

Talk to Mary re: deliverable
Fed sector & reduce plan



EEOC FAX

U. S. EQUAL EMPLOYMENT OPPORTUNITY COMMISSION
OFFICE OF COMMUNICATIONS AND LEGISLATIVE AFFAIRS
1801 L STREET, NW
WASHINGTON, D. C. 20507
FAX: (202) 663-4912

DATE: 3-10-2000

TIME:

TO: Irene Bueno - DPC

FAX NUMBER: 456 - 5581

SENDER: BILL WHITE, ACTING DIRECTOR

SENDER'S TELEPHONE NUMBER: (202) 663-4911

DOCUMENT:

NUMBER OF PAGES TRANSMITTED (INCLUDING COVER): 4

SPECIAL INSTRUCTIONS:

Irene,
Attached is the proposal submitted by
Chairman Carter for a WH event in June.

FOR YOUR INFORMATION

Please call me
if you have
any questions.

Bill
Ch

PLEASE TELEPHONE SENDER IF YOU DO NOT RECEIVE ALL DOCUMENTS.

SCHEDULE PROPOSAL

Date: March 6, 2000

☐ ACCEPT☐ REGRET☐ PENDING

TO: Thurgood Marshall, Jr., Assistant to the President and Cabinet Secretary
Cabinet Affairs

FROM: Ida L. Castro, Chairwoman
Equal Employment Opportunity Commission

REQUEST: For the President and/or Vice President to assemble, at the White House (Presidential Hall, Room 450 OEOB), select civil rights leaders, advocates, legislators, and beneficiaries to underscore the Administration's commitment to equal employment opportunity on the eve of the 35th anniversary (July 2, 2000) of the existence of the U.S. Equal Employment Opportunity Commission (EEOC).

PURPOSE:

- To amplify the Administration's commitment to, achievements in, and future prospects for advancing the promise of equal employment opportunity for all (EEOC's 35th year anniversary theme);
- To acknowledge the profound impact EEOC has made in improving workplace practices which, in turn, foster economic growth and healthy competition;
- To garner further support for the President's expanded Fiscal Year 2001 civil rights enforcement funding request; and
- To honor and thank those individuals who have been at the forefront of identifying the inequities and cutting edge issues that must be overcome to bring equality to all in America's workplaces.

BACKGROUND: The 35th anniversary of the existence of the EEOC, celebrated throughout calendar year 2000, presents an unique backdrop against which the White House can acknowledge, celebrate, and illuminate the nation's valiant efforts to bring equality to all at the workplace. The Clinton Administration, through its historic budget increase in FY 1999, has enabled the EEOC to move closer to ensuring the promise of opportunity to all in the workplace by slashing the backlog of charges of discrimination by over 60% (24% reduction in 1999 alone) and establishing a successful mediation program.

The 35th anniversary of EEOC operations provides not only a celebratory forum through which to trumpet the Administration's achievements in bringing equality to the workplace, but, equally important, calls attention to the challenges and opportunities to be realized in the next 35 years (*i.e.*, closing the wage gap, confronting the ugly dimensions of workplace harassment on all fronts, and preparing for dilemmas facing an aging workforce). This will be critical should the President's FY 2001 budget request for the EEOC not be fully funded by Congress.

DELIVERABLES: The EEOC could provide the Administration with the following deliverables to be used in conjunction with the White House forum.

- Beneficiaries (both victims and employers) of the enforcement of the nation's anti-discrimination employment laws to tell their stories and highlight best practices;
- Winners from EEOC's nationwide Children's Essay and Art Contest through which the nation's youth will articulate through word and drawing what equality means to them;
- A report reviewing EEOC's work, policy, and legal milestones, including essays from experts in the field that will comment on present and future challenges; and
- The launch of EEOC's enhanced Web site, including milestones, pictures, videos, and audio depicting the history of civil rights at the workplace.

**DATE AND
TIME:**

Monday, June 19, 2000 or Tuesday, June 20, 2000; time to be determined by the White House.

**BRIEFING
TIME:**

10-15 minutes.

DURATION:

60-90 minutes.

LOCATION:

Presidential Hall; Room 450 - OEOB.

PARTICIPANTS:

Fill Presidential Hall, including:

Key present and past legislators (Sen. Kennedy, Sen. Jeffords, Rep. Gus Hawkins, Del. Norton, Rep. Serrano, Congressional Caucus Chairs, etc.)

Vanguard of the civil rights movement (Dorothy Height, Justin Dart, Julian Bond, Wade Henderson, Antonia Hernandez, Marsha Greenberg, etc.)

Advocates (LCCR, MALDEF, ABA, NELA, etc.)

Identified beneficiaries of the enforcement of the nation's anti-discrimination employment laws

**OUTLINE OF
EVENTS:**

TBD (see aforementioned deliverables).

REMARKS

REQUIRED:

Yes, to be provided by speech writers.

PRESS/MEDIA:

Yes, including speciality press.

**RECOMMENDED
BY:**

Ida L. Castro, Chairwoman, Equal Employment Opportunity Commission
Ben Johnson, Executive Director, One America
?, White House Women's Office

CONTACT:

Glenn Mahone, ph: 663-4904

**ORIGIN OF
PROPOSAL:**

Ida L Castro, Chairwoman, Equal Employment Opportunity Commission



U.S. EQUAL EMPLOYMENT OPPORTUNITY COMMISSION
Washington, DC 20507

NOV 04 1999

Office of
the Chairwoman

Memorandum

To: Thurgood Marshall, Jr.
Assistant to the President and
Cabinet Secretary

From: Ida Castro
Chairwoman
Equal Employment Opportunity Commission

Subject: 35th Anniversary of EEOC / Academic Symposium

In the year 2000, we at the Equal Employment Opportunity Commission will be celebrating our 35th anniversary. In order to amplify this occasion and offer an opportunity for principal involvement, we would like to collaborate with Georgetown University to hold an academic symposium at the University. This symposium would be a one or two day event including speakers and/or panels of academics discussing the legacy and the future of eradicating discrimination in the workplace. The event will also include a mid-day luncheon or an evening reception. We hope to cover the issues of discrimination based on race, gender and national origin.

We are hoping to hold this event in February or March to amplify African American or Women's history months. We believe the best weeks for this event would be early February (before President's Day) or late March (after the University's spring break). **However, we would like to work with you to decide the best month (February - June) for the event as determined by the President and/or Vice President's calendar.**

We anticipate that the symposium will accomplish the following:

- Educate young people and the public about the importance of equal opportunity and fairness in life and in the workplace.
- Showcase the strides that have been made in the effort to eradicate discrimination in the workplace by the EEOC, the President and employers.
- Challenge / Inspire employers and the public. The event will highlight what is left to do, and suggest how to move toward total equality of opportunity in the workplace.
- Create a **Forum** for the President to discuss civil rights issues, and to follow up on the One America town hall meetings held earlier in this Administration.
- Identify **Future Strategies** for the EEOC and the Administration to counter and prevent employment discrimination.

Specifically, we would like the agenda of the symposium to focus on how the EEOC is adapting to America's changing workplace (technology, demographic shifts, etc). It is possible that we would want to emphasize also the 10th anniversary of the ADA (July 26). Of course the symposium will also highlight the successes of the Administration in the area of eradicating workplace discrimination and increasing equality of opportunity in the *federal sector*.

In general, the events celebrating the 35th anniversary throughout the year will center on the following themes:

Fulfilling the Dream of Opportunity: Celebrating 35 Years of Progress - This commission and this Administration have accomplished great strides in the American workplace. As a capstone to the end of the Clinton Administration, we have the opportunity to look back at how far we have traveled since July of 1964 in the arena of civil rights. The success of legislation enforced by the EEOC, and the individuals who worked to make equality of opportunity a reality for millions in the American workforce, deserve a celebration for their efforts.

Protecting the Promise - The EEOC continues to serve as the vanguard of those who are still, at the dawn of a new millennium, discriminated against due to their race, national origin, age, sex or level of physical ability. We are serious about eradicating discrimination in the workplace, and we are committed to a "zero tolerance" policy on illegal discrimination at all levels. We will litigate, punish and publicize any employer who illegally discriminates against individuals in the workplace.

Renewing Our Commitment - Although the EEOC, the Administration and the activist community have accomplished a great deal, there is still much to be done. The issues surrounding equality and civil rights are complex, and require complex solutions. We must issue a challenge to the government, private sector and individuals to remain vigilant, and work to oppose the specter of discrimination, racism, inequality and prejudice that has marred America's history. We have a responsibility to adapt to changes in the American workplace, as well as to changes in American society in general.

I have attached a suggested scheduling proposal for this event. Please feel free to contact me if you have any questions regarding the event. I can be reached at (202) 663-4006.

Thank you.

SCHEDULE PROPOSAL

November 4, 1999

ACCEPTREGRETPENDING

TO:

Stephanie Streett
Director of Scheduling

FROM:

Thurgood Marshall, Jr. **T.M.**
Assistant to the President and
Cabinet Secretary

REQUEST:

Luncheon Address

PURPOSE:

Showcase success of the Equal Employment Opportunity
Commission; Challenge employers to eradicate discrimination in
the workplace; Allow opportunity to highlight civil rights record of
Administration.

BACKGROUND:

The EEOC is celebrating it's 35th anniversary in the year 2000
(July 2, 2000). The EEOC is considering using an academic
symposium to kick off the anniversary celebration. This
symposium would be a one or two day event including speakers
and/or panels of academics discussing the legacy and the future of
civil rights as it applies to eradicating discrimination in the
workplace. They hope to cover the issues of discrimination based
on race, gender and national origin.PREVIOUS
PARTICIPATION:None. (Vice President participated in Chairwoman's swearing-in
ceremony.)

DATE AND TIME

~~February, March, April, May or June of 2000.~~ **June 14-15, 2000**

BRIEFING TIME:

10 minutes

DURATION:

40 minutes

LOCATION:

Georgetown University

PARTICIPANTS:

Ida Castro, Chairwoman of the EEOC
TBD Academics specializing in issues of race, gender, access and
national origin issues in the workplace.

OUTLINE OF EVENT:

President participates in meet and greet with key individuals in hold location.
President addresses luncheon audience.
President departs.

REMARKS REQUIRED:

Remarks - approximately 30 minutes in length

MEDIA COVERAGE:

Open Press

FIRST LADY'S ATTENDANCE:

Requested

Sean O'Shea
67074

VICE PRESIDENT'S
ATTENDANCE:

Requested

RECOMMENDED BY:

Ben Johnson, Assistant to the President and Director of the President's Initiative for One America

Ida Castro, Chairwoman of the EEOC

- Draft letter

- Commitment

~~Private Sector~~

Fed ~~Sector~~ setting goals (Monthly)

July Event

Irene

2 Memos

- Idq ask Maria
for help.

- Memo from Theresa
Wildman re
years activities
MCT.

Office of the Chairwoman

U.S. Equal Employment Opportunity Commission
Office of the Chairwoman
1801 L Street, N.W.
Washington, D.C. 20507
(202) 663-4001
FAX: (202) 663-4110

Jan

*Michelle
663-4002*

*July 2 actual
anniversary*

FAX TRANSMITTAL

DATE: 1/31/2000 TIME: _____
TO: Marjorie Tarmey for Maria Echaveste
ORGANIZATION: White House - Chief of Staff
FAX NUMBER: (202) 663-456-1907
SENDER: Michelle Waldron
SENDER'S TELEPHONE #: (202) 663-4001
DOCUMENT: January 7, 2000 Memo
of Pages Transmitted (including cover): 2
SPECIAL INSTRUCTIONS:

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U.S. EQUAL EMPLOYMENT OPPORTUNITY COMMISSION
Washington, DC 20507

JAN 07 2000

Office of
the Chairwoman

MEMORANDUM FOR MARIA ECHAVESTE

FROM: IDA CASTRO
CHAIRWOMAN

SUBJECT: Equal Employment Opportunity Commission's 35th Anniversary

This year, we at the Equal Employment Opportunity Commission will celebrate our 35th anniversary as an agency. We would like to request White House support for the following events and activities:

Activity: Academic Symposium. The symposium will be a two day event at Georgetown University featuring scholars, advocates, students, business leaders and public officials discussing the legacy and the future of eradicating discrimination in the workplace. The event will also include a mid-day luncheon or an evening reception.

Date: ~~June 14-15 (T)~~ Date Apr. 11-12, 2000 (T) (NEW)

Request:

1. Principal serves as plenary or town hall forum speaker.
2. White House hosts reception linked to symposium. (We are also exploring options of a Congressional reception.)

Theresa Willman will call

Activity: Student Artwork and Essay Contests.

Date: Winners will be determined in the month of February.

Request:

1. Letters produced from President or Vice President for winners.

YK

Activity: General Outreach / Communications.

Date: February - May

Request:

1. Principals tape video messages for use in field events and PSA's.
2. Commemorative letter produced from Principals for publication / web site.
3. Link established from White House web site to the EEOC web site celebrating the anniversary.

I would be happy to discuss any of this with you. I can be reached at (202) 663-4006.

Thank you.

Office of the Chairwoman

U.S. Equal Employment Opportunity Commission
Office of the Chairwoman
1801 L Street, N.W.
Washington, D.C. 20507
(202) 663-4001
FAX: (202) 663-4110

FAX TRANSMITTAL

DATE: February 3 TIME: 4:15pm
TO: Marje Tarmey
ORGANIZATION: White House
FAX NUMBER: 456-1901
SENDER: Teresa Wildman
SENDER'S TELEPHONE #: (202) 663-4001
DOCUMENT: EEOC's 35th Anniversary
of Pages Transmitted (including cover): 5

SPECIAL INSTRUCTIONS:

Let's discuss. ☺ Thanks.

PLEASE TELEPHONE SENDER IF YOU DO NOT RECEIVE ALL DOCUMENTS.

EEOC's 35th Anniversary - Overview***DRAFT***

February 3, 2000

Staff Contact: Teresa Wildman (202) 663-4034

I ANNIVERSARY THEME**"Ensuring the Promise of Opportunity"**

In the year 2000, we at the Equal Employment Opportunity Commission will be celebrating our 35th anniversary. To commemorate this historic landmark and to reaffirm our commitment to the eradication of discrimination in the workplace, we will be planning a series of events throughout the year designed to educate the public about the rich heritage of civil rights and to showcase the EEOC's role in enforcement and discrimination prevention.

II GOALS OF ANNIVERSARY ACTIVITIES

We anticipate that the activities of the 35th anniversary will accomplish the following:

- Educate** young people and the public about the importance of equal opportunity and fairness in life and in the workplace.
- Showcase** the strides that have been made in the effort to eradicate discrimination in the workplace by the EEOC, the President and employers.
- Challenge / Inspire** employers and the public. The events will highlight what is left to do, and suggest how to move toward total equality of opportunity in the workplace.
- Create a Forum** for the President to discuss civil rights issues, and to follow up on the One America town hall meetings held earlier in this Administration.
- Identify Future Strategies** for the EEOC and the Administration to counter and prevent employment discrimination.

III SCHEDULE OF ACTIVITIES**February**

Black History Month Seminar Series with John Wodatch, Chief of the Disability Rights Section, Civil Rights Division, Department of Justice. (2/8/00)
Staff Contact: Elvira Sisolak

Seattle District Office 35th Anniversary Event (2/14/00)
Staff Contact: Rodolfo Hurtado

Student Contest Winners Announced.
Staff Contact: Robin Gregory

March

Women's History Month Seminar Series with Heidi Hartman (t).
Staff Contact: Elvira Sisolak

DRAFTApril

Academic Symposium. (2/11/00-2/12/00) This symposium would be a two day event including speakers and panels of academics and practitioners discussing the legacy and the future of eradicating discrimination in the workplace. The event will also include a mid-day luncheon or an evening reception. Specifically, we would like the agenda of the symposium to focus on how the EEOC is adapting to America's changing workplace (technology, demographic shifts, etc). It is possible that we would want to emphasize also the 10th anniversary of the ADA (July 26). The symposium will also highlight successes in the area of eradicating workplace discrimination and increasing equality of opportunity in the *federal sector*.

Staff Contact: Teresa Wildman

May

Seminar Series on Role of Unions with Richard Womack. (t)

Staff Contact: Elvira Sisolak

Atlanta District Office 35th Anniversary Event (t)

Staff Contact: Bernice Williams-Kimbrough / Joanne Giunta

June

Seminar Series with Pat Wright (Special Asst to Bill Lan Lee) (t).

Staff Contact: Elvira Sisolak

July

ADA Anniversary (President's Task Force Event).

Staff Contact (EEOC): Teresa Wildman

Seminar Series with Hispanic or Disability Advocacy Leadership - tbd. (t)

Staff Contact: Elvira Sisolak

IV ORAL HISTORY / LEGACY PROJECT

A video and/or book will be compiled from field office events, oral histories, symposium proceedings and other resources to commemorate the anniversary year and provide a retrospective of the previous 35. The information may also be available on the EEOC web site. This project should be ready for release in July.

Staff Contacts: Malik Russell (Oral History Project)

Teresa Wildman / Louis Lopez (Publications)

Susan Farris (Web site)

DRAFT**V EVENT THEMES**

The 35th anniversary activities will amplify the following themes:

- 1. Fulfilling the Dream of Opportunity: Celebrating 35 Years of Progress** - This commission has accomplished great strides in equality of opportunity in the American workplace. During this anniversary year, we have the opportunity to look back at how far we have traveled since July of 1964 in the arena of civil rights. The success of legislation enforced by the EEOC, and the individuals who worked to make equality of opportunity a reality for millions in the American workforce, deserve a celebration for their efforts. We need to tie how EEOC has reflected the struggles, changes and issues inherent to the Civil Rights movement.
- 2. Showing Reverence for Those Who Struggled / Paved the Way** - This anniversary is also an opportunity to show respect for those who paved the way for the legislation enforced by the EEOC. Individuals involved in the EEOC history, and in the Civil Rights struggle connected to EEOC's beginnings, will be asked to serve as panelists and provide oral histories for the symposium and legacy project.
- 3. Protecting the Promise** - The EEOC continues to serve as the vanguard of those who are still discriminated against due to their race, national origin, age, sex or level of physical ability. We are serious about eradicating discrimination in the workplace, and we are committed to a "zero tolerance" policy on illegal discrimination at all levels. We will litigate, punish and publicize any employer who illegally discriminates against individuals in the workplace.
- 4. Renewing Our Commitment / Developing New Strategies** - Although the EEOC and the activist community have accomplished a great deal, there is still much to be done. There have been times in our history that the government was not at the forefront of protecting or preserving individuals' rights to equal opportunity. How can we learn from those times in order to prevent the same hindrances in the future? We also have a responsibility to adapt to changes in the American workplace, as well as to changes in American society in general. How can we better assess the landscape of the workforce in America in order to react to changes?

VI POTENTIAL ISSUES FOR ACADEMIC SYMPOSIUM**Plenary #1****Overview - Past, Present and Unfinished Business****Potential Break Out Topics / Issues to be Addressed**

- Glass ceiling
- Harassment / Violence in the workplace for all protected groups
- Recent changes in law (e.g. disability coverage in December)
- Race
- Low wage earners
- EPA / wage discrimination
- What constitutes a mitigating measure under the ADA?
- Kolstad issues (big issue for private bar - development of cases that create standard for showing managerial capacity and defining "good faith" efforts)
- ADR issues - possible avenues of relief (e.g., class actions aren't bound by ADR rules, NASD

DRAFT

and NYSE have exempted employment cases from arbitration)

- Genetic testing
- Dual discrimination (i.e., disability and race or national origin)
- Disability: accommodations, psychiatric disabilities, and post-Sutton interpretations
- Discrimination based on genetic predisposition information (since technology is allowing us to have that information) - ADA / Rehabilitation Act
- Religious speech, including proselytizing, in the workplace
- Future of reasonable accommodation - the changing notion of how work gets done

Plenary #2

Workplace of the Future / Technology

Potential Break Out Topics / Issues to be Addressed

- High tech industry
- Nonpermanent / contingent workforce
- Employment law and the internet (e.g., Privacy / confidentiality issues; Employment law applied in a "virtual workforce")

Plenary #3

Changing Demographics of the Workforce

Potential Break Out Topics / Issues to be Addressed

- Undocumented workers / retaliation
- Immigration / national origin / english-only rules
- Aging workforce
- Cash balance issue
- Potential for sexual orientation as a protected category under Title VII or as a separate statute
- Impact of Supreme Court on same sex sexual harassment (Oncale v. Sundowner Offshore Services said it could be a cause of action) - if there were a significant increase in the number of cases being filed on this, how the lower courts are ruling, etc.
- Discrimination against working mothers and continuing workplace barriers they may face. How employers can alleviate the "either / or" problem of work and family.
- National origin discrimination as expressed through "accent" discrimination. Perhaps we could address whether this topic will be revisited by courts in response to the changing (diverse) workforce.
- Trends in cases alleging religious discrimination as more diverse religions gain membership in the US - religions besides Christianity and Judaism, such as Islam, Wicca, Bahai, Hindu, Buddhism, Atheism.
- Intersectional race discrimination / emerging races (e.g., identification of both hispanic / black lineage)
- Labor economist speaking about the recent industrial trends and what's projected for the next 35 years, and what the impact will be on civil rights
- While workforce becomes more diverse through immigration and internal migration, will there be greater attacks on affirmative action?
- Role of non-EEOC groups (unions, advocacy groups, etc.) in EEO policy / implementation