a conversation about the American family. I'm going to do my best to do that.

Q The last time we talked was in November, you called the program twice, the day before and the day of the elections. And we were urging African Americans to go out and vote. Obviously, you were disappointed in our turnout.

THE PRESIDENT: I was, but I have to tell you that in spite of the fact that I was disappointed and the turnout was not enough to change the results of the election, I do want to compliment the African Americans who voted, because the African American turnout in '94 was higher than it had been at midterm elections, on the average, for the last 10 years. So there were some good things about that election in terms of turnout, even though the results were not as I'd hoped they'd be.

Q Yes, me, either. I didn't think you were going to call again. (Laughter.) I was glad to get this -- (laughter).

THE PRESIDENT: Shoot, I'm just getting warmed up. That's the way I want the American people to feel. We're just getting warmed up. We've got to go forward.

Q Your administration, speaking of black history, your administration has had more black Cabinet members than any administration. But recently you've had Mike Espy to leave and Joycelyn Elders to leave. Do you feel a pressure to replace people like Dr. Elders with another African American, like Dr. Henry Foster?

THE PRESIDENT: I didn't exactly feel pressure, but I wanted to appoint someone that I thought had had personal experience with a lot of the public health challenges of this country. That's what the Surgeon General's supposed to deal with. And here you had Dr. Foster, a man who had delivered thousands of babies and therefore knew what the problems were with bringing children, particularly from poor and disadvantaged backgrounds into the world, health. You had a man who had run a nationally-recognized program to fight teen pregnancy and therefore knew firsthand what the challenges were to these children to try to teach them whenever they are willing to do it to -- for goodness sakes, to refrain from premature sexual activity and to avoid having babies and to the do the right thing. That all relates, as you know, too, to the rising rates of AIDS and other infections among young people.

So he'd been right on the edge of that. And he was a highly regarded doctor who was also an African American. I like that, and I thought it was a good appointment. I still think it's a good appointment. I know a lot of people are trying to defeat him.

today, and maybe a controlling influence. But it's not right. Dr.

Foster should not be disqualified from serving, particularly given the whole weight of his experience in life. And I'm going to fight for him, and I believe we'll -- I believe we'll get him confirmed. It's certainly a fight worth making.

Q You think you've turned the corner on that fight now?

THE PRESIDENT: Well, we had over 60 groups endorse him today. And, again, the head of the American Medical Association endorsed him. One of his senators, who's a Republican from Tennessee, who's the only doctor in the Congress, has endorsed him. I think it's a fair and decent thing to do to confirm him.

So we've still got a hard fight because that -- as I said, that group that wants to criminalize all abortions has enormous influence within the Republican Party. And this is a difficult issue. They had a great deal of success in tarring me and every pro-choice person in America as being pro-abortion, which is not true.

And so you've got Dr. Foster, a man who's spent his life doing things that would reduce the number of abortions, being tarred like that. But I think that there will be enough common sense and fairness in the Senate to stand up to that extremism -- at least I'm going to wage an all-out fight to see that it happens. We're going to do our best.

Q All right. I'm just kind of overwhelmed. I'm here in the White House. I'm in the Oval Office sitting here with the --

THE PRESIDENT: It's a nice office, isn't it? (Laughter.) I wish every American could see he inside of this office.

Q Well, I saw "Pelican Brief." (Laughter.)

THE PRESIDENT: Yes. (Laughter.)

Q I saw "Dave." Looks just like in the movies.

THE PRESIDENT: Looks like it in "Dave" and --(laughter). Except unlike "Dave", I can tell you, there is movie camera here. Nobody's --

Q You know, I was looking up in the --

THE PRESIDENT: Nobody is filming you here. Believe me, they're not. (Laughter.) We're not -- we're not taking any pictures of you, except the ones you can see here in the wide open.

This office, you know, was built by Franklin Roosevelt. This is the newest room in the White House, and he built it, as you know can see, over your shoulder there, so he could wheel his own wheelchair here in the morning. So this is the first federal office building that was handicapped-accessible almost 60 years before the Americans With Disabilities Act was ever signed, Franklin Roosevelt had this office built in a way that enabled him to get himself down the elevator and up the ramp over here and into the Oval Office. I

Oval Office. It's Black History Month on the Tom Joyner Morning Show.

* * * * *

The Tom Joyner Morning Show in the Oval Office. It's Thursday evening, I'm with the President of the United States. Mr. Clinton, thank you once again for having us.

First of all, I saw where you made a statement today that you were not going to be throwing out the first pitch because of the strike. Did I not see that on television a few minutes ago?

THE PRESIDENT: I don't know --

Q Okay, I'll start again.

THE PRESIDENT: Let's do that. Nobody's talked to me about it. If we can talk about something else --

Q Okay, sure.

THE PRESIDENT: I don't want to talk about --

Q Yes, we heard that on CNN.

THE PRESIDENT: It's probably true, but I'd rather not talk about it because it may have something to do with what we're doing on the baseball strike. We're trying to settle it still.

Q Okay. Okay.

THE PRESIDENT: So maybe you could ask that.

Q Okay, okay. All right.

I'm in the Oval Office with the President, Bill Clinton. Thank you once again for having us here during Black History Month. How are we doing with the baseball strike? You kind of in a slump on that one?

THE PRESIDENT: Well, I -- yes, I think I'm in a in a slump all right. I'm disappointed that we didn't settle it the other night when the players' and the owners' representatives were here. And I'm disappointed that there's still a lot of kind of personal, hard feelings, I think, that's accumulated over the years that may be getting in the way.

But I still have hope that it will be settled. The parties have a big stake in trying to resolve this. I mean, baseball is being hurt. And if they let spring training go by, it will hurt a lot of innocent communities in Arizona and Florida. And if they let the season go by, they're going to hurt a lot of big cities who have invested massive amounts of money in trying to support their teams and helping to pay for stadiums. And along the way, they're going to lose millions of more American fans who will just fed up with it.

So, I'm really hoping we can get this thing settled. I think it's in the interest of both the players and the owners. Otherwise, you're going to wind up losing the fans. You know, they'll be playing to more empty stadiums if they don't settle it

THE PRESIDENT: It's at a 20-year low. I'm proud of that.

Q I'm proud of that, too. I'm not as concerned with some of this other stuff as I am with crime in the streets and welfare reform. How can you turn this whole thing around in the next two years?

THE PRESIDENT: Well, I think we have to be much more disciplined here and much more able here in getting the message out to the American people about what we're doing, what we have accomplished, and most important, what we're working on for the future.

You know, since I have been here, I have been devoted to trying to expand opportunity for ordinary Americans in a way that would build the middle class and reduce the number of people who are poor. I've been devoted to empowering people to help give people the education and training they need to make the most of their own lives -- and to enhancing our security. That's what the crime bill was all about. That's why we're making more college loans available at lower costs. That's why we're trying to immunize all the little kids and expand Head Start. And that's why we've worked so hard to create 6 million jobs. These are the things I have worked on.

But I believe that so often it's -- when people see the President, you know, there are many things I just have to do because I'm President. They require a lot of work. And I think sometimes see you doing 60, 70 things, they're not sure what your administration is about, and your critics tend to get heard more than you do on the mission of the administration. So I'm really working much harder to try to make sure that I am disciplined and forthright and strong and clear and effective in telling the American people what I'm doing.

Now, I do things sometimes that are just unpopular. And I know that. I have to do them. It's like when I made that commitment to try to shore up Mexico. And I realized that would be wildly unpopular, but I had to do it. I had information that I thought was sufficient that indicated to me that it was in our interest, if we wanted to preserve American jobs and exports to Mexico, if we wanted to keep down illegal immigration, if we wanted to keep strong government that would cooperate with us in fighting narcotics trafficking, that I needed to do that. So, sometimes you just do things that you know aren't popular because know they're right and you have to do them. But I've got to do a better job in staying in close touch with the American people and making sure the people know what I'm doing.

When I was a young man starting out in public life, a very wise friend of mine once said, you ought to make sure when somebody votes against you, that they know exactly what they're doing. He said, if the people who vote against you know what they're doing, then you have no complaints when the election is over. I think on a daily and weekly basis, what I want to do is make sure the American people know what we're doing so that they can make their judgments accordingly.

Q Well, it must be frustrating, but I'm here to

Q Yes. So who are we going to have perform at the next Inauguration? You had the Queen of Soul last time. (Laughter.)

THE PRESIDENT: Well, the next Inauguration, the entertainment will be just as diverse and just as good -- and maybe some of the same folks coming back for an encore. But we've got a lot of steps between now and then, and I hope -- I hope that when we have another Inauguration, we'll have another million people who want to be here. I hope that the American people will get caught up in this enterprise again because, in the end, we've got to have not only a more effective government here in Washington, but we've got to have more involved citizens. That's one of the reasons I like it when you come up here and talk to me because the people that listen to you are people who care about their country as well as their families and their communities. And it's going to take all of us to take this country into the next century.

Q Thank you very much, Mr. President.

THE PRESIDENT: Thanks, Tom.

Q Thank you very much. I'm in the Oval Office. It's the Tom Joyner Morning Show.

END7:03 P.M. EST

Talking Points on

the Republican Tax Cut Plan

March 15, 1995

- The wealthiest 12 percent of families would get more than half of the tax benefits.

  -- these are the 13.4 million families that earn $100,000 or more a year.

- About 20 percent of the tax benefits would go to just 1 percent (1.1 million) of American families, those who earn nearly $350,000 or more a year.

- The wealthiest 12 percent of families would get three-fourths of the benefits from the proposed capital gains tax cut.

- By contrast, American families earning between $30,000 and $100,000 would get only 43.2 percent of the tax benefits.

  -- these are 51.8 million families.

- The Treasury Department estimates the tax cuts would cost $630 billion over the next 10 years.

- The Republican package includes several costly tax breaks for corporations and upper-income individuals.

  -- The proposal for scaling back the corporate and individual alternative minimum tax (AMT) would cost the Treasury $35.6 billion between fiscal 1995 and 2005.

    - The proposal would repeal the corporate AMT altogether in 2001.

    - The AMT is designed to prevent taxpayers from paying no taxes.

  -- The proposal for a cut in corporate and individual capital gains taxes would cost $91.9 billion over 10 years.

  -- The proposed new method of depreciating equipment and buildings would cost $120.4 billion over 10 years.

Talking Points for the President:

House Rescission Bill

• As you know, the House plans to take up its rescission bill today.

• Unless the Republicans change this bill rather dramatically, I would veto it.

• The reasons are simple:

-- The bill would cut valuable, proven programs that

• educate and feed our children,

• encourage our kids to stay off drugs, and

• help the disadvantaged.

-- It also would cut programs that were established to ensure our Nation's role in technology.

• It would be particularly unwise to make such cuts to finance a tax cut for higher-income taxpayers.

-- **Now, we understand the Republicans may no longer want to use the savings to help fund their tax cut for the wealthy, so maybe they heard me.** *

• As reported from the committee, the bill also contained a provision that would allow States to prohibit Federal funding of abortions even for the victims of rape and incest.

-- As you know, I think abortion should be safe, legal, and rare.

-- I don't think a woman, particularly one who is a victim of rape or incest, should be precluded just because she is poor.

-- **Now, I understand that the House rule on this bill will strike this provisions, so, again, maybe they heard me.** MAY BRING BACK

• The bill would bar us from implementing my Executive Order on striker replacements.

-- This provision would impinge upon my ability to ensure a stable supply of quality goods and services for the government's programs.

• I want everyone to understand something: this debate is not about deficit reduction.

-- In 1993, I worked with the last Congress to enact the largest deficit reduction package in history:

• We cut Federal spending by $255 billion over five years,

• At the same time, we:

-- cut taxes for 40 million low- and moderate-income Americans,

-- made 90 percent of small businesses eligible for tax relief, and

-- placed a tight "freeze" on discretionary spending, and shifted spending to investments in human and physical capital that will help secure our future.

• My plan is providing more than $600 billion in deficit reduction.

• And my new budget calls for another $81 billion in deficit reduction, by:

-- terminating 131 programs, and

-- consolidating another 270 into 27 "performance partnerships."

• We even found the resources for a new Middle Class Bill of Rights for average Americans.

• But I don't believe we should cut sound programs, particularly those to help children and to ensure our standing in areas of science and technology.

Q and A

on the House Rescission Bill

Q: What, specifically, are the cuts that you object to most strongly?

A: The bill would:

- Kill the Summer Youth Employment program for the next two summers, wiping out job opportunities for 1.2 million disadvantaged youth.

- Cut WIC services and food packages up to 100,000 women, infants, and children for six months.

- Eliminate the Safe and Drug-Free Schools and Communities program, which supports drug-prevention programs in 94 percent of all school districts.

- Deprive 4,000 schools in 46 states of funds to train teachers and upgrade their academic standards, under Goals 2000.

- Eliminate housing assistance to nearly 90,000 low-income households or homeless families.

- Cut 15,000 AmeriCorps members, which would wipe out job opportunities for youth and deny communities the help they need to address local problems.

Q: Republicans have an amendment to restore cuts for the VA by essentially killing your national service program. Doesn't that put you in a tough box?

A: I have to agree with what the *New York Times* said about it today.

- **They said this is an effort to, quote, "humiliate the President."**

- **Rather than embarrass me, they should get on with the important work of government.**

Larry Haas (OMB)
(202) 395-7254

March 15, 1995

Date: 03/15/95 Time: 11:43

GOP Rounding Up Votes for Big Spending Cuts in Housing, Job

WASHINGTON (AP) House Republican leaders said today they expect approval of their $17 billion package of cuts in housing, environmental and other programs, but acknowledged their struggle to line up the votes.

''When you ask members to cut spending in this year's budget, you're asking them to do very tough things,'' House Speaker Newt Gingrich, R-Ga., told reporters.

The cuts, a down payment on Republican promises to slash $1 trillion from the federal deficit by 2002, are being debated by the House today. Passage seemed likely on Thursday.

The legislation would kill spending already approved for this year's budget. Included are cuts of $7.2 billion from housing assistance, mostly for the poor; elimination of summer jobs for youths; and reductions for veterans, clean water projects and public broadcasting.

House Republican leaders seem to have dodged a humiliating defeat when they yanked divisive anti-abortion language from the measure Tuesday night.

About 30 moderate Republicans had threatened to oppose the measure enough to sink it because it contained new, tighter restrictions on federally financed abortions. But late Tuesday, GOP leaders relented and stripped out the language.

''Now we have the votes,'' said Rep. Gerald Solomon, R-N.Y., chairman of the House Rules Committee. Solomon's panel rubber-stamped the leaders' decision to excise the language on a party-line 9-3 vote.

''It helps,'' said Rep. Wayne Gilchrest, R-Md., one of the lawmakers who was ready to vote no because of the abortion controversy.

The abortion provision's author, Rep. Ernest Istook, R-Okla., said he agreed to its removal after Republican leaders pledged that his proposal would be considered after the House's first 100 days.

Until then, the calendar is packed with votes on items in the ''Contract With America,'' the GOP's campaign-season package of promises. The contract omitted controversial social issues like abortion.

It was crucial for GOP leaders to nail down support from their moderates because the party holds a tenuous 230-204 House majority.

Other Republicans' votes were in question because of problems with specific spending cuts in the wide-ranging measure. Legislators who support veterans' programs, for example, wanted to restore reductions.

Because of that, Republicans were hoping to win backing from conservative Democrats by supporting a provision by Rep. Bill Brewster, D-Okla., requiring that the bill's savings be used for deficit reduction, not to cut taxes.

Republicans pushed a bill through the House Ways and Means Committee on Tuesday that would reduce taxes for businesses, property owners and families with children, including the well-to-do. They have promised to pay for the lost revenues with offsetting spending cuts.

The Republicans' support for Brewster's provision seemed an acknowledgement that Democrats were effectively accusing them of slicing programs for the poor, sick and elderly to give tax relief to the wealthy. Among their accusers has been President Clinton, who criticized them Tuesday for seeking cuts in education and school lunches.

''We have an interest, all of us do, in not going back to the days when children were basically living in very brutal conditions,'' Clinton told the National Parent Teacher Association.

But Republicans defended the spending reductions as long-overdue cuts in bloated, duplicative and ineffective federal programs.

''The safety net has become too expensive to administer, primarily because of a redundancy of programs and an overlapping of abusive bureaucracy,'' said House Appropriations Committee Chairman Bob Livingston, R-La.

Besides the spending cuts, the legislation also provides $5.7 billion for 40 states rebuilding from natural disasters. Chief among the recipients would be California, which would receive $5.3 billion to help replace public buildings destroyed by the Northridge earthquake in January 1994.

APNP-03-15-95 1148EST

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• And my new budget calls for another $81 billion in deficit reduction, by:

-- terminating 131 programs, and

-- consolidating another 270 into 27 "performance partnerships."

• We even found the resources for a new Middle Class Bill of Rights for average Americans.

• But I don't believe we should cut sound programs, particularly those to help children and to ensure our standing in areas of science and technology.

THE NEW YORK TIMES
WEDNESDAY, MARCH 15, 1995

Reneging on AmeriCorps

The House will decide as early as today whether to take back two-thirds of the money it previously voted to spend *this* year on AmeriCorps, President Clinton's national service program. The slashing attack on a worthy program can only be interpreted as an effort to humiliate the President.

In its first year, AmeriCorps has placed 20,000 participants — more than the Peace Corps at its peak — with nonprofit organizations to do valuable community work. With minimal bureaucracy and overhead, participants have cleared crack houses, taught ghetto children and built low-cost housing.

The $400 million cut looms small in the context of this week's vote on a $17 billion package of midyear spending cuts, known as rescissions. The decision to rescind $17 billion is the G.O.P.'s; the budget law required almost none of the cuts.

Why, then, the budget ax? The obvious explanation is that the G.O.P. is out to slay political symbols, not government waste. President Clinton proudly points to AmeriCorps as a high point of his Administration — a program that reflects his deepest values about public service. The G.O.P. wants to chop Mr. Clinton's pride to bits. But in the service of President-bashing, the Republicans would renege on promises made to thousands of participants. The rescission would send many home in the middle of their service. Never mind that they put off college or other commitments to work for minimum wages and a voucher, worth about $5,000 a year for up to two years, for college or vocational training.

The Republicans have a right to challenge the value of AmeriCorps. But the proper time is when Congress deliberates next year's budget. The haste to gut the program immediately reflects political animus carried to an extreme.

A Better Plan for X-Rated Shops

Showing refreshing flexibility, Mayor Rudolph Giuliani has reached a reasonable agreement with the New York City Council on strict zoning rules to limit the spread of X-rated video stores and topless bars in midtown Manhattan and residential neighborhoods like Chelsea and Forest Hills, Queens.

Courts have permitted municipalities to regulate the location and concentration of sex-oriented adult businesses if their presence undermines the economy and public safety. But such zoning laws must be drawn with utmost care. Sexually explicit videos, books and dancing are forms of constitutionally protected free expression.

Mr. Giuliani's original proposal to exile sex-oriented businesses to a few isolated industrial districts outside Manhattan seemed overly restrictive and legally dubious. It provoked complaints from these neighborhoods that Manhattan's problems were being transferred to their backyards.

By revising the plan to allow some sex businesses to remain in Manhattan, the Mayor bolstered the city's legal position and won support of the Council, which must approve the zoning changes. As under his original proposal, sex-related businesses would be barred from opening within 500 feet of residences, schools, houses of worship or one another. But the new agreement expands the areas in which such establishments could operate beyond manufacturing areas to "commercial zones of high density" in Manhattan, including parts of Times Square. Even there, the new regulations would dramatically reduce the number of existing adult stores — from 47 to 5 or 6, according to Gretchen Dykstra, president of the Times Square Business Improvement District (of which this newspaper is a member).

Some fine-tuning by the City Planning Commission may be required once all interested parties have a chance to review the zoning maps in detail. There is no guarantee how the courts will rule. But the challenge for the Mayor and City Council was to devise a plan fair to free expression and the public, and they appear to have met it.

The next challenge is to get the new restrictions in place before the current moratorium on establishing new sex businesses expires in November.

March 16
430 -
OEOB 474

THE WHITE HOUSE
Office of Media Affairs

March 10, 1995

Memorandum To: Alexis Herman and Mike McCurry
cc: Lorrie McHugh
From: Peggy Lewis
Re: Update on Black Publishers Briefing

Thank you for your prompt assistance on this matter. The briefing with the National Newspaper Publishers Association will be held Thursday, March 16 from 4:30 to 5:30pm in the OEOB, Room 474. Alexis is confirmed for 4:30 Mike McCurry at 5:00pm. There will be about 30 NNPA members attending. The format can be on or off the record, which ever you prefer. I will find out what I can about what they wish to discuss.

The White House
Office of Public Liaison

Alexis M. Herman, Director
Phone (202) 456-2930
Fax (202) 456-6218

Facsimile Transmittal Sheet

Number of Pages (Including Cover) 2

To RUBY MOY

Fax Number 67983

Office Number

Date 3/8

From FLO MCAFEE

********** COMMENTS **********

RE: NNPA

March 16
915
Roosevelt

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

07-Mar-1995 10:21pm

TO: Ruby G. Moy

FROM: Floydetta McAfee
Office of Public Liaison

CC: Daniel Wexler

SUBJECT: NNPA BRIEFING

Please schedule time for Alexis to attending the NNPA briefing we are setting up for next Thursday, March 16 from 9:15 am to 10:30 am in the Roosevelt Room. It will be approximately 30 publishers of African-American newspapers. They want to be briefed on the Foster nomination (Dr. Foster will speak at their lunch that afternoon); affirmative action and we will brief them on the rescission bill.

March 16
915-1030
Roosevelt

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

07-Mar-1995 10:30pm

TO: Daniel Wexler

FROM: Floydetta McAfee
Office of Public Liaison

SUBJECT: NNPA

Could you get Mike McCurry for the NNPA briefing next Thursday? He should give a quick overview of the Administration's key issues. We also need George to do Affirmative Action.

I would like a tentative agenda to be:

9:15 am	Welcome/Introductions...Alexis
9:20 - 9:35 am	Administration Overview of Key Issues from Press/Message Perspective......Mike McCurry
Okay 9:40 - 9:55 am	Foster Nomination....Avis ~~Lovell~~ Lavelle (I'll ask Avis)
9:55 - 10:15 am	Affirmative Action.... George S.
10:15 - 10:30 am	Rescission Bill Update....Alexis

AIDS Action

MAR 16

To: Alexis Herman

Date: 3-15-95

From: Matt Patrick

Page 1 of 2

Following is the nescesary information for security clearance for AIDS Action participants in your meeting tomorrow, March 16.

PUBLIC AFFAIRS DEPARTMENT
FAX TRANSMISSION

TO: Alexis Herman

FROM: Matt Patrick

DATE: 3/15/95 **SUBJECT:** Soc. Sec. & Birthdates

NUMBER OF PAGES TO FOLLOW: 0

For security purposes following is the list of names, social security numbers and birthdates for those participating in the March 16th meeting between you and AIDS Action representatives.

Name	Social Security #	Birthdate
Mark Barnes	[redacted] (b)(6)	
Mario Cooper		
Jimmy Loyce		
Dana Miller		
Mark Senak		
Phill Wilson		

March 15
12N
OEOB 180

March 15, 1995

MEMORANDUM FOR ALEXIS HERMAN

FROM: BARBARA WOOLLEY

SUBJECT: MEETING WITH WOMEN'S COALITION TO DISCUSS AFFIRMATIVE ACTION

DATE/TIME: Wednesday, March 15, 1995
12:00 PM - 1:00 PM

LOCATION: Room 180, OEOB

PURPOSE: To listen to the Coalition's comments and concerns on affirmative action, discuss and allow dialogue on the issue, and give the Coalition the opportunity to present a letter to be given to President Clinton on Coalition's Statement of Principles.

BACKGROUND: The Coalition of multi-racial women leaders, represents approximately 32 national groups, of women's civil rights, professional, labor, service and religious organizations. The coalition is concerned about the protection of affirmative action programs and policies. Earlier today, the Coalition held a news conference to announce the first phase of a national action campaign to protect affirmative action programs which includes a "fax-in" to President Clinton.

The Coalition will present a letter to you and George signed by members of the Coalition sharing their "Statement of Principles." The Statement of Principles is attached.

A few of the members participated in the Council of President's and the Feminist Majority briefing last week on Affirmative Action.

AGENDA: 12:00 PM Alexis Herman: Welcome and Opening Comments

Coalition Co-Chairs: Eleanor Smeals
Elaine Jones
Barbara Arnwine

PARTICIPANTS: Barbara Arnwine, Executive Director, Lawyer's Committee for Civil Rights
Barbara Bergmann, Economists' Policy Group for Women's Issues

Susan Bianchi-Sand, Executive Director, National Committee on Pay Equity
Barbara Blum, President, CEO, Adams National Bank
Dr. Mary Burgan, General Secretary, AAUP
Martha Burk, Center for the Advancement of Public Policy
Alice Cohan, Feminist Majority
Flora Crater, Lobbyist, ERA Summit
Angela Davis, Executive Director, Rainbow Coalition
Robin Dennis, Institute for Women's Policy Research
Colleen Dermody, Director, Media Relations, Feminist Majority
Catherine Didion, Director, Association for Women in Science
Susan Fritchi, Attorney, Women's Law Project, Philadelphia, PA
Marcia Greenberger, Co-President, National Women's Law Center
Leslie Harris, Director of Public Policy, People for the American Way
Dorothy Height, President, National Council on Negro Women
Patricia Ireland, President, NOW
Gloria Johnson, Coalition of Labor Union Women
Elaine Jones, Director, NAACP
Nancy Krieter, Research Director, Women Employed
Janis M. Magone, Assistant, National Council of Negro Women
Gwen McKinney, Partner, McKinney & McDowell
Meg Morris, National Association of Women Business Owners
Alexine Clement Jackson, Vice President, YWCA of US
Laura Murphy Lee, Director, ACLU
Karen Narasaki, National Asian Pacific American Legal Consortium
Dorothy Nelms, Federally Employed Women
Helen Norton, Director, Equal Opportunity Program, Women's Legal Defense Fund
Kathryn J. Rogers, Executive Director, NOWLDEF
Eleanor Smeal, President, Feminist Majority
C. Delores Tucker, National Chair, National Political Congress of Black Women, Inc.
Georgina Verdugo, Regional Director, MALDEF
Marie Wilson, President, Ms. Foundation
Leslie Wolfe, President, Center for Women Policy Studies
Nancy Zirkin, American Association of University Women

Staff
Barbara Woolley

WOMEN UNITED FOR EQUALITY:
NO RETREAT ON AFFIRMATIVE ACTION

We, the undersigned women leaders, a multi-racial coalition including women's, civil rights, religious, professional, labor and educational organizations, are united in our commitment to the preservation of affirmative action.

Statement of Principles

- Women are united for equality. We will accept no retreat on affirmative action.
- Women must not allow the gains we have achieved to be rolled back. Affirmative action and strong civil rights enforcement still are critically needed to bring about equal opportunity.
- Affirmative action has helped to open doors, benefitting women, people of color, their families and the national economy.
- Affirmative action is good for America, good for business, and good for working people because it promotes the values of inclusion, fairness and merit. Affirmative action does not mean quotas or arbitrary preferential treatment.
- Affirmative action opens doors to qualified people. Once people walk through the door, they have to prove their own merit for jobs and promotions.

We will launch a national action campaign to preserve affirmative action. We urge President Clinton, Majority Leader Robert Dole, and other federal, state and local policymakers to follow in the tradition of nine successive U.S. Presidents who have supported equal opportunity requirements. Our nation must uphold policies that have encouraged inclusive efforts by employers, educational institutions and public contracting officials to recruit, train, hire, promote and contract with women and people of color who would otherwise be excluded. Now is not the time to turn back the clock on progress.

March 15
5p
WARD

March 14, 1995

NOTE TO RUBY

FROM: MAC

SUBJECT: FRIENDS MEETING - MARCH 15, 1995

The following people plan to attend tomorrow's Friends Meeting.

NAME	**DOB**
Mike Berman	(b)(6)
Al From (probable won't attend, but clear in)	
Ann Lewis	
~~Dick Moe~~	
Susan Thomases	
Ann Wexler	
Harry McPhearson	
~~Jody Powe~~ll	
Bob Healy	
Ernie Green	

Congressional Meeting

Cabinet Room

5:30 - 6:30 pm, Wednesday, March 15, 1995

Meeting requested by Pat Griffin and George Stephanopoulos.
Briefing prepared by Eric Anderson.

EVENT

You are meeting with a group of approximately 22 Members of Congress to discuss affirmative action. See program notes below for a list of Members who have been invited to attend. **A copy of the President's memo for this meeting is being prepared and will be provided on Wednesday.**

PROGRAM NOTES

- **List of Invited Members of Congress:**

  Congressman Bill Brewster
  Congressman Kweisi Mfume
  Congressman Norm Mineta
  Congressman Ed Pastor
  Congressman Donald Payne
  Congressman Jose Serrano
  Congressman Jim Clyburn
  D.C. Delegate Eleanor Holmes Norton
  Congresswoman Maxine Waters
  Congressman Charles Rangel
  Congresswoman Lucille Roybal-Allard
  Congressman Bill Lipinski – Chicago
  Congressman Chet Edwards
  Congressman John Spratt
  Congresswoman Jane Harman
  Congresswoman Pat Schroeder
  Congressman Richard Gephardt
  Congressman Vic Fazio
  Congressman Xavier Becerra
  Congressman Bill Richardson
  Congressman John Lewis
  Congresswoman Nita Lowey

March 14
8p
Wash Hilton

March 8, 1995

MAR 9 '95

Alexis Herman
Old Executive Building
Room 122
Washington, DC 20500

Dear Ms. Herman:

We are delighted you will be joining BET for the 51st annual Radio and Television Correspondents' Association Dinner. Enclosed is your ticket which identifies your table number. Please bring your ticket and present it at the door. The dinner portion of the ticket will be collected by the waiter at your table.

We look forward to seeing you on Tuesday. If you have any questions, please call me at (202) 608-2061.

Sincerely,

Prenella Neely

Prenella Neely
Executive Producer

Black Entertainment Television
1899 9th Street, N.E.
Washington, D.C. 20018 (202) 636-2400
Fax: (202) 529-4009

PLEASE JOIN
THE RADIO & TELEVISION
CORRESPONDENTS' ASSOCIATION
FOR ITS

51st Annual Dinner

TUESDAY, MARCH 14, 1995
THE WASHINGTON HILTON

COCKTAILS	7 PM	THE INTERNATIONAL TERRACE
DINNER	8 PM	THE INTERNATIONAL BALLROOM

AFTER DINNER REMARKS BY COMEDIAN AND HOST OF COMEDY CENTRAL'S *POLITICALLY INCORRECT,* BILL MAHER

GUEST OF ______________________

BLACK TIE

RADIO & TELEVISION
CORRESPONDENTS'
ASSOCIATION

51st Annual Dinner

Alexis Herman
Old Executive Building
Room 122
Washington, D.C. 20500

1920 L STREET, NW
SUITE 600
WASHINGTON
DC
20036

March 14

cc Xh0 XY1

December 23, 1995

Alexis Herman
Director, Office of Public Liason
Old Executive Building, Room 122
Washington, DC 20500

message - asked to return call & confirm. info coming soon. Prenella Neely 1/6/95

Dear Ms. Herman:

Happy New Year!

Black Entertainment Television News would like to invite you to be our guest at the 51st Annual Radio and Television Correspondents' Association Dinner on Tuesday, March 14, 1995 here in Washington, DC.

As you may know, the dinner is traditionally attended by the President, the Vice President, leaders of Congress, as well as television anchors and correspondents from the major television, radio and cable networks. In addition to the dinner, which will be held at the Washington Hilton, there is entertainment and hospitality provided by various media organizations. In the past, our guests have included Secretary of Commerce, Ron Brown; Mayor Sharon Pratt Kelly and Coretta Scott King.

We would be pleased if you would join BET News for this gala. We hope we have contacted you early enough for the event to be placed on your calendar. At the request of the Correspondents' Association, we need to provide the names of our guests as soon as possible. We will be contacting your office within the next two weeks to determine if you'll be able to join us on the night of March 14.

We look forward to hearing from you soon. If you have any questions, please feel free to contact Prenella Neely at (202) 636-2804 or via fax at (202) 529-1526.

Sincerely,

Deborah C. Tang

Deborah C. Tang
Vice President, News & Public Affairs

Black Entertainment Television
1899 9th Street, N.E.
Washington, D.C. 20018 (202) 636-2400
Fax: (202) 529-4009

March 14
11-12N

TO: Alexis Herman
FR: Richard Strauss
DT: March 13, 1995
RE: Radio Interviews

Thank you again for your time. Here is the list of the radio interviews scheduled between 11:00 AM - 12:00 PM.

11:00 - 11:30 AM
Station: **WILM**
City: Wilmington
Host: John Watson
Contact: Gary Byrd
Hotline: 202-654-1416
Backup: 302-656-9800
Notes: This interview will be **LIVE**.

11:30 - 11:45 AM
City: Hartford & Detroit
Interviewer: Joe Madison
Contact: Charles Robinson
Hotline: 202-662-1287
Backup: 202-662-1273
Notes: This interview will be **LIVE**.

11:45 - 11:50 AM
Station: **KABC**
City: Los Angeles & Nationally Syndicated
Interviewer: Tavis Smiley
Hotline: 310-558-5633
Backup: 310-558-5636
Notes: This interview is **TAPED.**

11:50 AM - 12:00 PM
Station: **AURN**
City: National
Host: To Be Determined
Contact: Mike Rivers
Hotline: 800-456-4211
Backup: 412-456-4030
Notes: This interview will be **TAPED**.

DEPARTMENT OF THE TREASURY

TREASURY NEWS

OFFICE OF PUBLIC AFFAIRS • 1500 PENNSYLVANIA AVENUE, N.W. • WASHINGTON, D.C. • 20220 • (202) 622-2960

FOR IMMEDIATE RELEASE
Remarks as prepared for delivery
March 29, 1995

REMARKS OF TREASURY SECRETARY ROBERT E. RUBIN
SOUTHERN REGIONAL ECONOMIC CONFERENCE
ATLANTA, GEORGIA

I was asked to help frame this conference by commenting briefly on the President's economic strategy, the state of the economy during the past two years, and what needs to be accomplished looking forward.

Then I want to ask Donald Ratajczak to discuss the economy here in the South.

I believe the absolute key when thinking about the President and this Administration with respect to the economy is that from the very beginning the President has had a consistent, comprehensive economic strategy, grounded in many years of thinking about the economic issues. The strategy continues to guide us as we look forward.

The objectives have been to create and then sustain the current economic recovery, to prepare our economy for the long-term, and to increase the incomes of working Americans. The means include deficit reduction; public investments in education, training, technology and other areas critical to future productivity; opening markets; reforming government and regulations; and health care and welfare reform. The breadth of this strategy is consistent with the complexity of a modern economy and the complexity of positioning this country for the 21st century.

During my 26 years on Wall Street, I saw many economic programs that were based on unrealistic numbers and assumptions. From the very beginning, the President has insisted on real, solid, conservative numbers. I well remember his saying -- at our first meeting of the economic team during the transition -- that he was happy to debate policy all day long, but he never wanted anybody to question his numbers.

RR-182

At this point, I think it is worth pausing a moment to look at what's happened in the economy since President Clinton took office, because we sometimes forget how stark the contrast is between the last two years and the four years preceding this Administration.

Growth has averaged roughly 3.5 percent per year during the past two years versus 1.4 percent per year during the preceding four years. Inflation has averaged slightly under 3 percent a year, versus slightly over 4 percent during the preceding four years.

Six million new jobs have been created, almost all in the private sector, in two years, versus 2.4 million new jobs, almost all in the public sector, during the preceding four years; and the national unemployment rate has fallen from 7.1 percent to 5.4 percent. The deficit as a share of GDP has fallen from the 4.9 percent projection based on the last budget numbers of the prior Administration to 2.7 percent projected for 1995, and, under President Clinton's budget, 2.1 percent projected for the year 2000, and 1.6 percent projected for the year 2005.

If you look at the aggregate deficit of all levels of government -- state, local and federal -- our deficit is at 2 percent of GDP, tied with Japan for the lowest among the major industrialized nations.

Another way to look at this is that without the interest the federal government pays on the national debt, which was incurred primarily in the '80s and early '90s, the federal budget would now be running a small surplus.

Private investment is at an historic high as a percentage of GDP, and government is being reduced under a program that, when completed, will bring the number of civilian employees down to the lowest levels since John F. Kennedy was President.

This is truly a remarkable change in economic conditions compared to when this President took office just a little over two years ago.

But while much has been accomplished, much remains to be done. An area of special concern is our country's increased income inequality, affecting middle and lower income Americans.

In the '50s , '60s and most of the '70s, every segment of our society -- from the poor to the rich -- saw their incomes rise in roughly the same proportions as the economy grew. But for the past 14 years, the opposite has occurred.

Over that time, the bottom 60 percent of families have seen their inflation-adjusted incomes fall, not rise. The only Americans seeing their incomes rise have been the upper 40 percent of Americans.

This is critically important for three reasons: First, our society is based on the fundamental view that the economy should work for all of the people, not just a relatively small upper tier. Second, ever increasing income inequality is a serious threat to our social fabric. Third, public support for forward-looking economic policies to deal with the rapidly changing global economy requires broad-based participation in the benefits of those policies.

The President's 1996 budget continues the President's powerful deficit reduction program begun with the 1993 economic plan, by providing $81 billion of additional deficit reduction, but in combination with middle class tax cuts and public investment designed to better enable lower and middle income Americans to benefit fully from the growth of our economy.

More specifically, the President's 1996 budget proposes a Middle Class Bill of Rights with four elements, including three middle class tax cuts that both directly improve middle income standards of living and provide the incentive for people to invest in themselves and so improve their own and the nation's future productivity. The first element is a child tax credit of $500 to enable families, at a time when financial pressure is likely to be greatest, to invest in their young children. The second element is a deduction of up to $10,000 for education expenses to better enable Americans to invest in themselves through education and training. The third element is increased flexibility and availability of Individual Retirement Accounts to encourage more saving and saving for a broader range of purposes, including education. And the fourth element is consolidation of 70 existing federal programs into a single skill vouchers program for post-secondary school training.

I think it is extremely important to emphasize that while public investment programs -- like Head Start, summer jobs for poor children, National Service, the new skills program, while often viewed as social programs, they are also economic programs. From a purely hard-headed business point of view, these programs are absolutely critical to the long-term productivity of the American workforce and our competitiveness in the global economy. That is why the efforts to cut these programs are so short-sighted.

It should be obvious from this brief discussion that in our complex economy there are no one or two simple answers, but instead complicated judgments as to the trade-offs involved in competing policies. The President and this Administration have spent an enormous amount of time thinking through and making those difficult judgments in the context of thinking about the United States as part of the global economy.

This conference gives all of us in the administration the opportunity to see how you react to the same issues and trade-offs that we have pondered at such length in Washington. The President firmly believes that good policy requires discussing ideas, testing your thoughts and good listening. That was the underlying thesis at the economic conference in Little Rock in December 1992, and that is the reason he and we are all here today. The best source of information about the problems and opportunities of our economy are the people who are involved in the nation's economic activities on a day-to-day basis.

This conference also provides the opportunity to consider regional differences, and the impact that those differences should have on national economic policy. So, for the vast preponderance of the time today we will be hearing from you. Before our discussion begins, however, I would like to introduce Donald Ratajczak of Georgia State University, an economist who is widely respected not just in the South but in the rest of the country to comment on the southern regional economy.

-30-

THE WHITE HOUSE

Office of the Press Secretary
(Atlanta, Georgia)

For Immediate Release March 29, 1995

SOUTHERN REGIONAL ECONOMIC CONFERENCE
SESSION ONE: REVIEW OF THE REGIONAL ECONOMY

Emory University
Atlanta, Georgia

8:45 A.M. EST

DR. CHACE: -- respective members of the Cabinet and every one of the conference participants to this campus. We are honored greatly to see all of you here, and we hope this conference today will be a stunning success.

As Emory's President, but also as a citizen of this region deeply interested in its prosperity and sense of well-being, I trust that my welcome will inform you of just how fully involved this institution has been in the hopes and the dreams of all who live in this area.

Our institutional success is made possible by the economic and cultural success of our fellow citizens and fellow institutions. In turn, our success and vitality contribute dramatically to those who surround us.

Emory University, along with all of its sister colleges and universities in the southeastern part of the United States, has power and delivers impact on the way people live here. The power and the impact coming from one institution are multiplied by the power and the impact of the other institutions of higher learning in this area. How to measure our power impact? Emory employs more than 13,000 full- and part-time employees. In this area, only Delta Airlines, AT&T and Bell South employ a greater number. Within greater Atlanta, we spent more than $910 million in the last fiscal year. Our students put more than $56 million into the economy during the same time. And we constructed more than $96 million worth of buildings.

Economists tell us that the multiplier effect of our impact on the regional economy comes to a figure of more than $2 billion. We hope to generate almost 40,000 jobs. And household income was boosted by more than $935 million as a result of Emory's presence.

Higher education then at Emory and at its sister institutions in this region and elsewhere in the United States is not simply an academic or abstract undertaking. Good cities are made better, more prosperous and more vital by the presence of good universities. No cities can become great without them.

Indeed, the nation's universities are founded on the premise that intellect is to make a difference to civic life. Civic life now draws its strength from the vitality of our economy. Education is thus married to stability and prosperity.

In recognition of that partnership, the federal government invests in us. It expended almost $11 billion in university-based research in the United States is Fiscal Year '92. Emory is proud to have received about $100 million of that amount. And as another sign of the trust the federal government places in what we and other universities and colleges do in this country, it has allocated more than $31 billion to student financial aid this year. Emory received some $42 million of that.

MORE

That is a dramatic and persuasive example on the part of Uncle Sam of how to invest wisely in the future. Our students are a good and valuable part of that future. And those students, the ones at Emory, are being educated in a part of the country in which by the year 2000, 35 percent of the population will be living. The southeastern region, plus Texas and Oklahoma, will also be the place where, during the next two decades, more than half of the growth in population in the U.S. will take place.

Thus, those students will be present at the creation of a dramatic demographic and economic shift in the continuing formation of this country. They will remember where they have been, what they saw as they grew a bit older, and how that change in their environment was accomplished. They will want to have known progress and to have felt success.

Our duty is, in whatever ways we can, to show them such things. Hence, we will want, and certainly all of you will want, the next few years to have demonstrated smooth acceleration in growth, stability in the culture, a sense of opportunity for everyone, and the perception that government is here to help and not to retard, while education is here to enlarge the sense of American possibility for all our students and all those whom they will influence in the years to come.

"The youth of a nation," said Benjamin Disraeli, "are the trustees of posterity." As all of you are the trustees of the present, those on this campus and a thousand other campuses are the trustees of tomorrow. They welcome you here, as do I. And we collectively wish you well in your deliberations.

It's now my pleasure to introduce the Secretary of Commerce, the Honorable Ronald H. Brown. We all recognize the special skills and the special passion that Secretary Brown brings to the issue of building a strong partnership between the private sectors on which we all depend and on the public support on which entrepreneurial energies rely.

He serves on the President's National Economic Council, the Domestic Policy Council, and the Task Force on National Health Care Reform. He's is cochair of the U.S.-China Joint Commission on Commerce and Trade, the U.S.-Russia Business Development Committee, and the U.S.-Israel Science and Technology Commission. A lawyer and the father of two lawyers, a native of New York, and a graduate of Middlebury College and St. Johns University, he serves on the board of trustees at Middlebury and, therefore, he knows just how important higher education is to the success of the culture and the economy of the country.

Secretary Brown. (Applause.)

SECRETARY BROWN: Good morning, and thank you very much to our host, the Emory University President, Bill Chace. Thank you for your warm introduction, Bill, and for your gracious hospitality, and for your hard work in setting the scene for this Southern Regional Economic Conference. It is indeed an honor to welcome so many distinguished participants to such an important event.

Two years ago, then President-elect Bill Clinton invited a number of academics, administration officials-to-be and private sector leaders to Little Rock for an economic summit. That meeting was the beginning of an unprecedented dialogue between our public and private sectors that continues every day in every way throughout this administration.

That first summit was the beginning of something else as well -- 26 months of exceptional, in fact, unprecedented economic performance. As Vice President Gore often says, what ought to be up is up, and what ought to be down is down.

Building on what we learned from the first summit, the Clinton administration crafted a bottom-line, pragmatic economic strategy that wove ideas from

across the economic spectrum into a coherent policy approach, which has achieved impressive results for our economy.

I was last on the Emory campus a few months ago to describe the administration's national export strategy, an administration-wide venture anchored in the economic principles that emerged from that Little Rock summit -- shrinking government and making it more efficient and user-friendly; coordinating federal efforts to promote economic growth and creation of jobs; and working in close and productive partnership with America's private sector, while serving as strong and, hopefully, effective advocates for America's commercial interests.

The Clinton administration fully understands that it is the private sector that fuels the engine that pulls the train of economic growth and job creation. But we in government have a special responsibility. We can, and we must, clear the tracks. We clear the tracks by attacking trade barriers, by providing access to economic tools, and by encouraging and supporting the technological innovation that drives economic growth.

I am extremely proud to serve in an administration that has accomplished so much in two short years. But it is now time to renew our dialogue and to move to the next level. Information and knowledge is becoming our most important economic input, and the knowledge and experience in this room provides us a unique opportunity to prepare for and, in fact, shape and create our future.

Our discussions today can be tremendously important to tomorrow's American economy. There is one person with the demonstrated capacity and the demonstrated ability to absorb the information that this conference will generate and transform it into effective, common-sense economic strategy -- one person who, time and time again, has stood up for what's right for the American people -- one person who has insisted on the coordination of policy across agency and sector lines -- one person who never loses sight of the families and the individuals and the businesses who are at the very heart of our efforts -- one person who I am very proud to call our President, and honored to introduce to you today: Ladies and gentlemen, the President of the United States, accompanied by his great partner, Vice President Al Gore. (Applause.)

THE PRESIDENT: Thank you very much. Thank you, Secretary Brown, for that introduction, and thank you for the magnificent job you have done as Secretary of Commerce, promoting the interest of American businesses and American workers throughout the United States and all across the world. As far as I know, there is no precedent for the efforts that you have made, or the results you have achieved.

President Chace, thank you for your remarks this morning, and thank you for hosting us. Governor Miller, as always, thank you for bringing us back to Atlanta and to Georgia. Thank you for giving me such a nice place to sleep last night.

You heard Secretary Brown talk about this economic conference in the context of the one we did two years ago in Little Rock. Let me say that conference, I believe, was very successful and did play a major role in helping us to finalize the economic strategy that we have pursued for the last two years.

We wanted to come back now to the country and do some regional economic conferences for some reasons I will explain in a moment. We thought we should begin in the South, and we should begin here in Atlanta. This city and this university are remarkable examples of where we ought to be going as a people. This is a place of opportunity and responsibility where people are working together. And I can say, I think, for all Americans we can hardly wait for another 479 days to pass so the Olympics will begin here.

As the Industrial Age gives way to the Information Age, and all of our economies are linked as never before, the South has really done a remarkable job of tapping in to all the opportunities that are presented. Atlanta has become a magnet for

worldwide corporate headquarters. Miami has become a financial center for all of the Caribbean and Latin America. South Carolina and Tennessee have become new homes for manufacturing operations from all around the world. Charlotte has become a new national home for banking. And, obviously, three letters -- CNN -- prove that this part of our country is the center of a global information network.

This conference, as I said, is designed to be the first of several regional conferences to follow up on what has happened in the last two years. The remarkable group of people that came to Little Rock in 1992, some of whom are here today and are participating in this second round of conferences, really gave us a lot of ideas to take to Washington that were consistent with the things I had advocated in my campaign, but in some ways went beyond them.

The strategy that we brought to Washington was fairly straightforward. We wanted to reverse the trickle-down economics and reverse the idea that the government had no affirmative responsibility to be a partner in growing the economy, increasing the number of entrepreneurs, expanding the middle class and shrinking the underclass.

We did that with a strategy that was designed to reduce the deficit, expand trade, increase our investment in the education and training of our people in the technologies of the future, to help the areas that were left behind, or that were subject to sweeping changes because of defense downsizing, for example, and to reform the government, to make it cost less and do better.

The results, I think, are clear: We've had $600 billion in deficit reduction. We have already cut or eliminated 300 programs with 400 more on the way for our new budget. The federal government is at its smallest size in a long time. We have already reduced it by 100,000. And for the budget already adopted, over a six-year period it will go down by 272,000, which will make it the smallest it's been since President Kennedy was in office.

Our economic plan changed the tax structure in ways that made it, I think, more fair and more conducive for economic growth, while income taxes were raised on corporations with incomes of over $10 million in 1.5 percent of our people. Working families with modest incomes received a significant tax cut. This year, the average family of four with an income of $25,000 a year or less will pay about $1,000 less in income taxes. That's 6 million families in the southern states alone.

Ninety percent of the small businesses, the engine of economic growth, were made eligible for tax cuts by increasing the expensing provisions by 70 percent. We created empowerment zones and enterprise communities to give incentives for people to invest in areas that had been left behind. Four of the nine major empowerment zones, which got big tax incentives for private enterprise to invest in them, are located in the southern region, including Atlanta, the Kentucky Highlands, the Mississippi Delta and the Rio Grande Valley of Texas.

Last year, there were twice as many loans to small businesses in the SBA under the then-leadership of Erskine Bowles from North Carolina, and now under the leadership of Phil Lader from South Carolina, there were twice as many loans in the South from the SBA than in any succeeding year ever -- including the year before I took office. That includes over 11,000 businesses in loans worth over $2 billion.

So that strategy was our economic strategy. It went with our strategy to expand trade -- NAFTA, GATT, the Asian Pacific region, the Summit of the Americas in Miami, the National Export Strategy that Secretary Brown has worked so hard on to sell more of our products and services around the world.

We increased investment in education from Head Start to making more college loans available to people. And we certainly began not only to shrink the size of government, but to change the nature of government -- to let states have more say over welfare reform and health care reform; to move toward what we have now done in this year, reducing the unfunded mandates on state and local governments; and to change the nature of regulation under the Vice President's reinventing government effort.

We have, for example, just announced that small businesses will be allowed when they're first fined, not to pay the fine, but instead to put the fine into correcting whatever the problem is with a government agency; that government agencies will be given the authority not even to impose a fine in the first instance, to waive it, on small businesses. The Environmental Protection Agency is reducing the paperwork burden by 25 percent. It will save 20 million hours of work for American citizens in the private sector this year.

So these are the things that we have worked so hard to do. What have been the results? Well, you heard them already, but I'd like to say again. We've had over 6 million new jobs in this economy. And 1993 was the best year in American history for small businesses and start-ups. The combined rate of unemployment and inflation is at a 25-year low. We have the African American unemployment rate in the United States below 10 percent for the first time in 20 years. Unemployment in the South has dropped even more than in the country as a whole. The South has 30 percent of the population, but has generated 40 percent of the new jobs that have come into this economy in the last two years.

Now, that is the good news. Why are we having this economic conference? Because the news is not all good, and because we are under a great responsibility to try to keep this economic recovery going of high growth and low inflation.

Let me talk first about the news that's not all good. You may wonder with these numbers, which are better than we've had in decades, why poll and after poll after poll says that people think the country is not going in the right direction. One reason is that over half the American people, in spite of this recovery, are working longer work weeks for the same or lower wages than they were making 15 years ago. This is a new phenomenon in the global economy -- that wages are stagnant.

The other thing is that nearly everybody knows someone who's been part of a restructuring, a downsizing, some market change in a larger economic unit, which means that even when times are good, people think things are changing so fast that their level of security, their sense of stability, of rootedness, of reward for work is more fragile than it has been in the past.

It's funny, you know, this economic strategy that I've tried to pursue basically grew out of my experience as a southern governor, when the real southern strategy of the '70s and '80s in the south was better education, more jobs, and a closer partnership between the public and private sectors, and between people of all races and backgrounds. That's the strategy, the real southern strategy that lifted the South from the '60s forward. And it's ironic that in the country now with this problem of wage stagnation and the splitting apart of the middle class, the challenge we have, in a funny way, is a lot like the challenge that I faced when I first became a governor.

You know, most of us who were born in the South remember when nearly everybody was poor. Zell Miller gave that magnificent speech at the Democratic Convention about living in the house his mother built herself. When I was born in Arkansas, the per capita income of my state was 56 percent of the national average. And most of us who are natives to this region thought that a major part of our life's mission would be getting the American Dream to all the people who lived in our region, without regard to their race or condition of birth.

Now, the challenge for America is whether or not, even in the midst of all of our economic triumphs, and when we are the world's only military superpower, we can preserve the American Dream for all of our people. Can we avoid this wage stagnation? Can we avoid this increasing inequality in the United States that is gripping every advanced economy in the world as we become more globalized, as we become more dependent on technologies, as things change faster and education determines income more than ever before? That is the great challenge.

And that's why we are working now in Washington to continue what we've been doing for the last two years, but also to focus on things like the Middle Class Bill of Rights, the education tax deduction, more training for workers who are unemployed or underemployed, raising the minimum wage, working on welfare reform -- things we think will raise incomes and bring people together again.

So let me close with this. I hope that all of you think that this will be a day well spent. From my point of view, I think we should be focused intensely on three questions. One is: Even though all 50 states are growing now -- it's the first time in a long time that's happened -- what are the differences in the economies of the various states in this region, in this region, and the rest of the country? Are there specific things that ought to be done in the southern region or within the southern states that are different from what we might be doing as a whole? -- Question one. Question two: What is the proper role of the national government in working with you to build this economy and to make it better?

That's the great debate in Washington we're having today. It used to be the prevailing theory was there was a big-government solution for every big problem. Now, the prevailing theory is the government would mess up a one-car parade and if it didn't exist, America wouldn't have any problems. Both theories are wrong, and are contradicted by all experience everywhere in the world. Not Japan, not Germany, or any country ever became a great industrial power without trying to develop the capacities of the people and having a coordinated economic strategy, and having a framework within which markets could succeed.

So, what should we be doing? What should we be doing? What have we done that's right? What have we done that's wrong? What should we stop doing? What should we start doing? That's the second question.

The third great question is the one that I mentioned earlier, and it's the national question. And it is at the core of what we will have to be concerned about, I predict to you, for decades: How do you preserve the American idea that if you work hard and play by the rules, you can do better; that we will always be able to grow the middle class and shrink the underclass and spark an unprecedented number of entrepreneurs? How do you preserve that American idea in the global economy? That is the great challenge of this era.

When this day is over, if we honestly address those three questions -- are there still differences in the South or within the South that we need to be sensitive to; what's the role of the federal government; what can we do to raise incomes and increase stability for people who are working hard and playing by the rules -- then I think you will believe your day was well spent.

In 1986, I was the Chairman of the Southern Growth Policies Board, and I asked the former Governor of Mississippi, Bill Winter, to be the chairman of our project on the future of the South. Every six years, there's a report on the future of the South. The Secretary of Education Dick Riley issued one in 1980. We've been at this a long time.

We called our report in 1986 "Halfway Home And A Long Way To Go," which captured the fact that the South was moving rapidly to the rest of the country, but wasn't there yet. Now, we're in one of the two southern states that has a per capita income above the national average. We know the South is growing more rapidly than the rest of the country and moving quickly. But there are still differences, and there are profound challenges facing the United States.

So I would say to you, we're more than halfway home. The southern strategy has found its finest expression, perhaps, here in Georgia and with the administration of this governor. I noticed -- one thing I have to brag on him for -- these HOPE Scholarships so that any young person in Georgia who has a certain grade-point average gets a full tuition scholarship for four years to any institution in the state, public institution in the state -- anybody. That's the kind of strategy and the kind of programs that we ought to be supporting everywhere in the United States.

So we've done very well, but these three great questions still have to be asked and answered. We're going to ask these questions all across the country, but I think we did the right thing to start here.

Let me close with this. In two weeks, on April 12th, we will honor the 50th anniversary of President Roosevelt's death in Warm Springs, Georgia, about 60 miles from here. On the day he died, Roosevelt was drafting a speech for Thomas Jefferson's birthday, a speech he obviously never got to deliver. The last words written in his own hands were these: "The only limit to our realization of tomorrow will be our doubts of today. Let us move forward with strong and active purpose."

One final problem we have are the doubts the American people have about today. If you look at what has been achieved in this state, in this region in the last 10 years, there is a lot more room for hope than for doubt.

Thank you very much. (Applause.)

Now, to provide an economic overview, I would like to call on the Secretary of the Treasury Bob Rubin. As most of you know, he was, until he became the Secretary of the Treasury, succeeding Lloyd Bentsen, he was the President's National Economic Adviser and the head of the National Economic Council, a position now occupied by Laura Tyson, who was the Chairman of the Council of Economic Advisors.

One of the important things we did in our economic strategy, which has received virtually no attention, but which I predict historians will credit for a long time to come, was to establish a National Economic Council like the National Security Council -- that met on a regular basis, included all the various actors in the federal government, and forced us to coordinate our economic policy in ways that had never been done before. It is obvious that a big part of our national security in a global economy depends upon our national economic strength.

I am convinced that that institution now will endure through future presidencies of both parties and unforeseen developments. And I think one of the reasons it will endure is because Bob Rubin is the first person to head the Economic Council, did such a good job in bringing people together and making it work. So I'd like to call on Secretary Rubin for a brief overview of the economy as we see it today.

Mr. Secretary.

SECRETARY RUBIN: Thank you, Mr. President.

I was asked to frame this conference, but I should have known that was a superfluous assignment. I think the President framed it as well as anybody possibly could have. So let me do this. I will add a little bit to comments that he made and try to fill out a little bit where it seems like filling out would be useful.

The absolutely key when thinking about this President and this administration with respect to economic policy is that from the very beginning, this President and this administration have had a consistent economic policy that the President just referred to as a coordinated economic strategy, grounded in his years of thinking about these issues. And that strategy continues to guide us as we go forward.

The objectives have been to create and then sustain the current economic recovery; to prepare our economy for the long term, as the President said, for the new global economy with all of its problems and issues; and to increase the incomes of working Americans.

That means deficit reduction, public investment in education, training, the other areas so critical to future productivity -- technology, opening markets, environmental reform, reforming government regulations, health care and welfare reform -- and, finally, dealing with the complicated problems posed by the global economy.

During the 26 years I spent on Wall Street, I saw a lot of economic programs come and go, almost all based on unrealistic assumptions and unrealistic numbers. From the very beginning, this President has insisted on real, solid, conservative numbers. And I well remember his saying at the first meeting the economic team had at the Governor's Mansion in Little Rock that he was happy to debate policy all day long, but he never wanted everybody to question his numbers. And so it has been.

At this point, I think it is worth pausing a moment to look what's happened to the economy since President Clinton took office. I think we sometimes forget how stark the difference is between the last two years and the four years preceding. Growth has averaged roughly 3.5 percent per year for the last two years, versus 1.4 percent for the prior four years. Inflation has averaged slightly under 3 percent, which is something over 4 percent for the prior four years.

As the President said, 6 million new jobs have been created, almost entirely in the private sector, and two years, versus 4.2 million jobs created in the prior four years, mostly in the public sector. Unemployment has fallen from 7.1 percent to 5.4 percent. The deficit, as a share of the total economy, has fallen from 4.9 percent, as projected based on the last numbers issued by the last administration, to 2.7 percent in 1995, and under the President's budget, projected to be 2.1 percent in the year 2000 and 1.6 percent of GDP in the year 2005. There's a chart there someplace -- there it is.

If you look at the aggregate deficit of all levels of government -- and I think this is an exceedingly interesting number -- at the aggregate deficit of all levels of government, state, local and federal, our deficit is at 2 percent of the total economy of GDP, tied with Japan for the lowest amongst the major industrialized nations.

Another way to look at this is that without the interest the federal government pays on the national debt -- and that national debt, as you know, was incurred primarily during the 1980s and early 1990s -- the federal budget would now be running a small surplus. Private investment is at an historic high as a percentage of the total economy. And, as the President said, government is being reduced under the program the Vice President is managing -- the Reinventing Government Program -- to bring the number of civilian employees down to the lowest level since the days that John F. Kennedy was President.

This is truly a remarkable change in economic conditions, compared to when this President took office just a little over two years ago. But while a great deal has been accomplished, a great deal remains to be done. An area of special concern is our country's increased income inequality, affecting middle and lower income Americans.

We have two charts, and I think they show that point quite graphically. In the 1950s, the 1960s and most of the '70s, every segment of our society, from the poor to the rich, saw their incomes rise in roughly the same proportions as the economy grew.

MORE

But for the past 14 years, the exact opposite has occurred. Over that time, the bottom 60 percent of families have seen their inflation adjusted incomes fall, not rise. The only Americans seeing their incomes rise have been the top 40 percent.

In our view, this is critically important for three reasons. First, our society is based on the fundamental view that the economy should work for all of the people, not just a small, or relatively small upper tier.

Second, ever-increasing income inequality is a real threat to our social fabric. And, third, public support for the times of forward-looking economic strategies that the President talked about to deal with the changing global economy, require broad-based participation in the benefits of those policies.

The President's 1996 Budget continues the powerful deficit reduction program begun with the 1993 plan, by providing $81 billion of additional deficit reduction. But that powerful deficit reduction program is combined with middle class tax cuts and public investment designed to better enable lower- and middle-income Americans to benefit fully from the growth of our economy.

More specifically, the President's 1996 budget proposes a Middle Class Bill of Rights with four elements, including three middle class tax cuts that improve middle-income standards of living by reducing taxes and, very importantly, by providing the incentive for people to invest in themselves, and so to improve their own and the nation's future productivity.

These three tax cuts are a child tax credit to enable families to invest in their young children, a post-secondary school education deduction to better enable Americans to invest in education and training, and increased flexibility and availability of individual and retirement accounts to increase incentives for saving and increase the nation's saving rate.

The fourth element is a consolidation of 70 training programs into a skills voucher program as part of the President's public investment program.

Let me add one comment on public investment, if I may. I think it is exceedingly important when you look at public investment, Head Start, summer jobs, the new skills program, education, that while these in one sense are social programs, if you put social considerations aside -- and this is the way I look at them -- from a purely hardheaded business point of view, these are economic programs that are investments in areas that are absolutely critical to the future productivity and competitiveness of our economy in the global economy. That is why the efforts to reduce these programs are so shortsighted, from a purely economic, hardheaded business-like point of view.

It should be obvious from this brief discussion that in our complex economy there are no simple bumper-sticker answers, but instead, complicated judgments as to tradeoffs amongst competing policies. The President and this administration have spent an enormous amount of time thinking through and making these difficult judgments -- all in the context of thinking about the new and difficult issues presented by the global economy.

This conference, as the President said, gives us all, all of us in the administration, the opportunity to see how you react to the same issues and the same tradeoffs that we have pondered at such length.

The President firmly believes that good policy requires discussing ideas, testing your thoughts, and good listening. That was the underlying rationale for the economic conference in Little Rock in December 1992, and that is the reason he and we are here today. The best source of information about the problems and opportunities of our economy are the people who are involved in the nation's day-to-day economic activity. This conference also provides, as the President said, the opportunity to consider

regional differences, and the impact that those differences should have on national economic policy.

So, for the vast preponderance of the time today, we will be hearing from you. Before our discussion begins, however, I would like to introduce Donald Ratajczak of Georgia State University, an economist who is widely respected not just in the South, but in the rest of the country, to comment on the southern regional economy.

Thank you. (Applause.)

March 20, 1995

MEMORANDUM FOR OPL STAFF

FROM: KATE CARR Kate

SUBJECT: SOUTHERN REGION ECONOMIC CONFERENCE

The Southern Region Economic Conference will take place on Wednesday, March 29 at Emory University in Atlanta. Invitations have been extended to approximately 150 individuals, principally those who participated in the 1992 Little Rock Conference. Attached is a complete attendance list. If you have any suggestions for additional names, please provide me with the name, address, etc. as well as the rationale for inviting them. This does not necessarily mean that we will be able to accommodate additional names.

Our response has been terrific thus far. We have 81 persons confirmed and 41 regrets. I anticipate that we will invite an additional 20 to 25 persons over the course of the next two days.

In addition to the conference on Wednesday, there will be a reception on Tuesday evening hosted by Governor Zell Miller at the Governor's mansion for participants.

With regards to the substance of the conference, the focus will be on what remains to be done to raise living standards and increase security for middle-class Americans. There will be four panels with a total of 30 participants at each panel. The proposed topics for discussion include:

Session I	**Welcome and Overview of National and Regional Economy**
Session II	**Strains on Working Families** -- A real people panel to bring out the struggles of average people in changing economy. Issues: EITC, family & medical leave, minimum wage, health care, etc.
Session III	**Innovation in Education** --To show how skills and education help people succeed in life and get better jobs. Focus: Goals 2000, Apprenticeship programs, National Service, Head Start, School to Work Programs, Student loans
Session IV	**Job Creation** --This session would cover public-private strategies. Issues: Empowerment zones, export promotion, technology & science, community development banks.

The details of these panels are still in formation. A final outline for the session should be complete by Tuesday afternoon. We have been working to place participants on the most appropriate panels, but have not completed our assignments just yet. I expect that we will be notifying participants on Wednesday of their exact role in the conference.

I hope this answers any questions you might have about the conference. Please let me know if you need additional information.

ATTENDANCE LIST FOR SOUTHERN REGION ECONOMIC CONFERENCE
AS OF 3/21/95

LAST NAME	FIRST NAME	ATTEND	STA	#CODE	SESSION	TITLE	COMPANY
Allen	Ronald W.	YES	GA	NEW	I	Chairman and CEO	Delta Airlines, Inc.
Allison	John	YES	AR	NEW	OBS-1	Chairman	Spirit Homes, Inc.
Amos	Dan	YES	GA	NEW	OBS;IV;pos	President	AFLAC
Antoon	Thomas A.	YES	LA	NEW	OBS-1		
Arnold	Truman	YES	TX	NEW	OBS	President, Chairman and CEO	Truman Arnold Companies
Bahr	Morton	YES	DC	NEW	III;OBS-1	President	Communication Workers of America
Bakke	Dennis W.	YES	VA	1	III	President and CEO	THE AEF Corporation
Bean	Glenda		AR	NEW-R	OBS-2;II	Executive Director	Arkansas Early Childhood Commission
Berger	Mitchell	YES	FL	NEW	OBS-1		Berger & Davis
Biggins	Veronica		GA	NEW	OBS-2		Heidrick and Struggles
Blanchard	James H.	YES	GA	NEW	OBS-1	Chairman	Synovus Financial Corporation
Blount	William	YES	AL	NEW	OBS-1	Chairman	Blount, Parrish & Roton
Blum	Barbara Davis	YES	D.C.	1	I	President and CEO	Adams National Bank
Bottoms	Gene		GA	NEW-R	OBS-2;III	Director	Southern Regional Education Board
Bowie	Harry		MS	NEW	OBS-2;IV		Delta Foundation
Bowles	Crandall	NO	SC	1	I	Executive VP	Springs Industries, Inc.
Braceras	Wilfred	YES	FL	1	II	President and CEO	Med-Care Home Health Services, Inc.

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AS OF 3/21/95

LAST NAME	FIRST NAME	ATTEND	STA	#CODE	SESSION	TITLE	COMPANY
Bradbury	Curt	NO	AR	1	OBS		
Branch	Carla		SC	NEW-R	OBS-2;I II		
Brandon	W.H.	YES	AR	1	OBS	CEO	First National Bank of Phillips County
Brown	Charles R.	YES	GA	NEW	OBS-1	President	Technology Park/Atlanta Inc.
Buckner	Elaine		AL	NEW-R	OBS-2;I I;POS		Volunteers of America
Burns	M. Anthony		FL	NEW	OBS-2	President, Chairman & CEO	Ryder Systems, Inc.
Burton	Carlton		GA	NEW-R	OBS-2	Methods Analyst	AT&T
Campbell	William		GA	NEW	OBS-2;I V		
Carpenter	Patricia Faye		MS	NEW-R	OBS-2;I II		
Carter	Gwendolyn C.	NO	LA	1	II	President	USA Travel, USA Convention
Chace	William M.		GA	NEW	OBS-2	President	Emory University
Chambers	Anne Cox	NO	GA	NEW	I		
	Letitia	YES	D.C.	1	IV		Chambers' Associates Incorporated
Charania	Stephen		GA	NEW-R	OBS-2;I II;POS		
Chase	Michael		TN	NEW	OBS-1		Copper Celler, Inc.
Clendenin	John L.	YES	GA	1	III	Chairman and CEO	Bell South Corporation
Cole, Ph.D.	Johnnetta B.	YES	GA	1	III	President	Spelman College

ATTENDANCE LIST FOR SOUTHERN REGION ECONOMIC CONFERENCE
AS OF 3/21/95

LAST NAME	FIRST NAME	ATTEND	STA	#CODE	SESSION	TITLE	COMPANY
Coleman	Elizabeth	YES	NY	NEW	I	Chairman of the Board	Maidenform
Coles	Michael		GA	NEW	OBS-2	Chairman and CEO	Great American Cookie Company
Collier	June M.	YES	AL	1	IV	Chairman and CEO	National Apparel, Inc.
Conn	C.W.	YES	TX	NEW	OBS-1		Conn Appliance
Cooper	Kathleen B.	NO	TX	1	I	Chief Economist	Exxon Corporation
Correll	A.D.	YES	GA	NEW	III	Chairman and CEO	Georgia Pacific
Correnti	John D.	NO	NC	1	III	President and CEO	NUCOR Corporation
Cortes	Ernesto		TX	1	II	Southwest Regional Director	Southwest Regional Industrial Areas
Cousins	Thomas G.		GA	NEW	OBS-1	Chairman	Cousins Properties
Crandall	Robert L.	NO	TX	1	I	Chairman and CEO	American Airlines
Dahlberg	A.W.	NO	GA	NEW	OBS-1	Chairman and President	The Southern Company
Darden	Buddy	YES	GA	NEW	IV		
Davenport	Earnest	YES	TN	NEW	I	Chairman and CEO	Eastman Chemical Company
Davidow	Tony		GA	NEW-R	OBS-2;IV		Toncee, Inc.
Dodson	David		NC	NEW-R	OBS-2;IV	Executive Vice President	MDC, Inc.
Donahue	Thomas R.		DC	1	IV	Secretary-Treasurer	AFL-CIO
Drach	Ron		DC	NEW-R	OBS-2	Employment Director	Disabled American Veterans
Drummond	Gary Neal		AL	NEW	I;IV	CEO	Drummond Company, Inc.

ATTENDANCE LIST FOR SOUTHERN REGION ECONOMIC CONFERENCE
AS OF 3/21/95

LAST NAME	FIRST NAME	ATTEND	STA	#CODE	SESSION	TITLE	COMPANY
Dunavant, Jr.	William B.	NO	TN	NEW	OBS-1	President & CEO	Dunavant Enterprises
Duncan	Sandra Rhodes	YES	LA	1	OBS	President	Rhodes Enterprise
Edelman	Marian Wright		D.C.	1	II	Founder and President	Children's Defense Fund
Elisha	Walter	NO	SC	1	I	Chairman and CEO	Springs Industries, Inc.
Fanjul	Alfonso	YES	FL	1	OBS	Chairman and CEO	Flo-Sun, Inc.
Farmer, Sr.	Larry	YES	MS	4	III	President	Diverfied Rural Development Services, Inc.
Farnsworth	Cherill	YES	TX	1	II	President and CEO	TME, Inc.
Felton	Sonja		GA	NEW-R	OBS-2;II		Cobb County Job Training Program
Fields, Ph.D.	Craig L.	NO	D.C.	2	IV	Chairman and CEO	Microelectronics and Computer Technology Corp.
Fisher	Richard	YES	TX	1	IV	Managing Partner	Fisher Capital Management
Flores	Irma		TX	1	II;IV	Executive VP	Rightway Services
Fooks	Karen		FL	NEW-R	OBS-2;III	Finacial Aid Director	University of Florida
Friedkin	Monte	NO	FL	NEW	OBS	President	Friedkin Industries
From	Al		D.C.	1	IV		Democratic Leadership Council
Frost, M.D.	Philip	YES	FL	1	OBS	Chairman and CEO	IVAX Corporation
Fuqua	J.B.	YES	GA	NEW	OBS		
Garcia	David		TX	1	OBS	President and CEO	SEA Pharmaceuticals
Gaston	Julia		GA		OBS-2	Associate	AT&T

ATTENDANCE LIST FOR SOUTHERN REGION ECONOMIC CONFERENCE
AS OF 3/21/95

LAST NAME	FIRST NAME	ATTEND	STA	#CODE	SESSION	TITLE	COMPANY
Giffin	Gordon	YES	GA	NEW	OBS		Long, Aldridge & Norman
Gignilliat, Jr.	Arthur M.		GA	NEW	OBS-1	President	Savannah Electric and Power Company
Glass	David	NO	AR	4	II		Wal-Mart
Goizueta	Roberto	NO	GA	1	I	CEO	Coca-Cola Company
Gray III	William H.	NO	VA	1	I	President and CEO	United Negro College Fund
Green	Margaret		KY	1	OBS-2	President/Kentucky Division	South Central Bell
Green III	Ernest	YES	D.C.	1	I	Managing Director	Lehman Brothers
Greenstein	Robert	YES	D.C.	1;7	I	Executive Director	Center on Budget and Policy Priorities
Gribkoff	Sandra		GA	NEW-R	OBS-2;III;POS		
Grinstein	Gerald	NO	TX	1	III	Chairman and CEO	Burlington Northern, Inc.
Griswold	Jean		NC	NEW-R	OBS-2;IV		Metrolina Outreach Mammography
Hall	Frieda		MS	NEW-R	OBS-2;II		
Hammer	Catharine	YES	TX	1	I;IV	President and CEO	Evolutionary Technologies, Inc.
Hanggi	Elena	YES	AR	1	II	Director of Institute for Social Justice	ACORN
Harman, Jr.	Charles E.		GA	NEW	OBS-2	President	Georgia Chamber of Commerce
Harris	Elmer B.		AL	1	I;IV	President and CEO	Alabama Power Co.

ATTENDANCE LIST FOR SOUTHERN REGION ECONOMIC CONFERENCE
AS OF 3/21/95

LAST NAME	FIRST NAME	ATTEND	STA	#CODE	SESSION	TITLE	COMPANY
Hay	Jess	NO	TX	1	I;II		Lomas Financial Corporation
Hayes	Charles	NO	NC	1	II	Chairman and CEO	Guilford Mills, Inc.
	Johnny	YES	TN	6	IV	Director	Tennessee Valley Authority
Hill, Jr.	Jesse	YES	GA	1	I	Chairman and CEO	Atlanta Life Insurance
Horne	Doug	YES	TN	NEW	OBS-1		Horne Properties, Inc.
Howard	Pierre		GA	NEW	OBS-2	Lieutenant Governor	
Hubbard	Karetta	YES	VA	1	II	Principal	Hubbard & Revo-Cohen, Inc.
Hughes	Don	NO	NC	NEW	OBS	Vice Chairman	Burlington Industries
Ibanez	Maria Elena		FL	NEW-R	OBS-2;IV		International High Tech Marketing
Jackson	Maynard		GA	NEW	OBS-2		Jackson Securities Inc.
Johns	John D.	YES	AL	NEW	OBS-1	Executive Vice President and CFO	Protective Life Corporation
Johnson	Robert L.	NO	D.C.	1	I		Black Entertainment Television
Jones	Clark	YES	TN	1	IV		Jones Motor Company
Jones, III	Raymond C.		TX	1;4	OBS		Fabricated Technology, Inc.
Joyce, MD	Gene		TX	NEW	OBS-1		Chappell Joyce Pathology Association
Kelleher	Herbert	NO	TX	1	III	Chairman and CEO	Southwest Airlines Co.
Kempner, III	I.H.	YES	TX	1;4	OBS	Chairman	Imperial Holly Corporation

ATTENDANCE LIST FOR SOUTHERN REGION ECONOMIC CONFERENCE
AS OF 3/21/95

LAST NAME	FIRST NAME	ATTEND	STA	#CODE	SESSION	TITLE	COMPANY
King	Calvin	YES	AR	1;4	I;II	President	Arkansas Land and Farm Development
Kirkland	Lane		DC	NEW	I;OBS-1	President	AFL-CIO
Krise	Ron	YES	GA	NEW	OBS		Computer Transport, Inc.
Kumpuris, M.D.	Andrew	NO	AR	1	OBS	Medical Director	Coronary Care-Saint Vincent Infirmary
Lattimore	Anna		TN	NEW-R	OBS-2;I I		
Lausell	Miguel		PR	4	OBS-2	Attorney	Miguel D. Lausell, Law Offices
Lewis	Delano E.	NO	D.C .	2	IV	President and CEO	National Public Radio
Lowe	Edward	NO	FL	1	III	Chairman and CEO	Edward Lowe Foundation
Malone	Claudine	NO	VA	1	OBS	President	Financial and Management, Inc.
Malott	Thomas		GA	NEW	OBS-2	President & CEO	Siemens Energy and Automation, Inc.
Marcus	Bernard	NO	GA	NEW	II;pos	Chairman and Chief Executive Officer	Home Depot
Masters	William	YES	SC	NEW	OBS-1	President	Perception Aquaterra
Mathews	Jessica Tuchman	NO	D.C .	1	I	Vice President	World Resources Institute
McAllister	Janet		SC	NEW-R	OBS-2;I I		
McClendon	Raymond J.	YES	GA	1	OBS	Vice Chairman	Pryor, McClendon, Counts
McColl, Jr.	Hugh	YES	NC	1	I	CEO	NationsBank, Co.
McEntee	Gerald	YES	DC	1	II;OBS-	International	AFSCME

ATTENDANCE LIST FOR SOUTHERN REGION ECONOMIC CONFERENCE
AS OF 3/21/95

LAST NAME	FIRST NAME	ATTEND	STA	#CODE	SESSION	TITLE	COMPANY
					1	President	
McPheely	Bernard	YES	SC	NEW	IV	General Manager and CEO	Hartness International, Inc.
Medlin, Jr.	John G.	NO	NC	1	I;IV	Chairman and CEO	Wachovia Corporation
Miller	Zell		GA	NEW	OBS-2		
Mills, II	Olan	YES	TN	1	OBS	Chairman	Olan Mills, Inc.
Mobley, Ph.D.	Sybil	YES	FL	1	II	Dean	School of Business and Industry
Moore	Virginia		GA	NEW-R	OBS-2;I II		
Moores	John	NO	TX	1	III	Chairman of the Board	JMI Inc.
Munro	Don	NO	AR	1	II	Chairman	Munro & Company, Inc.
Murphy	John	NO	TX	NEW	II;pos	Chairman and CEO	Dresser Industries
Nelson	Kent		GA	NEW	OBS-2	CEO	United Parcel Service
Orvis	Lacene	YES	FL	1	OBS	Vice President	Caulkins Indiantown Citrus Company
Payne	JoAnn	YES	VA	1	II;OBS-1		
	William P.	YES	GA	NEW	OBS	President and CEO	Atlanta Commission for the Olympics
Perez	Jorge	YES	FL	1	III	President	Related Companies
Phillips, Jr.	W. R.	YES	VA	NEW	IV	Chairman and CEO	Newport News Shipbuilding
Pollack	Ron	YES	D.C.	1	II	Executive Director	Families USA
Prestowitz, Jr.	Clyde V.	NO	D.C	7	III;IV	President	Economic Strategy

ATTENDANCE LIST FOR SOUTHERN REGION ECONOMIC CONFERENCE
AS OF 3/21/95

LAST NAME	FIRST NAME	ATTEND	STA	#CODE	SESSION	TITLE	COMPANY
			.				Institute
Puente	Efren		FL	NEW-R	OBS-2;I II		Schieffelin and Somerset
Rapoport	Bernard	NO	TX	NEW	OBS-1	Chairman of the Board	American Income Life Insurance
Ratajczak	Donald	YES	GA	NEW	OBS-1		Economic Forecasting Center
Riady	James	NO	CA	4	IV		Lippo Bank
Riebling	Rich	YES	TN	NEW	OBS-1		Morgan Keegan & Co.
Ross	Dennis		FL	1	I;any	President and CEO	Jim Walter Corporation
Russell	Herman J.	YES	GA	1	III	Chairman and CEO	Herman J. Russell Company
Sanchez	Tony		TX	1	IV	CEO	Sanchez-O'Brien Oil & Gas Corporation
Sanders, Ph.D.	Charles	NO	NC	2;3	II	Chairman and CEO	Glaxo, Inc.
Satagaj	John	YES	D.C.	NEW	OBS	President	Small Business Legislative Council
Schorr	Lisbeth		D.C.	7	IV	Lecturer in Social Medicine	Harvard
Scott, M.D.	Steven	NO	NC	NEW	OBS	CEO	Coastal Pharmaceuticals
Sester	Terry		GA	NEW-R	OBS-2		Web Converting, Inc.
Shell	Robert J.	YES	AR	NEW	OBS-1	President	Baldwin and Shell Construction Company
Shuptrine	Sarah		SC	NEW-R	OBS-2		Sarah Shuptrine & Associates
Siskin	Robert	YES	TN	NEW	OBS-1		Siskin Steel & Supply Company

ATTENDANCE LIST FOR SOUTHERN REGION ECONOMIC CONFERENCE
AS OF 3/21/95

LAST NAME	FIRST NAME	ATTEND	STA	#CODE	SESSION	TITLE	COMPANY
Smith	Ed	YES	NC	NEW	II	Director	Civil Rights Commission
	Frederick	YES	TN	1	I	Chairman, President and CEO	Federal Express Corporation
	John	NO	MI	NEW	II	President & CEO	General Motors Corporation
Snow	John		VA	NEW	OBS-2;III	Chairman and CEO	CSX Corporation
Sonnenberg	Jeffrey A.		GA		OBS-2	Director, Center for Leadership & Career Studies	Goizueta Business School
Sparks	Willard	YES	TN	1	OBS	Chairman and CEO	Sparks Companies, Inc.
Spence, Jr.	Roy M.	YES	TX	1	II;IV	President	GSD&M Advertising
Spiro	Joan			NEW	OBS-2;IV		Department of State
Stahl	Jack L.		GA		OBS-2	President	Coca-Cola USA
Stallhood	Ben		FL	NEW-R	OBS-2;III		
Stephens	Warren		AR	4	I;III	President and CEO	Stephens, Inc.
Strong	Beverly		MS	NEW-R	OBS-2;III		
Sturdivant	Mike	YES	MS	1;4	I;II	Co-Chairman of the Board	MMI Hotel Group
Sturgill	William		KY	1;4	OBS-2	Founder and President	Golden Oak Mining Company
Tarr-Whelan	Linda	YES	D.C.	1;7	III	President and CEO	Center for Policy Alternatives
Thornton	Beverly		GA	NEW-R	OBS-2		

ATTENDANCE LIST FOR SOUTHERN REGION ECONOMIC CONFERENCE
AS OF 3/21/95

LAST NAME	FIRST NAME	ATTEND	STA	#CODE	SESSION	TITLE	COMPANY
Thornton	Wade		GA	NEW-R	OBS-2		
Tilton	Sandra		GA	NEW-R	OBS-2;I II		Call-a-Nurse
Tollett	Leland		AR		II	CEO	Tyson Foods, Inc.
Torano	Maria Elena	YES	FL	1	IV	CEO	META
Trauger	Byron	YES	TN	NEW	OBS-1		Doramus & Trauger
Turner	Catherine	NO	VA	NEW	I		Dunlop Commission
	Ted	YES	GA	NEW	I	CEO	Turner Broadcasting
Vereen	William J.	YES	GA	NEW	OBS-1	President	Riverside Manufacturing Company
Vindasius	Julia	YES	AR	1	II		Good Faith Fund
Walton	Alice		AR	NEW	OBS-1	President	Llama Company
Weeks	Ray		GA	NEW	OBS-1	Chairman & CEO	Weeks Corporation
Wells	Nathaniel		FL	NEW-R	OBS-2;I II;POS		
Westbrook	Hugh	YES	FL	NEW	II	President	Vitas Health Care
Wheeler	Thomas		GA	NEW	OBS-2	President	Wheeler/Kolb Management Company
White	Alan	YES	AR	1	OBS	Chairman Emeritus	The Alan White Furniture Company
Williams	James H.	YES	FL	1;4	OBS		River Grove, Inc.
	John A.		GA	NEW	OBS-1	Chairman	Post Properties
	Marguerite Neel	YES	GA	NEW	OBS-1	General Partner	Williams Investment Ltd.
Young	Andrew		GA	NEW	OBS-2		Law Companies Group, Inc.

ATTENDANCE LIST FOR SOUTHERN REGION ECONOMIC CONFERENCE
AS OF 3/21/95

LAST NAME	FIRST NAME	ATTEND	STA	#CODE	SESSION	TITLE	COMPANY
Yzaguirre	Raul		DC		II;OBS-1	President and CEO	National Council of La Raza
Zuschlag	Richard	YES	LA		OBS-1	President	Acadian Ambulance Services

Count: 190

March 28, 1995

MEMORANDUM TO ALEXIS HERMAN

FROM: BARBARA WOOLLEY

RE: MEETING WITH WOMEN'S GROUP IN FLORIDA

YOUR BRIEFING MEMO WILL BE FAXED WITH LIST OF PARTICIPANTS.

Thursday, March 30, 1995
8:00 am - 9:00 am
Room 214, The Capitol (2nd Floor, turn left out of elevator)
The President's speech is on the 4th floor.
Contact: Sandi Beare 904-566-7014 portable phone.

Meeting with approximately 20 representatives of women's groups.

Issues of concern-- immigration, welfare, health care, affirmative action.

March 28
8 - 930a
OEOB 180

EXECUTIVE OFFICE OF THE PRESIDENT

27-Mar-1995 05:11pm

TO: (See Below)

FROM: Eleanor S. Parker
Office of Communications

SUBJECT: CORE AA

The Core group will meet again tomorrow (Tuesday) at 8:00 - 9:30 in room 180.

Pls. let me know if you can attend.
Thank you.

Laura Capps

Distribution:

TO: Gene B. Sperling
TO: William A. Galston
TO: Christopher F. Edley, Jr
TO: Joel I. Klein
TO: Patrick J. Griffin
TO: Carolyn Curiel
TO: Harold Ickes
TO: Donald A. Baer
TO: Alexis Herman

CC: Paul A. Deegan
CC: Erin A. O'Connor
CC: Gabrielle M. Bushman
CC: Ruby G. Moy
CC: Kimberly M. Ross
CC: Julie A. Mixell
CC: Heather Beckel

March 13
11-12N

TO: Alexis Herman
FR: Richard Strauss
DT: March 13, 1995
RE: Radio Interviews

Completed

Thank you again for your time. Here is the list of the radio interviews scheduled between 11:00 AM - 12:00 PM.

11:00 - 11:30 AM
Station: **WILM**
City: Wilmington
Host: John Watson
Contact: Gary Byrd
Hotline: 302-654-1416
Backup: 302-656-9800
Notes: This interview will be **LIVE**.

11:30 - 11:45 AM
City: Hartford & Detroit
Interviewer: Joe Madison
Contact: Charles Robinson
Hotline: 202-662-1287
Backup: 202-662-1273
Notes: This interview will be **LIVE**.

11:45 - 11:55 AM
Station: **KABC**
City: Los Angeles & Nationally Syndicated
Interviewer: Tavis Smiley
Hotline: 310-558-5633
Backup: 310-558-5636
Notes: This interview is **TAPED.**

11:55 AM - 12:00 PM
Station: **AURN**
City: National
Host: To Be Determined
Contact: Mike Rivers
Hotline: 800-456-4211
Backup: 412-456-4030
Notes: This interview will be **TAPED**.

Note: Mike has newscast from 11:50-11:55 and is unable to do the interview during that time.

March 13
8p - Dinner
- Brief POTUS

THE WHITE HOUSE

WASHINGTON

March 11, 1995

DATE: Monday March 13, 1995
LOCATION: The Map Room
TIME: 8:00PM
From: Alexis Herman

I. PURPOSE

The purpose of this dinner is to bring in a cross-section of leaders in preparation for your speech to give you an opportunity to (1) test your assumptions about the issues of affirmative action and diversity, and (2) create a universe of spokespersons externally in support of your strategy.

II. BACKGROUND

This is the first in a series of meetings we are organizing with you, the Vice President and senior staff to get input from a diverse group of opinion leaders on the subject matter of affirmative action. Broadening our network for consultation on the current debate will hopefully not only stimulate clearer thinking on the issue, but can lead to concrete recommendations on the appropriate response from the administration.

III. PARTICIPANTS

There will be approximately 21 participants at the dinner, who represent a cross section of individuals from the following categories:

- Opinion leaders who are knowledgeable on this issue, whom the press will call and who have a constituency following.
- Opinion leaders who are well-grounded on this issue and whom the press will call, but who do not have a constituency.
- Individuals who are well-grounded on this issue and who have a constituency to mobilize in support of the administration's strategy, but who are not generally visible in the press.
- Individuals who are knowledgeable on the issues, but who do not have a constituency following and who are not prominent in the press.

List of participants is attached.

IV. PRESS PLAN

Closed to the press.

V. SEQUENCE OF EVENTS

There will be three tables with structured discussions at each table hosted by you, the Vice President and the Chief of Staff. Over coffee and dessert, you will engage the entire group for feedback on individual table conversations, as well as continuing with a broader group dialogue.

VI. REMARKS

None required.

March 13
230-330
Roosevelt

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

07-Mar-1995 05:07pm

TO: (See Below)

FROM: Eleanor S. Parker
Office of Communications

SUBJECT: Next Affirmative Action Meeting

Greetings:

The Next Affirmative Action Meeting Will be Monday 03.13.95 from 2:30 - 3:30 in the Roosevelt Room.

Please RSVP.

Thank you,

Laura Capps (parker_e)

Distribution:

TO: Carolyn Curiel
TO: John C. Angell
TO: Joel I. Klein
TO: Alexis Herman
TO: William A. Galston
TO: Lorraine C. Miller
TO: Kathryn Higgins
TO: Margaret A. Williams
TO: Gene B. Sperling
TO: Carol H. Rasco
TO: Jack M. Quinn
TO: Patrick J. Griffin

CC: Janice A. Enright
CC: John O. Sutton
CC: Cheri Sweitzer
CC: Marjorie C. Tarmey
CC: Erin C. Kelly

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The Radio and Television Correspondents'
Association 51st Annual Dinner
March 14, 1995

THE RADIO &
TELEVISION
CORRESPONDENTS'
ASSOCIATION

51st Annual Dinner

MARCH 14, 1995

Who is your guest?

Just a reminder...

We're looking forward to seeing you

on Saturday evening, March 11

7:30 P.M.

at our home

Wear your dancin' shoes and your party clothes... 'cause after we have some cocktails at home, we're going to

The River Club

for dinner and an evening of great fun!

Shelia and Larry

Bell House
1527 Thirty-fifth Street, NW
Georgetown

Questions? Ilene Sherman
CA (619) 522-8100 or
DC (202) 333-6701

MAR 6 1995

March 10

ARCO Chemical Company

~~Pending file~~

BIOGRAPHY

~~Rita~~
~~Reset~~
meeting + AMH
for Richard Mays
Ben

MAR 13

Marvin O. Schlanger
Executive Vice President and
Chief Operating Officer
ARCO Chemical Company

Marvin O. Schlanger is Executive Vice President and Chief Operating Officer and a member of the Board of Directors of ARCO Chemical Company in Newtown Square, Pennsylvania.

Mr. Schlanger began his career with Mobil Research and Development Corporation. After joining ARCO Chemical Company in 1975, he advanced through a number of positions in the Manufacturing and Marketing functions and in April 1985, was named Vice President, Business Management, within ARCO's Lyondell Petrochemical Division. He returned to ARCO Chemical in 1987 and became Chief Financial Officer in 1989. He was elected a member of the Board of Directors on November 14, 1989. He was appointed President of ARCO Chemical Americas Division in 1992. He assumed his current position on November 17, 1994.

Mr. Schlanger also serves on the Board of Roy F. Weston, Inc., an engineering and consulting company specializing in environmental services.

A native of Newark, New Jersey, Mr. Schlanger received his Chemical Engineering degree from Rutgers University and also holds a Master of Science in Chemical Engineering from the University of Massachusetts.

Mr. Schlanger has served as a director of a number of trade, educational, cultural and charitable organizations. He is currently a member of the Boards of the PENJERDEL Council, the National Museum of American Jewish History in Philadelphia and the Netherlands-American Amity Trust.

Mr. Schlanger is married to Eva Listman Schlanger. They have two children, Joshua and Rebecca.

November, 1994

March 10
945
OVAL

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

09-Mar-1995 02:10pm

TO: (See Below)

FROM: Heather Beckel
Office of the President

SUBJECT: Mtg.

There will be a mtg. with POTUS tomorrow morning at 9:45 am in the Oval to discuss an affirmative action speech.

Please RSVP for your principal to me.

Thanks.

Distribution:

TO: Kimberly M. Ross
TO: Erin A. O'Connor
TO: Julie A. Mixell
TO: Jason S. Goldberg
TO: Erin C. Kelly
TO: Paul A. Deegan
TO: Christopher F. Edley, Jr
TO: Marjorie C. Tarmey
TO: Ruby G. Moy

entire packet copied
[illegible] 2/3/97

Exploratory Draft Powell for President Committee

★★★★

253 Harry S. Truman Drive, Suite 14
Largo, MD 20772
(301) 336-5639

Is Colin L. Powell a candidate for President?

Presently Colin Powell has not expressed an intention to be a candidate. However, we feel that General Powell will accept a draft movement and the responsibility that goes with being President of the United States.

Is Powell Republican, Democrat or Independent?

Colin Powell's beliefs during his career are most consistent with basic Republican values. He has a deep belief in personal and economic freedom. Colin Powell believes strongly that everyone is accountable for their actions and that we must be responsible to the future generations.

Will Race be an issue?

None of the political parties address the issue of race in this multiethnic society that makes up this great country of ours. This question should have no relevancy. The question that we should ask ourselves is this? Should race be an issue? The answer is **NO**, and one should read the excerpts from Colin L. Powell's commencement address at Fisk University in Nashville in May 1992.

"Let the fact that you are black or yellow or white be a source of pride and inspiration to you. Draw strength from it. Let it be someone else's problem, but never yours. Never hide behind it or use it as an excuse for not doing your best. We all have to live here together, Asian-Americans, African-Americans, Hispanic-Americans, all of us."

"I want you to fight racism. I want you to rail against it. We have to make sure that it bleeds to death in this country once and for all. We must all reach back, we must all reach down, we must all work together to pull our people, to pull all Americans out of the violence, out of the dank and soul-damning world of drugs, out of the turmoil of our cities."

Colin Powell is representative of all men no matter their race, creed or color. To allow race to be an issue would be a great wrong to the American people. " He has become a symbol of achievement and self-discipline in which all Americans-black or white-can take enormous pride." The best hope for the healing of this nation is to erase the outmoded stereotype and political preconceptions with the election of Colin Powell as President.

Is there another imminently qualified candidate as General Powell?

NO. " Indeed, not since Dwight D. Eisenhower retired (temporarily, as it turned out) after World War II has there been a general so coveted by the politicians of both parties as a potential candidate for president." Powell brings a uniqueness that no other candidate possesses. Colin Powell is a very credentialed leader with the respect of all Americans. "Beyond all of his specific accomplishments and contributions, what has endeared Powell to his countrymen is that old-fashioned commodity, character. Like Eisenhower, he exerts command with a combination of modesty and self-confidence, of forcefulness and good humor, that is immensely attractive and reassuring."

Not only did he have a stellar military career, but he gained extensive experience in both the Republican and Democratic administrations. He worked as Special Assistant to the Director of the Office of Management and Budget as a White House Fellow where he learned about the finances of the federal government and the budget processes. He also worked with the Department of Energy during the Carter administration where he saw first hand the effect that the OPEC energy crisis had on the country.

Whatever the administration, Powell has earned the respect of all that he worked with and for. "He has earned the unqualified respect in Congress for his professionalism, knowledge and personal integrity," qualities reflected in President Reagan's tribute, "I have always been appreciative of Colin's candid assessment of situations. Finding someone who will talk straight to you in Washington is a rare and valuable asset. But to find someone who is straightforward and loyal is invaluable."

Can Colin Powell be elected?

Yes. Colin Powell is the most electable candidate for 1996. His appeal reaches more than 70% of the American people and more than 60% of the electorate.

Paid for by
Exploratory Draft Powell for President Committee
R.D. Brown, Treasurer
P.O. Box 77436 Washington, D.C. 20013-7436 (301) 336-5639

EXPLORATORY DRAFT

COLIN POWELL FOR PRESIDENT COMMITTEE

★ ★ ★ ★

☐ **Yes, I/we support the Exploratory Draft Colin Powell for President Committee.**
Enclosed is my contribution ☐$1000, ☐$500, ☐$250, ☐$100, ☐$________ other.

Name ____
Address ______________________________________
City ______________________ **State** ______ **Zip** ______
Telephone ____________________________________

Federal election law requires the following information:

Employer _____________________________________
Occupation ___________________________________

☐ **I/We will volunteer to work on the Exploratory Draft Colin Powell for President Committee.**

Checks should be made payable to:
Exploratory Draft Colin Powell for President Committee.

For more information call: 301-499-2387 / 301-336-5639

Paid for by the Exploratory Draft Colin Powell for President Committee
Contributions are not tax deductible for income tax purposes.
R.D. Brown, Treasurer

Exploratory Draft Powell for President Committee
P.O. Box 77436
Washington, D.C. 20013-7436

March 10
12 N

Mays & Crutcher P.A.
LAW OFFICES

Richard L. Mays
Zimmery Crutcher, Jr.
Arkie Byrd
Michael A. LeBoeuf

415 Main Street
Little Rock, Arkansas 72201
(501) 372-6303
1-800-227-1529
FAX (501) 399-9280

Claims Managers
Catherine C. Stevens
J. Yvonne Alexander

October 27, 1994

NOV 14

Ms. Alexis Herman
White House
2nd Floor West Wing
1600 Pennsylvania Avenue
Washington, D.C. 20500

Dear Alexis:

Enclosed is information received from the "Exploratory Draft Colin Powell for President Committee". You probably already have it, but we may need to know who is pushing this candidacy.

Let's have lunch soon.

Cordially,

Richard

Richard L. Mays

RLM:dj-lets10.27

Enclosures

March 10
1:30 p

March 6, 1995

MEMORANDUM TO DISTRIBUTION

Fr: Jennifer O' Connor

Re: New York Day

We will hold our next full New York Day Meeting on **Friday, March 10th at 1:30 pm** in Alexis Herman's office. Please call Rich Johnson at 456-6257 if you need to be cleared in to the building. Thank you.

<u>Distribution List:</u>
Harold Ickes
Alexis Herman
Doug Sosnik
Janice Enright
Debbie Fine
Jennifer O'Connor
Karen Hancox
Paul Carey
Kevin O'Keefe
Mike Lux or Suzanna Valdez
Ann Stock
Capricia Marshall
Marsha Scott
David Strauss
Josh Silverman
Maureen Garde
Minyon Moore
Carol Khare
Terry McAuliffe or Laura Hartigan
Rich Johnson

cc. Anne Walley

Name	Date	
Sally Papton	11/30/98	Counsel

March 10
2 - 4
OEOB 476

March 5, 1995

MEMORANDUM TO ALEXIS HERMAN
MELANNE VERVEER

FROM: BARBARA WOOLLEY

RE: WOMEN'S MEDIA ADVISORY BOARD

The first meeting of the Women's Media Advisory Board is scheduled for Friday, March 10, 1995, Room 476, OEOB, 2:00 pm - 4:00 pm. All participants are confirmed, Vanessa Weaver, Ann Lewis, Mandy Grunwald, Susan King, Frank Mankiewicz, and Lori McHugh, as well as Carol Edgar's folks. Karen Nussbaum, Women's Bureau, has asked if she can add a women who is serving as their PR consultant to work on the Women's Bureau count survey to be a part of the Advisory Board?

March 9, 1995

MEMORANDUM FOR ALEXIS HERMAN

FROM: BARBARA WOOLLEY

SUBJECT: MEETING WITH WOMEN'S MEDIA ADVISORY GROUP

DATE/TIME: Friday, March 10, 1995
3:00PM - 4:00PM

LOCATION: Room 476, OEOB

PURPOSE: To introduce the members of the group, provide a statement of mission and primary tasks, and discuss the purpose of the group and next steps.

BACKGROUND: The role of this group is to develop a media plan for female appointees to carry the administration message to women, and to work with these appointees to implement the plan.

AGENDA:

3:00 PM	Alexis Herman:	Opening/Introductions Comments on Group
3:15 PM	Carol Edgar:	Statement of Mission and Primary Tasks Opens Discussion
3:45 PM	Carol Edgar:	Set Next Meeting

PARTICIPANTS:
Carol Edgar, Consultant, New York
Frances Friedman, Managing Director, L.V. Power & Associates, New York
Rosemary O'Brien, President, The Muldoon Agency, New York
Susan King, Executive Director, Commission on Family and Medical Act Leave, Labor Department
Lisa Lederer, Principal, PR Solution, and Labor Department
Mandy Grunwald, Partner, Grunwald, Eskew, Donilon.
Vanessa Weaver

ATTACHMENTS: Biographs Attached

CAROL EDGAR

Carol Edgar

Carol Edgar has worked in the field of communications for almost 20 years. She began her career in the Columbia-DuPont Award-winning news and public affairs department of Dallas' public television station, booking live interviews with more than 600 newsmakers--from Joan Didion to George Bush. As a journalist she has written and produced television and radio programs, edited a metropolitan magazine and written extensively for magazines and newspapers. She has also worked as a news anchor for television and radio, reported for NPR's "All Things Considered," and taught writing at the University of Texas.

Moving to New York in 1983, Ms. Edgar decided to apply her communications skills in the business world. She joined New York's largest advertising firm, Grey, and its public relations subsidiary, the GCI Group. An avowed generalist, Ms. Edgar found that her experience at GCI nevertheless was concentrated in upscale consumer products. Her first assignment for GCI won a Silver Anvil, the highest award in public relations. Within two years, she rose from a beginning account executive position to vice-president. She left GCI in 1989.

Ms. Edgar then began her own independent marketing communications business. For six years she has worked with a variety of national organizations--primarily businesses but also non-profits--in the area of corporate communications and public relations and in associated areas such as direct marketing and promotions.

Clients have included the U.S. Treasury Department, Christian Dior, two subsidiaries of the Knoll Group, the Travelers Mortgage Services, the Gold and Silver Institutes, the American Zinc Association, the Vote America Foundation, Mumm Champagne, Southern New England Telephone and a variety of advertising and public relations agencies as well. Ms. Edgar is currently serving as media advisor to the U.S. Ambassador to Austria.

Media coverage on behalf of these and other clients has ranged through the entire spectrum of national and international media, including: CNN, ABC's "Good Morning America," NBC's "Today" show, "CBS Morning News," the New York Times, the Herald Tribune, the Washington Post, the Wall Street Journal, and USA Today.

Ms. Edgar is a resident of Manhattan and Shelter Island, New York.

175 West 13th Street, 6B
New York, New York 10011
212 · 989 · 6864

MAURA BRAY DAVIS
420 Elmington Avenue, Apt. 103
Nashville, TN 37205
(615) 269-3357

EXPERIENCE:

THE BROMLEY GROUP — 8/92 to 1/95
New York, NY
Vice President

Directed consumer products division of mid-size public relations agency specializing in youth markets, fashion brand positioning and investor relations. Clients included **KinderCare Learning Centers**, the nation's leading child care provider, and its **Kid's Choice** and **KinderCare at Work** divisions; **Healthtex**, a division of **VF Corporation**; **Fisher-Price KidsWear**; **Early Learning Centers**, a leading educational toy retailer; **Weyco Group**, manufacturer of **Nunn Bush** shoes; **BeautiControl Cosmetics**, the third largest direct-sale cosmetics company and the **Intimate Apparel Council**.

Responsibilities:

- Primary client contact; department staffing; assisting with Agency operations and new business development (prospecting, proposals and presentations).
- Planning, budgeting and directing comprehensive media relations and integrated marketing programs; managing crisis communication efforts.
- Developing high-profile cause-related marketing programs.
- Creating media events, fashion shows, product launches, exhibitions, photo shoots, retail promotions, advertorials, video news releases and trade newsletters.

ASSOCIATION HEADQUARTERS — 1/90 to 8/92
Marlton, NJ
Vice President

Directed publicity department for leading association management firm. Developed marketing programs to create awareness and credibility for active national organizations including the **Juvenile Products** and **Childrenswear Manufacturers Associations** and **Kids In Distressed Situations**, the children's industry charity.

Responsibilities:

- Implementing member and media relations programs promoting industry growth and vitality, new product categories, voluntary standards and trade shows.
- Spokesperson representing clients to media, advocacy groups, U.S. agencies, foreign trade representatives; appeared on **ABC's "Good Morning America,"** **CNBC's "Steals and Deals"** and **FOX's "Good Day New York."**
- Directing activities of volunteer public relations, charity and scholarship, and membership committees.
- Developing consumer information programs and crisis communication efforts for product categories targeted for recalls or litigation.
- Writing newsletters, articles, speeches, position papers, brochures and promotion materials.

<u>WEGX-FM (Mairite Communications)</u> 2/89 to 1/90
Philadelphia, PA
Marketing Services Director

Established integrated marketing/promotions department to service needs of programming and sales staff for Philadelphia's top-rated contemporary hit radio station. Responsibilities included:

- Creating highly-visible regional promotion opportunities for national advertisers **Coca-Cola, M & M/Mars, Procter & Gamble** and **Mattel**, among others.
- Planning, budgeting and overseeing all department activities and station special events; hiring and supervising junior staff; writing press and promotion materials.
- Directing station community service efforts and air-staff appearances.

<u>GCI GROUP, INC. (Grey Advertising)</u> 1/86 to 2/89
New York, NY
Account Executive/Promoted to Sr. Account Executive

Executed publicity programs, promotions and special events for top clients. Responsibilities included day-to-day media and client contact; creating story ideas and press materials; providing creative input for/implementing national media tours; planning product launches, trade show publicity and retail promotions. Clients/special projects:

- **Fruit of the Loom** sponsorship of the Miss America Pageant.
- **Gordon's Gin & Vodka** "U.S. Tennis Club Pro Championships."
- **Kenner Products** involvement with the **American/International Toy Fair.**
- **Procter & Gamble** sponsorship of nationwide **"Just Say No"** program.
- **Stroh's/Comedy USA** "White Mountain Cooler Comedy Tour."
- **U.S. Olympic Coin** "First Strike" ceremony at U.S. Mint in Denver.

<u>WCAU-TV (CBS)</u> 5/85 to 11/85
Philadelphia, PA
Intern/Promoted to Production Assistant

Special Projects Unit assistant for top-rated news station; researched and prepared candidate profiles for news teams covering political elections; assisted in producing **SPIRIT OF PHILADELPHIA** award and other weekly special segments; researched serial news features.

<u>TEICHNER ASSOCIATES</u> 9/82 to 4/85
Philadelphia, PA
Intern/Project Coordinator

Managed exit-polling projects in five states for national political research firm during presidential, congressional and gubernatorial primaries. Hired and supervised staff; managed collection of exit-polling data; prepared background materials for political analyst.

EDUCATION: LaSalle University, Philadelphia, PA, B.A. Communications 1986

L.V. Power & Assoc.
136 East 57th Street
New York, N.Y. 10022
212/935-6300
(Fax) 212/935-6272

CURRICULUM VITAE

Frances Friedman, managing director, L.V. Power & Associates, was formerly chairman and CEO of the GCI Group, a public relations agency she founded in 1984. Friedman re-built Grey Advertising's public relations subsidiary, the former Grey & Davis. In year one, GCI income rose more than 400 percent from $600,000 to $2.5 million. After two years, it was named one of the top 25 agencies in New York by CRAIN'S NEW YORK BUSINESS.

When Friedman completed her term of office in 1991, GCI had an international division with 25 offices in 15 countries, strong west coast and corporate and financial divisions, and income close to $30 million. The company was ranked 11th in the nation.

Friedman has been counselor to some of the country's best known corporate leaders whose activities have frequently been front page news. These include Carl Icahn, Leona and Harry Helmsley, Victor Kiam, John Silber.

Under her stewardship, GCI has won several PRSA Gold Apple Awards for crisis counseling, and Silver Anvil awards for outstanding work for a number of clients including the U.S. Mint's Statue of Liberty Commemorative Coins, and opening of the Ellis Island Museum.

She is listed in "Who's Who in America" and "Who's Who in American Women". In 1989, she received the Matrix Award, the highest award for women in public relations, for her long term work and contributions to the industry. In 1993, she was named a Distinguished Bartels Fellow by the University of New Haven, the first woman to receive this honor.

During a career that has spanned 30 years, Friedman has specialized in corporate counseling, health care, government relations, real estate, hotels/airlines, and packaged goods.

Corporate Counseling

Friedman cut her eye teeth on crisis counseling in the early '70s during New York City's fiscal crisis as PR counselor and lobbyist for the major teaching hospitals in the city and the public and private medical schools in New York State. As personal media advisor to CEOs, Friedman has worked on a number of major issues including corporate takeovers, proxy contests, corporate positioning and restructuring. On a crisis level, she has worked on such issues as product contamination, plant closings, strikes, and offsetting negative CEO coverage.

Health Care/Government Relations

Friedman was PR counselor and registered New York State lobbyist for the public and private medical schools, the five Psychiatric Research Centers, and the Health Insurance Plan of Greater New York, one of the country's first prepaid managed care plans. She has also directed public and government relations for the three major hospital mergers in New York City: St. Luke's/Roosevelt; New York Infirmary/Beekman Downtown; St. John's/Brooklyn Jewish.

She has served as a consultant to Einstein Medical School on in-house public relations, New York Hospital on the opening of its Burn Center, and NYU Medical Center on the opening of the country's first cooperative care unit.

Real Estate/Hotels/Airlines

Friedman was personal consultant to Harry Helmsley in the late seventies and early eighties when, as the country's leading independent realtor, he managed or owned $5 billion in real estate.

She represented KLM on the development of the airline's Golden Tulip Hotel division in U.S. In earlier years, she worked with Melia International, a hotel, real estate and wholesale tour operator based in Madrid; with the Spanish Tourist Office; Iberia Airlines of Spain; Viasa Airlines of Venezuela; and the launching of New York Air by Frank Lorenzo in the early eighties. She was a consultant for TWA corporate communications when Carl Icahn was owner and CEO of the airline.

Product/Packaged Goods

As president and CEO of GCI Group, Friedman worked on various products for Procter & Gamble, Smith Kline/Beecham, Kenner Toys, Remington, Panasonic consumer and industrial products, and 3M magnetic tapes. Her agency handled the introduction of the new Infiniti cars for Nissan.

She represented the Spanish Sherry Institute for almost eleven years in an effort to change the image of a drink "for little old ladies", to an aperitif that men enjoy.

Personal Background

Friedman is a native New Yorker, married to Clifford J. Friedman, an arbitrator with the American Arbitration Association and NASDAQ, and formerly vice president Dean Witter Reynolds.

She has a Bachelor of Business Administration degree from the City College of New York, has taken graduate courses in psychology at the New School for Social Research, and she has audited classes in Business and Contract Law at Harvard Law School when her husband was a student there.

Friedman was a member of the Psychiatric Advisory Board of the League for Parent Education, and the first woman elected to the City College Fund Board. She is currently a member of the City Club of New York, the Public Relations Society of America, the Counselors Academy, Women in Communication, and Pride and Alarm, a luncheon club for presidents of public relations agencies.

On a pro bono basis, she has worked with the New York City public schools on their "go public" program, conducting seminars for high school and junior high school principals on how to offset bad press.

Friedman has been a guest lecturer at NYU in undergraduate and graduate classes. Her Bartels Fellowship lecture in November 1993 at New Haven University has been published by the university press as a monograph.

She is currently managing director, L.V. Power & Associates, Inc., a new agency, where she works with a select group of clients.

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BIOGRAPHY
ROSEMARY G. O'BRIEN
President,
The Muldoon Agency

Rosemary O'Brien joined The Muldoon Agency in April of 1992 as Executive Vice President & General Manager. Recently she and her business partner, Bill Sutherland, completed a management buyout of the Agency from communications parent, Young & Rubicam. Today, as President, she is responsible for the agency's long-term growth, as well as strategic communications planning for the agency's major accounts.

Ms. O'Brien brings to Muldoon a wealth of wide-ranging experience in advertising, direct marketing and public relations that help broaden the agency's well established franchise in the catalog field.

Well-versed in the strategic use of television, radio, direct mail, and print, Ms. O'Brien in her 14 year agency career has counseled AT&T, NYNEX, Chase Manhattan Bank, Metropolitan Life, Miller Brewing, Federal Express, Prestone/STP, Dr. Pepper and a handful of other major brand names.

Her campaigns for all clients always rely on a deeper understanding of customers and consumers, a more compelling creative product, a more effective approach to media, and a commitment to the integration of various communications disciplines. This strategic approach has won her and her clients many awards for *results* and *effectiveness*, including ECHOS, EFFIES, and International Advertising Festival Awards.

On a personal level, Ms. O'Brien is committed to professional development of women as a major force for economic growth in this country. For this reason she Co-Chaired the Business Outreach Committee of the Ms. Foundation for Women, helping to bring the first annual Take Our Daughters To Work day to corporate America.

In recognizing her personal and professional contribution to the direct marketing field, the Women's Direct Response Group, an international trade association with over 1,000 members, named Ms O'Brien, their 1994 Woman of the Year.

Ms. O'Brien holds a B.A. in Art and Architectural History from Fordham

University and did post graduate work in architecture at the Boston Architectural Center and the Harvard Graduate School of Design.

A frequent speaker at industry conferences, she has taught for the New School in New York City and travelling seminars for the U. S. Postal Service. She began her advertising career in 1975 as Direct Mail Manager at Harvard University Press and subsequently at Oxford University Press before moving permanently to the agency side.

She resides in New York City but gardens, fishes and entertains on weekends at her renovated farmhouse in Oak Hill, NY.

ELLEN FRANCES GESMER

LEGAL EMPLOYMENT

Partner, Gulielmetti & Gesmer, P.C., September 1987 to present
401 Broadway, Suite 1901, New York, New York (212) 219-2114

General civil litigation practice, including landlord-tenant and other real estate, matrimonial and other family matters, civil rights and discrimination, personal injury (especially representation of sexual assault victims), and representation of artists and not-for-profit corporations.

Associate, Teitelbaum & Hiller, P.C., January 1985 - August 1987

Clinical Assistant Professor, Child Advocacy Law Clinic, University of Michigan Law School, August 1983-May 1984

Bedford-Stuyvesant Community Legal Services Corporation
Acting Director of Litigation, August 1981 - May 1983
Supervising Attorney, March 1980 - August 1981
Staff Attorney, September 1977 - March 1980

Law Clerk to the Honorable Joseph L. Tauro,
United States District Court, Boston, Massachusetts
September 1976 - August 1977

BAR MEMBERSHIP

State and federal courts in Massachusetts and New York; state courts in Michigan

LEGAL EDUCATION

Yale Law School, J.D. 1976.

Board of Directors, Jerome Frank Legal Services Organization, 1974-75.

Teaching Assistant, Civil Legal Assistance Seminar, Spring 1975.

Center for Law and Social Policy, Washington, D.C. Student Intern, International Project, September - December 1975.

POST LAW SCHOOL TRAINING

National Institute of Trial Advocacy Trial Skills Course, Summer 1981, Boulder, Colorado (3 week course)

Center for Law and Human Values, Training Program in Negotiation and Mediation, San Francisco, California, January 1984

New York State Bar Association Seminars on Drafting Wills; Trusts & Estates Law; Matrimonial Law.

UNDERGRADUATE EDUCATION

Radcliffe College, B.A. Summa cum laude 1972

Phi Beta Kappa. Kennedy Institute of Politics Summer Fellowship. National Merit Fellowship.

PUBLICATIONS

Discrimination in Public Housing under the Housing Community Development Act of 1974: A Critique of the New Haven Experience, 13 Urban Law Annual 49 (1977)

Minding the Corporate Conscience, with Leon Reed, Council on Economic Priorities, New York, March 1973.

In Whose Hands: Safety, Efficacy and Research Productivity in the Pharmaceutical Industry, Council on Economic Priorities, New York, November 1973.

COMMUNITY AND PROFESSIONAL ASSOCIATIONS

Member, Board of Directors, Keystone Dance Foundation, Inc., March 1993 to present.

Public Member, Rent Guidelines Board, May 1990 to December 1992.

Member, Committee on Rights of Crime Victims, Association of the Bar of the City of New York, July 1990 to present.

Legal Services Alumni Association, Board of Directors, June 1985 - May 1990.

New York City Hispanic Housing Coalition Board of Directors, November 1981 - May 1983.

Member, Commercial Panel, American Arbitration Association.

Member, Association of the Bar of the City of New York, Coalition on Women's Legislative Issues, National Lawyers Guild, New York State Bar Association, Women's Bar Association, Women's Housing Coalition.

ANN F. LEWIS
1120 Connecticut Ave., N.W., Suite 461
Washington, D.C. 20036
202-785-3351
202-293-4349 (FAX)

Vice President for Public Policy, **Planned Parenthood Federation of America**, responsible for policy, legal, and communications initiatives.

1992 public affairs commentator for WHDH-TV, Boston and the Monitor Radio Network; regular panelist on television and radio public affairs programs.

Presentations on American politics and public policy to business and educational groups, labor unions, conferences, and organizations. Recent speeches to the New England Political Science Association, Family Planning Advocates of New York State, Women's Leadership Conference, and United Jewish Appeal.

Published articles include: "Hearing from Women on Medicaid," *The Cortland Review*, Spring 1993; "Year of the Woman Isn't Just a Fling," *Newsday*, October 19, 1992; "Break Up the Bogsat," *Columbia Journalism Review*, Spring 1992; "For Democrats, a Split Along Class Lines," *The Boston Sunday Globe*, March 15, 1992; "The Parties Change Places," *USA Today*, March 11, 1992; "(Bush's) Trip Offers Little Benefit," *USA Today*, January 7, 1992; "Feminists Will Strike Back," *New York Times*, October 1992; "Petticoat Politics," *Boston Globe*, April 1991; "Squelch Iraq's Nuclear Ambitions," *New York Times*, December 20, 1990. Monthly articles in *Ms. Magazine*, 1988-89 on environmental, drug and affirmative action policies.

PROFESSIONAL EXPERIENCE

President, Politics, Inc., 1993-94
Strategic and public affairs advice to organizations and individuals.

Ann F. Lewis Inc., 1987-92
Strategic and public affairs advice to clients including issue based and electoral organizations.

National Director, Americans for Democratic Action, 1985-87
Responsible for operation, policy development and media relations.

Political Director, Democratic National Committee, 1981-85
Developed electoral and education programs, including national training academies, legislative redistricting and Women's Vote Task Forces.

Chief of Staff, Congresswoman Barbara Mikulski (D-MD), 1978-81
Managed staff and offices in Washington, D.C. and Baltimore, MD; responsible for legislative, policy, and constituency relations.

Chief of Staff, Congressman Stanley Lundine (D-NY), 1976-78

EDUCATIONAL EXPERIENCE

Led study group at Institute of Politics, Kennedy School of Government, Harvard University, on "Going First: Women as Leaders in Contemporary Politics," 1992 Spring term.

Public Policy Association of Radcliffe College, March 1991-March 1992, for the study of women and leadership.

Fellow, Institute of Politics, Kennedy School of Government, Harvard University, 1989. Led study group on Family Politics.

BOARD MEMBERSHIPS

Board of Trustees, Freedom House; Board of Overseers, Wellesley College Center for Research on Women; Committee on Fellowships, Institute of Politics, Kennedy School of Government, Harvard; Radcliffe College, Public Policy Partners Committee; Reclaiming Diversity in the Curriculum Advisory Committee, National Council for Research on Women; Chair, Commission for Women's Equality, American Jewish Congress; National Executive Committee, National Jewish Community Relations Advisory Council (NCRAC).

INTERNATIONAL ACTIVITIES

"South African Project" -- a joint project of the National Democratic Institute, International Republican Institute, and Joint Center for Political Studies working with new South African political analysis to prepare for the first ever democratic elections, 1993-94.

"Political Organization and Party Building" -- NDI Conference for Ukrainian political leaders, Odessa, March 1993.

"Project Liberty" -- conference for women political and business leaders from Eastern European democracies, Western Europe, Canada and the United States; Vienna, November 1992.

"Building Democracy" -- training for Eastern European democrats sponsored by the National Democratic Institute and Christian Democratic Party of The Netherlands; The Hague, December 1991.

"Toward a Civil Society: Common Dilemmas and Common Perspectives of the European and American Left" -- sponsored by the Friedrich Ebert Stiftung; Washington, D.C., September 1991.

"Liberal Politics: Theory and Practice" -- seminar for party officials from Eastern European nations, sponsored by the National Democratic Institute for International Affairs; Prague, Czechoslovakia, June 1991.

Presentation on affirmative action, Conference on Women's Issues, sponsored by Friedrich Ebert Stiftung; Bonn, Germany, 1989.

Traveled to Persian Gulf states of Kuwait, Bahrain and Saudi Arabia with delegation headed by Reverend Jesse Jackson, 1987.

Co-chair, American delegation, conference on current women's issues sponsored by the Friedrich Ebert Stiftung; Bonn, Germany, 1986.

Fact finding trip to El Salvador and Nicaragua, sponsored by the Commission on Central American Relations, 1985.

Co-keynote speaker, International Conference of Liberal and Agrarian Parties; Helsinki, Finland, 1983.

HILL AND KNOWLTON

BIOGRAPHY

NAME: FRANK MANKIEWICZ
TITLE: VICE CHAIRMAN

CURRENT POSITION

Frank Mankiewicz is Vice Chairman of Hill and Knowlton Public Affairs Worldwide, where he helps manage the Washington and U.S. public affairs activities of the company, the nation's largest public relations firm.

PRIOR HISTORY

Prior to joining Hill and Knowlton's predecessor, Gray and Company, in 1983, he was president of National Public Radio. Under his leadership, the NPR audience increased from two to eight million for a network of nearly 300 non-commercial stations.

Active in politics, Mankiewicz served as press secretary to the late Sen. Robert F. Kennedy, as presidential campaign director for Sen. George McGovern, and has been active since in national and regional political campaigns as a senior advisor to Democratic candidates. In the mid-1960's, he served as regional director of the Peace Corps for Latin America. He is fluent in Spanish and conversant in French.

OTHER INFORMATION

A lawyer and member of the California and District of Columbia bars, Mankiewicz also has broad experience as a print and electronic journalist, as a TV anchorman, as an analyst of American politics for American and foreign television and radio, and as a syndicated columnist.

Mankiewicz is the author of numerous articles in magazines and journals, and four books: Perfectly Clear: Nixon from Whittier to Watergate (1973); U.S. v. Richard M. Nixon: The Final Crisis (1974); With Fidel: A Portrait of Castro and Cuba (1975); and Remote Control, Television and the Manipulation of American Life (1977).

U.S. Department of Labor

Office of the Secretary
Women's Bureau
Washington, D.C. 20210

SUSAN KING
EXECUTIVE DIRECTOR
COMMISSION ON FAMILY AND MEDICAL LEAVE

Susan King is currently Executive Director of the Commission on Family and Medical Leave, a Commission established by Congress when it passed the landmark legislation in 1993. Appointed by the President, Ms. King manages this bi-partisan Commission which is charged with producing a comprehensive study of the act and a report to congress.

Ms. King accepted this position after nearly twenty years as a journalist based in Washington, D.C.. Ms. King is known for translating the workings of government and diplomacy into understandable news reports for both national and local audiences.

For ten years she anchored the 6:00 p.m. and 11:00 p.m. newscasts for WJLA-TV and WRC-TV in Washington, while reporting widely on both politics and government. Ms. King was a political correspondent for ABC News, covering the 1980 Bush For President Campaign. She served as the network's White House correspondent during the first term of President Ronald Reagan. She began her broadcasting career at WGR-TV in Buffalo, New York where she was the first woman to anchor regular newscasts. She moved to Washington in 1975 to work for the nationally respected WTOP-TV, then a Post-Newsweek station.

Most recently Ms. King has been an independent journalist reporting for CNN in Washington and ABC Radio. She hosted CNBC's Equal Time with Mary Matalin, the Diane Rehm program on WAMU, and National Public Radio's Talk of the Nation. Ms. King is a sought-after speaker on politics, women's issues and journalism.

Ms. King has earned numerous awards including Emmies for her reporting, the National Women's Political Caucus Broadcasting Award for three consecutive years, recognition by American Women in Radio and TV and Washingtonian Magazine.

Ms. King is a member of the Board of Trustees of Marymount College, Tarrytown, New York, her alma mater and the Advisory Board to the Trustees at Fairfield University, Fairfield, Connecticut where she received her Masters in Communications.

She serves as a Friend to the School of Foreign Service at Georgetown University and as a member of the Board of Trustees of the Hurston/Wright Foundation, a scholarship for young black writers. Ms. King has been active in journalistic organizations and is a founder of the International Women's Media Foundation, a global organization supporting a free press. She is a member of the Women's Forum, the Women's Foreign Policy Group, Women of Washington Inc. and the American Newswoman's Club. She is active in community affairs and serves on the Advisory Board for Mount Carmel House a shelter for homeless women.

Ms. King is the mother of Mia, a pre-schooler whom she adopted. Family leave made it possible for Ms. King to take the time to find child care when she returned from Latin America upon completion of the adoption. She lives in Washington, D.C. with her husband and daughter.

1/20/95

SOLUTIONS
PR INC

LISA LEDERER

Biography

Lisa Lederer is a principal in PR Solutions, a public relations consulting firm which serves national advocacy groups, associations, think tanks and law firms working on progressive issues and citizen education. She personally manages campaigns for the Family Violence Prevention Fund, Ford Foundation, National Abortion and Reproductive Rights Action League, Puerto Rican Legal Defense and Education Fund, Bazelon Center for Mental Health Law, Department of Labor Women's Bureau, Older Women's League and Campaign for Women's Health.

Ms. Lederer has extensive experience in media relations. As senior account executive with Public Affairs Research & Communications from 1985 - 1989, she managed public relations programs and projects for the National Abortion Rights Action League, the International Commission for Central American Recovery and Development (the Sanford Commission), the National Women's Law Center, the American Council for Drug Education, EMILY's List and many others.

As Press Secretary to the National Organization for Women (NOW) from 1983 - 1985, she developed and maintained national and local press contacts, and wrote press releases, speeches, Congressional testimony and brochures. She also trained grass roots activists in press and public relations, and advanced and publicized speaking tours by NOW officers and other celebrities, including former First Lady Betty Ford. Ms. Lederer produced and edited a videotape history of the ERA Campaign.

Previously, Ms. Lederer served as Researcher and Office Manager to the House Wednesday Group, a moderate Republican Caucus comprised of 31 House Members and 14 Senators. In this capacity, she planned meetings, seminars and annual retreats as well as supervising all office functions.

Ms. Lederer has worked as a Logistics and Advance Coordinator for a major presidential campaign and has served as Newsletter Editor and Executive Board Member to Common Cause - Illinois.

She is a graduate of Northwestern University's Medill School of Journalism.

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SOLUTIONS
PR INC

REPRESENTATIVE CLIENT LIST

ALLIANCE TO END CHILDHOOD LEAD POISONING

BAZELON CENTER FOR MENTAL HEALTH LAW

CAMPAIGN FOR WOMEN'S HEALTH

CORPORATION FOR PUBLIC BROADCASTING,
ANNENBERG/CPB PROJECT

EDK ASSOCIATES

EMILY'S LIST

FAMILY VIOLENCE PREVENTION FUND

FORD FOUNDATION

NATIONAL ABORTION AND REPRODUCTIVE RIGHTS
ACTION LEAGUE

NATIONAL FOUNDATION FOR THE IMPROVEMENT OF EDUCATION
OF THE NATIONAL EDUCATION ASSOCIATION

NATIONAL RESOURCE CENTER ON DOMESTIC VIOLENCE

OLDER WOMEN'S LEAGUE

PEOPLE FOR THE AMERICAN WAY

PUERTO RICAN LEGAL DEFENSE AND EDUCATION FUND

SAPERSTEIN, GOLDSTEIN, DEMSHAK & BALLER, ATTORNEYS

WOMEN WORK! THE NATIONAL NETWORK
FOR WOMEN'S EMPLOYMENT

WOMEN'S BUREAU, U.S. DEPARTMENT OF LABOR

WOMEN'S LEGAL DEFENSE FUND

1995

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Mandy Grunwald

MANDY GRUNWALD is a partner in Grunwald, Eskew & Donilon, the political advertising firm she founded in 1993 after fourteen years in the business.

In 1994, the firm won 6 of its 9 statewide races, for clients including Senators Daniel Patrick Moynihan and Frank Lautenberg and Governors Roy Romer and Zell Miller.

In 1992, Mandy served as media strategist and Director of Advertising for the Clinton/Gore Presidential Campaign.

Prior to forming Grunwald, Eskew & Donilon, she was a partner with Greer, Margolis, Mitchell, Grunwald & Associates. Advertising Age has named her to their Marketing 100 and Newsweek named her as one of their Women of the Year.

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Washington, DC
20037
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Fax 202·973·9408

Name	Date
Sally Paxton	11/30/98

Counsel

March 9, 1995

MEMORANDUM FOR ALEXIS HERMAN

FROM: BARBARA WOOLLEY

SUBJECT: MEETING WITH WOMEN'S SUB-CABINET GROUP

DATE/TIME: Friday, March 10, 1995
4:00PM - 5:00PM

LOCATION: Room 476, OEOB

PURPOSE: To share with members of the Women's Sub-Cabinet Group and other White House staff Celinda Lakes's polling results from the 1994 Elections/Women and to provide background for defining the overall process of the women's outreach.

AGENDA:

4:00 PM	Barbara Woolley:	Opening/Introduction
4:05 PM	Celinda Lake:	Present Polling Results from 1994 Elections/Women
4:20 PM		Open for Questions

PARTICIPANTS:

Alexis Herman
Melanne Verveer
Betsey Myers
Kitty Higgins
Karen Nussbaum
Janice Enright
Karen Hancox
Lori McHugh
Debbie Fine

Additional Participants
Jennifer Klein
Karen Gus
Marilyn Yager
Mimi Castaldi
Peggy Lewis
Mike Lux

Drop By
George Stephanopoulos
Mark Gearan
Doug Solsnick

March 10

11a

OEOB 324

THE WHITE HOUSE

WASHINGTON

March 9, 1995

MEMORANDUM FOR DISTRIBUTION

741

FROM: KATE CARR KC

SUBJECT: Meeting on the Southern Economic Conference

This is to confirm your participation in a review of the final attendees list for the Southern Economic Conference. The Meeting is Friday, March 10, 1995 at 11:00 AM in room 324 OEOB with the following people:

Beth Alpert
Kris Balderston
Joyce Carrier
Bill Combs
Missy Darwin
Marilyn DiGiacobbe
John Emerson
Matt Gorman
Alexis Herman
Kitty Higgins
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Please RSVP to Kate Carr at 456-2682.

THE WHITE HOUSE

WASHINGTON

AGENDA

WOMEN'S COMMUNICATION MEETING

Friday, March 10, 1995
Room 476
Old Executive Office Building
3:00 PM - 4:00 PM

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Alexis Herman
Assistant to the President
Director, Office of Public Liaison

Welcome and Introductions

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Carol Edgar

Statement of Mission/Primary Tasks

Discussion

Set Next Meeting Date

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*"Never before have American women had so many options
-- or been asked to make such difficult choices.
It's time not only to make women full partners in government,
but to make government work for women."*

-- William Jefferson Clinton and Albert Gore, Putting People First

The President and his Administration made an unprecedented commitment to empowering women through greater economic security, more workplace flexibility, and more emphasis on children and families and on women's health and safety. They invested in the economic and personal security of women through the President's economic plan, the Family and Medical Leave Law, the Earned Income Tax Credit, the Brady Law, and the Violent Crime Control and Law Enforcement Act. They advanced women's rights through a series of executive and legislative actions that allow women the freedom to make their own reproductive decisions and to do so safely, with accurate information and without obstruction. They put women's health concerns at the top of the public health agenda by initiating a comprehensive approach to women's health designed to end the inequities that have plagued research, clinical practice and health care education. Finally, the President and the Administration changed the face of governing by giving women a greater voice in all branches of the federal government, including Cabinet-level posts never before held by women.

What does all this really mean for women?

1. It means that more than two million women are working in jobs created since President Clinton took office.

2. It means that millions more single working mothers will get a tax break to help their earnings go farther.

3. It means that medical researchers with promising breakthroughs in breast cancer detection and treatment will get the funding they need.

4. It means that for the first time, mothers, regardless of family income, will be able to get their children the vaccines they need.

5. It means that a woman who wants to take time off from work to care for an ailing parent or child can do so . . . and know her job will be there when she gets back.

6. It means that more children will get nutritional assistance through the WIC program and that disadvantaged preschoolers will be better served by HeadStart.

7. It means that young women studying science and engineering will have new career opportunities denied them in the past.

8. It means that women unsure of how to deal with an unintended pregnancy will be able to get professional advice and counsel and will know that the option of abortion is safe and legal. It also means that couples looking to adopt will soon be able to do so with less difficulty and red tape.

9. It means that women will be able to register to vote at the motor vehicle registry, through the mail, at social service offices and elsewhere—to make it as easy as possible to exercise their right to shape our political future.

10. It means that the history books young girls read will now include leadership figures like Janet Reno, Alice Rivlin, Donna Shalala, Madeline Albright, Ruth Bader Ginsberg, Tipper Gore, Carol Browner, Hazel O'Leary, and Hillary Rodham Clinton.

THE RIGHTS OF WOMEN

A prominent feature of the presidencies of Presidents Reagan and Bush was their attack on reproductive choice, both at home and around the world. At the same time, these Republican administrations opposed attempts to improve access to the democratic process for millions of Americans, including the many American women who are not registered to vote.

Reproductive Health - The President continues to protect the right of American women to make their own reproductive choices. He repealed the "Gag Rule" that restricted abortion counseling at federally funded family planning clinics, revoked the import ban on RU-486, reversed the ban on abortion services at military hospitals, repealed the Mexico City policy that banned funding to international organizations that promoted comprehensive family planning; strengthened support for international family planning and reproductive health initiatives, and signed the Freedom of Access to Clinic Entrances Act to ensure that women and their doctors can enter clinics without fearing intimidation and violence. The Department of Health and Human Services implemented a change to the Hyde Amendment obligating states to pay for abortions for poor women whose pregnancies result from rape or incest or endanger the life of the mother.

Empowerment of Women - The United States' delegation to the International Conference on Population and Development in Cairo, led by Vice President Gore, successfully advocated a global approach to improving the status of women and stabilizing the world's population. The United States forged a partnership with more than 150 nations around a program of action that promotes gender equality, reproductive health, and universally recognized human rights that apply to reproduction and recognizes the importance of addressing the threat posed to women's health by unsafe abortions. The conference emphasized the necessity not only of increased access to contraceptives, but also of sustainable economic development, a reduction in child and maternal mortality, and the empowerment of women through increased educational and economic opportunities.

Motor Voter - President Clinton signed the National Voter Registration Act, which makes it easier and more flexible for citizens to register to vote. This will enfranchise women—who comprise 52% of the population—by making it easier for women who are on welfare, homebound, or simply unable to build in extra time between work and family to register to vote through the mail, at motor vehicle registries, unemployment offices, vocational rehabilitation agencies, and welfare offices. These programs will give an additional 65 million Americans, including tens of millions of women who have been left out of the democratic process, a way to make their voices heard.

Women in the Military - "You're too old, you can't see, and you're a woman." That's what Hillary Rodham Clinton was told in 1975 by a Marine Corps recruiter when she inquired into joining the Corps. Today, opportunities for women in the military have been expanded dramatically. Under the Clinton Administration, combat aircraft and surface warships were opened to women and the criteria used to bar women from ground combat positions has been redefined, giving women access to 259,000 previously male-only positions. Last year, the U.S.S. Eisenhower became the Navy's first permanently coed combat ship and the Army approved a plan to include women soldiers in the prestigious Old Guard, responsible for guarding the Tomb of the Unknowns and for greeting visiting heads of state. During 1993 and 1994, promotion and reenlistment rates for women in the senior and enlisted ranks have been even higher than those of their male counterparts.

WOMEN APPOINTEES

President Clinton pledged to appoint an Administration that "looked like America." As the *Baltimore Sun* noted in an editorial, he has delivered on that promise "more fully than even he could have predicted. No Administration has ever produced such diversity."

Overall Administration Appointments - 44 percent of President Clinton's appointees were women—by far the highest percentage of any Administration in history. Women hold 32 percent of top-level appointments.

In addition to the sheer numbers of women appointed by President Clinton, there were a number of women appointed to Cabinet-level posts never before occupied by women, including Attorney General Janet Reno, Council of Economic Advisors Chair Laura D'Andrea Tyson, OMB Director Alice Rivlin and Secretary of Energy Hazel O'Leary.

Women populate the ranks of the sub-cabinet as well. At the Department of Justice, for example, the Deputy Attorney General and 7 of the 11 Assistant Attorneys General are women.

Judicial Selection Record - Of the Clinton Administration's 141 nominations to the federal bench, 45 are women. 59% of all the judicial nominees are women and minorities. Before President Clinton took office, one of every five active federal judges was a woman or a racial minority; as of July 1 of last year, the number had increased to one of four.

The Alliance for Justice reported that federal judicial appointments in 1993 demonstrated "unparalleled diversity." And the quality and professionalism of these nominees prove that excellence and diversity are not mutually exclusive goals. The proportion of the Clinton Administration's judicial nominees who received the American Bar Association's highest rating exceeded that of the past three administrations.

ECONOMIC OPPORTUNITY

When President Clinton took office, the country faced major economic challenges, including rising federal deficits, a jobless recovery, and a legacy of more than a decade of underinvestment. Female heads of households, an ever-increasing portion of the labor force, were particularly hard hit by worsening economic conditions and decreasing workplace-based benefits. Entrepreneurial women were hindered by the weak economy and by other barriers to their success.

Economic Growth and Job Creation - The President's economic plan is putting our economic house back in order. Under the Clinton Economic Plan, the deficit will be lowered by $708.4 billion over 5 years. Nearly 6 million jobs were created in the first 23 months of this Administration. 87% of these new jobs were in the private sector. One of the surveys economists use to measure job creation, recently redesigned to better measure women's labor force participation, suggests that as of December 1994, women contributed nearly half of the net job creation since January 1993.

EITC - The Earned Income Tax Credit, dramatically increased as part of the President's economic plan, will make work pay for over 15 million families and households making up to $27,000. A majority of the beneficiaries of this tax credit are female workers and their families. For working mothers with minimum wage jobs, the increased EITC is the equivalent of up to a 40% pay raise.

Working Women - The Women's Bureau of the Department of Labor surveyed over a quarter of a million working women to learn more about their experiences in the workplace. The Department of Labor is now developing initiatives to encourage the private sector to respond to the needs identified by the survey participants—an increase in pay and benefits, assistance in balancing work and family, more job training opportunities, and an end to discrimination. President Clinton directed the heads of the executive branch agencies to expand opportunities for flexible family-friendly work arrangements within each agency, including job sharing, career part-time employment, alternative work schedules, telecommuting, and satellite work locations.

Greater Technical Assistance to Women-Owned Businesses - Along with its plan to revitalize the economy as a whole, the Clinton Administration has encouraged the formation and development of women-owned businesses. The Small Business Administration (SBA) is creating a women's mentoring program at sites around the country, where women business owners join together to share information and network. In addition, the SBA created resource guides that include information about technical assistance and loan resources in every state.

Access to Capital for Women-Owned Businesses - The SBA took several steps to increase the capital available to women-owned firms. The SBA established goals for dramatically expanding lending to women-owned businesses, increasing the number of loans to women 86% from 3,880 in 1993 to 7,211 in 1994. Small business loans to women reached $1.17 billion in 1994, up from $721.9 million in 1993, and represented 20% of the total SBA loan volume. These efforts complement SBA's innovative "prequalification pilot program," under which SBA certifies that a woman business owner is eligible for a federally guaranteed loan *before* she selects a lender—increasing lending to women-owned businesses and reducing the paperwork involved in such borrowing. The SBA's new "LowDoc" loan program allows prospective borrowers to secure loans without paperwork hassles or long waits for approval, relying on their character and credit history. Early results indicate that women are receiving over 30 percent of these loans.

Expanding Procurement Opportunities for Women-Owned Businesses - The Administration worked closely with congressional leaders to ensure that a goal for procurement contracts with women-owned business was included in the recent procurement-reform bill. This goal represents a several-fold increase in contracting opportunities for women-owned businesses. The SBA established a pilot project to bring together business groups and select government agencies to increase contracting with women-owned firms.

FIGHTING CRIME, INCREASING SAFETY AND SECURITY

Perhaps no issue grips American women more than the fear of crime and gun violence. In a typical year, 2.5 million American women ages 12 years and older are raped, robbed or assaulted or are the victim of a threatened or attempted violent crime. Two-thirds of these attacks are committed by someone the victim knows.

Safer Streets - Thanks to President Clinton's leadership, the Brady Law and the Violent Crime Control and Law Enforcement Act of 1994, the products of more than six years of bi-partisan efforts to take back our streets and increase the safety and security of American women and their families, are finally the law of the land. In addition to imposing a waiting period for handgun purchases, adding 100,000 more police to our streets, stiffening penalties for criminals, and banning military-style assault weapons, the crime bill invests heavily in increasing the personal security of women.

Violence Against Women Grants - Nearly $1 billion dollars will be invested to support police and prosecutor efforts as well as victims services in cases involving sexual violence or domestic abuse, and for programs that strengthen enforcement.

Domestic Violence - The Violent Crime Control and Law Enforcement Act also triples funding for battered women's shelters, to a total of $325 million over six years, prohibits domestic abusers subject to a court restraining order from possessing a firearm, creates new federal penalties for persons who cross state lines to commit crimes of domestic violence, and establishes a National Domestic Violence Hotline to provide information and assistance to victims of domestic violence. In addition, the Centers for Disease Control and Prevention is working with States and private organizations to develop effective measures for reducing the threat that women face of physical and sexual assault at the hands of partners, acquaintances and strangers.

Registration of Sexually Violent Offenders - The Act requires criminals convicted of a sexually violent offense to register with state law enforcement agencies upon their release from prison and to remain registered for a ten-year period. In addition, state prison officials are required to notify appropriate agencies of the release of such offenders.

Repeat Sex Offenders - The Act doubles the maximum term of imprisonment for repeat sex offenders convicted of Federal sex crimes.

Victims of Crime - The Act allows victims of Federal violent and sex crimes to speak at the sentencing of their assailants. It strengthens requirements for sex offenders and child molesters to pay restitution to their victims and improves other victim-assistance programs.

Protection for Victims of Gender Motivated Violence - For the first time, victims of gender motivated violence have the right to file a Federal civil rights cause of action to seek compensatory and punitive damages and other relief from the person who committed the crime against them.

Rape Shield Law - The Act extends "rape shield" protection to all criminal and civil cases involving alleged sexual misconduct, thereby barring embarrassing and irrelevant inquiries into a victim's sexual history.

HEALTH CARE

Women are society's caregivers, responsible not only for their own health but also for the health of their children, spouses, and parents. Despite being the biggest consumers of health care services, women have a harder time getting health coverage than men. And those lucky enough to have insurance at all pay more; women ages 15 to 44 pay 67 percent more out-of-pocket for health care than their male counterparts.

At the same time, women are increasingly at risk for some of our most deadly diseases. For example, the incidence of AIDS is increasing at a faster rate among women than men. The lifetime risk of developing breast cancer has risen from 1 in 20 women twenty years ago to 1 in every 8 today. Heart disease has long been thought of as a men's disease, but in 1992 it killed approximately 360,000 women and was the leading cause of death in women. The Clinton Administration has launched or supported a variety of programs to improve women's health and to solve the nation's health care crisis.

Increased Funding for Breast Cancer Research - Since President Clinton took office, federal funding for breast cancer research at the National Institutes of Health has increased 65%—to $379 million in fiscal year 1995 alone. The Department of Defense distributed an additional $240 million, allocated in fiscal years 1993 and 1994, to fund 450 research, training and research infrastructure-building grants; the fiscal year 1995 budget includes another $150 million to be awarded by the Department of Defense. The Clinton Administration initiated the creation of the National Action Plan on Breast Cancer, a blueprint for a partnership among scientists, policymakers, activists, and the private sector, to work to prevent, to diagnose, to treat and ultimately to eradicate breast cancer.

Mammography Initiatives - First Lady Hillary Rodham Clinton joined with the Health Care Financing Administration and the Public Health Service (PHS) Office on Women's Health to launch a campaign to educate Medicare recipients and health care professionals about the availability of mammography benefits under the program and about the importance of regular breast cancer screening for older women. The Food and Drug Administration (FDA) implemented quality standards for mammography facilities to ensure reliable mammograms and the Agency for Health Care Policy and Research (AHCPR) has developed and publicized guidelines on mammography to inform health care professionals and consumers about how to obtain a high quality mammogram. In addition, the Center for Disease Control and Prevention collaborates with States, the American Cancer Society and other organizations to provide greater access to mammography and follow-up services, especially for low-income, elderly and minority women.

The Health Security Act - President Clinton introduced his Health Security Act to guarantee affordable, secure health insurance to every American. The legislation covered a range of benefits that are essential for women—preventive measures including mammograms and Pap smears, reproductive services, prescription drugs and prenatal care—and invested in a new federal long-term care program. The President remains committed to providing health insurance to every American and to containing health care costs. This year, he will work with the Congress to take the first steps towards these goals.

Women's Health Initiative - This initiative, the largest clinical research study ever conducted on either men or women, is an exploration of the major causes of death, disability and frailty in post-menopausal women: heart disease, breast and colon cancer, and osteoporosis. The initiative is also the first major study of the effects of hormone replacement therapy. An emphasis on including minority women at each clinical site is a major component of the study.

Increased Commitment to Combatting AIDS - The President created the National Task Force on AIDS Drug Development, charged with expediting the search for new treatments for AIDS and HIV; increased funding for the Ryan White CARE Act for outpatient AIDS care; increased the National Institutes of Health's spending for AIDS research; and increased funding for the Centers for Disease Control and Prevention. The National Institutes of Health sponsored research on AZT treatment for HIV-positive pregnant women that will result in a dramatic reduction in the number of babies who are born infected, increased significantly the number of women participating in AIDS clinical trials and the number of epidemiological studies of HIV in women, and began exploring woman-controlled barrier methods for preventing transmission of HIV.

Preventing Unnecessary Hysterectomies - NIH is examining some of the reproductive problems facing American women, such as endometriosis and uterine fibroids, with the hope of finding better ways to prevent or treat these conditions so that fewer hysterectomies are necessary. The PHS Office on Women's Health will continue to foster new activities designed to increase knowledge about conditions in women that lead to infertility and unnecessary hysterectomy.

Promoting Gender Equity in Medical Education - A culturally appropriate women's health curriculum is under development by the Administration and the Association of American Medical Colleges for distribution to all medical schools. The model curriculum will present information not currently a part of most medical school educations.

Deputy Assistant Secretary for Women's Health - The Administration established the first Department-level position at the Department of Health and Human Services dedicated solely to improving women's health. Initiatives underway at the PHS Office on Women's Health, directed by the Deputy Assistant Secretary for Women's Health, include promoting healthy behaviors in young women and increasing understanding of the impact of environmental factors on women's health.

Women Serving in the Armed Forces and Women Veterans - A Women Veterans Division was established at the Veterans Administration's National Center for Post-Traumatic Stress Disorder (PTSD) to study, to treat and to provide training about PTSD in women. In addition, the VA held training sessions on the diagnosis and treatment of sexual trauma, hired counsellors to treat the aftereffects of sexual harassment and assault and established fellowships in women's health at six VA hospitals. The Department of Defense has improved the delivery of primary and preventive health care to women on active duty and recently surveyed active duty women to find out how to better its efforts.

TAKING CARE OF OUR CHILDREN AND FAMILIES

Despite widespread support in Congress, the Family and Medical Leave Act was not enacted during the Reagan or Bush Administrations. Presidents Reagan and Bush talked about "family values," but it is the Clinton Administration that took action to help preserve families and encourage the values that keep them strong.

Family and Medical Leave - Under the Clinton Administration, American workers are no longer forced to choose between their job and their family at times of crisis. The Family and Medical Leave Act allows workers to take up to 12 weeks of unpaid leave to care for an infant or a loved one without losing their job.

Family Preservation and Support Act - The President's economic plan included a billion-dollar program that provides an array of supportive services to children and families designed to help strengthen them and prevent child abuse and neglect.

Child Support Enforcement - The President introduced the 1994 Work and Responsibility Act, which includes the toughest child support enforcement laws ever proposed and would double federal child support collections by the year 2000. Individuals shirking their child support payment responsibilities could have their wages garnisheed, their drivers license revoked, and be tracked down across state lines.

Encouraging Work Over Welfare Dependency - The President is committed to dramatic reform of the welfare system that will make welfare a temporary hand up, not a permanent handout. The President's 1994 Work and Responsibility Act was designed to reform the system to reward work, to promote responsibility and to protect the interests of children. The Administration is committed to a constructive dialogue with Congress to find the best way to achieve these shared goals.

Immunization Plan - President Clinton acted upon the importance of disease prevention for our nation's children by sponsoring and signing the comprehensive Childhood Immunization Initiative, ensuring that children, regardless of family income, will be vaccinated against disease.

WIC- President Clinton has increased funding for the Special Supplemental Nutrition Program for Women, Infants and Children (WIC) in each of his budgets. As a result, more nutritionally at-risk, low income infants, children under the age of five, and breast-feeding and postpartum women are being served than ever before. More than one million participants have been added to the program since fiscal year 1993—an 18.2 percent increase in participation. In 1995, approximately seven million women and children are expected to benefit from this program.

HeadStart - Based on the recommendations of a bipartisan committee, the President and Health and Human Services Secretary Shalala implemented quality improvements in HeadStart that moved this popular program for disadvantaged preschoolers into the 21st century. The Administration also initiated the creation of a new program to serve disadvantaged infants and toddlers aged zero to three.

EDUCATION

The percentage of American women ages 25 and over who have at least a high school education increased substantially between 1970 and 1990, particularly among black women. Although equal access to education has always been a foundation of women's struggle for equality, access alone is not enough. As we educate girls and women, we must examine what subjects they learn and how they learn them and how they are treated in the classroom by their teachers and peers. The Clinton Administration's education initiatives increase women's involvement in education and will improve their academic success and professional opportunities.

Women's Educational Equity Act - Demonstrating the commitment of the Clinton Administration to equality in education, the Administration proposed to increase funding for the WEEA by 100% from fiscal year 1994 to fiscal year 1995. WEEA has been changed to enable the program to support demonstration projects, which may include training in the prevention of sexual harassment, support and encouragement for girls and women involved in math, science and other fields in which they are underrepresented, and support and assistance for pregnant and parenting students.

Goals 2000 - The Goals 2000: Educate America Act provides resources to states and communities to implement comprehensive education reforms designed at the state and local level. To support women in gaining access to high-paying, high-skill jobs in math and science-related fields, one of the objectives of the national education goals is to increase the number of women and minorities who complete degrees in math, science and engineering.

Student Loan Reform - The Federal Direct Student Loan Program increases access to higher education by giving millions of students the opportunity to take advantage of lower-cost loans and better repayment terms. The Income Contingent Loan Repayment program will allow participants who have received a student loan to make repayments based on their income. This allows people to take lower-paying jobs, or to leave their jobs—for example, to raise a family—without the penalty of loan default.

AmeriCorps - One of the most important accomplishments of the Clinton Administration, this program will inspire our young citizens and provide them with opportunities to serve their communities. National Service also helps students further their education; those who want to contribute to their communities through public service in AmeriCorps can receive college tuition assistance.

The School-to-Work Opportunities Act - This legislation invests in statewide systems of education and training that prepare students for further education and for high-skill, high-wage jobs. Through intergrated work-based and school-based learning experiences, women and girls develop academic and technical skills that enable them to compete for a range of jobs in sectors of the economy traditionally dominated by men.

Increasing Parental Involvement - The National Family Involvement Partnership for Learning is a national initiative that encourages and support efforts to help families to take a more active role in their children's learning and that encourages businesses to allow employees to participate more fully in their children's schooling.

End Adoption Discrimination and Delays - Legislation passed as part of the Elementary and Secondary Education Act Reauthorization prevents discrimination against interracial adoptions and reduces the time children have to wait in foster care.

SCIENCE AND TECHNOLOGY

For too long, many girls interested in a career in science abandoned this goal while still in school, hampered by the biases against girls that persist in our nation's classrooms and discouraged by the dearth of female role models. For too long, those women who did become scientists were confronted by an impenetrable "old boys network" in the scientific community. For too long, a promising area of medical research was blocked despite its potential for helping and healing millions of Americans afflicted with heretofore intractable diseases. And for too long, the potential for applying advances in detection technology used by the defense, space and computer graphics industries to help save women's lives went unexplored.

National Science and Technology Policy - In August 1994, the President and Vice President announced the Clinton Administration's science policy statement, "Science in the National Interest." This national science and technology policy will encourage women and underrepresented minorities to pursue careers in the sciences and promote gender equity within scientific fields and the health professions.

Women Scientists - The Clinton Administration has appointed female scientists to top-level government research and science policy positions. Among other important positions, women hold the posts of Chief Scientist at the National Aeronautics and Space Administration and at the Department of Commerce, Associate Director for Science at the White House Office of Science and Technology Policy, Deputy Director at the National Science Foundation, Director of the Office of Energy Research at the Department of Energy and Director for Defense Research and Engineering at the Department of Defense.

Removal of the Fetal Tissue Research Ban - On his first day in office, President Clinton ended a five-year moratorium on federal funding of human fetal tissue transplantation research. This research has important therapeutic implications for diseases such as Alzheimer's and Parkinsons.

Breast Cancer Detection Technology - The Public Health Service's Office on Women's Health (OWH) and the National Cancer Institute (NCI) have initiated an exploration into applying imaging technology used by the defense, space, and computer graphics industries to the early detection of breast cancer. OWH and NCI will facilitate collaborations among those involved in imaging technology in government, academia and industry to further the development of this potentially life-saving application.