

Pending  
ME

**FY 2001 Appropriations**  
**Priority Funding for Civil Rights Enforcement Agencies**  
 (Discretionary Budget Authority, in millions of dollars)

| Subcommittee/Agency/Account                                  | FY 2000<br>Enacted | FY 2000<br>Request | FY 2001      |                        |                         |              |
|--------------------------------------------------------------|--------------------|--------------------|--------------|------------------------|-------------------------|--------------|
|                                                              |                    |                    | Request      | Latest House<br>Action | Latest Senate<br>Action | Conference*  |
| <b>Agriculture/Rural Development</b>                         |                    |                    |              |                        |                         |              |
| Department of Agriculture: Civil Rights Programs.....        | 18                 | 19                 | 21           | 18                     | 20                      | 19           |
| <b>Commerce/Justice/State</b>                                |                    |                    |              |                        |                         |              |
| Department of Justice:                                       |                    |                    |              |                        |                         |              |
| Civil Rights Division.....                                   | 62                 | 82                 | 98           | 86                     | 72                      | 92           |
| Community Relations Service.....                             | 7                  | 7                  | 10           | 7                      | 8                       | 8            |
| Equal Employment Opportunity Commission.....                 | 281                | 312                | 322          | 291                    | 295                     | 304          |
| Legal Services Corporation.....                              | 304                | 304                | 340          | 275                    | 300                     | 330          |
| U.S. Commission on Civil Rights.....                         | 9                  | 11                 | 11           | 9                      | 9                       | 9            |
| <b>Labor/HHS/Education</b>                                   |                    |                    |              |                        |                         |              |
| Department of Education: Office for Civil Rights .....       | 71                 | 73                 | 76           | 71                     | 73                      | 73           |
| Department of Health and Human Services:                     |                    |                    |              |                        |                         |              |
| Office of Civil Rights.....                                  | 22                 | 23                 | 27           | 22                     | 27                      | 24           |
| Department of Labor:                                         |                    |                    |              |                        |                         |              |
| Office of Federal Contract Compliance Programs.....          | 73                 | 76                 | 76           | 73                     | 76                      | 76           |
| Civil Rights Center.....                                     | 6                  | 6                  | 6            | 6                      | 6                       | 6            |
| <b>Transportation</b>                                        |                    |                    |              |                        |                         |              |
| Department of Transportation: Office of Civil Rights.....    | 7                  | 8                  | 9            | 8                      | 8                       | 8            |
| <b>VA/HUD/Independent Agencies</b>                           |                    |                    |              |                        |                         |              |
| Department of Housing and Urban Development:                 |                    |                    |              |                        |                         |              |
| Fair Housing Activities Grants.....                          | 44                 | 47                 | 50           | 44                     | 46                      | 46           |
| [Fair Housing Audits].....                                   | [6]                | [7.5]              | [7.5]        | [7.5]                  | [7.5]                   | [7.5]        |
| Environmental Protection Agency: Office of Civil Rights..... | 5                  | 5                  | 5            | 5                      | 5                       | 5            |
| <b>TOTAL</b> .....                                           | <b>929</b>         | <b>973</b>         | <b>1,051</b> | <b>915</b>             | <b>945</b>              | <b>1,000</b> |

\*NOTE: In some cases, FY 2001 Conference numbers indicate tentative levels. Please do not quote or share outside EOP.

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| Civil Rights Division.....                                   | 82                 | 82                 | 98           | 86                     | 72                      | 82 (-6)                  |
| Community Relations Service.....                             | 7                  | 7                  | 10           | 7                      | 8                       | 8 (-2)                   |
| Equal Employment Opportunity Commission.....                 | 281                | 312                | 322          | 291                    | 295                     | 304 (-18)                |
| Legal Services Corporation.....                              | 304                | 304                | 340          | 275                    | 300                     | 330 <del>340</del> (-10) |
| U.S. Commission on Civil Rights.....                         | 9                  | 11                 | 11           | 9                      | 8                       | 9 (-2)                   |
| <b>Labor/HHS/Education</b>                                   |                    |                    |              |                        |                         |                          |
| Department of Education: Office for Civil Rights .....       | 71                 | 73                 | 76           | 71                     | 73                      | 73 (-3)                  |
| Department of Health and Human Services:                     |                    |                    |              |                        |                         |                          |
| Office of Civil Rights.....                                  | 22                 | 23                 | 27           | 22                     | 27                      | 24 (-3)                  |
| Department of Labor:                                         |                    |                    |              |                        |                         |                          |
| Office of Federal Contract Compliance Programs.....          | 73                 | 76                 | 76           | 73                     | 76                      | 76 $\phi$                |
| Civil Rights Center.....                                     | 6                  | 6                  | 6            | 6                      | 6                       | 6 $\phi$                 |
| <b>Transportation</b>                                        |                    |                    |              |                        |                         |                          |
| Department of Transportation: Office of Civil Rights.....    | 7                  | 8                  | 9            | 8                      | 8                       | 8 (-1)                   |
| <b>VA/HUD/Independent Agencies</b>                           |                    |                    |              |                        |                         |                          |
| Department of Housing and Urban Development:                 |                    |                    |              |                        |                         |                          |
| Fair Housing Activities Grants.....                          | 44                 | 47                 | 50           | 44                     | 46                      | 46 (-4)                  |
| [Fair Housing Audits].....                                   | [6]                | [7.5]              | [7.5]        | [7.5]                  | [7.5]                   | [7.5]                    |
| Environmental Protection Agency: Office of Civil Rights..... | 5                  | 5                  | 5            | 5                      | 5                       | 5 $\phi$                 |
| <b>TOTAL</b> .....                                           | <b>929</b>         | <b>973</b>         | <b>1,051</b> | <b>915</b>             | <b>945</b>              | <b>1,000</b>             |

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10/30/00



## NATIONAL COUNCIL ON DISABILITY

*An independent federal agency working with the President and Congress to increase the inclusion, independence, and empowerment of all Americans with disabilities.*

TO: William J. Clinton  
The President of the United States  
FROM: Marca Bristo  
Chairperson  
National Council on Disability

MARCA

CC: ~~James E. Edwards~~  
Jack Lew

SUBJECT: Civil Rights Funding

DATE: October 25, 2000

As the budget negotiations moves into its final stages, I am writing to urge the Administration to continue to assertively present the need for increased funding for the Department of Justice to properly enforce the civil rights of Americans with disabilities. The enforcement of the Americans with Disabilities Act of 1990 (ADA), the most comprehensive of any civil rights law, is a critical and incredibly resource-intensive endeavor. Despite the fact that ADA imposed new responsibilities on the Department of Justice for complaint processing and compliance reviews, its budget and approved staffing level has not increased in a commensurate manner. As noted in our recent report, *Promises to Keep: A Decade of Enforcement of the Americans with Disabilities Act*, the impact of insufficient resources allocated to Justice is direct, obvious and highly detrimental.

The Council was very pleased that you have recognized the urgent need for expanded resources and have called for increased funding for Justice's Civil Rights Division. Such additional monies will enable their Disability Rights Section to strengthen the performance of its enforcement activities by adding needed resources such as personnel, technology and data management systems.

On behalf of 54 million Americans with disabilities and their families, neighbors and co-workers, the Council urges you to stand fast to your commitment for the more effective enforcement of civil rights laws through clear and appropriate funding direction.

cc: John D. Podesta  
Chief of Staff to the President

Jacob John Lew  
Director  
Office of Management and Budget

Janet Reno  
Attorney General

Bill Lan Lee  
Assistant Attorney General  
Civil Rights Division

**THE WHITE HOUSE**  
**Office of Legislative Affairs, Senate Liaison**

Telephone: (202) 456-6493

Fax: (202) 456-6468



**Fax Cover Sheet**

To: Maria & Irene

From:

☐ Karen Robb  
☒ Joanna Slaney  
☒ Joel Wiginton  
☐ Julie Anderson

☐ Mike Williams  
☐ Hildy Kuryk  
☐ Bobby Conner  
☐ Alon Kupferman

Fax: 6-2883

Phone: \_\_\_\_\_

Date: \_\_\_\_\_

Pages including cover sheet: \_\_\_\_\_

Message: HHS Civil Rts FUNDING

# Congress of the United States

Washington, DC 20515

September 19, 2000

The Honorable William Jefferson Clinton  
President of the United States  
The White House  
1600 Pennsylvania Ave., N.W.  
Washington, DC 20500

Dear President Clinton:

You have always been a champion of civil rights and your strong support for full funding of federal civil rights agencies will be a major part of your legacy. As you consider your final budget, there is unfinished civil rights business that we want to bring to your attention.

The Office for Civil Rights (OCR) at the Department of Health and Human Services enforces civil rights laws in the health and human service field. OCR is a critical force in the effort to ensure equal access to critical health and social services for people of color and individuals with disabilities. A generation ago, OCR's primary mission was to desegregate hospitals and other health care facilities. Today, the challenges are different but not less formidable.

For example, OCR plays a critical role in combating medical redlining, fighting discrimination against immigrants seeking access to SCHIP benefits, ensuring that individuals with disabilities and minorities can participate in welfare to work programs free from discrimination and eliminating racial and ethnic disparities in health. OCR is the lead civil rights agency in the effort to ensure that individuals with disabilities can live in their communities, instead of being warehoused in institutions in violation of the ADA. OCR has been the leader in the federal effort to ensure that people with limited English skills can access federally funded programs or services. HHS, led by OCR, was the first federal agency to comply with your recent Executive Order on language access. In short, OCR's responsibilities have increased exponentially, and will grow further given that OCR is assuming the daunting responsibility for enforcing the landmark medical records privacy regulation.

Despite a substantial increase in responsibilities, OCR's budget has not grown to keep pace. OCR's FY 2000 budget of \$22.5 million is the same as OCR's budget at the beginning of the Clinton-Gore administration. In fact, OCR's current budget during the last year of the Carter administration was also \$22 million, meaning that the budget has been flat for 20 years. Inflation has undermined the budget and OCR would need a \$40 million budget for 2001 just to keep pace with inflation since 1980.

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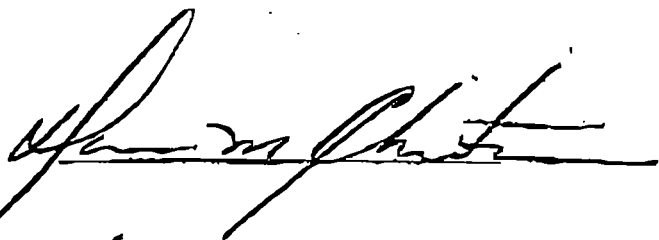
OCR/BS

09/28/00 THU 10:17 FAX 202 619 3437

The Honorable William Jefferson Clinton  
Page 2

The malignant neglect of the Reagan-Bush years has not yet been addressed but there is one more chance. We strongly urge you to support at least a \$10 million budget increase for OCR in FY 2001. Securing this increase will cap an impressive era of commitment to One America.

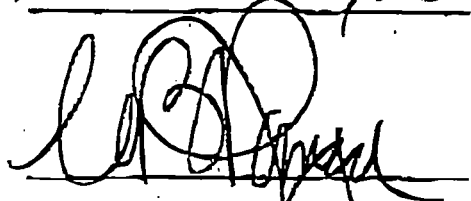
Sincerely,



Wm M. Clinton

Roncaun Layne

Concep C. Cepik



Joe Lewis

E. E. Cummings

Danny L. Davis

Barker Lee

Wm. J. Jefferson

Eddie Bernice Johnson

Samuel B. B. B.

*James E. Clapp*

11

**FAX TRANSMISSION**

**OFFICE FOR CIVIL RIGHTS  
DEPARTMENT OF HEALTH & HUMAN SERVICES**

**Date:** September 28, 2000

**TO:** Joel Wiginton

**Pages w/ cover:** 12

**Telephone:** 202-456-6494

**FAX:** 202-456-6468

**COMMENT:**

**Joel:**

Thanks for your help, attached is a short and long version of background materials relating to OCR, along with a letter from Senators Kennedy and Jeffords to appropriators.

As you will see, they advocate for a \$32 million budget for FY 2001. Others in the House are doing the same. My number is 619-0403 if you have any questions.

Thanks,

Tom

**FROM: Tom Perez - Director  
Office for Civil Rights  
Department of Health and Human Services  
200 Independence Avenue, SW  
Washington, D. C. 20201**

**Room No./Bldg. 515F -  
Humphrey**

**Phone No. 202-619-0403  
Fax 202-619-3437**

If there is a problem with the transmission of this fax, please contact Erica Thomas at (202) 619-0403.

**Fighting Discrimination in Health and Human Services:  
Background Information About the Office for Civil Rights (OCR)  
Department of Health and Human Services**

OCR plays a vital role in the Department's overall effort to ensure that all people have equal access to critical health and human services. Rooting out discrimination is critical to ensuring that all people can receive quality health care and vital public benefits. The civil rights challenges confronting OCR continue to expand rapidly, while OCR's FY 2000 budget of \$22 million is the same as OCR's budget in 1980.

**Discrimination in Health and Human Services Remains a Critical Problem-** A brief sampling of OCR's recent cases illustrates the depth and breadth of the civil rights challenges in the health and human service setting:

- OCR reached a settlement with a national home health agency that had been engaged in medical redlining, that is, it refused to serve certain, predominantly minority areas of New Haven, Connecticut.
- OCR reached a settlement with a national pharmacy chain that had a franchise in Texas that repeatedly refused to fill the prescription of an African-American Medicaid patient.
- OCR reached a settlement with a large hospital in New York City that had segregated maternity wards;
- OCR reached an agreement with the District of Columbia to ensure that hearing impaired Medicaid recipients would be provided with sign language interpreters during visits to a doctor's office.
- OCR reached a settlement with numerous hospitals and social service agencies across the country to ensure that limited English proficient patients have meaningful access to essential programs and services.
- OCR recently cited New York City, New York State and Nassau and Suffolk Counties for violating Title VI and the ADA for failing to provide appropriate service to clients who are either limited English proficient or hearing impaired.

**Emerging Civil Rights Challenges-** In the coming year, OCR will be involved in the following types of specific activities:

- **Eliminating Racial and Ethnic Disparities-** OCR is investigating a number of hospitals to determine why so few critical, high tech medical procedures are performed on minorities, even though a large minority population resides within the hospital's service area. OCR will seek to identify and eliminate barriers that are inhibiting or preventing minority populations from obtaining this critical care.
- **Expanding Community Based Options for Individuals with Disabilities-** In over 20 states, OCR is investigating ADA complaints alleging that individuals with disabilities are being unlawfully confined to nursing homes and other institutions, and that states are violating their obligation under the ADA to ensure that eligible individuals with disabilities live in the most integrated setting appropriate to their needs.
- **Eliminating Redlining in Managed Care-** OCR is investigating reports that managed care organizations are refusing to serve communities containing large minority populations, and may be discriminating against minority physicians.

- **Maximizing Participation in CHIP, Medicaid and Other Benefits-** OCR is negotiating an agreement with Georgia to ensure that applications for critical public benefits such as Medicaid and CHIP do not contain improper questions about immigration status that deter legal immigrants from applying for benefits. OCR will continue to identify and break down discriminatory barriers, such as language barriers, that are preventing or inhibiting immigrant populations from accessing critical health and human services.
- **Preventing Discrimination in Welfare to Work Programs-** OCR is investigating a complaint against Los Angeles county alleging that limited English proficient individuals enrolled in the welfare to work process are being denied equal opportunity to participate. OCR is investigating similar allegations elsewhere, as well as claims that minorities and individuals with disabilities are being improperly steered to dead end jobs and individuals with disabilities are facing other discriminatory barriers in welfare to work.
- **Expanding OCR's Testing Program-** Testing is an effective means of identifying and rooting out discrimination. OCR has used testing effectively to identify discrimination against limited English proficient persons seeking to access public benefits. OCR intends to expand its testing program to better investigate allegations of redlining in home health care, racial discrimination in nursing homes, and discrimination against individuals with disabilities and limited English proficient persons in managed care and social service settings.
- **Opening OCR Field Offices-** There are a number of large cities (Los Angeles, Houston, Miami) where OCR does not have a physical presence. Instead, issues arising in these cities are handled from field offices located elsewhere. In order to more effectively meet the growing civil rights needs of diverse populations in large cities such as Los Angeles, Houston, and Miami, OCR hopes to open up field offices.
- **Ensuring Effective Enforcement of the Privacy Regulation-** Protecting medical records privacy is a top Administration priority. As the agency tasked with enforcing the privacy regulation, OCR in short order must build the necessary infrastructure to carry out this critical responsibility. OCR will focus considerable energies initially on education and technical assistance designed to assist entities to design systems that will prevent violations from occurring.

**The Need For Sufficient Resources-** It is essential that OCR play a critical role in all of the civil rights issues outlined above if the Department is to achieve several of its key goals, including eliminating racial and ethnic health disparities, empowering individuals with disabilities, strengthening families, addressing the unique needs of immigrant populations, enhancing mental health services, and expanding health insurance coverage. Other federal civil rights offices have received large budget increases in recent years. For instance, the Civil Rights Division of the Justice Department received a 20% increase in FY 2000, and there is another 20% increase in the FY 2001 budget request. If enacted, the Division's budget will have almost doubled under the Clinton-Gore Administration. The budget of the Department of Education's Office for Civil Rights has risen approximately 30% in the past four years. HHS-OCR's FY 2000 budget of 22 million is the same as the OCR budget in FY1993, the first year of the Clinton-Gore administration. Like the education setting, civil rights challenges in the health and human service setting are indeed compelling. It is vital to ensure that OCR has the necessary resources to carry out this critical mission.

May 25, 2000

**FY 2001 Civil Rights Priority Initiatives and Additional Resource Requirements**

The Office for Civil Rights (OCR) at HHS enforces civil rights laws in the health and human service setting. Through complaint investigations, compliance reviews, outreach and education, OCR oversees hospitals, managed care organizations, nursing homes, social service agencies, in short, anyone who receives HHS funding, to ensure compliance with civil rights laws. Although OCR enforces a wide array of civil rights laws, the bulk of OCR's activities center around enforcement of Title VI of the Civil Rights Act of 1964, which addresses racial discrimination in federally funded programs; and the Americans with Disabilities Act.

**Civil Rights Challenges In the Health and Human Service Context Are Growing** - The breadth and depth of the civil rights challenges confronting OCR continue to grow rapidly. OCR is focusing on the following areas:

- Eliminating racial and ethnic disparities in health through civil rights enforcement;
- Combating redlining in health care;
- Ensuring that individuals with disabilities avoid unnecessary institutionalization and can live in their communities;
- Addressing civil rights issues in the welfare to work context (e.g., steering of minorities and individuals with disabilities to dead end jobs; failure to accommodate individuals with disabilities; failure to provide language assistance);
- Fighting discrimination against minorities and individuals with disabilities in managed care;
- Removing discriminatory barriers (e.g. language barriers) to participation in Medicaid, CHIP and other critical benefit programs for legal immigrants;
- Preparing to enforce the landmark medical records privacy regulation.

**OCR's Current Budget** - OCR's FY 2000 budget is \$22 million, which is the same as OCR's budget in 1980, when HHS was created, and the same as OCR's budget in 1993, when President Clinton entered office. The FY 1980 budget supported 550 employees, while today's budget supports 220. OCR would need a FY 2000 budget of \$40 million simply to keep pace with inflation.

**OCR's Increasing Responsibilities** - OCR's enforcement responsibilities have increased substantially over the past ten years, with passage of the Americans with Disabilities Act, the Multi-Ethnic Placement Act (which prohibits discrimination in adoption and foster care), welfare reform, immigration reform and, most recently, the impending implementation of the medical records privacy regulation. OCR's complaint load in FY1999 increased by 26 percent from FY 1998. At the same time, OCR has taken a number of steps to improve the efficiency and quality

## Page 2 - FY 2001 Civil Rights Priorities and Additional Resource Requirements

of its case processing. As a result, in FY 1999, it took 332 days on average to close cases that resulted in some form of corrective action, as compared with 462 days in FY 1998. In other ways, in terms of both efficiency and quality, OCR is showing substantial improvement.

**Effect of Smaller Budget and Increased Responsibilities** - In inflation adjusted terms, OCR's staff resources are less than 40 percent of what they were in FY 1980. The opportunities for addressing discrimination in health care and social services are enormous and combating discrimination and the discriminatory effects of facially neutral policies and practices can yield major improvements in both access and the quality of care for racial and ethnic minorities and persons with disabilities.

OCR has taken many actions during the past few years that have enabled shifting of some resources from complaint and pre-grant review-driven work so that reviews, investigations and outreach can focus on these priorities. However, despite increases in case-handling efficiency, OCR's resource limitations, coupled with increases in complaint workload, have left the office with extremely limited flexibility to address priority issues on an area-wide and systems-wide basis.

OCR's experience on the priority issues is that the system-wide nature of many of the problems uncovered requires considerably more staff time and other resources than routine case investigations require. For instance, eliminating racial and ethnic disparities in health through civil rights interventions requires a detailed analysis of the entire system of health care delivery in a given community. Similarly, in the disability context, ensuring that states are complying with their obligation under the Americans with Disabilities Act and the recent Olmstead decision to ensure care and treatment in the most integrated setting requires OCR to review entire state systems of delivery of long term care. That is, in order to evaluate an individual complaint alleging a violation of the ADA, OCR as a result of Olmstead must review the entire state system. This is a sensible standard, but it is extremely labor intensive.

**The President's Budget Request for FY 2001** - The President's FY 2001 budget request for OCR of \$24,056,000 would support 237 FTE, which is approximately 17 more than the current budget supports. The budget is just under \$2 million higher than the FY 2000 budget, with slightly more than \$1 million of the increase covering increased salary and benefits and other mandatory expenses. As projected, just over \$700,000 of the increase would support initiatives to address discrimination and the role it plays in racial and ethnic disparities in health care access and health status. OCR projected spending another \$100,000 to add staff to a Los Angeles field office that should be established during the summer of 2000. However, in light of the previously unanticipated number and complexity of Olmstead cases, despite the best efforts of OCR to absorb the increased workload within its base resources, it is likely that these increases will be funneled away from the initially intended purposes and into addressing the myriad of issues raised in most integrated setting Olmstead cases.

**OCR's Unmet Civil Rights Compliance Needs** - OCR has identified that it would require an additional \$9.3 million in FY 2001 (beyond the \$24 million request) in order to address effectively all of the priority areas outlined above while simultaneously retaining a strong

### Page 3 - FY 2001 Civil Rights Priorities and Additional Resource Requirements

commitment to addressing day-to-day enforcement responsibilities. OCR's needs are broken down as follows:

- **Eliminating Racial and Ethnic Disparities, Combating Redlining and Rooting Out Racial Discrimination in Managed Care (\$2.3 million)**

OCR is involved in a host of enforcement-related activities designed to root out racial discrimination that may exist in health care delivery systems. The unique niche that OCR brings to the table in the Department's initiative to eliminate racial disparities in health is the authority under civil rights laws to investigate whether racial and ethnic health disparities are attributable to discrimination. These funds include:

- ▶ \$1.1 million of these funds will support nationwide expansion of a pilot initiative begun in the New York region that addresses the extent to which racial and national origin discrimination results in disparities in health care quality and health outcomes for persons of color. The initiative supports the Administration's commitment to eliminating race and ethnic disparities in health and the Quality Improvement Initiative, which seeks to improve quality of care, especially for vulnerable populations. With these funds, OCR will hire ten new regional staff who would establish additional enforcement, outreach and coalition-building projects in at least ten additional major metropolitan areas.

On average, each project would affect an estimated 500,000 to one million minority individuals who are less likely to be referred to facilities recognized as providing the highest quality specialized health care (e.g., cardiac care). Among other tasks, this new staff will initiate 20 systemic post-grant reviews of health care providers and four local task force/coalition-based outreach activities to address the role of discrimination in explaining racial and ethnic disparities. Based on initiatives undertaken by OCR to date in this arena, we can expect that reviews will cover at least 100 hospitals, hundreds of referring physicians, and more than 100 managed care plans nationwide. The four projected local task forces could reach as many as three to four hundred stakeholders in these communities. The reviews and outreach initiatives will address through a civil rights prism crucial questions such as (1) why is it that minorities are having difficulty accessing critical high tech medical procedures, such as cardiac catheterization and (2) why is it that certain hospitals with large minority populations within their service areas have low utilization rates among these populations. In the absence of such funding, thousands of minority patients nationwide, who might otherwise gain access to the highest levels of quality care will remain locked into patterns of limited access and lesser quality service.

- ▶ \$725,000 to support the development and implementation of testing methodologies in the health and human services arena, including the identification of potential discrimination in the health disparities context and to address redlining and discrimination issues in social service programs. Testing already has been used successfully in an investigation of whether public benefits offices in the New York City

**Page 4 - FY 2001 Civil Rights Priorities and Additional Resource Requirements**

area are adequately serving limited English proficient persons as well as individuals with hearing impairments. Successful resolution of this case will directly assist approximately 500,000 people in the city and surrounding areas. These funds would enable hiring of a national testing coordinator and five regional staff each of whom would cover two regions to serve as coordinators working with contracted testers to conduct between 135 and 150 tests nationwide.

- ▶ \$450,000 of these funds would support establishment of a four-person national office staff, headed by a Chief Medical Officer, that would have the medical and health delivery system expertise required to address the complex interrelationship between discrimination and health disparities.

- **Enforcing the ADA and Implementing the Olmstead Decision (\$3.55 million)**

Ensuring that people with disabilities can live in their communities, and not in institutions, is one of the most pressing civil rights challenges confronting OCR. Since the Olmstead decision last year, OCR's complaints alleging Olmstead-type violations have increased exponentially. For instance, as of the end of November 1999, OCR had received 25 complaints. Within four months, that number had grown to 119, and is continuing to grow. These additional resources for Olmstead implementation would support 20 staff, including 17 in regional offices, while allocating \$1.2 million of the \$3.55 million increase to support a wide range of technical consultants needed to build comprehensive, effectively working plans in an additional 12 states. Consultants are needed with expertise in applying ADA civil rights knowledge, specialized experience in services to persons with disabilities, and knowledge of state systems to assist in assessing the relationship between ADA compliance and:

- ▶ clinical and non-clinical care needs of people with a wide array of physical and mental disabilities and how those needs differ for various age groups. Expertise is needed in the varied disciplines that provide care for people with a wide array of disabilities (e.g., mental health, mental retardation, brain injuries, geriatrics, neurology, etc.). Such experts will help OCR to understand the intricate systems of care for extremely vulnerable populations. They also will assist OCR's assessments of whether state systems are appropriately meeting, or how changes in the systems can best meet, the clinical and non-clinical care needs of people with disabilities consistent with the ADA.
- ▶ funding mechanisms in each state that pay for health care and human services for persons with disabilities and the limitations on those funding mechanisms. Experts will help OCR's collaborative initiatives with states to evaluate existing funding resources and work to develop new funding for needed services. In particular, OCR needs experts who are knowledgeable about housing and non-Medicaid funded sources.
- ▶ planning for the full range of health and human services needed to ensure that individuals with disabilities have meaningful opportunities to live in community-based settings. Although OCR and HCFA have provided states with guidance identifying six key principles of Olmstead implementation, our staff is not equipped to guide the

## Page 5 - FY 2001 Civil Rights Priorities and Additional Resource Requirements

planning process. We seek to secure the services of experienced system planners who can work with us and the states to operationalize the planning process.

In the absence of additional resources, OCR will be unable to work with additional states on plan development as a resolution to complaints filed with OCR. This would result in delays for thousands of persons with disabilities who could otherwise move from institutional-based care into community settings

### • Addressing Civil Rights Challenges in Welfare to Work (\$2.25 million)

Welfare reform has opened up a new series of civil rights challenges for people of color, individuals with disabilities, and immigrants. \$2.25 million would support expanded OCR initiatives to ensure nondiscrimination in TANF and welfare-to-work programs and in benefits access to a full range of health and social services programs in each of its ten regions. Problems that need to be addressed include ensuring that individualized assessments of disabilities are conducted or people may lose benefits due to failure to determine accommodation needs, in violation of the ADA. Further, some TANF participants may be steered to dead-end jobs on the basis of disability, race or national origin. Some service providers are not ensuring meaningful access to individuals who are limited English proficient or who have sensory disabilities, and others are deterring immigrants from access to critical health and other benefits due to impermissible questions raised on application forms.

The funds would enable OCR to hire one investigator each in its current ten regional offices and another eight investigators in three new field offices. In total, these investigators would conduct 40 TANF and/or welfare-to-work system-wide reviews, 55 system reviews of benefits access and limited English proficiency (LEP) and would initiate 50 TANF/welfare-to-work and benefits access outreach projects. Based on initial experiences in conducting such reviews, OCR estimates that each review would involve from ten to 15 service sites. The TANF and benefits access/LEP reviews, therefore, could cover from 950 to 1425 state and local sites to ensure nondiscrimination in TANF services.

- \$1.25 million of the \$2.25 million would support establishment of field offices in Houston and Miami and expansion of a Los Angeles office that OCR plans to open during the summer of 2000. These offices would enable OCR to hire five staff each in Houston and Miami and add two staff to a Los Angeles staff of five. Nearly twenty percent of the nation's minority populations reside in these three cities' metropolitan areas alone. OCR's current lack of a daily physical presence in these cities is substantially hindering our ability to serve the vulnerable populations in these areas effectively. These staff would support OCR's full range of compliance activities with an emphasis on ensuring that applicants for benefits are not asked impermissible questions concerning immigration status and that language proficiency issues do not inappropriately become barriers to receipt of needed services. These new field staff would initiate 15 welfare-to-work system-wide reviews, 25 systemic reviews of benefits access and limited English proficiency (LEP), and initiate 20 outreach projects focusing on welfare-to-work, LEP and benefits access issues.

**Miscellaneous Facts about Budgets of Federal Civil Rights Agencies Under Clinton-Gore**

- ▶ The Civil Rights Division of the Justice Department received a 20% budget increase in FY 2000, and there is another 20% budget increase in the FY 2001 budget request. If enacted, the Division's budget will have almost doubled under Clinton-Gore.
- ▶ In the past four years (FY 97-FY00), the budget of the Office for Civil Rights at the Department of Education has risen almost 30%.
- ▶ HUD's Fair Housing Office received a 10% budget hike in FY 2000 and has requested another 14% hike in the FY 2001 budget request.
- ▶ The EEOC FY 2001 budget request is 322 million, a 15% hike over FY 2000.
- ▶ The Department of Agriculture Office for Civil Rights received a 12% budget hike in FY 2000 and has requested a 17% hike for FY 2001.
- ▶ The budget of HHS OCR at the beginning of the Clinton-Gore administration was \$22 million. The FY 2000 budget is \$22 million. The FY 1980 budget was \$22 million. The FY 2001 budget request calls for a 9% increase over FY 2000.
- ▶ There were over 300 employees at OCR at the beginning of the Clinton-Gore administration. There are now 215 FTE.

## Page 6 - FY 2001 Civil Rights Priorities and Additional Resource Requirements

**Covering Kids-- Eliminating Civil Rights Barriers to Enrollment for SCHIP, Medicaid and other Critical Public Benefits (\$1.2 million)**

Many children, especially children of color, are eligible to receive public benefits, but are not accessing them for a variety of reasons. OCR has identified a number of potential civil rights barriers that may be inhibiting eligible people, especially immigrant populations, from enrolling in critical public benefits programs. One million dollars in additional funding would enable OCR to hire additional staff in each region to conduct compliance reviews and technical assistance designed to identify and eliminate civil rights barriers that may be suppressing enrollment. A substantial portion of these activities will be a civil rights review of the application process in each state for public benefits. OCR has already reviewed the application forms for public benefits in all states, and has identified a number of problematic practices in virtually every state. These practices may be having the effect of deterring eligible legal immigrants from applying for benefits that they are entitled to receive. These practices may constitute a violation of Title VI of the Civil Rights Act of 1964. OCR has reached a tentative agreement with one state that has agreed to revise its application form to eliminate certain problematic practices. However, due to severe staffing constraints, OCR has been unable to correct similar problems in other states. This additional funding will enable OCR to play an important role in the critical policy challenge of reducing the roles of the uninsured, especially children.

**OCR's Critical Need for Resources** - Access to health care is civil right. OCR is the primary defender of the public's right to non-discriminatory access to health and human services, and must have the necessary resources to ensure that vulnerable populations receive quality health care that is critical for economic self-sufficiency. Support for the initiatives delineated above would require \$9.3 million above the \$24 million FY 2001 request. This enhanced budget would support 73 FTE, 64 of which would be located in OCR's regions to conduct frontline investigative and outreach initiatives.

05/11/00 THU 09:52 FAX

002

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<http://www.senate.gov/~labor>

## United States Senate

COMMITTEE ON HEALTH, EDUCATION,  
 LABOR, AND PENSIONS

WASHINGTON, DC 20510-8300

May 11, 2000

The Honorable Arlen Specter  
 711 Hart Senate Office Building  
 Washington, DC 20510

The Honorable Tom Harkin  
 731 Hart Senate Office Building  
 Washington, DC 20510

Re: Office for Civil Rights at U.S. Department of Health and Human Services

Dear Arlen and Tom:

As you mark up the Labor-HHS Appropriations bill, we are writing to seek your support for a \$10 million budget increase for the Office for Civil Rights (OCR) at the Department of Health and Human Services. OCR enforces civil rights laws in the health and human services field. Through complaint investigations, compliance reviews, outreach and education, OCR oversees recipients of HHS funding to ensure compliance with federal civil rights laws. The bulk of OCR's activities center around enforcement of Title VI of the Civil Rights Act of 1964, which addresses racial discrimination in federally funded programs, and the Americans with Disabilities Act.

The breadth and depth of OCR's activities continue to grow, and all of OCR's activities enjoy bipartisan support. For instance, OCR has a key role in the welfare-to-work effort, combating discrimination against individuals with disabilities and people of color to increase their ability to make a successful and permanent transition to the workforce. OCR also has a lead role in combating medical redlining; these cases involve health care providers who refuse to serve, or provide any limited service, to predominantly minority areas. OCR has an important role in the overall bipartisan effort to eliminate racial and ethnic disparities in health. OCR has a lead role in ensuring that individuals with disabilities can live in their communities, instead of being unnecessarily placed in institutions in violation of the ADA.

OCR is also heavily involved in the overall effort to increase enrollment in critical benefits programs, such as the State Children's Health Insurance Program (SCHIP). OCR has discovered that some of the barriers inhibiting eligible children from participating in SCHIP are civil rights hurdles. As a result, OCR has led the effort to identify and eliminate these civil rights barriers. It's education and outreach efforts will help ensure that more children have a healthy start - a benefit that will pay increasing dividends in the future, since the children will miss less school, and will be better prepared for productive work and careers.

05/11/00 THU 09:53 FAX

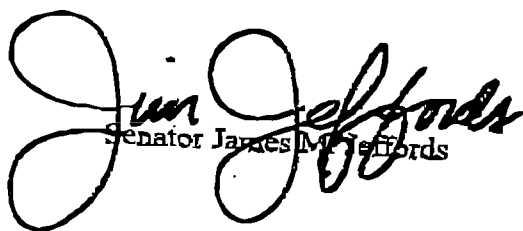
003

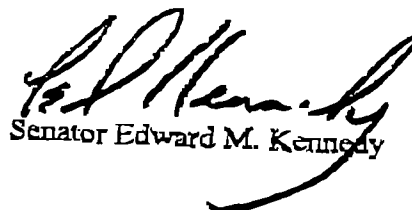
Despite a substantial increase in responsibilities, OCR's budget has not grown to keep pace. OCR's FY 2000 budget of \$22 million is the same as OCR's budget in 1980, the last year of the Carter Administration. Inflation has undermined the budget. The staff has declined from 550 in 1980 to less than 225 today. OCR would need a \$40 million budget for FY 2001 simply to keep pace with inflation since 1980.

The success of many of the programs over which the Health, Education, Labor and Pensions Committee has jurisdiction depends heavily upon ensuring that these programs are administered in a manner that complies with civil rights laws. OCR is demonstrating the vision to develop new, cooperative solutions for many of the health problems we face. Unfortunately, OCR is currently so overburdened and underfunded that it is unable to implement these solutions and fulfill its critical mission.

We urge you to support a \$10 million budget increase for OCR in FY 2001. This increase will enable OCR to handle more effectively the civil rights challenges in the health and human service area.

Sincerely,

  
Senator James M. Jeffords

  
Senator Edward M. Kennedy

**FAX TRANSMISSION**

**OFFICE FOR CIVIL RIGHTS  
DEPARTMENT OF HEALTH & HUMAN SERVICES**

**Date:** 9-28-00

**TO:** IRENE BUENO  
WHITE HOUSE

**Pages w/ cover:** 6

**Telephone:**

**FAX:** 456 - 1907

**COMMENT:**

Per Our Discussion. Thanks for your help.

Tom

**FROM:** Thomas E. Perez , DIRECTOR  
Office for Civil Rights  
Department of Health and Human Services  
200 Independence Avenue, SW  
Washington, D. C. 20201

**Room No./Bldg.**  
522A - Humphrey

**Phone No.**  
202-619-0403  
**Fax**  
202-619-3437

# Congress of the United States

Washington, DC 20515

September 19, 2000

The Honorable William Jefferson Clinton  
President of the United States  
The White House  
1600 Pennsylvania Ave., N.W.  
Washington, DC 20500

Dear President Clinton:

You have always been a champion of civil rights and your strong support for full funding of federal civil rights agencies will be a major part of your legacy. As you consider your final budget, there is unfinished civil rights business that we want to bring to your attention.

The Office for Civil Rights (OCR) at the Department of Health and Human Services enforces civil rights laws in the health and human service field. OCR is a critical force in the effort to ensure equal access to critical health and social services for people of color and individuals with disabilities. A generation ago, OCR's primary mission was to desegregate hospitals and other health care facilities. Today, the challenges are different but not less formidable.

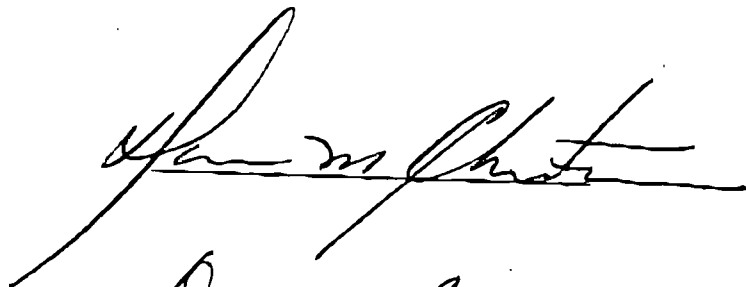
For example, OCR plays a critical role in combating medical redlining, fighting discrimination against immigrants seeking access to SCHIP benefits, ensuring that individuals with disabilities and minorities can participate in welfare to work programs free from discrimination and eliminating racial and ethnic disparities in health. OCR is the lead civil rights agency in the effort to ensure that individuals with disabilities can live in their communities, instead of being warehoused in institutions in violation of the ADA. OCR has been the leader in the federal effort to ensure that people with limited English skills can access federally funded programs or services. HHS, led by OCR, was the first federal agency to comply with your recent Executive Order on language access. In short, OCR's responsibilities have increased exponentially, and will grow further given that OCR is assuming the daunting responsibility for enforcing the landmark medical records privacy regulation.

Despite a substantial increase in responsibilities, OCR's budget has not grown to keep pace. OCR's FY 200 budget of \$22.5 million is the same as OCR's budget at the beginning of the Clinton-Gore administration. In fact, OCR's current budget during the last year of the Carter administration was also \$22 million, meaning that the budget has been flat for 20 years. Inflation has undermined the budget and OCR would need a \$40 million budget for 2001 just to keep pace with inflation since 1980.

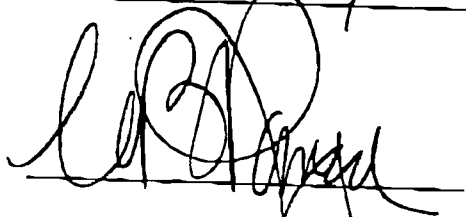
The Honorable William Jefferson Clinton  
Page 2

The malignant neglect of the Reagan-Bush years has not yet been addressed but there is one more chance. We strongly urge you to support at least a \$10 million budget increase for OCR in FY 2001. Securing this increase will cap an impressive era of commitment to One America.

Sincerely,



Donna Layne



E. E. Cummings

Barbara Lee

Eddie Bernice Johnson

Ann M. Clayton

Concep C. Cepik

Jack Lewis

Dannyl D. Davis

Wm. J. Jefferson

Sanford B. B. B.

*James E. Cleburne*

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JAMES M. JEFFORDS, VERMONT, CHAIRMAN

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# United States Senate

COMMITTEE ON HEALTH, EDUCATION,  
 LABOR, AND PENSIONS

WASHINGTON, DC 20510-8300

May 11, 2000

The Honorable Arlen Specter  
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The Honorable Tom Harkin  
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Re: Office for Civil Rights at U.S. Department of Health and Human Services

Dear Arlen and Tom:

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The breadth and depth of OCR's activities continue to grow, and all of OCR's activities enjoy bipartisan support. For instance, OCR has a key role in the welfare-to-work effort, combating discrimination against individuals with disabilities and people of color to increase their ability to make a successful and permanent transition to the workforce. OCR also has a lead role in combating medical redlining; these cases involve health care providers who refuse to serve, or provide any limited service, to predominantly minority areas. OCR has an important role in the overall bipartisan effort to eliminate racial and ethnic disparities in health. OCR has a lead role in ensuring that individuals with disabilities can live in their communities, instead of being unnecessarily placed in institutions in violation of the ADA.

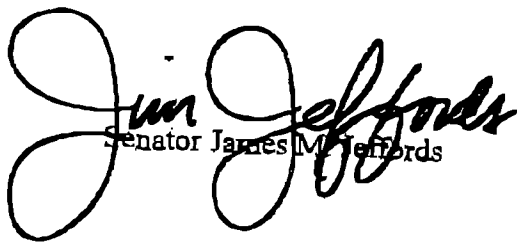
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Despite a substantial increase in responsibilities, OCR's budget has not grown to keep pace. OCR's FY 2000 budget of \$22 million is the same as OCR's budget in 1980, the last year of the Carter Administration. Inflation has undermined the budget. The staff has declined from 550 in 1980 to less than 225 today. OCR would need a \$40 million budget for FY 2001 simply to keep pace with inflation since 1980.

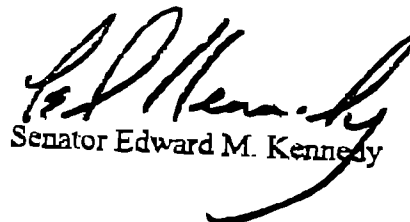
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We urge you to support a \$10 million budget increase for OCR in FY 2001. This increase will enable OCR to handle more effectively the civil rights challenges in the health and human service area.

Sincerely,



Senator James M. Jeffords



Senator Edward M. Kennedy

OMB Labor Branch

ID:93951596

SEP 19'00

9:42 No.002 P.03

Selected Civil Rights Agencies

|                                     | FY 1994    |               | FY 1995    |               | FY 1996    |               | FY 1997       | FY 1998       | FY 1999       | FY 2000       | FY 2001    | FY 2001      | FY 2001       |
|-------------------------------------|------------|---------------|------------|---------------|------------|---------------|---------------|---------------|---------------|---------------|------------|--------------|---------------|
|                                     | <u>Reg</u> | <u>Actual</u> | <u>Reg</u> | <u>Actual</u> | <u>Reg</u> | <u>Actual</u> | <u>Actual</u> | <u>Actual</u> | <u>Actual</u> | <u>Actual</u> | <u>Reg</u> | <u>House</u> | <u>Senate</u> |
| DOJ: Civil Rights Division          | 59         | 59            | 72         | 62            | 65         | 63            | 62            | 65            | 69            | 82            | 98         | 86           | 72            |
| Education: Office for Civil Rights  | 57         | 57            | 62         | 58            | 63         | 55            | 55            | 62            | -66           | 71            | 76         | 71           | 73            |
| HHS: Office of Civil Rights         | 22         | 22            | 22         | 22            | 21         | 20            | 20            | 20            | 21            | 22            | 27         | 22           | 27            |
| DOL: Federal Contract Compliance    | 55         | 56            | 60         | 59            | 64         | 56            | 59            | 62            | 65            | 73            | 76         | 73           | 76            |
| HUD: Fair Housing Activities Grants | 21         | 25            | 33         | 33            | 45         | 30            | 30            | 30            | 40            | 44            | 50         | 44           | 44            |
| EEOC                                | <u>224</u> | <u>230</u>    | <u>248</u> | <u>233</u>    | <u>288</u> | <u>233</u>    | <u>240</u>    | <u>242</u>    | <u>279</u>    | <u>281</u>    | <u>322</u> | <u>291</u>   | <u>295</u>    |
| Total                               | 438        | 449           | 495        | 467           | 526        | 457           | 466           | 481           | 540           | 573           | 649        | 587          | 587           |

0002

NAIL ECONOMIC COUNCIL

09/19/00 09:40 FAX

Civil light

1800227-9597 - continue

claim - 7/19 wed. 3:30

~~48~~ 857-8210

466-3311

~~As~~ Cop call - of Wade

→ take 15 minutes - mark up with

→ 1 billion short

→ we will keep raising the issue

NARAC

EXEC

- CMS

- BLU

- any other idea

→ approved

693 4601

51099

## MEETING WITH TOM PEREZ, HHS/OCR

July 6, 2000

Tom Perez has requested a meeting with you to elicit your leadership in securing funding for his office and supporting efforts to get an increase of their budget. The HHS/OCR budget has remained unchanged for many years despite additional responsibilities including the ADA, Welfare reform and most recently the Privacy Act (see below for current levels). There is interest from civil rights groups and members of Congress to increase the funding for HHS/OCR beyond the President's request. Secretary Shalala is supportive and may call you. Tom also plans to meet with OMB to ask for their support or at least ask them not to oppose efforts to increase its budget.

### HHS/OCR Budget

| FY2000 Enacted | FY2001 Request | Latest House action | Latest Senate Action |
|----------------|----------------|---------------------|----------------------|
| \$22 million   | \$24 million   | \$22                | \$24                 |

\$3.4 privacy

24.5

\$35 m. : House (Boydell, Allard, meek)

ME talk to Jack + Sylvia, Barbara

ADA Event - to highlight

Record Type: Record

To: Michael Deich/OMB/EOP@EOP, Mary E. Cahill/WHO/EOP@EOP  
cc: Dawn M. Chirwa/WHO/EOP@EOP, Irene Bueno/OPD/EOP@EOP, Barbara Chow/OMB/EOP@EOP,  
Martha Foley/WHO/EOP@EOP  
Subject: civil rights budget

you might recall that we've a request from Leadership conf on civil rights to bring together some people to discuss civil rights budget strategy---I'll get a list from Wade Henderson but we should think about whether we also include the agency heads like Ida Castro, Eeco, and Bill Lann Lee--etc., or do we do a white house/outside groups mtg and then move on from there? also, I thought Barbara and Martha would be good additions, what about Chuck Kieffer in OMB--anyone else?

Irene Bueno ✓ after 6/18  
Ida Castro ✓  
Bill Lee ✓  
Julie F  
Michael Deich  
Frances Nane ✓  
Tom Pacy ✓ Cathy Ellis ✓

Martha Foley - ✓  
Chuck Kieffer ✓

Agenda =

- NO lobby so status of funding, ask them what they have what their priorities are
- Global Budget -
- Large veto - trying to fix the bills - can't move around
- End game - ~~that~~ is when we give more \$

# Big Pictures

\$24 billion below than POMUS

So when you see the bills - everything is too low - don't want to ~~cut~~ cut one program + put \$ in another

Oppose ~~to~~ ~~the~~ non-defence bills

In endgame, we would give them list of our priorities

~~217~~ 217 - 217 - vote on Labor HHS -

Chuck Keiffer - just vote across the ~~to~~ board.

Hand out tables - civil rights + gen

CTS - ~~the~~ 6/21 - ~~the~~ vote tomorrow

- Democrat are offering the bills w/o offsets - shake on points of order  
Rallying for ~~the~~ debate ~~for~~ purpose

- OK to ask Obayz staff to have a message amendment on civil rights budget - Chuck Keiffer.

~~the~~ Obayz Amendment

- EEOC

- CRS - civil rights

- Tom Perez - OCT - Sec. Wade <sup>since 1993</sup> concerned about OCE budget \$22 million has not changed. <sup>to</sup> Visit to the Hill.  
Harkin is concerned b/c ~~the~~ ~~the~~ AOA almost -  
Appropriation \$3.4 million - just went up. (Uncle Sam)

# My A.C.L. Groups - Civil Rights important budget

Wade H.

Problems funding for EEOC - not decrease

HHS

DoJ

OFECP

Even if funded at full request, not enough.

- Legal Services Corporation - gets more when we discuss C.R.
- USDA/Civil Right Division

(1) Try to get Admin. budget request

(2) Get more \$ - Ex. need more \$ for HHS - W2W,  
- EEOC

OMB/W H

- Need a similar strategy to Nat. Am. Ind. - op-ed, etc.  
(Wade want to help those too)

Michael - Add C.R. & Legal services

Chuck - Budget Resolution

- \$24 billion is below

- 10% cut in President's proposal

- Won't get signable bill. Have to veto threat/relief  
Commerce, Justice, Labor HHS, Ag etc., VA, HUD

- Views letter states C.R.

- Don't want cut one priority for another priority

- If we have a consistent pattern of voting against the bills, we can work w/ Congress on budget.

- We did this 1997 + 99

Wade: Sending a letter to Congress Leadership.

- Report to new Admin

- Unprinted business

- Fix printing

- Consider 2000 - down #

Nancy Z  
AANW

- Will continue to push Congress

AAAP

- concerned about the language that come out of the #.  
not right now but maybe later.

(\*)

need to alert us.

Wade - 5 bills - need to set the tone for the debate.

(\*)

- POTUS - should make a statement now & in the future  
- asking members of Congress ~~for~~ special orders, etc.  
commitment to elevate the advocacy.

NAACP  
Speech

Radio Address

Nancy Z

- coordinated effort - mtg regularly

HUD  
Funding

= need a diff mtg. to discuss audit.

Need a game plan

Bill Shipley

Urban League - invite.

1994

Patterns on Police ~~misconduct~~ misconduct Report

(\*)

SBA / ~~Procedural~~ / SOB certification

Marie E - mtg run down the list - unprinted business

- Events - Cab. level events

make the arguments

Bill Taylor -

~~make them~~ put a force on the # - agencies

Next Steps

- Cab Call of agencies - public action ideas

- Cab Call later after 4th of group - 4-6 who to pick up  
the pressure

- Unprinted business mtg

**Irene Bueno**  
06/21/2000 03:44:05 PM

Record Type: Record

To: Maria Echaveste/WHO/EOP@EOP  
cc: Rochelle G. Thompson/WHO/EOP@EOP  
bcc: Irene Bueno/WHO/EOP  
Subject: Re: civil rights enforcement budget strategy 

We had our conference call with the agencies (EEOC, DOJ/Civil Rights Div, HHS/OCR and DOJ/CRS) and OMB (Michael and Chuck Keiffer) and Martha. We identified that the main funding problems are agencies under the CJS bill - DOJ/Civil Rights Division, Community Relations Service and EEOC (I will leave you a copy of the funding chart).

Martha and OMB gave the overview of our appropriations strategy which is to oppose appropriations bills because of low levels of funding for many of our priorities and strongly urged that we not focus on getting increased funding for just civil rights enforcement agencies but for all Administration priorities. However, we should encourage Democrats like Rep. Obey to offer message amendments that raises the awareness of the low levels of funding for civil rights enforcement agencies to lay the ground work for the budget end game. In final budget negotiations we will make sure that this is on the top of our priority list. Keiffer plans to call Obey's staff about making sure that he offers such an amendment. On the Senate side, Michael does not think that much is happening so we should not expend any energy and the best thing we can do is to make sure the agencies are doing their jobs.

In our meeting with Wade, the agenda that we suggest is: educate him on where we stand on appropriations and inform him of our strategy and ask Wade to sharing with us what they are doing and to inform us of their priorities are for the budget.

Rochelle is working on scheduling this meeting early next week.

Please let me know if you have any questions. Thanks.

Maria Echaveste

  
**Maria Echaveste**

06/15/2000 11:08:46 AM

Record Type: Record

To: Leslie Bernstein/WHO/EOP@EOP, Irene Bueno/OPD/EOP@EOP  
cc: Michael Deich/OMB/EOP@EOP, Martha Foley/WHO/EOP@EOP, Charles E. Kieffer/OMB/EOP@EOP, Charles M. Brain/WHO/EOP@EOP  
Subject: civil rights enforcement budget strategy

have we set this mtg up with wade henderson? In speaking with him, we agreed that it makes sense to have Ida Castro (EEOC), Bill Lann LeeDOJ/OCR, Wilcher from OFCCP and Tom Perez from

HHS/OCR--as I discussed with Michael Deich, we should have a administration premtg/or conf call before the mtg with Wade to determine exactly where the agencies/ are on approps--also, the principals of the agencies don't have to come, unless they want to if they could send their key legislative/budget person--In mtg with Wade Should also include someone from ONE America office, and OPL should know about this

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Senate allocation - CJS worse than House (22/1/14)

marked up - Spate - not doing it until July - ~~the~~ Substrate

will  
not. Don't ~~even~~ ~~worry~~ worry about it... keep in plenty sign