

FOIA MARKER

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Collection/Record Group: Clinton Presidential Records

Subgroup/Office of Origin: Counsel Office

Series/Staff Member: Steve Neuwirth

Subseries:

OA/ID Number: 9532

FolderID:

Folder Title:
Gay Marriage [2]

Stack:

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Row:

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Section:

2

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Withdrawal/Redaction Sheet

Clinton Library

DOCUMENT NO. AND TYPE	SUBJECT/TITLE	DATE	RESTRICTION
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001. memo	Personal (Partial); DOB's (Partial) (1 page)	04/08/1996	P6/b(6), b(7)(C)
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COLLECTION:

Clinton Presidential Records
Counsel Office
Steve Neuwirth
OA/Box Number: 9532

FOLDER TITLE:

Gay Marriage [2]

2013-0028-F

jm996

RESTRICTION CODES

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

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

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

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

RR. Document will be reviewed upon request.

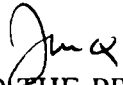
Freedom of Information Act - [5 U.S.C. 552(b)]

- b(1) National security classified information [(b)(1) of the FOIA]
- b(2) Release would disclose internal personnel rules and practices of an agency [(b)(2) of the FOIA]
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- b(8) Release would disclose information concerning the regulation of financial institutions [(b)(8) of the FOIA]
- b(9) Release would disclose geological or geophysical information concerning wells [(b)(9) of the FOIA]

THE WHITE HOUSE
WASHINGTON

April 8, 1996

MEMORANDUM FOR THE PRESIDENT

FROM: JACK QUINN 
COUNSEL TO THE PRESIDENT

SUBJECT: GAY MARRIAGE

The White House has received numerous inquiries concerning your position on gay marriage. In addition, The Advocate, a widely-read gay and lesbian newspaper, is planning to publish a story on this issue and would like to include a statement of your position. The deadline for that story is *tomorrow -- Tuesday, April 9*.

With input from Marsha Scott, we have prepared the attached talking points. George Stephanopoulos has reviewed and approved them.

- The institutions of traditional marriage and family face tremendous pressures in today's society. We must do everything we can to support and strengthen these institutions. The President has previously said that he does not personally support same-sex marriages.
- The President is aware that many communities and institutions are considering whether certain basic benefits can be provided outside the context of traditional marriage. The challenge in addressing these issues is to remain sensitive to the traditional values of our communities while preserving the fundamental right to live free from unjustified discrimination.
- In our country's history we have, for good reason, looked first to state and local governments, as well as the private sector, to consider issues like these involving community values and matters of conscience. The President believes that these issues continue to be best resolved at this level of civil discourse.

Recommendation

That you approve the talking points set forth above.

___ AGREE

___ DISAGREE

___ DISCUSS

April 9

Jack:

As you will see on the attached, the President has formally approved the talking points on gay marriage. I think George and Marsha understood that this would make it appropriate for an Administration official to talk to the reporter from The Advocate.

It seems to me that you are the most appropriate person to have that conversation with the reporter.

The reporter is Josh Moss (phone: 202-462-4660).

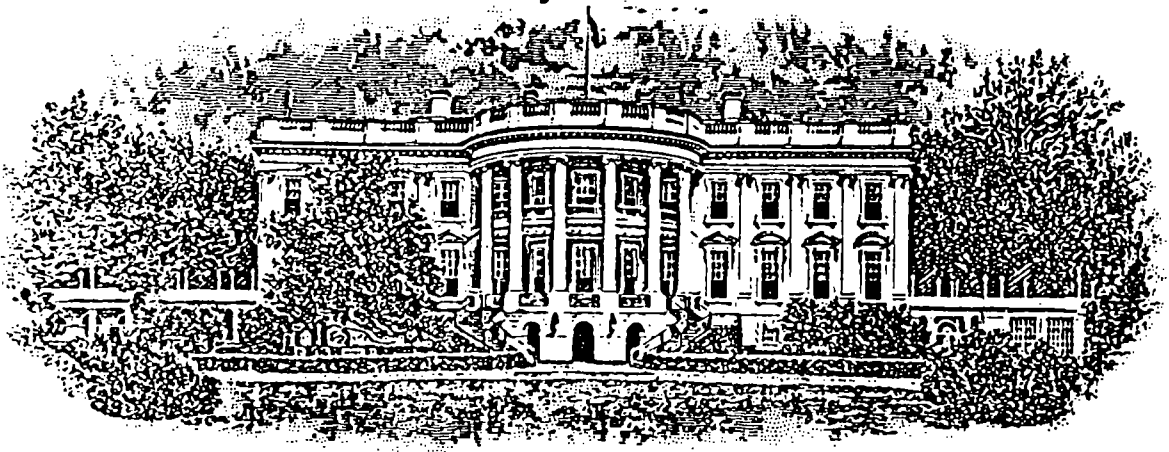
As we discussed yesterday, the deadline for The Advocate story is today.

Please let me know if you will make the call or if this requires further discussion.

Thanks,

Steve Neuwirth

The White House



COUNSEL'S OFFICE

FACSIMILE TRANSMISSION COVER SHEET

DATE: 4/9

TO: Sheri Sweitzer

FACSIMILE NUMBER: 66279

TELEPHONE NUMBER: _____

FROM: Steve Newirth

TELEPHONE NUMBER: 67903

PAGES (WITH COVER): 3

COMMENTS: _____

PLEASE DELIVER AS SOON AS POSSIBLE

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456-1647
CC: 67903
Spive
Newirth
ABAN
S

EXPEDITE

THE WHITE HOUSE
WASHINGTON

OFFICE OF THE STAFF SECRETARY

Fax Transmittal Sheet

TO: Steve Newirth

Fax Number: 64903

Phone Number: 61647

FROM: Todd Stern

SUBJECT: Gay Marriage

DATE: April 9, 1996

NUMBER OF PAGES (including cover sheet): 3

MESSAGE:

If all pages are not received, please call 202/456-2702

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THE WHITE HOUSE

WASHINGTON

April 11, 1996

MEMORANDUM

FOR: JACK QUINN
FROM: DAWN CHIRWA *DC*
CC: STEVE NEUWIRTH
SUBJECT: Virginia Housing Development Authority

Following is a brief summary of an issue which has arisen concerning the Virginia Housing Development Authority (VHDA), a state agency. The VHDA originates mortgage loans that are insured by the Federal Housing Administration (FHA) at the Department of Housing and Urban Development and loans which are guaranteed by the Department of Agriculture's Rural Housing Services (RHS). VHDA recently changed its eligibility criteria to effectively deny VHDA-issued mortgage loans to unmarried and unrelated joint applicants. This change appears to be directed at same-sex couples, but has obvious ramifications for co-habiting heterosexual couples as well.

The FHA has received a request from a Democratic member of the VHDA Board that the FHA determine whether VHDA's current eligibility regulations violate the Equal Credit Opportunity Act (ECOA), which prohibits discrimination in the provision of mortgage loans on the basis of marital status, and thereby jeopardizes VHDA's continued participation in the FHA and RHS home loan programs. The National Housing Act empowers HUD to impose sanctions against mortgage programs which violate ECOA, including the withdrawal of FHA insurance for mortgage loans. In addition, RHS regulations require participating loan programs to comply with ECOA provisions.

However, due to exemptions included in ECOA for certain state programs, the application of ECOA's non-discriminatory requirements to the VHDA program is unclear. HUD thus proposes to request guidance from OLC on this legal issue. HUD's draft request to OLC is attached. Agriculture may also request an opinion from OLC independently, but they have not yet decided whether to do so.

There is a strong possibility that OLC will conclude that VHDA eligibility criteria violate ECOA and that ECOA exemptions do not apply to VHDA. If OLC does arrive at this conclusion, HUD, certainly, and Agriculture, possibly, will take action challenging VHDA's continued participation in their programs, a

move which has the potential to become politically controversial, impacting as it will on a state's attempt to prevent same-sex couples from participating in a state-administered benefits program.

On the other hand, there appears to be a strong consensus within HUD that the appropriate course at this juncture is to request a legal opinion from OLC on this issue rather than leave it undecided. And, the Civil Rights Division at Justice is already conducting a preliminary inquiry into whether or not to take action against VHDA for violating ECOA. An OLC opinion would thus help clarify this issue for a number of interested agencies.

At this point, unless you feel strongly otherwise, I believe that we should not object to HUD's plan to request guidance from OLC. I will, of course, continue to closely monitor this situation and keep you informed of OLC's progress. If you feel that additional steps should be taken at this point, please let me know as soon as you are able. I have promised to discuss this matter again with Sara Rosen at HUD tomorrow -- Friday, April 12.

Attachment

DRAFT

Walter Dellinger
Assistant Attorney General, Office of Legal Counsel
U.S. Department of Justice
10th Street and Constitution Avenue, NW
Washington, D.C. 20530

Dear Mr. Dellinger:

The Virginia Housing Development Authority (VHDA) recently adopted a change to its regulations that effectively denies loans to unmarried and unrelated joint applicants. VHDA originates loans that are insured by the Federal Housing Administration (FHA). (A copy of the policy language is enclosed.) FHA received an inquiry concerning whether VHDA's change of policy affected VHDA's continued participation in the FHA mortgage insurance program.

The National Housing Act empowers FHA's Mortgage Review Board (MRB) to impose sanctions, include withdrawal of approval, on any mortgagee found to be violating the Equal Credit Opportunity Act (ECOA). HUD asked the Federal Reserve for guidance in evaluating whether actions taken under the new VHDA policy violate ECOA. (A copy of my letter to the Federal Reserve and the response are enclosed.) The guidance provided, however, is not determinative of the issue, as the Board does not determine whether state programs qualify for the exemption under ECOA for special purpose credit programs.

Therefore, I hereby request an opinion from the Department of Justice's Office of Legal Counsel on whether actions taken under the new VHDA policy violate ECOA. I would be grateful if you would let me know when I might expect to receive a reply. If you have any questions about this request, please feel free to call me or my Special Assistant, Sarah Rosen, both at (202) 708-3600.

I appreciate your assistance in this matter.

Sincerely yours,

Nicolas P. Retsinas
Assistant Secretary for Housing -
Federal Housing Commissioner

Enclosures

cc: Deval L. Patrick, Assistant Attorney General for Civil Rights, DOJ
Maureen Kennedy, Administrator, Rural Housing Services, USDA
Keith R. Pedigo, Director, Loan Guaranty Service, VA
Nelson Diaz, General Counsel, HUD

**Betsy Julian, Acting Deputy Assistant Secretary, Fair Housing and Equal Opportunity,
HUD**

Jodie Bernstein, Director, Bureau of Consumer Protection, FTC

Griffith L. Garwood, Director, Division of Consumer and Community Affairs, FRB

Sheri:

A more detailed follow-up to my message to you earlier:

The Advocate is writing a story about gay marriage, and it will focus, among other things, on the Administration's position on this topic.

While Jack was on vacation last week, Kathy Wallman approved proposed Presidential talking points on gay marriage. The President never reviewed them, but Marsha Scott and I described them (without giving a copy) to some Congressional staffers with whom Marsha has been working.

Marsha's office has learned that the Advocate has been told, presumably by one of the Congressional staffers, that the White House Counsel's office is working on this issue for the President. I don't know if the reporter was told that we have drafted talking points.

The question for Jack is whether he, or anyone else from the White House, should talk to this reporter. As I told you earlier, the reporter's deadline is tomorrow.

A copy of the proposed talking points for the President is attached.

Withdrawal/Redaction Marker

Clinton Library

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001: memo	Personal (Partial); DOB's (Partial) (1 page)	04/08/1996	P6/b(6), b(7)(C)
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Counsel Office
Steve Neuwirth
OA/Box Number: 9532

FOLDER TITLE:

Gay Marriage [2]

2013-0028-F

jm996

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RR. Document will be reviewed upon request.

EXECUTIVE OFFICE OF THE PRESIDENT

08-Apr-1996 11:06am

TO: Stephen R. Neuwirth
FROM: Mail Link Monitor
Office of Administration, IST
SUBJECT: CONFIRMATION: APPT. REQUEST FOR NEUWIRTH, STEPHEN R.

FROM: WAVES OPERATIONS CENTER - ACO:
Date: 04-08-1996
Time: 11:04:52

(b)(7)(c), P6/(b)(6)

[001]

This message serves as confirmation of an appointment for the visitors listed below.

Appointment With: NEUWIRTH, STEPHEN R
Appointment Date: 4/8/96
Appointment Time: 12:00:00 PM
Appointment Room: 130
Appointment Building: OEOB
Appointment Requested by: NEUWIRTH STEPHEN R.
Phone Number of Requestor: 67903
Comments:

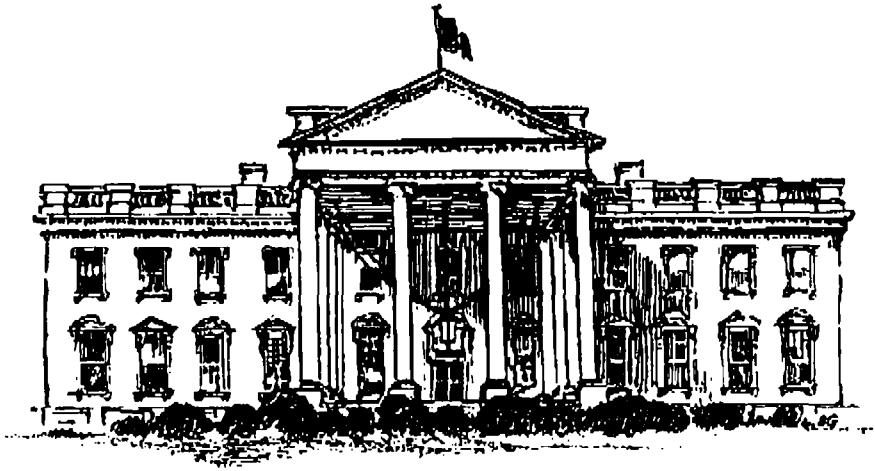
WAVES APPOINTMENT NUMBER: U81718

If you have any questions regarding this appointment, please call the WAVES Center at 456-6742 and have the appointment number listed above available to the Access Control Officer answering your call.

TOTAL NUMBER OF NAMES SUBMITTED FOR ENTRY : 6
TOTAL NUMBER OF NAMES OF CLEARED FOR ENTRY: 6

BARRON, DANIEL
BARRON, ELISHA
BARRON, FRANCIS
BARRON, SUSANNAH
SUNDELSON, CHARLOTTE
SUNDELSON, EVE

P6/(b)(6)



THE WHITE HOUSE

To: Neuwirth, Steve

Date: 3-25-96

From: YANDURA_P

Page 1 of 2

MEMORANDUM TO: MARK AGRAST
BRIAN BOND
CARLA DARBY
JIM JONES
MARCIA KUNTZ
ROBERT RABEN
RICHARD SOCARIDES
JEFF LEVI
NAN HUNTER
STEVE NEUWIRTH
PHIL DUFOUR

DATE: MARCH 25, 1996

FROM: MARSHA SCOTT

RE: MARRIAGE FOLLOW-UP MEETING

On Friday, March 30, 1996 at 11 a.m. I would like to have a follow-up meeting concerning gay and lesbian marriage and our response. We will meet again in room 180 in the Old Executive Office Building. Please remember that any language or ideas should be submitted to Steve Neuwirth by Wednesday, March 27, 1996. Steve can be reached at 456-5115 or by FAX at 456-1647.

Please contact Paul Yandura in my office at 456-2674 at your earliest convenience to confirm that you will be there.

See you Friday.

The institutions of traditional marriage and family face tremendous pressures in today's society. We must do everything we can to support and strengthen these institutions. I have previously said that I do not personally support same-sex marriages.

I am aware that many communities and institutions are considering ways, outside the context of traditional marriage, to address issues relating to same-sex partnerships, including whether certain basic benefits can be provided to same sex-partners. The challenge in addressing these issues is to remain sensitive to the traditional values of our communities while preserving the fundamental right to live free from unjustified discrimination.

In our country's history we have, for good reason, looked first to state and local governments, as well as the private sector, to consider issues like these involving community values and matters of conscience. I believe that issues relating to same-sex partnerships continue to be best resolved at this level of civil discourse.

other

The institutions of traditional marriage and family face tremendous pressures in today's society. We must do everything we can to support and strengthen these institutions. I have previously said that I do not personally support same-sex marriages.

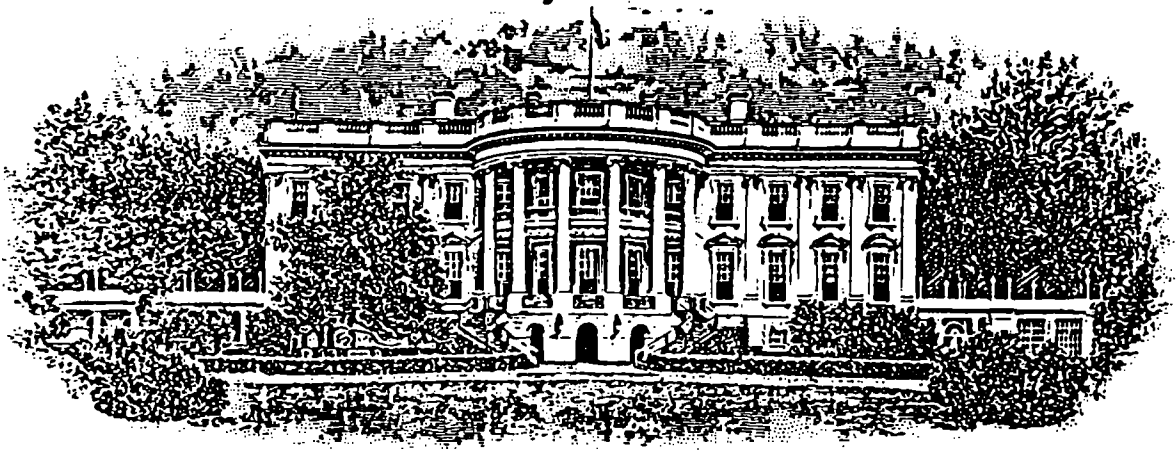
I am aware that
~~Outside the context of traditional marriage, many communities and institutions are considering the best way to address issues relating to same-sex partnerships. While no consensus has yet been reached, I note that a number of states and localities, as well as some of this nation's leading corporations -- including Microsoft, IBM, Disney and Levi Strauss -- are making efforts to resolve the difficult question of what basic benefits can be provided to same-sex partners. The challenge in developing innovative new solutions is to remain sensitive to the traditional values of our communities while preserving the fundamental right to live free from unjustified discrimination.~~

These
whether certain
addressing these issues

In our country's history we have, for good reason, looked to state and local governments, as well as the private sector, to consider ~~options for addressing difficult~~ issues like these involving community values and matters of conscience. I believe that issues relating to same-sex partnerships ~~are~~ best resolved at this level.

continue to be
first
of civil discourse.

The White House



COUNSEL'S OFFICE

FACSIMILE TRANSMISSION COVER SHEET

DATE: 3/28

TO: K Wallman

FACSIMILE NUMBER: 66279

TELEPHONE NUMBER: 66611

FROM: S Newirth

TELEPHONE NUMBER: 67903

PAGES (WITH COVER): 3

COMMENTS: RUSH

PLEASE DELIVER AS SOON AS POSSIBLE

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MESSAGE CONFIRMATION

MAR-28-96 16:07

FAX NUMBER :

NAME :

FAX NUMBER : 66279

PAGE : 03

ELAPSED TIME : 01'19"

MODE : G3 STD

RESULTS : O.K

THE WHITE HOUSE
WASHINGTON

March 28, 1996

MEMORANDUM FOR GEORGE STEPHANOPOULOS
MARSHA SCOTT

FROM: KATHY WALLMAN

Kathy Wallman has advised me that the attached represents Jack Quinn's proposal on what the President should say about the issue of gay marriage.

Kathy has asked me to forward this statement to you for your review. She has also asked me to request that we meet as promptly as possible to discuss this.

THE WHITE HOUSE
WASHINGTON

March 28, 1996

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MARSHA SCOTT

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3/22/96

—

TO: STEVE
FROM: PAUL
FYI.

NEWS 3-15-96

EXECUTIVE OFFICE OF THE PRESIDENT

15-Mar-1996 08:07am

TO: Yandura_P

FROM: BCS41

SUBJECT: Articles - 3/15/96

CONTENTS:

1. USA TODAY: Boston City Council votes to extend benefits to domestic partners
2. THE NEW YORK TIMES: Judge denies request from Irish Lesbian and Gay Organization to hold their own St. Patrick's Day parade; Gerry Adams makes supportive remark and then backtracks
3. THE SAN JOSE (CA) MERCURY NEWS: Film review of "The Celluloid Closet" which opens in movie theaters today - "You've got a long way to go, baby"
4. PRESS RELEASE: Celebrities donate dozens of autographed items for Washington DC gala on behalf of gay/lesbian youth to be held March 25
5. FEEDBACK:
 - a. Iowa House Rep. Fallon overwhelmed, in a good way, by positive responses to his support of gay marriage - 1,012 e-mail messages so far in his mailbox that usually finds 2 a week
 - b. Montana Attorney General appeals judge's decision declaring deviate sexual conduct law unconstitutional
 - c. Scottish mass murderer of kids was not kicked out of Scouts for sexual impropriety
 - d. Speakers and entertainers wanted for Michigan events
 - e. If the Constitution doesn't require states to recognize other states' laws, why was slave Dredd Scott returned to his owner after fleeing to a state where slavery was illegal?

USA TODAY

Friday, March 15, 1996

ACROSS THE USA: NEWS FROM EVERY STATE

Massachusetts - Boston: City Council has voted to extend health insurance benefits to live-in partners of gay and heterosexual city workers. Mayor Thomas Menino backs it; legislative approval also is needed.

THE NEW YORK TIMES

E-MAIL: letters@nytimes.com

Friday, March 15, 1996

By ADAM NOSSITER (excerpt)

NEW YORK - Gerry Adams, the president of Sinn Fein, will march in the St. Patrick's Day parade Saturday, the first time he has taken part in the nation's largest celebration of Irish heritage.

But absent from the march again this year will be the Irish Lesbian and Gay Organization, which, having been barred by the parade's organizers from marching after several years of conflict, applied for its own city permit to hold a separate parade. Thursday, a federal judge denied that request...

...Thursday, Adams said three different groups had invited him to

Date: 10 Mar 1996 06:47:35 -0800
From: BCS41@aol.com
Subject: Articles - 3/10/96

CONTENTS:

1. THE CHICAGO TRIBUNE:

a. Columnist says allowing gay marriage would "dilute the sanctity of marriage, as the world has generally understood it for millennia"

b. Christian Haren, actor, Marlboro man, dies of AIDS

2. THE NEW YORK TIMES: Why can't Hollywood get gay life right? Reviews of several films, also - American and foreign.

3. FEEDBACK: Don't be misled by articles and let your guard down - anti-gay threat remains very real

THE CHICAGO TRIBUNE

435 N. Michigan Avenue, Chicago, IL, 60611

FAX 312-222-2598, E-MAIL: tribletter@aol.com

(NOTE: The Chicago Tribune welcomes letters to the editor from anyone in the country.)

Sunday, March 10, 1996

SYNDICATED COLUMN BY JOAN BECK

IN PURSUIT OF HAPPINESS - GAY AND LESBIAN COUPLES SHOULD BE GRANTED 'DOMESTIC PARTNERSHIP' CERTIFICATES--NOT MARRIAGE LICENSES In a recent lesbian "wedding," one of the brides walked down the aisle in an elegant, traditional gown to meet her companion, who was wearing a "tuxeda" (a wedding tux designed for women) at the altar for a ceremony that had no legal standing.

In a gay "wedding" reception, two beaded grooms stood atop the wedding cake. But there was no marriage license to mark the occasion.

Hundreds of gay and lesbian couples have registered their union and commitment as "domestic partners" at city halls in a dozen gay-friendly cities. But the commitment agreements carry a few of the legal rights of heterosexual marriage.

None of these arrangements satisfies homosexual couples who are determined to marry on the same basis, with the same rights and protections, as heterosexual pairs. But hopes and fears are growing that legal actions in Hawaii could make legal marriages possible for gays and lesbians in less than two years.

In 1993, the Hawaii Supreme Court took a case filed in 1991 by a gay couple and two lesbian couples charging that a Hawaii law restricting marriage to one man and one woman illegally discriminates against homosexuals. The high court agreed and sent the case back to a lower court to rule on whether the state has any compelling interest in denying same-sex marriages.

The lower court is expected to rule this summer and the Hawaii Supreme Court to issue a final decision on the case in 1997. If the marriage of gays is held to be legal, thousands of homosexual couples from other states will travel to Hawaii, get married and return home to claim all the rights of married couples.

The U.S. Constitution requires that "full faith and credit shall be given in each state to the public acts, records and judicial proceedings of every other state." All states now limit marriage to one man and one woman.

Many states are now scrambling to head off the legalizing of gay marriages by enacting prohibitive legislation. South Dakota passed a law last month limiting marriage to a man and a woman. Last year Utah okayed a statute saying the state will not recognize marriages that do not conform to Utah laws.

In Illinois, a Senate committee has approved a bill that would ban

same-sex marriages. The California Assembly is considering legislation to prohibit the state from recognizing same-sex marriages performed outside its boundaries. Similar measures are moving through the legislative process in 17 other states.

Even in Hawaii the state House has approved a bill to put a constitutional amendment on the ballot in November limiting marriage to a man and a woman. The Hawaii Senate has passed a measure to create domestic partnerships for gay couples.

Nationally, the U.S. Senate is working on a Defense of Marriage Act that would also ban marriages between same-sex partners. Denmark legalized homosexual marriage in 1989, Norway in 1993 and Sweden in 1995. No other country has done so, although the European Parliament in Strasbourg, France, gave its approval in a non-binding resolution in 1994.

Opposition for same-sex marriage comes from several sources. Some of it is homophobic, some of it conservative fundamentalism. Several major religious denominations oppose it, although a few are studying the issue and a few now bless commitment ceremonies for gays and lesbians. The Pope has denounced it.

But most of the people who oppose gay marriages--63 percent in one poll--simply believe that by its very definition, backed by thousands of years of human history, marriage means a man and a woman and it's essential not to dilute that concept. Count me among them.

Gays have several good reasons for wanting the security and legal and social recognition of marriage.

They want the legal and financial benefits that come with marriage: Social Security and pension benefits. The health insurance benefits. Tax advantages. Inheritance rights. The rights to share in health decisions, to visit partners in hospitals and jails. Clear parental rights. Bereavement leave when a partner dies.

For many homosexuals, the primary yearning for marriage is simply a desire for lasting, legal commitment and a marital status that testifies to their love before all the world.

There is even an advantage to marriage for gay partners if they split up. Divorce laws are much clearer for legal spouses than for homosexuals who have shared their lives for years and then decided to end their relationships. Now gays have no access to divorce court.

Society also benefits by having gays in stable, committed relationships, especially in the age of AIDS and by being sure both partners have a legal obligation to any children involved.

But these rights and benefits can be provided by legalizing what is now awkwardly called "domestic partnerships," or publicly committed loving unions. Pioneered by San Francisco in 1991 and now available in several large cities and small towns, these plans allowed gays and lesbians to register their relationship officially, just as heterosexual couples get a marriage license.

Benefits of a domestic partnership now differ, depending on the city, but at a minimum usually allow city employees to be treated as married in claiming employment perks. Some private employers choose to treat domestic partners as married couples in providing benefits but are not required to do so.

Anything less than marriage on equal terms with heterosexuals won't satisfy many gays who consider this an issue of civil rights, as well as love and benefits and who want the symbolic stamp of mainstream approval and respect. But expanding the concept of domestic partnerships and pushing their acceptance by employers, government and society would help. And it would not dilute the sanctity of marriage, as the world has generally understood it for millennia.

*

OBITUARIES

Christian Haren, 61; actor, Marlboro Man
Associated Press

COMMON GROUND

U.S. Municipalities, Companies and Colleges/Universities with Domestic Partnership Plans Making All The Differences Count

Municipalities Having Medical/Dental/Pension Benefits inclusive of Domestic Partners:

Baltimore, MD	Bay Area Rapid Transit, CA	Berkeley
Brookline, MA	Cambridge, MA	Carrboro, NC
Chapel Hill, NC	DaneCounty, WI	Delaware, NJ
East Lansing, MI	Hartford, CT	Iowa City, IA
King County, WA	Los Angeles County	Middlebury, VT
Minneapolis, MN	Multnomah County, OR	New Orleans, LA
New York, NY	NY (state workers)	New York, (AG's Office)
Oakland, CA	Oak Park, IL	Olympia, WA
Ontario Canada	Ottawa, Canada	Portland, OR
Sacramento, CA	San Diego, CA	San Francisco, CA
SantaCruz, CA	Seattle, WA	West Hollywood, CA
Vermont (state workers)		

Municipal Plans Containing One or More of the Following Benefits:

Access to school records
Bereavement and family leave policies
Parenting leave
Registration of partnership
Sick Leave

Alameda, CA	Ann Arbor, MI	Atlanta, GA (rescinded?)
Boston, MA	Burlington, VT	Chapel Hill, NC
Chicago, IL	Ithaca, NY	Los Angeles, CA
Laguna Beach, CA	Madison, WI	Marin County, CA
MA (state workers)	Rochester, NY	San Mateo County, CA
Shorewood Hills, WI	Springfield, MA	Takoma Park, MD
Toronto, Ontario	Travis County, TX	West Palm Beach, FL
Yukon Territory		

Note: A 1991 ruling by a British Columbia court extended Canada's National Health Insurance to same-sex partners. A 1992 court order granted medical and pension benefits to employees of the Ontario government. Common Law (heterosexual) couples are included by default.

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US Private Sector Plans Having Medical/Dental/Pension Benefits inclusive of Domestic Partners:

note: * indicates publicly traded companies.

Adobe Systems*	Actor's Fund of America	Advanced Micro Devices*
AA University Professors	AARP	AFSCME #57, #829
Allina Health Systems		
American Library Assoc	American Psych Assoc.	Apple Computer*
Arent, Fox Assoc.	Atlantic Records*	Autodesk*
Banyan Systems*	Barnes & Noble*	Barra*
BBN	Ben & Jerry's*	Beth Israel, New York
Blue Cross/Blue Shield of Ma		
Borland*	Boston's Children's Hospital	Boston Consulting Group
Boston Hotel Workers Union	Boston Globe	Bureau, National Affairs
Business@Web	Cadance*	CA Academy Science
CA Water		
CalPacific Med Cnt.	Cambridge Tech Group	Cambridge Tech Partners*
Capital Cities/ABC*		
Celestial Seasonings*	Children's Health Care	Chiron Corp*
Comm Interns/Residents NY	Computer Graphics	Consumers Union
Consumers United Insurance	Cooley, Godward, DC.	Coors Brewing Company*
Council 82 (prison)	Covington & Burling	Cray Research
Creative Artists Agency	Dana Farber	Debevoise & Plimpton
DEC-Belgium	Dewey Ballantine	Directors Guild, America
Discovery Channel	Dow, Lohnes	DreamWorks
E! Entertainment TV	Egghead Software*	El Al
Electric Workers, LA		
Episcopal Church of Newark	Fannie Mae*	Field Museum-Nat. His.
First Tech	Focus Homes Inc.	Frame Technology
Fried, Frank, NY	Gannett*	Gardiner's Supply
Genetech*		
Glaxo-Wellcome* (US only?)	Golston, Storrs	Greenberg, Glusker
Greenpeace	Group Health (Seattle)	HBO*
Holland, Knight	Howrey, Simon	
Hotel Workers, SF	Howard, Rice	HRC
Hutchinson Ctr (Seattle)	IDG	Interleaf*
Intermedia Partners	Informix*	Irell & Manella
Jackson Labs	Jet Prop. Labs	Jewish Family Services
Kaiser Permanente	Kodak* (effective 1/97)	KQED, SF
Krum, Forster Insurance		
Lambda Legal Fund	Levi Strauss and Company	Legal Aid, NY
Lilienthal, Fowler	Lipton, Rosen	Livingston
Los Angeles Philharmonic	Lotus Development Corp*	Lucas Films
Market News Service	MCA/Universal	MGM
Microsoft*	Millbank Tweed	Millenium Global
Millipore	Minnesota Public Library	
Minn. Public Radio	Minn. Schools	Minn. Star/Tribune
Mintz, Levin	Montefiore Medical Center	Morrison, Forster

NY Times Guild	Novell*	NY Times* (Mgmt staff)
NYNEX*	NOW	NeXT Computer
NGLTF		
National Center Lesbian Rights		National Public Radio
New England Medical	Northern States Power	
Northern Research Oil Chem	Northern Telecom*	Octel Communications*
Oracle*	Orrick, Herrington	Paradigm*
Pathmark	PBS	Pillsbury, Madison
Para Transit, CA	Paramount*	Park Nicollet Medical Center
Planned Parenthood	Platinum Technologies*	Polaroid
Principal Financial Group	Principal Mutual Life	Proskauer, Rose
Quark	Qualcom	Quark, Inc.
Radius*	Replacements Limited	San Diego Schools
St. Paul Companies*	San Jose Schools	Santa Cruz Operation
Sarnoff Research	SAS Inc.	C. Schwab & Co.*
Seattle Mental Health	Seattle Metro	Seattle Public Library
Seattle Symphony	Seattle Times	Segal Company
Shaw, Pittman	Sherman & Sterling	Shiff, Harden
Showtime*		
Silicon Graphics Inc.*	Smith, Hawkin	Smith-Kettlewell Eye Inst.
Sony Pix Entertainment	Springs Industries	Starbucks*
Star Tribune		
Steptoe, Johnson	Sullivan, Cromwell	Sun Microsystems*
SuperMAC*	Sybase*	Teachers Ins/Annuity
Tattered Cover Bookstore	The Gap*	Thinking Machines
TicketMaster		
Time Inc*	Time Warner*	United Way (some cities)
Universal Studios	University Stud. Coop	Vermont Girl Scouts
Viacom*	Village Voice	Visioneer*
Wachtel, Lipton	Walker Art Cnt.	Walt Disney Corporation (WDC)*
Warner Bros.*	Whole Foods Market	Wilder Foundation
Wiley, Rein, Fielding	William Morris	WGBH
WQED, Pittsburgh	Woodward & Lothrop Stores	Worcester Telegram
WordPerfect	Writer's Guild Health	Wyatt
Xerox Corporation +	Ziff, Davis Communications	

+ = Xerox provides a subsidy of \$1000/year. Employee subsidy over lifetime of employment is \$10K.

US Private Sector Plans Containing One or More of the Following Benefits:

Bereavement and family leave policies

Child care

Relocation policy

Sick Leave

Use of health and fitness programs

AMTRAK Adamation Inc.

American Airlines (passes to non relative employees)

AAA	ACLU, SF	American Friends Srv Comm
Columbia U. Clerical	Delta Airlines (see American)	NYC Comm, Interns & Residents
Mt. Sinai Hospital Nurses, NYC		
Mus of Modern Art	NYC Unitarian Universalists	Unitarian Universalist Committee
United Airlines (see American)	Wells Fargo	

US Colleges and Universities Having Medical/Dental/Pension Benefits inclusive of Domestic Partners:

Amherst	Antioch System	Einstein Med College
Bowdoin College	Brooklyn Law	Brown University
CA Art Center	Clark University	Columbia University
CUNY	Cornell University	Dana Farber
Dartmouth College	DeAnza	Denison U.
Dickenson College	Duke	Emory University
Grinnell College		
Hamilton College	Harvard University	T. Jefferson, PA
Mary Washington	Middlebury College	MIT
New York Law School (1/96)		New York University
Northeastern	Northwestern	
Occidental College		
OHSU (students)	Pitzer College	Ponoma College
Princeton University		
Simmons College	Smith College	SUNY (not all schools)
Stanford University	Swathmore College	Teachers College
Tufts	U of AK	University of BC
U of Chicago	U Colorado	Univ of Denver
Univ. of Iowa	U of Minnesota	U New Brunswick
U New Mexico	U Michigan	U Pennsylvania
U Toronto	U Vermont	U Waterloo
U Windsor	U of Wisconsin	Wayne State
Wellesley	Wesleyan University	Wilfred Laruer
Williams College	Wright State	Yale
York University		

US College/University Plans Containing One or More of the Following Benefits:

Bereavement and Sick Leave
 Child care
 Faculty/staff only
 Home purchase loan
 Issues university identification
 Pension plan
 Student housing only
 Students only benefits
 Tuition waiver

Carnegie Mellon	Colby College, ME	Georgia State University
Harvard Law	Ithaca College	Moorehead State University

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North Dakota U	Oberlin College, OH	Occidental College, CA
Ohio State University	Rutgers University	SUNY at Purchase, NY
Union Theological	Univ. of CA at Irvine	Univ. of CA at Santa Cruz
Univ. of Pittsburgh	West Virginia Univ. (suspended pending further review, 6/95)	

Canadian Companies offering same sex benefits

NOTE: A recent Supreme Court decision in **Canada** has interpreted that country's charter of rights and freedoms to include the prohibition of discrimination based on orientation. The federal courts are also ruling (8/1/95) that companies that provide benefits to married couples and common law couples must also provide those benefits to same/sex couples. This remains a matter for debate. This followed a similar ruling in Ontario. In addition to Ontario's largest employer - the provincial government - offering DP benefits, a great many companies in Canada which are incorporated in Ontario are encouraged to do so. Full benefits are implied by DP benefits.

Private Sector

High Tech

- Bell Canada Enterprises
- Bell Sygma
- Northern Telecom
- Bell Northern Research
- Stentor Resource Centre Inc
- IBM Canada Ltd
- Advantis Canada Ltd
- Celestica Inc
- Alias Research
- Lotus Development Corp.
- Oracle Corporation

Media & Entertainment

- Globe & Mail
- Hamilton Spectator
- Southam Publishing
- Neilson Publishing
- Toronto Star
- Toronto Sun
- Warner Brothers

Financial & General Business

- Bank of Montreal
- Toronto Dominion Bank
- Creative Research Int'l.
- London Life Assurance Co.
- North American Life Assurance

Warren Cheppel EAP Services
The Hudson Bay Company
Levis Strauss Canada
Sears Canada Inc.
Shopper's Drug Mart Ltd.

Manufacturing

Cami Automotive (Geo & Suzuki)
Canadian Post Corporation(manf?)
Dow Chemical
Falconbridge Resources
Shell Oil
Nova Corp

Unions & Associations

Canadian Auto Workers
Canadian Union of Public Employees
Public Service Alliance of Canada
Law Society of Upper Canada
Ontario Association of Professional Social Workers
Canadian Institute of Chartered Accountants
Canadian Telephone Employees Alliance
Communication Workers of Canada

Public Sector

City of Kanata
City of Kitchener
City of Ottawa
City of Toronto
Government of Ontario
Municipality of Metropolitan Toronto
Regional Municipality of Ottawa-Carleton
Regional Municipality of Waterloo
City of Langley
City of Montreal
City of New Westminster
City of North Vancouver
City of Port Moody
City of Prince Rupert
City of Richmond
City of Vancouver
Corporation of Delta
District of Burnaby
Government of British Columbia
Government of New Brunswick

Government of the North West Territories
Government of the Yukon
City of Halifax
Government of Nova Scotia
Treasury Board of Canada (no medical, soft benes only 11/20/95)

Hospitals

Hospital for Sick Children (Toronto)
Toronto Hospital
Wellesley Hospital
Women's College Hospital
York County Hospital

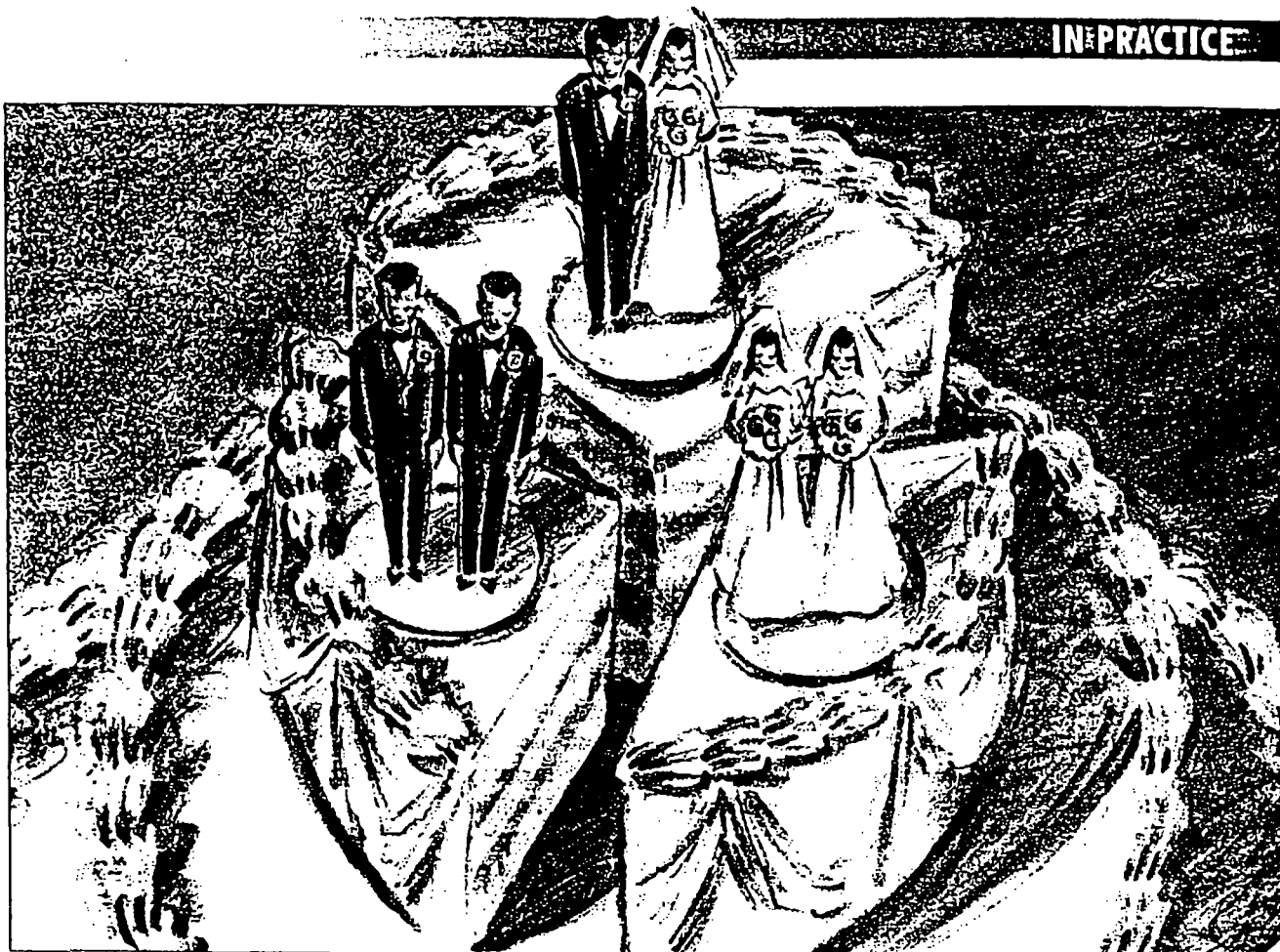
Universities

Acadia University
Brock University
Carleton University
Nipissing University
Ontario Institute for Studies in Education (OISE)
Ryerson Polytechnical University
Trent University
University of Guelph
University of Ottawa
University of Toronto
University of Windsor
York University
Concordia University
McGill University

Other Public Sector

Air Canada
Canadian Broadcasting Corporation (CBC)
London Board of Education
Metropolitan Toronto Police Services
North York Board of Education
Ontario Hydro
Toronto Board of Education
Toronto Hydro
Toronto Public Library System
Toronto Transit Commission
United Church of Canada
YMCA
YWCA

Municipalities with benefits including medical:	35
Municipalities with benefits excluding medical:	22
Private sector companies with benefits including medical:	214
Private sector companies with benefits excluding medical:	16
Colleges/Universities with benefits including medical:	66
Colleges/Universities with benefits excluding medical:	17
Canadian Organizations:	99
Total organizations, North America:	469 (3/5/96)



Domestic Partner Benefits

Businesses are becoming more inclusive in offering employee benefits, extending coverage to domestic partners in many cases.

BY JULIE COHEN MASON

Just five years ago, you would be hard-pressed to find even a dozen employers that offered domestic partner benefits coverage to their employees. Today, there are more than 300 organizations in the United States that offer medical/dental benefits and/or "softer" benefits, such as bereavement and family leaves, or relocation expenses to all of their employees.

Companies are starting to realize that by extending domestic partner benefits coverage, they are making an effort to eliminate workplace discrimination and provide all employees with

equal compensation for equal work.

Although definitions of "domestic partnership" vary, generally it is widely understood to mean a committed, exclusive relationship between two same-sex or opposite-sex partners who live together and are financially interdependent.

As of August, Common Ground, a Natick, Mass., educational and consulting firm that specializes in workplace education about sexual orientation, reports that 409 organizations (municipalities, colleges/universities and private-sector businesses) offer some form of domestic

partner benefits. Of these, more than 350 offer full medical/dental plans.

"We are finding that one to three companies are adding some form of domestic partner benefit coverage each week," says Liz Winfeld, a principal of Common Ground. In fact, "for every one company that adds domestic partner benefits, 10 are looking into it," she says. Common Ground has received inquiries from the employees and management, or both, of such corporate giants as Hewlett-Packard, Du Pont and General Motors.

Little by little, education and increased awareness are chipping away at the excuses, most often cost and risk factors, that have kept corporate America from offering these benefits sooner.

The cost of adding benefits—usually health insurance—coverage to an employee's domestic partner often is the No. 1 excuse. After all, with cor-

porate healthcare budgets already bursting at the seams, few companies are willing to freely toss away a few extra bucks.

"There is a fair amount of concern that healthcare costs are going up. No one is looking for an additional group to cover," says Terry Thompson, a partner at benefits consultants Hewitt Associates. The evidence, however, shows that employers are at no more financial risk when adding domestic partners than when adding spouses, adds Thompson, citing a 1994 research paper, "Domestic Partners and Employee Benefits," published by Hewitt.

"Employers are not introducing a new benefits program when they offer domestic partner benefits; they are simply extending existing benefits so there are no new cost factors to consider," says Winfeld. The only costs come from the additional number of people who sign up for coverage—and so far, employers' enrollment figures fall below 1 percent of the employee population, according to Common Ground's research. According to the Hewitt study, many companies assumed enrollment would be closer to 10 percent.

Low enrollment figures among organizations offering only same-sex coverage can be attributed to several factors. "In a gay relationship, usually both partners work and have benefits through their own employers," explains Susan Spielman, cofounder and principal of Common Ground, who along with Winfeld just published *Straight Talk About Gays in the Workplace* (AMACOM, 1995).

Since the IRS doesn't recognize same-sex relationships, domestic partner benefits are almost always taxable to the recipient. Under current law, benefits are excluded from taxation only for legal spouses and dependents, according to Hewitt. Therefore, the tax liability may deter a partner from enrolling even though a company offers domestic partner benefits. Opposite-sex couples have a little more leeway in the tax arena be-

cause more than a dozen states do recognize common-law marriages.

In addition, companies cite fear of inflated healthcare costs due to AIDS claims as reason not to offer domestic partner benefits. Many of these employers view AIDS as a gay disease rather than face the fact that anyone in their employee pool could contract HIV-related diseases. Both Common Ground and Hewitt have found that AIDS claims actually have been low to nonexistent in those organizations offering domestic partner coverage. From strictly a cost standpoint, pregnancy/childbirth is usually an employer's greatest expense—a cost that would be almost nonexistent by adding same-sex partners. According to the Centers for Disease Control and Prevention, healthcare costs associated with heart disease, cancer, premature birth (which can be as high as \$1 million) and Alzheimer's disease are more expensive than AIDS claims, which Hewitt estimates to average \$119,000.

Proof of Partnership

Probably the most convenient excuse employers offer, however, is that their insurance carriers will not extend coverage to domestic partners. Although that once may have been the case, the insurance industry, in an effort to remain competitive, is willing to meet the demand. In fact, Blue Cross & Blue Shield of Massachusetts offers full medical and dental coverage to both the same-sex and opposite-sex domestic partners of its employees. And, it offers coverage to accounts of 50 or more employees, and those accounts can choose to include same-sex coverage at no charge, explains Blue Cross assistant ombudsman Dan Sarno. So far, enrollment figures have been low and, as a result, there's been no real difference in claims filed by domestic partners and those of married or single employees.

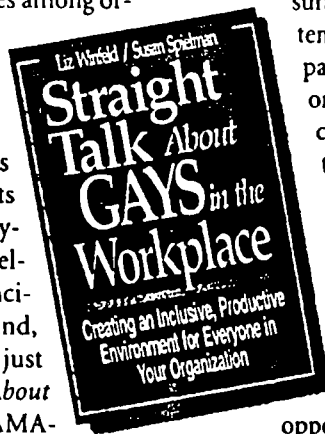
Once the decision has been made to offer domestic partner benefits, most

companies require some kind of proof of this partnership. The type of proof varies from a written affidavit attesting to the validity of the relationship and the company's terms of coverage, to documentation of financial interdependence and cohabitation, such as bank statements and mortgage or lease contracts. Employers require proof to protect themselves from fraudulent claims, although many of these same employers do not require married employees to produce a marriage license or personal documentation.

"Companies feel they need proof to substantiate a relationship," Spielman says. "You'll [have to] see legalized gay marriages before companies will do away with the affidavit of proof." The requirements may become less stringent, though, believes Hewitt's Terry Thompson. "Over time, as domestic partner relationships become accepted, proof of eligibility may become more informal," Thompson says. "Employers do need to protect themselves against all fraudulent claims, so we may see some tightening of regulations [for adding spouses and dependent children] across the board."

Companies are realizing that offering domestic partner coverage not only makes them a fair and equitable employer, but can give them a distinct competitive advantage when it comes to recruiting and retaining the best employees. "Domestic partner benefits constitute a competitive advantage," says Winfeld. "When you want the best employees, you'll find that you get what you pay for. Adding domestic partner benefits is a smart move because the cost is almost nil and you get a high return on your investment."

So far, among private-sector employers, it seems that high-tech companies have taken the lead in adding domestic partner benefits to their corporate agenda. "High-tech companies usually have an openness to diversity among people," says Hewitt's Thompson. Ken McDonnell, of Washington, D.C.-based Employee Benefit Research Institute (EBRI), agrees. "The high-tech industry is concerned with attracting and retaining employees and usually employs a more liberal, youthful group."



Friday
MARCH 1, 1996

Business

Star Tribune

Column one

Gay rights on the job

*Author says firms
should provide safe,
inclusive workplace
for all employees*

By Rosalind Bentley
Star Tribune Staff Writer

Not coming out almost cost Liz Winfeld her job.

She and her lesbian partner of several years were breaking up. Winfeld was preoccupied with the end of the relationship. She couldn't eat, couldn't sleep and was at work every day in name only. Her performance as a writer for an East Coast company was suffering. But because she feared losing her job, Winfeld didn't tell anyone the source of her problem until her boss questioned her about carelessness at work.

Her boss' response surprised and heartened Winfeld.

"I told her that I was a lesbian but that that wasn't the problem," Winfeld said. "The problem

was that I was breaking up with my partner. And my boss said, 'Why didn't you tell me that's what was going on? God, I would have given you some time off if you needed it, we could have backed up some of your deadlines.'

Winfeld kept the job and learned a valuable lesson: not providing a safe and inclusive atmosphere for gay and lesbian employees can cost a company money.

That's the message that Winfeld and her new partner, Susan Spielman, preach in their recently released book "Straight Talk about Gays in the Workplace." Winfeld was the keynote speaker at the triannual Workplace Alliance meeting Thursday in Plymouth.

The Workplace Alliance is a metrowide network of gay, lesbian, bisexual and transgender employees of 100 companies. The triannual meetings are for alliance members as well as heterosexual managers and executives who want to learn more about gay and lesbian workplace issues.

Slow recognition

Winfeld and Spielman are founders of Common Ground, a consulting firm based in Natick, Mass., that specializes in workplace education on sexual orientation. Spielman also writes a workplace column for The Advocate, a major gay and lesbian news magazine.

Ever since the Stonewall riots, the business community has slowly been recognizing the buying power of the gay and lesbian market, Winfeld said Thursday in an interview. Although several recent studies have called into question the commonly held belief that gays and lesbians have considerably more income than heterosexuals, the level of disposable income among gays and lesbians is still high enough that they are targeted as one of the last exploitable frontiers in marketing.

Author says companies need to accept gay, lesbian workers

But where ads showing a same-sex couple taking a vacation or buying a home were once considered a breakthrough by many observers of the movement, now the bar is being raised a bit higher as gay and lesbian workers and customers are demanding not only representation in magazine advertising but also inclusive corporate language and benefits at headquarters.

"From 1969 until now, that's how long it has taken the gay community to figure out that it's about money," Winfeld said. "Now the gay community is starting to make demands. We have a right to say, 'What's in it for us? I will use your card, American Express, if you establish a domestic partners policy. I'll buy a Saturn over a Toyota if you advertise in our magazines.' Until recently, I don't think we had the guts to stand up," Winfeld said.

And standing up means coming out of the closet at work, she added. While she acknowledged that coming out isn't easy for many workers, Winfeld said it's a necessary step in getting company policies amended to include sexual orientation.

Minnesota is one of the few states that has civil rights legislation that lends protection to gays, lesbians, bisexuals and transgender people. Because so many other states don't have such a law, it is imperative that companies have written antidiscrimination policies giving gay employees some measure of security and avenues for recourse, Winfeld said.

If corporate literature is written in a way that assumes everybody is heterosexual by only referring to "spouses," or if medical benefits allow only for spouses and children and not domestic partners, the message sent to the gay employee is that they don't exist, Winfeld said.

"You have to put sexual orientation in there so that it makes it visible to everybody in the company that this is the value structure."

But just because the CEO believes it or adopts it doesn't mean everybody in the company will, Winfeld said, particularly if it's a large organization. Personal beliefs, particularly if they are based on religion, should not be up for debate in the office but behavior should, said the author. If an employee takes issue with another's sexual identity, the discomfort shouldn't be used as an excuse to sabotage or harass another worker.

"You may think that I'm damned to hell because of my

orientation, and that's OK," Winfeld said. "For all I know you may be right. But while I'm on this Earth, I expect to be able to work and not be discriminated against because of my orientation."

Winfeld and Spielman argue in their book that gay bashing is one of the last acceptable "isms" in the culture. Which is one reason many workers fear coming out. If companies expect to grow in a competitive marketplace, however, addressing the issues of gay and lesbian employees — both out and closeted — is necessary for success, the authors say.

"If a company doesn't create an environment where everybody is comfortable and can be themselves and give their best on the job so that productivity is at an absolute maximum," then that company is going to fail, Winfeld said. "Because if a person is spending time hiding who they are, then their minds can't totally be on their work."

THE WHITE HOUSE
WASHINGTON

March 28, 1996

MEMORANDUM FOR GEORGE STEPHANOPOULOS
MARSHA SCOTT

FROM: STEPHEN NEUWIRTH

Kathy Wallman has advised me that the attached represents Jack Quinn's proposal on what the President should say about the issue of gay marriage.

Kathy has asked me to forward this statement to you for your review. She has also asked me to suggest that a meeting be arranged as promptly as possible to discuss this.

cc: Kathy Wallman



DEPARTMENT OF HEALTH & HUMAN SERVICES

Office of the Secretary

Office of the General Counsel
Washington, D.C. 20201

FACSIMILE TRANSMISSION

TO: *Marsha Scott*

FAX NUMBER:

*456-5558**Steve Newirth**456-6279*FROM: *Nan D. Hunter*
*Deputy General Counsel**Facsimile Phone number - 202-690-7998**Telephone Number - 202-690-7780*ADDRESS: *700-E H.H. Humphrey Building*
200 Independence Avenue, S.W.
Washington, D. C. 20201

COMMENTS:

FYI -

Total number of pages

2

'There isn't a limited amount of love in Iowa'

by Ed Fallon

Following is a condensed version of a speech by Iowa Rep. Ed Fallon (D), delivered on Feb. 20 just before the Iowa House passed a bill banning recognition of same-sex marriages:

Ladies and gentlemen of the House, I have anguished over this bill, not because there is any doubt in my mind as to how I should vote, but because I believe strongly that what we are dealing with here is the defining civil rights issue of this decade.

Gay-bashing, generally thought of as a Friday night frolic for inebriated thugs, has its parallel expressions in voting booths, city council halls, and legislative chambers across this country. Today we are witnessing one of those expressions in the form of this bill. By singling out Gay and Lesbian marriages as a union unacceptable in the eyes of the law, we fuel the fires of ignorance, intolerance, and hatred.

And if anyone here thinks that the positions we embrace, the laws we enact do not affect the mood of the public, then you have a very low and inaccurate view of the powerful influence we here in this body exert over the formation of public opinion. The message we're sending today is that it's OK to discriminate against people of a different sexual orientation, even though for the most part, that's the way they were born and there's nothing they can do to change it.

Well, I suppose this is as good a time as any for me to come out of the closet. I can't help the way I was born. It's just who I am. I've never announced this to a group publicly, but I guess it's about time. I am heterosexual. I am absolutely certain in my entire being that I could never be homosexual, no matter how hard I might try. I've never been attracted to another man in my life, and the

idea of engaging in a homosexual act is foreign and distasteful to me. But just as I would hope that homosexual men and women could accept me for who I am, I promise to try to accept them for who they are. Why can't you do the same? Why can't we all do the same?

In my evolving experience with homosexuals, familiarity has displaced ignorance and dispelled fear. I now count as friends and constituents many same-sex couples. Some have children. Most are in long-term, stable relationships. All are very decent, kind, and normal people. I make no effort to judge the integrity of what they do in their bedroom, and to their credit, they've never judged the integrity of what I do in mine.

One Lesbian couple I count as friends have two children the same age as my son and daughter. They attend the same elementary school as my children. They play together. They go to the same birthday parties. They swap overnights. These two children are healthy, bright, and courteous, and their parents probably do a better job of parenting than I do.

Though you may have personal, religious reasons why this arrangement seems distasteful to you, there is no way you could rationally argue that this is not a stable, happy, healthy family. In a pluralistic society that allegedly values the separation of church and state, why can we not simply live and let live? Accept the reality that this couple's religious beliefs on homosexuality are different than yours. Just leave religion out of it, as our founding fathers and mothers saw fit. If the fruit which falls from the tree is good, the tree must also be good.

We're told by the bill's supporters that we need legislation to protect ourselves from this kind of marriage? No, ladies and gentlemen, this is not a marriage-protection bill. It is emphatically an anti-

Marriage licenses aren't distributed on a first-come, first-served basis ...

marriage bill. This rhetoric used by supporters of [this bill] may be slick but it is grossly inaccurate. What are you trying to protect heterosexual marriages from? There isn't a limited amount of love in Iowa. It isn't a nonrenewable resource. If Amy and Barbara or Mike or Steve love each other, it doesn't mean that John and Mary can't.

Marriage licenses aren't distributed on a first-come, first-served basis here in Iowa. Heterosexual couples don't have to rush out and claim marriage licenses now, before they are all snatched up by Gay and Lesbian couples.

Heterosexual unions are and will continue to be predominant, regardless of what Gay and Lesbian couples do. To suggest that homosexual couples in any way, shape or form threaten to undermine the stability of heterosexual unions is patently absurd.

To those in this body who know in their hearts and consciences that this bill is wrong, yet are afraid to vote against it, I ask you to consider the powerful message this bill sends to the people of Iowa. It sends the message that discrimination against Gays and Lesbians is acceptable and officially sanctioned. It sends the message that it's OK to deny civil and equal rights to some minority

groups in our society. It sends the message that the gift of marriage is good for some yet forbidden to others. And for those in my own party who plan to vote for this bill, it sends the message that Democrats, who have traditionally stood up for and protected everyone's civil rights, aren't willing to do so in the case of homosexuals.

If you are weighing the political consequences of opposing this bill and find they are too heavy, I'd like you to think about the great moral changes that have occurred in this country over the past 200 years. Ask yourself when you would have felt safe to speak in favor of the separation of the colonies from Great Britain? When would you have taken a public stand for the abolition of slavery? When would you have spoken in favor of women's suffrage? In the 1960s, when would you have joined Martin Luther King in calling for equal rights for African Americans? When would you have spoken out against laws banning interracial marriages?

While the choice before us today is a difficult one to make, it is nowhere near as difficult or dangerous as the choices faced by the many freedom fighters who came before us.

We're elected not to follow but to lead. We're elected to cast what might sometimes be a difficult, challenging, and politically inexpedient vote. We're elected to represent our constituents when they're right, and to vote our consciences regardless of whether our constituents are right. And our conscience should be telling us to stand up for civil rights, regardless of how unpopular it may appear.

Ed Fallon is serving his second term in the Iowa House of Representatives. He represents part of Des Moines.

The institutions of traditional marriage and family face tremendous pressures in today's society. We must do everything we can to support and strengthen these institutions. I have previously said that I do not personally support same-sex marriages.

Outside the context of traditional marriage, many communities and institutions are considering the best way to address issues relating to same-sex partnerships. While no consensus has yet been reached, I note that a number of states and localities, as well as some of this nation's leading corporations -- including Microsoft, IBM, Disney and Levi Strauss -- are making efforts to resolve the difficult question of what basic benefits can be provided to same-sex partners. The challenge in developing innovative new solutions is to remain sensitive to the traditional values of our communities while preserving the fundamental right to live free from unjustified discrimination.

In our country's history we have, for good reason, looked to state and local governments, as well as the private sector, to consider options for addressing difficult issues involving community values and matters of conscience. I believe that issues relating to same-sex partnerships are best resolved at this level.

The institutions of traditional marriage and family face tremendous pressures in today's society. We must do everything we can to support and strengthen these institutions. I have previously said that I do not personally support same-sex marriages.

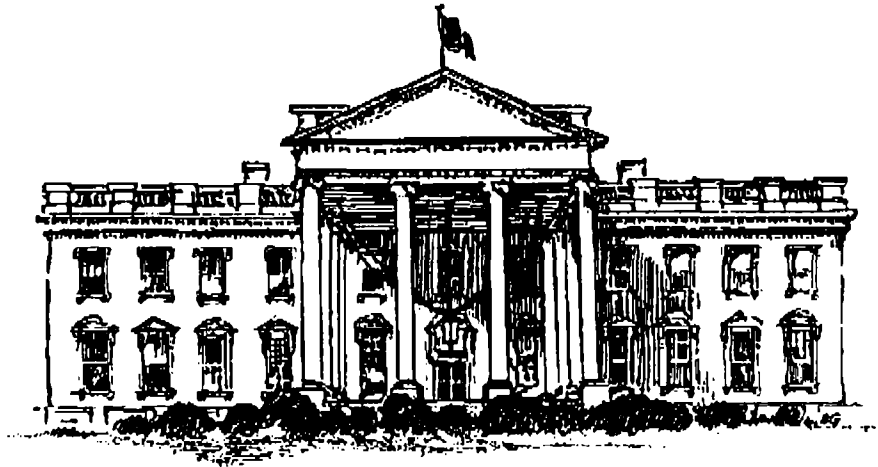
I am aware that many communities and institutions are considering ways, outside the context of traditional marriage, to address issues relating to same-sex partnerships, including whether certain basic benefits can be provided to same-sex partners. The challenge in addressing these issues is to remain sensitive to the traditional values of our communities while preserving the fundamental right to live free from unjustified discrimination.

In our country's history we have, for good reason, looked first to state and local governments, as well as the private sector, to consider issues like these involving community values and matters of conscience. I believe that issues relating to same-sex partnerships continue to be best resolved at this level of civil discourse.

The institutions of traditional marriage and family face tremendous pressures in today's society. We must do everything we can to support and strengthen these institutions. I have previously said that I do not personally support same-sex marriages. I remain of that view.

Outside the context of traditional marriage, many communities and institutions are considering the best way to address issues relating to same-sex partnerships. While no consensus has yet been reached, I note that a number of states and localities, as well as some of this nation's leading corporations -- including Microsoft, IBM, Disney and Levi Strauss -- are making efforts resolve the difficult question of what basic benefits can be provided to same-sex partners. The challenge in developing innovative new solutions is to remain sensitive to the traditional values of our communities while preserving the fundamental right to live free from unjustified discrimination.

In our country's history we have, for good reason, looked to state and local governments, as well as the private sector, to consider options for addressing difficult issues involving community values and matters of conscience. I believe that issues relating to same-sex partnerships are best resolved at this level.



THE WHITE HOUSE

To: Neuwirth, Steve

Date: 3-25-96

From: YANDURA_P

Page 1 of 2

MEMORANDUM TO: MARK AGRAST 225 2212
BRIAN BOND
CARLA DARBY
JIM JONES
MARCIA KUNTZ
ROBERT RABEN
RICHARD SOCARIDES
JEFF LEVI
NAN HUNTER
STEVE NEUWIRTH
PHIL DUFOUR

DATE: MARCH 25, 1996

FROM: MARSHA SCOTT

RE: MARRIAGE FOLLOW-UP MEETING

On Friday, March 30, 1996 at 11 a.m. I would like to have a follow-up meeting concerning gay and lesbian marriage and our response. We will meet again in room 180 in the Old Executive Office Building. Please remember that any language or ideas should be submitted to Steve Neuwirth by Wednesday, March 27, 1996. Steve can be reached at 456-5115 or by FAX at 456-1647.

Please contact Paul Yandura in my office at 456-2674 at your earliest convenience to confirm that you will be there.

See you Friday.

U.S. DEPARTMENT OF LABOR

White House Liaison
200 Constitution Avenue, N.W.
Washington, D.C. 20210
Tel: 202-219-7464
Fax: 202-219-7965

Date:

March 26, 1996

To:

Steve Newirth

Fax Number:

456-1647

From:

Richard Accarides

Number of Pages: 2
(including cover sheet)

☐ Action
☐ Approval
☐ Note and Return
☐ Comment
☐ Investigate
☐ For Clearance
☐ For Correction

☐ As Discussed
☐ As Requested
☐ Circulate
☐ Prepare Reply
☐ See Me
☐ Signature
☐ Information

COMMENTS:

marriages are.

Denise Ratliff, who will take part in the ceremony with her partner, said the mass ceremony at Herbst Theater will be a showcase for the nation.

"Straight America and gay America need to look to us for models of what gay culture is," she said. "It really is about love."

-By The Associated Press

ROMER VETOES BILL BANNING SAME-SEX MARRIAGES

DENVER - Gov. Roy Romer vetoed a bill banning same-sex marriages Monday, saying such unions may deserve legal recognition.

"It is one thing to believe, as I do, that marriage is the union of a man and a woman," Romer, a Democrat, said. "It is quite another to believe that committed same-sex relationships do not exist and should not be recognized by society."

"We cannot prohibit or ban these relationships, and we shouldn't use our law to attempt to do so," he said.

The bill won final approval in the Colorado Legislature earlier this month. The bill passed 33-31 in the House and 20-14 in the Senate, so it is unlikely supporters could get the two-thirds majority needed to override the governor's veto...

...Supporters of the Colorado bill accused Romer of bowing to political pressure. But Romer, a three-term governor who is barred by law from serving another term, called the legislation mean-spirited and unnecessary.

"Let's be honest. Some support this bill because it is a way to single out and condemn the lifestyle of gay and lesbian people," he said.

Leslie Reed and Sharon Espinosa, a lesbian couple expecting their first child, said the governor's action was a step in the right direction. "We're in the long run going to be recognized as a family," Espinosa said.

Will Perkins, chairman of Colorado For Family Values, condemned the veto.

"The governor is absolutely unaccountable to the electorate," he said.

"He is in the pocket of pro-homosexual interests and is attempting to hold the state hostage."

Colorado was boycotted and labeled the "hate state" after approving an anti-gay-rights measure in 1992 that banned local laws protecting gays from bias in employment, housing and public accommodations.

The ballot measure, written by Perkins' group, was struck down by state courts and never took effect. The U.S. Supreme Court is expected to rule on the challenge this year.

Perkins said his group will consider bringing forward a ballot initiative banning same-sex marriages in Colorado.

-By The Associated Press

COLORADO SPRINGS GAZETTE TELEGRAPH

P. O. Box 1779, Colorado Springs, CO, 80901

FAX 719-636-0202, E-MAIL: gtop@usa.net

(NOTE: The Gazette Telegraph welcomes letters to the editor from anyone in the country.)

Tuesday, March 26, 1996

OUR VIEW (Editorial)

NOTHING IS RESOLVED ON SAME-SEX MATRIMONY

Gov. Roy Romer's veto of an explicit ban on same-sex marriage Monday, despite all the furor, was hardly a defining moment in a debate that was likely to go on and on whatever Romer did.

Whatever the governor's agenda may be on this controversial topic in general -- he has sent out mixed signals -- the veto itself ultimately resolves nothing for either side in the tug of war.

FOR THE MANY Coloradans who hope to ensure the state won't recognize same-sex marriages sanctioned in other states (so far only Hawaii might), the bill Romer nixed may well not have provided an additional safeguard anyway. That's because it arguably would have been superseded by a portion of the U.S. Constitution.

The Constitution's so-called Full Faith and Credit Clause requires each state to honor the "public acts, records, and judicial proceedings of every other state." The ban's critics and backers alike already agree that, without

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10000
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FAX to Steve N.

I do not support same sex marriage. ~~I do, however, recognize that there are same sex partnerships. Traditional marriage and family face tremendous pressures in today's society. Presently I do not support adding this pressure to these institutions.~~ However, with regard to same sex partnerships, I respect the need for individuals who are in a committed relationship to share basic benefits, including health care and survivorship.

I am aware that many communities, corporations and institutions are considering other ways to address the issue of partnerships. The challenge in addressing these issues is how to remain sensitive to the traditional values of our communities while preserving the fundamental right to live free from unjustified discrimination.

In our country's history we have, for good reason, looked first to state and local governments, as well as the private sector, to consider issues like these involving community values and matters of conscience. Governor Romer's recent veto of a clearly discriminatory and punitive law concerning same sex couples, is a good example of a state protecting fundamental American rights while maintaining the opportunity for continued discussion. I believe that issues relating to same sex partnerships continue to be best resolved at this level of civil discourse.

KW
I don't
think
should
version
JP

THE WHITE HOUSE
WASHINGTON
COUNSEL'S OFFICE

FACSIMILE TRANSMISSION COVER SHEET

DATE: 3-28-96TOTAL PAGES (INCLUDING COVER PAGE): 2

TO:

Steve Newirth

ATTN:

6-1647

FACSIMILE NUMBER:

6-5115

TELEPHONE NUMBER:

FROM:

Kathy Wallman

at (202) 456-2632

COMMENTS:

PLEASE DELIVER AS SOON AS POSSIBLE

The document(s) accompanying this facsimile transmittal sheet is intended only for the use of the individual or entity to whom it is addressed. This message contains information which may be privileged, confidential or exempt from disclosure under applicable law. If the reader of this message is not the intended recipient, or the employee or agent responsible for delivering the message to the intended recipient, you are hereby notified that any disclosure, dissemination, copying or distribution, or the taking of any action in reliance on the contents of this communication is strictly prohibited. If you have received this information in error, please immediately notify the sender at their telephone number stated above.

traditional

I remain of that view.

The institutions of marriage and family face tremendous pressures in today's society. We must do everything we can to support and strengthen these institutions. I have previously said that I do not personally support same-sex marriages, ~~for part because I believe that they threaten the place of traditional marriage in our~~

~~While no state has yet recognized same-sex marriages, many states and localities, as well as hundreds of private corporations, are attempting to address same-sex partnerships. A number of state and local governments have granted gay and lesbian employees and their partners certain basic benefits, such as health insurance coverage and bereavement leave. Major corporations, including IBM, Microsoft and Levi Strauss, have adopted similar initiatives.~~

I note that

~~In our country's history, we have, for good reason, looked to It is a great American tradition to permit local governments and the private sector, to consider options for addressing difficult issues involving community values and matters of conscience. I believe these kinds of local experiments should be allowed to continue without federal interference.~~

a variety of issues related to this one.

state and

, and in some circumstances

I believe that all of these issues are best left to resolution at those levels of civil society, without interference from the federal government.

As these institutions consider the wide range of issues implicated, I trust they will be keenly sensitive to respect for the traditional values of our communities, including the right to live free from unjustified discrimination.

THE WHITE HOUSE

WASHINGTON

March 28, 1996

MEMORANDUM FOR GEORGE STEPHANOPOULOS
MARSHA SCOTT

FROM: STEPHEN NEUWIRTH

Kathy Wallman has advised me that the attached represents Jack Quinn's proposal on what the President should say about the issue of gay marriage.

Kathy has asked me to forward this statement to you for your review. She has also asked me to request that a meeting be arranged as promptly as possible to discuss this.

cc: Kathy Wallman

Same sex marriage

Repub candidates have all signed on to this.

~~President Obama~~
President in '12 campaigned said not support same sex marriage.

But he is comfortable addressing legal issues. Equal access under law, etc.

Conservatives and gay community view this as issue of legitimacy.

Companies

This is an area states and corporations are considering. That process should go forward.



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

FAX TRANSMISSION

DATE: Mar. 21

NUMBER OF PAGES (including this page) 2

To: Steve Neuwirth

FROM: Amy Liu

Ofc. #: _____

Ofc. #: (202) 619-8054

Fax #: _____

Fax #: (202) 619-8257

COMMENTS: Let me know if this tone is better.

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

26-Mar-1996 01:04pm

TO: Marsha Scott
TO: Stephen R. Neuwirth
TO: Eric Fanning
TO: Paul Yandura

FROM: Jeffrey Levi
 AIDS Policy Council

SUBJECT: RETRANSMITTING TO FIX WITH LINE TO AM-GAY WEDDINGS

Date: 03/26/96 Time: 09:17

CRETRANSMITTING to fix with line to AM-Gay Weddings

DENVER (AP) Gov. Roy Romer vetoed a bill banning same-sex marriages Monday, saying such unions may deserve legal recognition.

``It is one thing to believe, as I do, that marriage is the union of a man and a woman,'' Romer, a Democrat, said. ``It is quite another to believe that committed same-sex relationships do not exist and should not be recognized by society.

``We cannot prohibit or ban these relationships, and we shouldn't use our law to attempt to do so,'' he said.

The bill won final approval in the Colorado Legislature earlier this month. The bill passed 33-31 in the House and 20-14 in the Senate, so it is unlikely supporters could get the two-thirds majority needed to override the governor's veto.

The bill is similar to legislation in other states introduced in response to a court case in Hawaii that could result in a ruling legalizing gay marriages as early as this year.

Since states customarily recognize each other's statutes, such a ruling in Hawaii could force the other 49 states to grant homosexuals in same-sex unions the same financial, legal and social benefits afforded to married heterosexuals.

Supporters of the Colorado bill accused Romer of bowing to political pressure. But Romer, a three-term governor who is barred by law from serving another term, called the legislation mean-spirited and unnecessary.

``Let's be honest. Some support this bill because it is a way to single out and condemn the lifestyle of gay and lesbian people,'' he said.

Leslie Reed and Sharon Espinosa, a lesbian couple expecting their first child, said the governor's action was a step in the right direction. ``We're in the long run going to be recognized as a family,'' Espinosa said.

Will Perkins, chairman of Colorado For Family Values, condemned the veto.

``The governor is absolutely unaccountable to the electorate,'' he said. ``He is in the pocket of pro-homosexual interests and is attempting to hold the state hostage.''

Colorado was boycotted and labeled the ``hate state'' after approving an anti-gay-rights measure in 1992 that banned local laws protecting gays from bias in employment, housing and public accommodations.

The ballot measure, written by Perkins' group, was struck down by state courts and never took effect. The U.S. Supreme Court is expected to rule on the challenge this year.

Perkins said his group will consider bringing forward a ballot initiative banning same-sex marriages in Colorado.

APNP-03-26-96 0922EST

The institutions of marriage and family face tremendous pressures in today's society. We must do everything we can to support and strengthen these institutions. I have previously said that I do not personally support same-sex marriages.

While no state has yet recognized same-sex marriages, many states and localities, as well as hundreds of private corporations, are attempting to address same-sex partnerships. A number of state and local governments have granted gay and lesbian employees and their partners certain basic benefits, such as health insurance coverage and bereavement leave. Major corporations, including IBM, Microsoft and Levi Strauss, have adopted similar initiatives.

It is a great American tradition to permit local governments and the private sector to consider options for addressing difficult issues involving community values and matters of conscience. I believe these kinds of local experiments should be allowed to continue without federal interference.

Let me say, first, that the institution of marriage and what most of us think of as the "traditional family" have come under tremendous pressures in today's society. We must do everything we can to support and strengthen them.

At the same time, we must acknowledge that some men and women are able to find fulfillment only in relationships that do not conform to our traditional notions of marriage and family. These individuals are entitled to our consideration as well, and it is in society's interest to encourage them to live in stable, faithful, responsible, relationships -- even if those relationships differ from what most of us have been brought up to regard as the norm.

Whether that encouragement should take the form of legally sanctioned marriages is something about which people of good will can differ. Our society is not there yet. I personally am not there yet. But I also believe that such matters of conscience should be decided not in Washington, but in the states and local communities, as they have been since the founding of the Republic.

As of now, no state has recognized same-sex marriage, though some are wrestling with the issue and many more will do so in the coming months and years. By the same token, many local governments and hundreds of leading corporations, such as [Microsoft and Levi Strauss], have taken the more modest step of granting gay and lesbian employees and their partners certain basic benefits that married couples take for granted, such as health insurance coverage and bereavement leave.

I think these kinds of local experiments should be allowed to continue without federal interference. On the other hand, I think most Americans believe that the federal government does have an important role to play in ensuring that every person, regardless of sexual orientation, is safe from violence, harassment, and discrimination. That is why I support reauthorization of the Hate Crimes Statistics Act, and urge the speedy enactment of the Employment Non-Discrimination Act now pending in Congress.



FAX from the office of
CONGRESSMAN GERRY E. STUDDS
237 Cannon Building
Washington, D.C.

Date: 8-26-96

To: Steve Neuwirth

From: Mark Agnew

Number of pages which follow: 1

Comments: Some thoughts for your
consideration.

For further information: Phone (202)225-3111 Fax (202)225-2212

South Shore -- 1-800-794-9911

223 Water Street 1212 Hancock Street 166 Main Street
Plymouth, MA 02360 Quincy, MA 02169 Brockton, MA 02401

Cape Cod and the Islands -- 1-800-870-2626

146 Main Street
Hyannis, MA 02601

Let me say, first, that the institution of marriage and what most of us think of as the "traditional family" have come under tremendous pressures in today's society. We must do everything we can to support and strengthen them.

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Gay Marriage Talking Points

To GS, JQ
Here is a proposed
change on George's
draft.
Steve Hewitt

- The President has long opposed gay marriage based on his personal belief that the institution of marriage should be reserved for unions between one man and one woman.
- The President strongly believes that the federal government should not discriminate against gay and lesbian individuals, which is why he has endorsed legislation outlawing discrimination against gays and lesbians in the workplace. But he does not believe that the federal government should promote gay marriages by granting them legal recognition.

[If asked about domestic partnerships or providing federal benefits to partners in gay and lesbian partnerships --

- These decisions are best left to state and local governments and private institutions. But the President does not believe that ~~scarce federal resources should be devoted to providing spousal benefits to partners in gay and lesbian relationships.~~

the federal government should affirmatively ~~make~~ ~~and~~ provide spousal benefits to partners in gay and lesbian relationships.

May 13, 1996

MEMORANDUM TO STEVE NEUWIRTH
FROM :PAT LEWIS 
SUBJECT :ADVOCATE QUESTIONS AND ANSWERS

Attached is the draft of responses by Marsha Scott to questions from The Advocate, which will be running these verbatim as a June cover story. I've also sent copies to George Stephanopoulos, Barry Toiv, Mike McCurry and Don Baer.

We've promised to give these to the reporter tomorrow.

Please let me know if there's any additional information you need.

Text in BOLD is taken from previously released language, such as letters or speeches.

1. *In 1992, you said to gay people "I have a vision and you are part of it." What is that vision in 1996 and how do gays and lesbians figure into it?*

I do have a clear vision, and all Americans figure into it. As President, I have sought to promote inclusion and heighten public awareness in order to send a powerful message of equality and acceptance to people everywhere. Increased opportunity makes citizens more productive, building stronger communities and a stronger nation. I believe that we must continue to help people rise as far as their talents and determination can take them -- regardless of their sexual orientation -- in order to make the most out of our great diversity. (letter).

2. *You have been praised by gays and lesbians as the most "pro-gay" president in history. Yet there is also a profound sense of disappointment in the gay community because the expectations you set in 1992 were so high. What do you say to those gay voters who invested so much emotionally to your candidacy but who have felt let down?*

We all had high expectations, and we've truly accomplished a lot during my Administration. We've also learned a lot about what we can do -- and how to get it done. Although some of my early efforts may not have been as effective as I had hoped, my Administration has taken more steps than any previous in welcoming the gay and lesbian communities to the table. (CG) I'm proud of my record, but it's a record to grow on, not to sit on.

I remain dedicated to ending discrimination and to protecting the civil rights of every citizen in our society. I am proud that my Administration has more openly gay and lesbian individuals serving in appointed positions than in any previous Administration, and their impact, both in expertise and in efforts to advocate for the concerns of gay men and lesbians, is significant. We have increased AIDS funding, research, and educational outreach. I am the first President ever to endorse a gay and lesbian civil rights bill, the Employment Non-Discrimination Act. We have also opened the door for qualified gays and lesbians to receive top security clearances. I pledge to you that I will continue striving for greater education and compassion, working not simply to tolerate our differences, but to celebrate them. (POTUS message)

3. *What is your own personal comfort level with homosexuality? Is it one of tolerance or acceptance or something else?*

I believe all Americans, gay or straight, should be judged on their merits, not on their orientation. I strive to do this in my personal life. It was one of the most fundamental lessons that my mother taught me from a very early age -- to make decisions about people based on who they are not what they are.

In Arkansas, I worked relentlessly to empower people who historically have been discriminated against based on race, class, gender, disability, or sexual orientation. I

remain committed to achieving that goal. (POTUS letter 5-18-93)

Having grown up in a segregated society, I have always felt strongly that everyone who is willing to work hard and play by the rules should be allowed to participate in American life. My belief is that we don't have a person to waste. We should try to protect the rights of all our citizens to live up to the fullest of their capacities.

4. *What gay or lesbian person has had the biggest impact on your life and why?*

This is hard to answer because I know so many outstanding gays and lesbians, many of whom I brought into my Administration. Bruce Lehman, Roberta Achtenberg and Bob Hattoy, to name just a few, have all made valuable contributions. I've had a long friendship with David Mixner, whose advice has meant a great deal to me over the years. In 1978 I was Governor of Arkansas and I hired Dr. Mike Rankin to be the state's mental health director, and he has become a good friend of mine. Today he serves as an outstanding member of my advisory council on HIV/AIDS.

5. *As a strong Baptist, do you have problems reconciling your religion's views on homosexuality with your personal beliefs?*

I have been blessed by having people of strong faith in my life and this faith is a major sustaining force and motivation. It is through my religious beliefs that I have learned compassion, tolerance and inclusion. Through prayer and Bible study I have learned that God's love is extended to all people.

6. *Jimmy Carter recently denounced how some religious and political leaders have embraced strong anti-gay views. And he said it must be made clear "that a platform of 'I hate gay men and women' is not a way to become president of the United States." Do you agree with Carter and do you intend to do anything to counter what he calls "obnoxious attitudes?"*

Yes, I do agree with President Carter. **Those who promote discrimination on the basis of sexual orientation or any other grounds are gravely mistaken about the values that make our nation strong. (POTUS letter)** I will continue to move my Administration in the direction of compassion, acceptance and understanding.

The recent attempts by extremists in Congress to expel HIV positive servicemembers regardless of their ability to serve, was a good example of what President Carter is talking about. I'm very proud of the coalition my Administration built in our successful repeal effort. This provision was unconstitutional, served no military or public health policy and was just plain wrong. Once people understood this we were able to have it repealed.

7. *Perhaps your biggest accomplishment in the area of gay rights has been with changes in the federal workplace. Federal departments have written non-discrimination policies. Gays and lesbians are no longer denied security clearances. What do you feel is the long-term impact of these changes?*

These changes are important because they represent another step forward in making sure that all Americans can contribute and that everyone has a seat at the table. It's particularly important to fully open up the civil service, for the impact of these people on our government and its work will outlast any President.

8. *People still debate what happened with the gays in the military issue. Given a second term, would you revisit this topic? Is there a chance you might issue the executive order you promised in 1992?*

Few issues in recent times have spurred the kind of debate that has occurred since I pledged to change our nation's policy toward homosexuals in the military. I know that this is a sensitive and emotional issue for many people.

This is still a topic of great concern to many people. At this point these issues are being actively litigated in the federal courts. And at this point it is probably best to let those cases run their course.

9. *If you had the chance to start over, only this time knowing the extent of the opposition to opening the military's doors to gays and lesbians, how would you approach the issue? What lessons did you learn from the fight?*

It's fair to say that I have thought a lot about this and that there are some things I think I should have done differently. I ~~now~~ believe that we needed to build a broader consensus on this important issue before moving forward. Sometimes change comes best when it is achieved through incremental steps.

10. *Do you believe gays and lesbians face the same kind of obstacles that other minority groups have confronted?*

No two groups, just as no two people, face the same obstacles. Although some are quite similar, the gay and lesbian communities are themselves diverse and encompass members of all minority communities. We all want liberty and freedom. We want the embrace of family and community. We want to make the most of our own lives. (AA speech). That is why I've always said that our great diversity is a source of strength to unite -- not divide -- our country.

11. *You have endorsed the Employment Non-Discrimination Act. Why do you feel this legislation is appropriate and necessary. Given a second term, will you actively push the Congress to pass it?*

I don't think it's right for employers to discriminate based on sexual orientation. Men and women in 42 states may now be fired from their jobs solely because of their sexual orientation, even when it has no bearing on their job performance. Those who face this kind of job discrimination have no legal recourse, in either our state or federal courts. This is wrong.

The Employment Non-Discrimination Act, for which I announced my support last fall, is designed to protect the rights of all Americans to participate in the job market without fear of unfair discrimination. (Kennedy letter 10/19/95) I support it.

12. Why do you oppose same-sex marriage? Is there a chance you could reconsider?

The institutions of traditional marriage and family face tremendous pressures in today's society, and I think we must do everything we can to support and strengthen these institutions. I am aware that many communities and institutions are considering whether certain basic benefits can be provided outside the context of traditional marriage. The challenge in addressing these issues is to remain sensitive to the traditional values of our communities while preserving the fundamental right to live free from unjustified discrimination. In our country's history we have, for good reason, looked first to state and local governments, as well as private sector, to consider issues like these involving community values and matters of conscience. I believe that these issues continue to be best resolved at this level of civil discourse.

13. What about the slate of proposed laws to limit marriage between a man and a woman? Should Congress establish a national standard for marriage?

As I have already stated, I am opposed to same sex marriage. I think these issues are best decided at the state level. If Congress decides otherwise, I will have to give it serious thought.

14. Are there steps, such as changing the tax code or immigration laws or creating domestic partnership benefits for federal workers, that you believed the federal government should take to help gay couples?

It is important that we all remember that for the most part, real and lasting social change occurs through incremental steps built upon consensus and by lengthy public discussion. We as a people are still struggling with these issues. ^{So} Thus again, I think we have to look first ^{to} at state and local governments as well as the private sector for guidance. And again I hope that these matters can be discussed at a level of discourse that will be civil and productive.

15. An increasing number of gays and lesbians are having children, either biologically or through adoption. Is this trend acceptable to you? Is there anything government should do to encourage or discourage gay child rearing?

The most important thing, as far as I can tell, is that children find themselves in loving, caring, and nourishing environments. So long as state officials and adoption agencies determine that the best interests of the child are being served, there is no reason for the federal government to intervene.

16. Some parents object to teaching anything positive about homosexuality in the public schools. At the same time, some troubled teens kill themselves because of confusion over their sexuality. How far should the nation's schools go in discussing homosexuality?

Our nation's educators have made great strides in how to deal with issues which affect our children in these rapidly changing times. Decisions about what is said and what is taught must be left to teachers, local school districts, parents, and students.

I am deeply troubled by the numbers of teen suicides, especially among gay and lesbian youth and of the rise in violence among all youth. Secretary Shalala's conference on gay and ~~lesbian~~ teen suicide brought this discussion to a national level and my administration is continuing to work to find solutions to these complex problems. I recently met with a large number of people from throughout the country to discuss the issues of drug use and violence among teenagers. These discussions are very important and will continue.

17. You spoke out against the slate of anti-gay initiatives that were popular in past elections yet your administration decided to sit out of the Supreme Court fight on the issue. How can you justify speaking out in one instance and then staying silent later?

I've never stayed silent on this issue. I have continually stated my belief that those who would legalize discrimination on the basis of sexual orientation or any other grounds are gravely mistaken about the values that make our nation strong. The essential right to equality must not be denied by a ballot initiative or otherwise. (POTUS letter)

23. Any final thoughts?

There are, without question, real differences in the life experience and backgrounds of people who make up America, but there is also a rich fabric of shared experience -- of common problems, common hopes and fears, common ground. It is a matter of the utmost importance for our nation that all citizens expand that common ground, focusing more on what unites us than on what divides us. Just as important, our public discourse must help guide us down the path toward greater unity. (POTUS letter) I want to lead a nation that is coming together, not coming apart.