

Irene Bueno's Files
Box #4
Archived 12/29/2000

1. File: CERD Report
2. File: H1-B
3. File: H1-B (Fraud)
4. File: H1-B (Overcounts)
5. File: H1-B (Regs)
6. File: H2-A (AG NET)
7. File: H2-A (Coverdell)
8. File: H2-A (Graham Legislation)
9. File: H2-A (McConnell Amendment)
10. File: H2-A (Press)
11. File: H2-A (Reform Proposals)
12. File: H2-A (Studies)
13. File: Race Pro Filing
14. File: Trafficking
15. File: Trafficking
16. File: Citizenship USA
17. File: Welfare Restoration (Chafee/Jeffords Immigration Bill)
18. File: Welfare Restoration (FPB Roll-Out)
19. File: Welfare Restoration (Immigration Restoration FY2001)

ENCLOSURES FILED OVERSIZE ATTACHMENTS

19896

NANA 17100

International Human Rights LAW GROUP

*The
Law Group*

*1200
18th Street, NW
Suite 602
Washington, DC
20036*

*Telephone
202/822-4600*

*Telefax
202/822-4606*

*E-Mail
HumanRights@
HRLawGroup.org*

*Website
[http://www.
HRLawGroup.org](http://www.HRLawGroup.org)*

GAY J. McDOUGALL
Executive Director

October 18, 1999

Ms. Irene Bueno
Director, Special Assistant to the President
for Domestic Policy
The White House
Washington, D.C. 20503

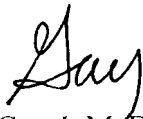
Dear Irene:

I regret that you were not able to join us for the consultation with the U.N. High Commissioner, Mary Robinson, on October 8th. I think it was a substantive, dynamic and motivating meeting for those that attended and for the High Commissioner. Your participation would have made an important contribution.

As the preparations advance for the World Conference Against Racism and for regional meetings, your input and expertise will be welcome and appreciated. I urge you to contact me with any suggestions that you may have, and I will try to keep you informed about the planning process.

I have enclosed some of the materials that were distributed at the October 8th meeting. I look forward to working with you.

Sincerely,



Gay J. McDougall
Executive Director

Enclosures

THE UNITED NATIONS WORLD CONFERENCE ON RACISM

The World Conference Against Racism, Racial Discrimination, Xenophobia and Related Intolerance will be held in year 2001 in South Africa. The first Preparatory meeting for the World Conference will be held from May 1 to 5th, 2000 in Geneva, Switzerland. This preparatory meeting, called PrepCom, will bring together United Nations experts, government representatives, world leaders, non-governmental organizations (NGOs) and media from around the world.

What is the World Conference Against Racism:

In 1997, the United Nations General Assembly agreed to hold a World Conference Against Racism, Racial Discrimination, Xenophobia and Related Intolerance. The main objectives of the Conference, as stated in the resolution include:

- To review progress made in the fight against racism and reappraise the obstacles to further progress;
- To increase the level of awareness about the scourges of racism and racial discrimination, xenophobia and related intolerance;
- To review the political, historical, economic, social, cultural and other factors leading to racism, racial discrimination, and xenophobia;
- To formulate concrete recommendations to further action-oriented national, regional and international measures to combat all forms of racism.

The conference will be an important opportunity for the international community to establish a new approach to racism for the next millennium. The agenda is to be action-oriented and focus on practical measures to eradicate racism, including measures of prevention, education and protection and the provision of effective remedies to discrimination.

The following themes will be considered at the World Conference: the prevention of racism through education and the media; issues of exclusion and marginalization in multiracial societies where race is largely defined by skin color; discrimination based on ethnic divisions as in

countries such as Rwanda and Bosnia; the treatment of migrants, refugees, asylum-seekers and displaced persons; the implications of economic globalization on the achievement of racial equality worldwide; the special burdens of people with multiple identities that compound discrimination, such as race and gender; current realities in the aftermath of slavery and colonialism; preventive measures, including early warning and urgent action procedures; combating hate speech and hate crimes; affirmative action; effective remedies and redress mechanisms.

The World Conference will be a unique and important opportunity to create a new world vision for the fight against racism in the Twenty-First Century. The message will be a positive one about the benefits of diversity and equality in national communities and internationally. Governments will be encouraged to present at the conference their "Best Practices" with respect to implementing the obligations of the International Convention on the Elimination of All Forms of Racial Discrimination and the debate will be organized around specific models of governmental programs to prevent and remedy discriminatory practices.

Participation

The traditional format for U.N. world conferences is that there would be two parallel meetings: one in which the decision-makers are governments with NGOs and U.N. specialized agencies as lobbyists; and a second in which NGOs and independent experts are the primary actors (often referred to as the NGO Forum). At the government conference, access may be restricted to representatives of NGOs that have special status at the U.N. The NGO Forum is generally open to a broader range of organizations that may wish to participate.

Preparing for the World Conference

Preparing for UN world conferences usually requires a minimum of two years during which the agenda, objectives, and scope of the conference and their outcomes are determined by Member States of the United Nations. This process involves national and regional meetings, expert group meetings, data gathering, and drafting position papers, which are fed into the global discussions.

The PrepComs are meetings to discuss the themes and prepare working documents for the final World Conference. It is generally the case that a preparatory conference is convened in each region of the world. In the past, the regional preparatory process has proven to be critical to the eventual success of those events. In the case of both the U.N. World Conference on Human Rights in 1993 and the conference on Women in 1995, the regional preparatory meetings were crucial in developing the agendas for the conferences and generating a groundswell of support at the level of the general public.

Background materials for the World Conference Against Racism and the PrepCom:

The office of the High Commissioner for Human Rights has established a web page for the World Conference. The web page contains the General Assembly resolution which initiated the work toward the World Conference, the reports of the High Commissioner and Secretary General, the Report of the first sessional Working Group to review the proposal submitted for the World Conference, the actual proposals which include four NGO proposals and papers by the members of the UN Committee on the Elimination of Racial Discrimination (CERD), and Reports of the UN Special Rapporteur on contemporary forms of racism, racial discrimination, xenophobia and related intolerance.

The address of the web page is: [Http:\\WWW.UNHCHR.CH](http://WWW.UNHCHR.CH)

After you open this page, look at the top of the page for the title "World Conference Against Racism....." click there.

KEY DATES:

May 1-5, 2000	Global PrepCom	Geneva
September, 2000	Western Hemisphere Regional PrepCom	Costa Rica or Brazil
May, 2001	Global PrepCom	Geneva
June\July, 2001	World Conference	South Africa

International Convention on the Elimination of All Forms of Racial Discrimination

The States Parties to this Convention,

Considering that the Charter of the United Nations is based on the principles of the dignity and equality inherent in all human beings, and that all Member States have pledged themselves to take joint and separate action, in co-operation with the Organization, for the achievement of one of the purposes of the United Nations which is to promote and encourage universal respect for and observance of human rights and fundamental freedoms for all, without distinction as to race, sex, language or religion,

Considering that the Universal Declaration of Human Rights proclaims that all human beings are born free and equal in dignity and rights and that everyone is entitled to all the rights and freedoms set out therein, without distinction of any kind, in particular as to race, colour or national origin,

Considering that all human beings are equal before the law and are entitled to equal protection of the law against any discrimination and against any incitement to discrimination,

Considering that the United Nations has condemned colonialism and all practices of segregation and discrimination associated therewith, in whatever form and wherever they exist, and that the Declaration on the Granting of Independence to Colonial Countries and Peoples of 14 December 1960 (General Assembly resolution 1514 (XV)) has affirmed and solemnly proclaimed the necessity of bringing them to a speedy and unconditional end,

Considering that the United Nations Declaration on the Elimination of All Forms of Racial Discrimination of 20 November 1963 (General Assembly resolution 1904 (XVIII)) solemnly affirms the necessity of speedily eliminating racial discrimination throughout the world in all its forms and manifestations and of securing understanding of and respect for the dignity of the human person,

Convinced that any doctrine of superiority based on racial differentiation is scientifically false, morally condemnable, socially unjust and dangerous, and that there is no justification for racial discrimination, in theory or in practice, anywhere,

Reaffirming that discrimination between human beings on the grounds of race, colour or ethnic origin is an obstacle to friendly and peaceful relations among nations and is capable of disturbing peace and security among peoples and the harmony of persons living side by side even within one and the same State,

Convinced that the existence of racial barriers is repugnant to the ideals of any human society,

Alarmed by manifestations of racial discrimination still in evidence in some areas of the world and by governmental policies based on racial superiority or hatred, such as policies of apartheid, segregation or separation,

Resolved to adopt all necessary measures for speedily eliminating racial discrimination in all its forms and manifestations, and to prevent and combat racist doctrines and practices in order to promote understanding between races and to build an international community free from all forms of racial segregation and racial discrimination,

Bearing in mind the Convention concerning Discrimination in respect of Employment and Occupation adopted by the International Labour Organisation in 1958, and the Convention against Discrimination in Education adopted by the United Nations Educational, Scientific and Cultural Organization in 1960,

Desiring to implement the principles embodied in the United Nations Declaration on the Elimination of All Forms of Racial Discrimination and to secure the earliest adoption of practical measures to that end,

Have agreed as follows:

PART I

Article 1

1. In this Convention, the term "racial discrimination" shall mean any distinction, exclusion, restriction or preference based on race, colour, descent, or national or ethnic origin which has the purpose or effect of nullifying or impairing the recognition, enjoyment or exercise, on an equal footing, of human rights and fundamental freedoms in the political, economic, social, cultural or any other field of public life.
2. This Convention shall not apply to distinctions, exclusions, restrictions or preferences made by a State Party to this Convention between citizens and non-citizens.
3. Nothing in this Convention may be interpreted as affecting in any way the legal provisions of States Parties concerning nationality, citizenship or naturalization, provided that such provisions do not discriminate against any particular nationality.
4. Special measures taken for the sole purpose of securing adequate advancement of certain racial or ethnic groups or individuals requiring such protection as may be necessary in order to ensure such groups or individuals equal enjoyment or exercise of human rights and fundamental freedoms shall not be deemed racial discrimination, provided, however, that such measures do not, as a consequence, lead to the maintenance of separate rights for different racial groups and that they shall not be continued after the objectives for which they were taken have been achieved.

Article 2

1. States Parties condemn racial discrimination and undertake to pursue by all appropriate means and without delay a policy of eliminating racial discrimination in all its forms and promoting understanding among all races, and, to this end:
 - (a) Each State Party undertakes to engage in no act or practice of racial discrimination against persons, groups of persons or institutions and to ensure that all public authorities and public institutions, national and local, shall act in conformity with this obligation;
 - (b) Each State Party undertakes not to sponsor, defend or support racial discrimination by any persons or organizations;
 - (c) Each State Party shall take effective measures to review governmental, national and local policies, and to amend, rescind or nullify any laws and regulations which have the effect of creating or perpetuating racial discrimination wherever it exists;

(d) Each State Party shall prohibit and bring to an end, by all appropriate means, including legislation as required by circumstances, racial discrimination by any persons, group or organization;

(e) Each State Party undertakes to encourage, where appropriate, integrationist multiracial organizations and movements and other means of eliminating barriers between races, and to discourage anything which tends to strengthen racial division.

2. States Parties shall, when the circumstances so warrant, take, in the social, economic, cultural and other fields, special and concrete measures to ensure the adequate development and protection of certain racial groups or individuals belonging to them, for the purpose of guaranteeing them the full and equal enjoyment of human rights and fundamental freedoms. These measures shall in no case entail as a consequence the maintenance of unequal or separate rights for different racial groups after the objectives for which they were taken have been achieved.

Article 3

States Parties particularly condemn racial segregation and apartheid and undertake to prevent, prohibit and eradicate all practices of this nature in territories under their jurisdiction.

Article 4

States Parties condemn all propaganda and all organizations which are based on ideas or theories of superiority of one race or group of persons of one colour or ethnic origin, or which attempt to justify or promote racial hatred and discrimination in any form, and undertake to adopt immediate and positive measures designed to eradicate all incitement to, or acts of, such discrimination and, to this end, with due regard to the principles embodied in the Universal Declaration of Human Rights and the rights expressly set forth in article 5 of this Convention, inter alia:

(a) Shall declare an offence punishable by law all dissemination of ideas based on racial superiority or hatred, incitement to racial discrimination, as well as all acts of violence or incitement to such acts against any race or group of persons of another colour or ethnic origin, and also the provision of any assistance to racist activities, including the financing thereof;

(b) Shall declare illegal and prohibit organizations, and also organized and all other propaganda activities, which promote and incite racial discrimination, and shall recognize participation in such organizations or activities as an offence punishable by law;

(c) Shall not permit public authorities or public institutions, national or local, to promote or incite racial discrimination.

Article 5

In compliance with the fundamental obligations laid down in article 2 of this Convention, States Parties undertake to prohibit and to eliminate racial discrimination in all its forms and to guarantee the right of everyone, without distinction as to race, colour, or national or ethnic origin, to equality before the law, notably in the enjoyment of the following rights:

- (a) The right to equal treatment before the tribunals and all other organs administering justice;
- (b) The right to security of person and protection by the State against violence or bodily harm, whether inflicted by government officials or by any individual group or institution;
- (c) Political rights, in particular the right to participate in elections - to vote and to stand for election - on the basis of universal and equal suffrage, to take part in the Government as well as in the conduct of public affairs at any level and to have equal access to public service;
- (d) Other civil rights, in particular:
 - (i) The right to freedom of movement and residence within the border of the State;
 - (ii) The right to leave any country, including one's own, and to return to one's country;
 - (iii) The right to nationality;
 - (iv) The right to marriage and choice of spouse;
 - (v) The right to own property alone as well as in association with others;
 - (vi) The right to inherit;
 - (vii) The right to freedom of thought, conscience and religion;
 - (viii) The right to freedom of opinion and expression;
 - (ix) The right to freedom of peaceful assembly and association;
- (e) Economic, social and cultural rights, in particular:
 - (i) The rights to work, to free choice of employment, to just and favourable conditions of work, to protection against unemployment, to equal pay for equal work, to just and favourable remuneration;
 - (ii) The right to form and join trade unions;
 - (iii) The right to housing;
 - (iv) The right to public health, medical care, social security and social services;
 - (v) The right to education and training;
 - (vi) The right to equal participation in cultural activities;
- (f) The right of access to any place or service intended for use by the general public, such as transport hotels, restaurants, cafes, theatres and parks.

Article 6

States Parties shall assure to everyone within their jurisdiction effective protection and remedies, through the competent national tribunals and other State institutions, against any acts of racial discrimination which violate his human rights and fundamental freedoms contrary to this Convention, as well as the right to seek from such tribunals just and adequate reparation or satisfaction for any damage suffered as a result of such discrimination.

Article 7

States Parties undertake to adopt immediate and effective measures, particularly in the fields of teaching, education, culture and information, with a view to combating prejudices which lead to racial discrimination and to promoting understanding, tolerance and friendship among nations and racial or ethnical groups, as well as to propagating the purposes and principles of the Charter of the United Nations, the Universal Declaration of Human Rights, the United Nations Declaration on the Elimination of All Forms of Racial Discrimination, and this Convention.

PART II

Article 8

1. There shall be established a Committee on the Elimination of Racial Discrimination (hereinafter referred to as the Committee) consisting of eighteen experts of high moral standing and acknowledged impartiality elected by States Parties from among their nationals, who shall serve in their personal capacity, consideration being given to equitable geographical distribution and to the representation of the different forms of civilization as well as of the principal legal systems.
2. The members of the Committee shall be elected by secret ballot from a list of persons nominated by the States Parties. Each State Party may nominate one person from among its own nationals.
3. The initial election shall be held six months after the date of the entry into force of this Convention. At least three months before the date of each election the Secretary-General of the United Nations shall address a letter to the States Parties inviting them to submit their nominations within two months. The Secretary-General shall prepare a list in alphabetical order of all persons thus nominated, indicating the States Parties which have nominated them, and shall submit it to the States Parties.
4. Elections of the members of the Committee shall be held at a meeting of States Parties convened by the Secretary-General at United Nations Headquarters. At that meeting, for which two thirds of the States Parties shall constitute a quorum, the persons elected to the Committee shall be nominees who obtain the largest number of votes and an absolute majority of the votes of the representatives of States Parties present and voting.
5. (a) The members of the Committee shall be elected for a term of four years. However, the terms of nine of the members elected at the first election shall expire at the end of two years; immediately after the first election the names of these nine members shall be chosen by lot by the Chairman of the Committee;

(b) For the filling of casual vacancies, the State Party whose expert has ceased to function as a member of the Committee shall appoint another expert from among its nationals, subject to the approval of the Committee.

6. States Parties shall be responsible for the expenses of the members of the Committee while they are in performance of Committee duties.

Article 9

1. States Parties undertake to submit to the Secretary-General of the United Nations, for consideration by the Committee, a report on the legislative, judicial, administrative or other measures which they have adopted and which give effect to the provisions of this Convention:

(a) within one year after the entry into force of the Convention for the State concerned; and

(b) thereafter every two years and whenever the Committee so requests. The Committee may request further information from the States Parties.

2. The Committee shall report annually, through the Secretary General, to the General Assembly of the United Nations on its activities and may make suggestions and general recommendations based on the examination of the reports and information received from the States Parties. Such suggestions and general recommendations shall be reported to the General Assembly together with comments, if any, from States Parties.

The CERD Report and UN World Conference on Racism Questionnaire

Thursday, December 9, 1999
OEOB Rm. 208

4:00 – 5:00 p.m.

AGENDA

- I. Status of UN World Conference on Racism questionnaire and relation of same to CERD Report
 - Background
 - Status of agency contributions
 - Deadline for completion of questionnaire *- next FR!*
- II. Current status of U.S. CERD report
 - Background
 - Status of agency contributions
 - Process and timeline for completion of report
- III. Next Steps
 - Deadline for new draft of CERD report

Meeting - 12/9

I. Background Committee

A. CERD - pursuant to treaty.

- 1. Report due 4 years ago
- 2. State Dept. draft. Agency providing comments

B. World Conf on Racism - 2001

- South Africa
- Questionnaire - canvas country's views on race issue. (Mary Robinson from Pres of Ireland + new UN High Commissioner on East Africa Human Rights)
- Lengthy Preparation conference
- Domestic Preparatory Conference ^{for Western Hemisphere} - ~~May~~ 9/2000 in Brazil (T)

II. Questionnaire

State Dept. (Elaine) DOS, Labor, CEC, INS, Educ
complete due ASAP tomorrow (Kimi) ? ok

Send out ~~for Elaine~~ by next Fri expedited.
Send out by next mon.

III. CERD (Chits)

Comments
Revised
HUD
HHS
CEOC

Pending:
DOS
Econ Civ Rts
Educ

need to discuss.
Defense Interior
Labor
Conserv

B. Guidelines

C. Other Resources

- ~~Report to the Secretary~~
- PIK Report (1 Am)
- ~~CEC~~
- CEC (2 Am)
- Edley/St Aff Action Report (Reg has that).
- Shadow Report (NGO)

(Add multi-racial census)

D. CERD will ask US to defend their report - will include other Agencies

E. Organization of Report - by topic, by agency

F. Date 9/99 - Fixed point

G. Establish network of officers

F. Deadline - Mid Jan.

3/4 2001 - need to start w/ what happen since 9/99 - 3/4/2001

Irene Bueno

10/08/99 04:58:43 PM

Record Type: Record

To: See the distribution list at the bottom of this message

cc: Anna Richter/OPD/EOP, Mary L. Smith/OPD/EOP, Devorah R. Adler/OPD/EOP

Subject: UN Convention on the Elimination of All Forms of Racial Discrimination: US Report on Domestic Compliance

As I mentioned during the ~~the~~ Team leaders mtg,

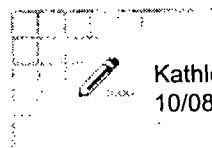
The US Government as a signatory to this convention was required to submit a report in November 1994 on our compliance with this convention (ie report on the US efforts to eliminate racial discrimination). Nearly every federal agency has been or will be involved in developing this report (DOJ, Education, EEOC, HHS, Labor, HUD, etc.). This report is already 4 years late but there is hearing on compliance in March 2000. Attached for your review is a copy of the convention and the draft report.

The State Department has worked with some agencies to draft the first version and has enlisted the help of NSC to work with the WH and other agencies to further the drafting of this report. Agencies are revising this draft and we expect to see the revised draft by the end of November.

Agencies have asked for WH guidance in devising the overall policy message for this report. NSC will convene an internal WH meeting with DPC and other appropriate and interested WH offices to discuss this matter in the next few weeks.

Please let me know if you have any questions or concerns.

----- Forwarded by Irene Bueno/OPD/EOP on 10/08/99 04:58 PM -----



Kathleen K. Ahn
10/08/99 04:46:37 PM

Record Type: Record

To: Irene Bueno/OPD/EOP@EOP

cc:

Subject: requested docs



CERD (CONVENTION)CERD - USG Report.DGUIDELINES.D

Message Sent To:

Bruce N. Reed/OPD/EOP
Eric P. Liu/OPD/EOP
Christopher C. Jennings/OPD/EOP
Paul J. Weinstein Jr./OPD/EOP
Thomas L. Freedman/OPD/EOP
Cynthia A. Rice/OPD/EOP
Leanne A. Shimabukuro/OPD/EOP
Andy Rotherham/OPD/EOP



United States Department of State

Washington, D.C. 20520

September 24, 1999

UNCLASSIFIED
MEMORANDUM

TO: National Security Council
White House Domestic Policy
Department of State/DRL
Department of State/L
Department of State/USIS
Department of Justice
Department of Labor
Equal Employment Opportunity Commission
Department of Education
Department of Health & Human Services
Department of Housing & Urban Development
Census Bureau

FROM: State/L/HRR - Andre M. Surena *AMS*

SUBJECT: UN Convention on the Elimination of All Forms of
Racial Discrimination: US Report on Domestic Compliance

Under Article 9 of this Convention, the United States agreed to submit to the Committee on Racial Discrimination of the United Nations a report on legislative, judicial, administrative or other measures that we have adopted (or that are in place) to give effect to obligations we assumed under the Convention. An initial US report was due within one year of the date of entry into force of the Convention for the United States, which occurred on November 19, 1994. We are nearly four years late in providing our initial report. (Later, periodic reports will also be required; but they will be of a less comprehensive nature.)

A reason for the delay in producing an initial report is that the task for its preparation does not fall squarely within the responsibility of any agency. As the agency primarily responsible for the conduct of the foreign relations of the United States, the Department of State might seem a likely candidate to prepare the report to the United Nations. But, since the content of the report deals with detailed matters within the expertise of other, domestic federal (and state) entities, it is clear that

they are better suited to draft texts that describe the law and practice in their areas of responsibility.

In an effort to bring us into compliance with our obligations, the Department of State has prepared a draft of a report to the UN Committee on Racial Discrimination. While the text profits from informal drafting suggestions from some of your agencies, it is preliminary and requires precise textual corrections and additions from your agency to ensure not only that it is accurate, but also that it reflects this Administration's policy and commitment to the eradication of racial discrimination and the promotion of racial harmony among all segments of our diverse society.

The attached draft text is annotated. It indicates where we surmise a particular federal agency is best suited to provide the required information. We acknowledge that we may not have identified the correct agency(ies) in all cases. Please advise us if you believe that we have erred. Furthermore, you are asked to review the entire text and to offer comments wherever you deem appropriate. While we gladly accept narration of general observations to inform us of mistaken or misguided approaches, we will treasure specific language, with citations to applicable case law, statute, or regulation, to be inserted into the draft.

Compliance by States Parties to this Convention is reviewed in public hearings by the UN Committee on Racial Discrimination. We are informed that US compliance with this Convention is likely to be reviewed in March 2001. We must ensure that this occurs with the benefit of a US compliance report that has received the full policy clearance of the US Government and that has been submitted to the UN Committee in time for translation into the official languages of the United Nations. Since we assume that our efforts will require a number of reviews, we ask that you provide your initial comments to this memo (and its attachment) no later than November 30, 1999.

Please direct your comments to L/HRR, Christopher Camponovo. His telephone number is (202) 647-4053. Please send all texts to him by disk (Windows 97 Office), with one hard copy.

The CERD Report: Setting the Tone

Friday, November 19, 1999
Roosevelt Room

2:00 p.m.

AGENDA

- I. Background of requirements for CERD report
- II. Current status of U.S. CERD report
 - Current report is behind schedule
 - Dept. of State has produced preliminary draft (Scott will have copies of current draft for the meeting attendees)
 - Agency submissions for purposes of folding into State's draft were due November 15, 1999
- III. Setting tone with respect to key policy issues: e.g. affirmative action
- IV. Next Steps
 - Identification of White House point person for purposes of canvassing what Administration has already produced in the area of race/race relations:
 - Stephanopoulos & Edley's Affirmative Action Report to the President
 - President's Advisory Commission on Race Report to the President
 - CEA's report, Changing America: Indicators of Social and Economic Well-Being by Race and National Origin

State keeps Pen
Key + Pen - info

Ben & Ray will take the lead to complete the report.

Not too much done but more needs to be done - balanced
tone, factual, no rhetoric

Existing Reports from Agencies - Ed, DOS, HHS, HUD, Commerce, ~~E~~
SBA
Cut & Paste

- Affirmative Action Report
- CEQ indicators

what are policy is to eliminate racism - agencies

Good to many

meeting week of ~~11~~ 11/29