

FOIA MARKER

This is not a textual record. This is used as an administrative marker by the William J. Clinton Presidential Library Staff.

Collection/Record Group: Clinton Presidential Records

Subgroup/Office of Origin: National AIDS Policy Office

Series/Staff Member:

Subseries:

OA/ID Number: 19398

FolderID:

Folder Title:

Correspondence - SLT - Incoming - 2/99 [4]

Stack:

S

Row:

66

Section:

6

Shelf:

6

Position:

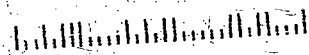
3

MCCORMACK & ASSOCIATES



Ms. Sandy Thurman
Director
Office of National AIDS Policy
736 Jackson Place, NW
Washington, DC 20503

5042 WILSHIRE BOULEVARD, SUITE 505
LOS ANGELES, CA 90036



MCCORMACK & ASSOCIATES
• EXECUTIVE SEARCH CONSULTANTS •

Ms. Sandy Thurman
Director
Office of National AIDS Policy
736 Jackson Place, NW
Washington, DC 20503

Dear Sandy:

We have been retained by **Southern Methodist University** in Dallas to identify and recruit an exceptional **Vice President of Business & Finance**. Founded in 1911, SMU is a private, non-profit, comprehensive coeducational institution with a 1997-98 enrollment of nearly 10,000 (8,100 FTE). The University's alumni number nearly 86,000.

SMU comprises six degree-granting schools and has three satellite campuses in Texas as well as one near Taos, New Mexico. The University's endowment has an approximate market value of \$770,682,000. The school has total assets of nearly \$1 billion and an annual operating budget of approximately \$200 million. In 1997 SMU launched a five-year campaign to raise \$350 million, of which \$320 million has been raised to date.

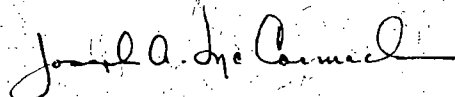
The Vice President for Business & Finance reports to the University President and is an essential member of the eight-person President's Executive Council. This Vice President serves as the University's Chief Administrative Officer, supporting the Provost. The Vice President for Business & Finance is responsible for leadership in the area of operations, finance, human resources and information technology, oversees the University's annual operating budget and a workforce of 337 FTE's, plus an additional 200 contract employees.

Our client is seeking a seasoned executive with 10 or more years of administrative experience in an educational institution, ideally at a private college or university, or the equivalent experience including at least three years in a senior position, preferably at the vice president level. The ideal candidate will have a record of having worked in large, complex organizations to achieve consensus among key constituencies. This includes institutional leadership on strategic plans, effective alignment of resources to achieve goals, and experience with methods of encouraging financial behavior that promote high quality programs, strong revenues and cost efficiency. A master's degree in a related field and experience appropriate to the position are required.

The Vice President for Business & Finance will be a skilled communicator, able to relate effectively to faculty, staff, students and other business or professional groups. S/he will be conversant with the economic issues facing colleges and universities and be able to articulate strategies and solutions for dealing with the resulting pressures on the institution. The successful candidate will have an open, innovative and energetic leadership style and be able to operate effectively in an academic environment.

If you can suggest a qualified candidate for this position, or if you would like more information, call us at 323 549-9200 or email us at JMSearch@earthlink.net. All inquiries are held in strict confidence.

Sincerely,



Joseph A. McCormack



SAN FRANCISCO AIDS FOUNDATION

995 MARKET STREET, SUITE 200; SAN FRANCISCO, CALIFORNIA 94103
VISITORS' ENTRANCE: ONE 6TH STREET AT MARKET

February 22, 1999

Dear HAN Member:

Each year hundreds of Californians affected by the HIV/AIDS epidemic gather in Sacramento to draw attention to the critical importance of appropriate state funding and rational state level policies in the battle against HIV/AIDS in California.

This year, with a new Governor and a new State Legislature, it is extremely important to educate our state-level elected officials about the needs of Californians affected by HIV/AIDS.

Join us this year in Sacramento on Monday April 19, 1999 for the 9th AIDS Lobby Day. You will have the opportunity to meet with your elected officials and other elected officials from your region and to connect with advocates throughout the state.

Please fill out the enclosed registration form and return it to us via mail to:

HIV Advocacy Network
PO Box 426182
San Francisco CA 94142-6182

If you prefer, you can fax your form to 415-487-3089.

Once we receive your registration we will send you a confirmation as well as information on pre-Lobby Day briefings that are being held in your area. This year HAN will be conducting 4 briefings in the Bay Area in collaboration with local service providers. The details on these briefings will be available within the next few weeks.

California has long been seen as a leading voice in the battle against HIV/AIDS. A great deal of the credit for this success belongs to people like you who have joined us year after year to insist that the state responds thoughtfully to the epidemic. With crucial funding, needle exchange legislation, HIV surveillance legislation and work entry and re-entry issues being highlighted this year, your voice needs to be heard.

Please join us on April 19, 1999 and help make a difference!

Sincerely,

Randy Allgaier
Director, HIV Advocacy Network

SIECUS

1964

35 YEARS

1999

Sexuality Information and Education Council of the United States

CLINTON LIBRARY PHOTOCOPY

**SIECUS 1998-1999
Board of Directors**

William Yarber, HSD, Chair
Cory L. Richards, Vice Chair
Grant P. Thompson, Treasurer
Konstance McCaffree, PhD, Secretary

Jonathan Clark, SIECCONN
Elma Philipson Cole
Shirley E. Dllsworth, JD, LL.M.
Sharon Lovick Edwards
Richard A. Friend, PhD
Kenneth L. Goody
Melanie S. Griffin, MEd, JD
Karen Hein, MD
Lori L. Heise
The Reverend Carter Heyward, PhD
Maureen A. Kelly
Frances Kissling
Joseph F. Miller
Matthew R. Mock, PhD
Carlos Molina
Pepper Schwartz, PhD
William R. Stayton, ThD
Akaya Windwood

SIECUS Staff

Shauna JeMai Croom
Dana Czuczka
Daniel Daley
Joseph DiNorscia, Jr.
TC Doung
Mac Edwards
Félix Gardón
Lisa Jasie
Martha Kempner
Surabhi Kukké
Amy Levine
Lisette Marrero
Dianna Molina
Coralie Meade
Valerie Morris
Smita Pomar
Christopher Portelli
Monica Rodriguez
Vivian Wong

Debra W. Haffner, MPH, FSAM
President & CEO

**The Board of Directors and Staff
of SIECUS**

**are pleased to invite you
to join us in celebrating
35 years
of**

affirmation,

**SIECUS affirms that sexuality is a natural and healthy part of living
education,**

**SIECUS develops, collects, and disseminates information
and
advocacy**

**SIECUS promotes comprehensive sexuality
education and advocates the right of individuals
to make responsible sexual choices**

Reception to be held, Monday, April 5, 1999
from 5:30 p.m. to 7:30 p.m.
at Le Parker Meridian hotel
Penthouse Suite
118 West 57th Street
New York, NY

Please RSVP by March 15, 1999

SIECUS

130 West 42nd Street, Suite 350
New York, NY 10036-7802
212/819-9770 Fax: 212/819-9776
siecus@siecus.org
www.siecus.org

SIECUS 35th Anniversary Reception

- ☐ I will attend, and have enclosed \$35 for each of _____ guests.

My name: _____

My Guests: _____

- ☐ I cannot attend, but have enclosed \$ _____ in honor of SIECUS' 35th Anniversary.

Please make checks payable to SIECUS
and return by March 15, 1999

SIECUS 35th Anniversary Reception

- ☐ I will attend, and have enclosed \$35 for each of _____ guests.

My name: _____

My Guests: _____

- ☐ I cannot attend, but have enclosed \$ _____ in honor of SIECUS' 35th Anniversary.

Please make checks payable to SIECUS
and return by March 15, 1999

SIECUS
1964
35 YEARS
1999

Sexuality Information and Education Council of the United States
130 West 42nd Street, Suite 350
New York, NY 10036-7802

THE GALLUP ORGANIZATION

PRINCETON

300 South 68th Street Place
Lincoln, Nebraska 68510 USA
(402) 489-8700

February 2, 1999

Attn:
Todd
Sommers

ask
Melan

Dear Opinion Leader:

Over the next few weeks the Gallup Organization will be conducting a major national study of Americans' foreign policy attitudes. We will be interviewing two population groups: the American public, in general, and opinion leaders working in government, business, labor, public policy, religion, and academia.

Your name has been selected at random for inclusion in the sample of America's opinion leaders. If one of our Gallup researchers calls your office, we hope you will be able to set aside a few minutes to answer our brief questionnaire. Your participation will be critical in assuring a random selection of national opinion leaders, and, therefore, that the results will be nationally representative. Our researchers will, of course, be very pleased to call back at a later time or to schedule the interview for a specific time that is most convenient for you.

Please be assured that *your participation in the study will be kept completely confidential and that your survey answers will be kept completely anonymous*. As America's oldest and most widely cited polling organization, we hold the privacy of our respondents paramount, and would never compromise our reputation or the trust you place in us.

If you have any questions about this study, please call the Gallup Organization's Project Director for this study, Ms. Lydia Saad. She can be reached at (800) 888-5493.

I look forward to your participation in this very important study, and thank you in advance for your cooperation.

Sincerely yours,

George Gallup, Jr.

George Gallup, Jr.

kinko's
Your branch office

fax cover sheet

Kinko's Athens • Telephone: (706) 353-8755 • Fax: (706) 353-2336

Date FEBRUARY 22, 1999Number of pages 3 (including cover page)to: Name SANDY THURMANfrom: Name JOHANNA KIEHLCompany DEPARTMENT OF NATIONAL AIDS POLICYCompany NA

Telephone _____

Telephone (706) 613-7164Fax (202) 456-2439

Comments

ATTENTION: SANDY THURMAN,
NATIONAL AIDS POLICY DIRECTOR

Papane

Sr
Let me know if you'd like a rec written for Fed-exid.
JA

More than 800 locations worldwide. For the location nearest you, call 1-800-2-KINKOS.

Johanna Kiehl

Fax #: (706) 542-4611

260 Timothy Rd.
Athens, GA 30606
February 21, 1999

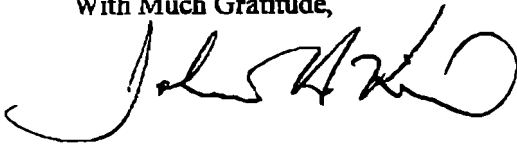
Sandy Thurman
National AIDS Policy Director
736 Jackson Place
Washington, D.C. 20503

Dear Ms. Thurman:

I am faxing a resume that briefly explains my involvement with the community and various University of Georgia organizations. I have realized that the title, "University of Georgia Dance Marathon," is not as self-explanatory as I once thought. I am also sending a return, express-mail envelope. It is required that I send letters of recommendation with my application packet for it to be considered complete.

I can not thank you enough for your willingness to help me. I am pushing close to the deadline and realize that you are an individual with vast responsibilities and limited time. My father and I hope you are doing well and I look forward to seeing you again.

With Much Gratitude,

A handwritten signature in black ink, appearing to read 'Johanna Kiehl', with a large, stylized loop at the end.

Johanna Kiehl

Johanna Kiehl

260 Timothy Rd. Athens, GA 30606 (706) 613-7164

johannaHK@aol.comEducation:

Bachelor of Science, Biology, May 1999
 The Honors Program at the University of Georgia, Athens, GA
 GPA: 3.46 (overall)
 Recipient 4-time Dean's List, 1-time Presidential Scholar

Experience:

Cox Enterprises Inc. - Atlanta Newspapers Division, Atlanta, GA
 January - April, 1998, *Sales Promoter*

Law Offices of Michael B. Butler, Atlanta, GA
 July, 1996 - February, 1997, *Research Assistant*

Susquchanna Township Board of Commissioners, Harrisburg, PA
 June - July, 1996 and 1997, *Academy Counselor for Children*

Activities:

Children's Miracle Network - University of Georgia Dance Marathon
 (Georgia's largest student-run philanthropic event, netting over \$200,000 for Scottish Rite and Egleston Children's Hospitals since 1996)
 October, 1995 - January, 1999

- Entertainment Chairperson (secured benefit performers for the entire event)
- Internal Relations Committee Member (coordinated all final event details)
- Fundraiser (solicited material services and financial contributions)

National Panhellenic Council at University of Georgia
 November, 1996 - January, 1999

- Judicial Board Director (assessed violations of NPC policy, directed collegiate meetings)
- Philanthropy Chairperson (organized events to benefit local charities)
- Greek Reformation In Progress Participant (leadership program dedicated to revising Greek Life Policy in accordance with upgraded University Standards)

Gamma Phi Beta Sorority - Delta Upsilon Chapter at University of Georgia
 September, 1995 - May, 1999

- Community Awareness Chairperson (organized social service projects, delegated member responsibilities)
- Standards Committee Member (assessed violations of sorority policy)

The LeadersShape Institute at University of Georgia
 June, 1997

- One of 50 student leaders selected for leadership training, including interactive seminars directed by University administrators, professors, and Executive Officers of major Georgia corporations (Georgia Power Company, J.C. Bradford & Company)

Community at University of Georgia
 (University of Georgia's largest social service organization)
 November, 1995 - November, 1997

- Tutoring Program Chairperson (coordinated delivery of services to area schools by University students, interviewed school administrators to assess program requirements)
- Big Brother/ Big Sister Program "Sister" to a local child

References Available upon Request

Sent email
 rec'd with
 for her copy
 #
 chances of
 not
 affected
 will
 note
 on it
 saying we
 were late

THE WEXLER GROUP
1317 F Street
Suite 600
Washington, D.C. 20004

Telephone No.: (202) 638-2121
Facsimile No.: (202) 638-7045

FACSIMILE TRANSMITTAL COVER SHEET

TO: Sandy Thurman
FAX: 456-2439
FROM: ANNE WEXLER/Peter Baca
DATE: February 17, 1999

No. Of Pages including Coversheet: 3

If you have any problems in receiving your facsimile call Peter at (202) 662-3711.

Handwritten note:
I've contacted Alysa
re: the internship. I think we'll
have to send the rec straight over to
the intern program this week.
I'll write a recommendation on
Wednesday - just need to know your
relationship w/ Alysa + anything
you'd like to point out.
I'll ask you during our
scheduling meeting Wed. afternoon.
jt

CONFIDENTIALITY NOTE

THE INFORMATION CONTAINED IN THIS FACSIMILE MESSAGE IS LEGALLY PRIVILEGED AND CONFIDENTIAL INFORMATION INTENDED ONLY FOR THE USE OF THE INDIVIDUAL OR ENTITY NAMED ABOVE. IF THE READER OF THIS MESSAGE IS NOT FOR THE INTENDED RECIPIENT, YOU ARE HEREBY NOTIFIED THAT ANY DISSEMINATION, DISTRIBUTION, OR COPY OF THIS TELECOPY IS STRICTLY PROHIBITED. IF YOU HAVE RECEIVED THIS TELECOPY IN ERROR, PLEASE NOTIFY US IMMEDIATELY BY TELEPHONE AND RETURN THE ORIGINAL MESSAGE TO US AT THE ADDRESS LISTED ABOVE VIA THE UNITED STATES POSTAL SERVICE. THANK YOU.

Alyssa C. P. Wilson**Current Address**

505 C N. Greensboro St.
Carrboro, NC 27510
919-929-8503

Email: awilson1@email.unc.edu

Permanent Address

169 Beverly Dr.
Metairie, LA 70001
504-833-1051

Career Objective: To gain experience in public health policy formulation and analysis.

Education University of North Carolina at Chapel Hill, Chapel Hill, NC
BA/Public Policy Analysis
Expected Date of Graduation: May 1999
Cumulative GPA: 3.90

Honors Dean's List (Fall 1995 - Fall 1998)
North Carolina Fellows Program
Golden Key National Honor Society
Truman Scholar Finalist
Junior, Sophomore, Freshman Honors Programs
Morehead Scholar
Phi Beta Kappa Honor Society
Phi Eta Sigma Honor Society
Order of Omega Greek Honor Society
Presidential Scholar, 1995

Experience Researcher, Department of Public Policy, UNC-CH, August 1998-present. Currently working on an Honors Thesis (completion date: April 1999) to determine variables influencing individual support for Needle Exchange Programs.

Carolina Health Education Counselor for Sexuality; Center for Healthy Student Behaviors, Student Health Services, Chapel Hill, NC, January 1998-January 1999.

Counseled students on sexual health issues; designed and presented sexual health outreach programs; World AIDS Week Committee Chair, 1998.

Volunteer; International Conference on AIDS, Geneva, Switzerland, June 1998.

Intern; American Foundation for AIDS Research (AmFAR), New York, NY, June-August 1997.

Researched and wrote fund raising proposals on current AmFAR programs in basic research, clinical trials, and public policy.

Volunteer Office Staff Member and PWA (Person With AIDS) Lounge Core Staff.

Intern; International Projects Assistance Services, Carrboro, NC, September-March 1997.

Designed research project on HIV/AIDS and abortion in Uganda.

Community Activities

Tutor; Durham Scholars Program, Durham, NC, fall 1996-Spring 1998. Tutored middle school students in mathematics, social studies, and literature.

Volunteer; Health Education, Student Health Services, Chapel Hill, NC, fall 1997. Served on Women's Health Fair Committee and World AIDS Day Committee

Extracurricular Activities

Officer and Chapter Council Member; Kappa Kappa Gamma Sorority, Spring 1996-present. Organized programs on women's health as Women's Issues Chair; improved house from eleventh to second in Panhellenic Scholarship ranking as Scholarship Chair; organized first fund raiser for breast cancer research that raised over \$6000 as Philanthropy Chair

Member; North Carolina Fellows Program, spring 1996-present. Served as Advisory Board and Steering Committee member; selected to attend Carolina Center for Creative Leadership (December 1997)

Member; Women's Issues Network (W.I.N.), Fall 1995-Spring 1997. Served as Treasurer (1996-1997); organized events such as Young Women's Day of Action, Rape Awareness Week, and Women Voters Awareness Campaign.

Additional Data Skilled in Microsoft Word, SPSS, Windows 98, Internet, Lexis-Nexis

January 23, 1999

Alyssa C. P. Wilson

— 2 —

** TOTAL PAGE.03 **

To: Ms. Sandra Thurman
Fax #: 202-456 2437
Re: NYS DOH PWA State Conference
Date: February 25, 1999
Pages: three, including this cover sheet.

FACSIMILE

Dear Sandra.

Enclosed is a letter inviting you to our New York State PWA conference to be a plenary speaker. This conference is organized by the NYS Department of Health in Albany and we are expecting over 1000 people. The organizing committee selected you as a plenary speaker because of your experience not only in the White House but also because of your leadership and your vision.

The NYS Consumer conference is schedule from June 21 through June 23, 1999, we were hoping you would be available on the evening of June 21th, I if it is not possible that evening we might be able to accommodate you at a different date.

I hope that you find time in your busy schedule to attend this event. Once again I would like to highlight the importance of your presence in this state wide event, which will be attended by people from all over NY State.

Please do not hesitate to contact me if I could be of any assistance. Looking forward to seen you.



From the desk of...

Jairo Pedraza
New York State Consumer Conference
Planning Committee
506 West 148th Street 1B
New York NY 10031
212-862 9833
Fax: 212-281 9564
e-mail: Babaluaye@aol.com

February 26, 1999

Hon. Sandra Thurman
Director
White House Office of AIDS Policy

Dear Ms. Thurman:

With respect to our recent telephone conversation, the New York State Department of Health, AIDS Institute 1999 Consumer Conference Planning Subcommittee and People Living With HIV/AIDS (PWHA) throughout New York State have invited you to participate as keynote speaker Monday, June 21, 1999 during the first ever Consumer/Provider Conference. The conference will be held from Monday, June 21, through Wednesday, June 23, 1999 at the Omni Hotel in Albany, NY. I am writing to confirm your participation to attend this important meeting as we plan for the future directions of HIV/AIDS Service Delivery in New York State.

The first two days of the conference will include workshops entirely for PWHA and the last day will include providers from non-governmental organizations and PWHA. This landmark conference will be the largest state gathering of PWHA in the country, with more than 1,000 consumers and providers attending from regions throughout New York State. Cornelius Baker, Executive Director of the National Association of People With HIV/AIDS will also serve as a Keynote speaker. Consumers from across the state believe that both Cornelius and you are the most appropriate individuals to articulate the latest HIV/AIDS policies, programs and services available from a national perspective.

One of the highlights of the conference is an international workshop devoted to the exchange of information on emerging issues of concern to PWHA across the globe. At least three of the workshops will include an international component: Complimentary/Alternative Therapies; Women, Children, and Youth; and inclusion of People Living with HIV/AIDS in Planning and Policy Advisory Roles. I am presently working with Mr. Almedal of UNAIDS in sponsoring two PWHA from each developing region of Asia, Africa, and Latin America/Caribbean to attend the conference. The goal for having international participation is to continue to highlight and raise awareness of the global HIV/AIDS pandemic. This will be a great opportunity for all participants to exchange information and to learn skills from each other.

The New York State Department of Health, AIDS Institute promotes, protects and advocates for health through science, HIV prevention and assurance of access to a coordinated system of quality health care and support services for persons with HIV/AIDS (PWHAs). The vision of the AIDS Institute is to prevent HIV infection and to improve the quality of life of those infected and affected by HIV through a collaborative, coordinated approach focusing on individuals, families and their communities. The AIDS Institute believes that policy and program design should reflect ideas from a broad range of people affected by HIV/AIDS, including PWHA and affected by HIV and the health care practitioners who provide direct care and administer programs.

On behalf of the conference planning subcommittee and PWHA throughout New York State, we hope that you are available to join us in supporting this landmark educational conference. If so, the New York State Department of Health, AIDS Institute staff can assist you with travel and lodging arrangements. Please call Andrea Small, Director of Office of Special Products, AIDS Institute at (518)-473-2903 to confirm your attendance. We look forward to seeing you in June!

Sincerely,


Jairo Enrique Pedraza
Consumer Conference Planning Committee

To: Ms. Sandra Thurman
Fax #: 202-456 2437
Re: NYS DOH PWA State Conference
Date: February 25, 1999
Pages: three, including this cover sheet.

FACSIMILE

Dear Sandra.

Enclosed is a letter inviting you to our New York State PWA conference to be a plenary speaker. This conference is organized by the NYS Department of Health in Albany and we are expecting over 1000 people. The organizing committee selected you as a plenary speaker because of your experience not only in the White House but also because of your leadership and your vision.

The NYS Consumer conference is schedule from June 21 through June 23, 1999, we were hoping you would be available on the evening of June 21th, I if it is not possible that evening we might be able to accommodate you at a different date.

I hope that you find time in your busy schedule to attend this event. Once again I would like to highlight the importance of your presence in this state wide event, which will be attended by people from all over NY State.

Please do not hesitate to contact me if I could be of any assistance. Looking forward to seen you.

*declined
please fill*

From the desk of...

Jairo Pedraza
New York State Consumer Conference
Planning Committee
506 West 148th Street 1B
New York NY 10031
212-862 9833
Fax: 212-281 9564
e-mail: Babaluays@aol.com

February 26, 1999

Hon. Sandra Thurman
Director
White House Office of AIDS Policy

Dear Ms. Thurman:

With respect to our recent telephone conversation, the New York State Department of Health, AIDS Institute 1999 Consumer Conference Planning Subcommittee and People Living With HIV/AIDS (PWHA) throughout New York State have invited you to participate as keynote speaker Monday, June 21, 1999 during the first ever Consumer/Provider Conference. The conference will be held from Monday, June 21, through Wednesday, June 23, 1999 at the Omni Hotel in Albany, NY. I am writing to confirm your participation to attend this important meeting as we plan for the future directions of HIV/AIDS Service Delivery in New York State.

The first two days of the conference will include workshops entirely for PWHA and the last day will include providers from non-governmental organizations and PWHA. This landmark conference will be the largest state gathering of PWHA in the country, with more than 1,000 consumers and providers attending from regions throughout New York State. Cornelius Baker, Executive Director of the National Association of People With HIV/AIDS will also serve as a Keynote speaker. Consumers from across the state believe that both Cornelius and you are the most appropriate individuals to articulate the latest HIV/AIDS policies, programs and services available from a national perspective.

One of the highlights of the conference is an international workshop devoted to the exchange of information on emerging issues of concern to PWHA across the globe. At least three of the workshops will include an international component: Complimentary/Alternative Therapies; Women, Children, and Youth; and inclusion of People Living with HIV/AIDS in Planning and Policy Advisory Roles. I am presently working with Mr. Almedal of UNAIDS in sponsoring two PWHA from each developing region of Asia, Africa, and Latin America/Caribbean to attend the conference. The goal for having international participation is to continue to highlight and raise awareness of the global HIV/AIDS pandemic. This will be a great opportunity for all participants to exchange information and to learn skills from each other.

The New York State Department of Health, AIDS Institute promotes, protects and advocates for health through science, HIV prevention and assurance of access to a coordinated system of quality health care and support services for persons with HIV/AIDS (PWHAs). The vision of the AIDS Institute is to prevent HIV infection and to improve the quality of life of those infected and affected by HIV through a collaborative, coordinated approach focusing on individuals, families and their communities. The AIDS Institute believes that policy and program design should reflect ideas from a broad range of people affected by HIV/AIDS, including PWHAs and affected by HIV and the health care practitioners who provide direct care and administer programs.

On behalf of the conference planning subcommittee and PWHAs throughout New York State, we hope that you are available to join us in supporting this landmark educational conference. If so, the New York State Department of Health, AIDS Institute staff can assist you with travel and lodging arrangements. Please call Andrea Small, Director of Office of Special Products, AIDS Institute at (518)-473-2903 to confirm your attendance. We look forward to seeing you in June!

Sincerely,



Jairo Enrique Pedraza
Consumer Conference Planning Committee

PHOTOCOPY
PRESERVATION



MEIKLES HOTEL

L*****

P.O. Box 594, Harare

Telephone: 795655

Telèx: 26063

Telègrams: "Traveller"

Fax: 707754

HARARE: ZIMBABWE

Clerk	Time	Date
SB	16:31	02 FEB 99

Room No.	Name	Arrival Date
1009	Thurman, S	01 FEB 99

Message

PHOTOCOPY
PRESERVATION

M MEIKLES HOTEL
L *****

P.O. Box 594, Harare
Telephone: 795655
Telex: 26063
Telegrams: "Traveller"
Fax: 707754
HARARE, ZIMBABWE

Clerk	Time	Date
SB	16:11	01 FEB 90

Room No.	Name	Arrival Date
1009	Thurman	01 FEB 90

Caller	Address	Telephone Number
MD SACHS	WHITE HOUSE	
PLEASE RETURN CALL		

A Embassy Have



SANDY THURMAN

Whitehouse Office of
National AIDS Policy
136 Jackson Place
WASHINGTON DC,
20503

PHOTOCOPY
PRESERVATION

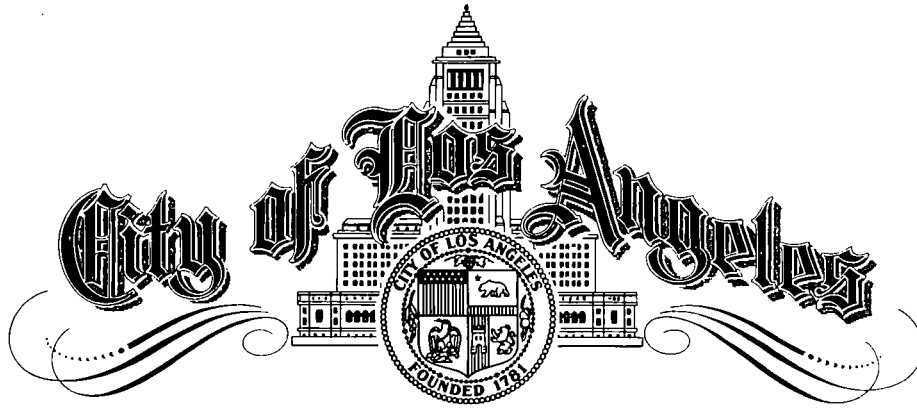
Fold at line over top of envelope to
the right of the return address

CERTIFIED

Z 494 870 201

MAIL

Full
Growth



CITY HALL
LOS ANGELES, CALIFORNIA 90012
(213) 847-2489

OFFICE OF THE MAYOR

RICHARD J. RIORDAN
MAYOR

February 26, 1999

Sandra Thurman
National AIDS Policy Director
Office of National Policy
808 17th St. NW
Washington, DC 20006

Dear Thurman:

Enclosed is a ground-breaking new study and a white paper, "Principles for Employment Efforts," commissioned by Mayor Riordan's Task Force on Employment Issues for people with HIV/AIDS.

The study is based on responses from two thousand individuals with HIV/AIDS regarding their plans for employment and is the first comprehensive study of employment issues ever conducted for the AIDS community. The task force is comprised of people with AIDS and representatives of government employment services agencies, community-based organizations, disability service organizations and private-sector employers.

I am pleased that the Task Force is providing leadership in this hopeful new era when individuals with HIV/AIDS can look forward to many more healthy and productive years of life. The principles and policy recommendations enclosed with the study are offered as a help to individuals, AIDS and disability rights groups, and to policymakers as we adapt and revitalize systems in order to serve the newly-emerging needs of people with HIV.

To those who are living with AIDS, I offer my continued support and look forward to your ongoing contributions to our great city. To those who offer services to people with disabilities, including HIV, I pledge that I will continue to advocate for the needed legislative and regulatory changes that will make it possible for these Angelenos to live full and complete lives.

Sincerely,

Richard J. Riordan
Mayor

RJR:bf

Enclosure

AN EQUAL EMPLOYMENT OPPORTUNITY — AFFIRMATIVE ACTION EMPLOYER

MAYOR'S TASK FORCE ON EMPLOYMENT ISSUES FOR PEOPLE WITH HIV/AIDS

PRINCIPLES FOR EMPLOYMENT EFFORTS FOR PEOPLE WITH HIV/AIDS

Just two years ago, the idea that there would now be the exciting and daunting task of keeping large numbers of people living with HIV/AIDS gainfully employed, and of placing significant numbers of the unemployed into productive employment, would have been only a dream. Yet now, because of the effects of new HIV drugs, employment is precisely what needs urgent attention.

This report summarizes the data and presents the principles upon which the undertaking of this task should be based. It is clear that these efforts must not focus upon designing a new employment assistance system solely for persons living with HIV/AIDS (abbreviated below as PWAs). Not only is there neither the time nor the resources to do so, it is also unclear whether to do so would be wise. Persons with disabilities have already done much to make employment assistance programs responsive to their particular needs. Every effort should be made to improve the existing employment assistance system to meet the newly-emerging needs people living with HIV without in any way diminishing services to those already served. At the same time, AIDS service organizations have an important new role in encouraging and preparing their clients to enter the workforce and supporting them at work.

The Los Angeles Mayor's Task Force on Employment Issues for Persons with HIV/AIDS urges that these principles be implemented quickly, for the needs described are urgent and growing. The challenge now, in the third decade of the epidemic, is to learn how to assist people with HIV to more fully live so that they may truly redeem the promise that the new HIV medications have presented.

MAYOR'S TASK FORCE

The Task Force was created by Mayor Richard Riordan in June of 1997 to provide leadership and policies for the development of an integrated system to serve those persons with HIV/AIDS who desire to enter, re-enter, or remain in the work-force. The Task Force membership includes representatives from AIDS service organizations, medical providers, employment assistance agencies, cities, charitable groups and the private sector.

The Task Force commissioned a comprehensive survey of the employment needs of persons living with HIV and AIDS, funded jointly with LA County Department of Health Services, Office of AIDS Policy and Programs. The Task Force is issuing guidelines and resource material to assist employers and people with HIV to improve the work environment for them. This document presents principles derived from the survey and other work of the Task Force, and summarizes the results of the survey.

BACKGROUND

The new drug combinations for treating HIV/AIDS have had a dramatic impact on the quality of life of those for whom they are effective. Not only have they brought dramatic declines in the death rate from HIV/AIDS, but they have allowed partial and substantial rebuilding of immune systems. Additionally, further gains in medical science have reduced the most serious side effects and reduced substantially the rigors of taking these medications.

While no one knows for certain how long these drug therapies will remain effective, this new-found health has brought a sense of initiative to many people with HIV/AIDS. Having to spend considerably less time worrying about their day-to-day health needs, and with the possibility of managing their disease for a normal life span, many are finding new purpose in a move to enter, or re-enter the work force. This has generated a dialogue across the country at the federal, state and local level on how best to serve these individuals.

Los Angeles has long been a leader in developing enlightened AIDS policies since it enacted the world's first AIDS anti-discrimination law in 1985, and issued some of the first AIDS workplace policies. It is appropriate, therefore that the Mayor's Task Force address this issue. For those reasons the Mayor's Task Force has developed the following set of general principles for policy makers, AIDS service organizations, and persons with HIV/AIDS, who wish to become engaged in the effort to secure gainful employment for persons with HIV/AIDS.

In addition the Task Force is issuing a series of action recommendations and resource materials regarding specific actions and tasks which need to be undertaken to make the entire employment effort successful.

PRINCIPLES FOR EMPLOYMENT EFFORTS FOR PWAs

The Los Angeles Mayor's Task Force on Employment Issues for People with HIV/AIDS, after two years of consultation with AIDS service providers, private-sector human resources experts and government work force development agencies, issues the following central principles for the development of work force related services for people with HIV/AIDS. These principles are intended to be of assistance to the following:

individuals with HIV/AIDS seeking to enter or re-enter the workforce
employers
job placement and training agencies
AIDS service organizations
traditional disability rights and assistance organizations
government agencies and policy makers

PRINCIPLE I. Recognize the Importance of Work

Work is essential to people's emotional and material well-being and dignity. No person with HIV who is qualified to work should be disqualified from seeking employment because of his or her HIV status. Everyone should have access to a full range of services to facilitate their efforts to maintain or seek employment.

PRINCIPLE II Modify Benefits Programs

Statutory and administrative modifications must be made to public benefit programs, particularly Medicaid and Social Security, to permit retention of needed benefits, phased withdrawal of other benefits, and a quick return to benefits programs if required by sudden changes in health.

PRINCIPLE III. Give Priority to HIV Employment Opportunities

The existing general employment and training networks and infrastructure should be made fully available to people living with HIV, rather than creating a new and separate system. Funding to do so should not come from Ryan White CARE Act dollars which must remain committed to providing essential HIV/AIDS medical care and social support services. Instead, funding through the US Department of Education, the Job Training and Partnership Act, Small Business Administration, Department of Rehabilitation and other existing or newly-developed employment-related sources should be provided for expanded employment assistance programs for the disabled, including PWAs, and for AIDS service organizations with employment readiness efforts and support programs. Persons and organizations serving the HIV/AIDS population should also modify their programs to encourage and facilitate employment.

PRINCIPLE IV. Encourage Employer Assistance and Involvement

Assistance must be made available to those employers who need help in establishing and maintaining workplace policies that support the presence of persons living with HIV. Such policies must include firm policies against HIV discrimination, protection of medical privacy, reasonable accommodation, cost effective and equal provision of medical benefits, and workplace HIV education.

PRINCIPLE V. Further Support and Research

More study is needed to evaluate the experience of persons with HIV who never left the work force, for much could be learned from their experiences. Further, the entire return-to-work and employment, education and training effort needs long term data collection, analysis and monitoring of the effectiveness of the effort.

SURVEY

The Task Force recently commissioned a survey that provides ground-breaking research into the concerns and issues of HIV positive persons who wish to seek employment. The County-Wide Employment Issues Survey provides the only comprehensive data currently available on this subject in the country. Results of the survey should be used by Los Angeles area policymakers in setting policy, and should also be of substantial assistance to policymakers and HIV advocates elsewhere. To obtain a copy of the survey, INSERT WEBSITE AND MAILING ADDR./PH.

Methodology

The survey was mailed to 5,685 persons living with HIV/AIDS who are currently case managed by one of thirteen AIDS service organizations located throughout LA County. It was conducted in both English and Spanish. Response rate averaged between 30% and 40% for each of the participating agencies. 2,000 responses were received. Nearly 90% of respondents were male, 9% female and 1% transgendered.

Significant Findings

I People with HIV/AIDS feel strongly about the importance of work.

- 37% are already working in some capacity.
- 57% of these are working regular, full-time jobs.
- 32% are currently unemployed or disabled, but thinking about returning to work in the near future.
- 60% of them are looking to work 21-40 hours per week in a
- permanent position.
- 10% are currently unemployed or disabled and not thinking about returning to work in the near future.
- 21% are retired or completely disabled and cannot work

Survey figures indicate that those looking to return to work are not a homogenous group, except in one sense: 91% had previous job experience. Disparities in age, health, skill, education, work experience and goals will require the coordination of a number of different existing programs, new features of support programs, and important modifications of the current paradigms of employment assistance to the disabled..

II. People with HIV/AIDS are worried about keeping or obtaining health insurance.

- Of those already working, over 60% indicated that their employer does not pay for their health insurance.
- 47% of full-time employees did not get employer provided health insurance.

Those who were thinking of working were most worried about the following:

- fear about losing current health insurance, in particular MediCal.

- the inability to get adequate private health insurance from an employer.

In California, many persons receiving MediCal will be able to retain their benefits, but this is not understood by PWAs. Those seeking work need guidance on which public benefits can be retained, and under what circumstances. Changes will also be needed in some benefit programs to provide continued coverage.

III. People with HIV/AIDS need help to enter or re-enter the workplace.

- 4 years of unemployment (average) must be explained by a PWA job applicant
- 50% do not intend to return to their previous type of work.
- 80% of individuals thinking of going to work indicated a need for
- services to help them find work, in particular, job placement, skills training, job training, and benefits counseling services.
- 91% of all survey respondents had previous work experience

It appears that basic skills--like arriving on time--are not necessary for the majority. However, Task Force providers of employment assistance to PWAs have already developed a number of model programs to encourage their clients to comfortably enter or re-enter the workforce.

IV. People with HIV/AIDS have concerns about their workplace.

Those not working identified the following problems as far more significant difficulties than those who are employed:

AIDS discrimination,
effect of work on personal health
ability to take medications while working.

- But only 30% of those who are working indicate that work interferes with their health and/or that their health status interferes with their ability to work.

And 50% of those working reported that they have not disclosed their HIV status to their employer or their co-workers.

There is a need for continued strong privacy protections and for employers to understand the sensitive nature of their employee's HIV diagnosis. However, it is likely that most people with HIV will not desire to, or need to, disclose their HIV status to an employer.

V. People with HIV/AIDS are already successfully working
need a couple data points here

CONCLUSION

The results of the survey are both reassuring and promising, for just over one third of those surveyed are already working, and another third contemplate seeking employment within the next year. Given the current favorable economic climate, there may be no better time than now for people with AIDS to be seeking job opportunities.

On the basis of these survey results and numerous consultations with government employment assistance agencies and private sector employers, The Task Force calls for a shift in thinking about the lives of people with HIV/AIDS. It is clear that living and contributing to society through gainful employment is on the minds of PWAs today. The principles outlined above, supported by the first available comprehensive data, are issued in the hopes of stimulating that shift in thinking. The Task Force suggests a change from the old paradigm of lifetime permanent benefits to a system which allows for an easy transition to independence, and a quick return to assistance if necessary.

Underlying the call for regulatory and statutory change is the remarkable change in the real lives of individuals who, until recently, were coping with a disease that was almost inevitably fatal. Those of us living with HIV/AIDS and the government and community institutions that serve PWAs have the opportunity and the responsibility to help in the reconstruction of the lives of many who will make important contributions to our communities.

MEMBERS OF MAYOR RIORDAN'S TASK FORCE ON EMPLOYMENT ISSUES FOR PEOPLE WITH HIV/AIDS

Brenda Freiberg, Assistant Deputy Mayor
Ferd Eggan, City AIDS Coordinator

Nancy Breuer, Consultant, author of "The Positive Workplace"
Ron Brooks, Ph.D., Co-Principal Investigator, "Employment Issues Survey"
Gary Cohan, M.D., Pacific Oaks Medical Group
Phil Curtis, AIDS Project Los Angeles
Scott Figenshow, Executive Director, Project New Hope
Anne Flayer, Workforce Development Division, Community Development Department
Lee Klosinski, Director of Education, AIDS Project Los Angeles
Mardi LaHive, LA Housing Department-HOPWA
Juan Ledesma, Executive Director, Being Alive: People with HIV/AIDS Action Coalition
David Martin, Ph.D., Harbor-UCLA Medical Center
Linda Pelegrino, United Way of Los Angeles
David Schulman, J.D., AIDS Discrimination Unit of the City Attorney's Office
Will Scoles, California Department of Rehabilitation
Tom West, Social Services, City of West Hollywood

IMPLEMENTING THE PROPOSED GENERAL PRINCIPLES

The Los Angeles Mayor's Task Force has proposed five principles to guide employment efforts for persons with HIV/AIDS, and for consideration by the Los Angeles City Council and AIDS policy makers in Los Angeles County, the State of California and the nation.

These five broad policy recommendations encompass a full range of very specific objectives and tasks which need to be completed to achieve a comprehensive employment assistance program. The Task Force has prepared the following outline to identify the kinds of efforts which need to be undertaken by those who provide assistance to persons living with HIV. The Task Force intends to use this "Action Plan" as a to assist AIDS service organizations, and every person living with HIV/AIDS, in effectively developing employment opportunities.

I. RECOGNIZING THE IMPORTANCE OF WORK

Employment offers many positive rewards. In addition to financial independence, it contributes to one's sense of self worth, and allows one to remove oneself from most public benefits programs. It also offers cost savings to the public as these individuals join the tax paying work force.

Unfortunately, understanding how to make the transition from public to private benefits can be very confusing and frustrating. As the survey indicated, the potential of losing the benefits "safety net" serves as a strong disincentive for PWAs who so long feared that their illness would leave them destitute.

While there are certainly changes that would facilitate the transition to employment, access to a full range of information, counseling and assistance about benefits, personal finances, rights and options is a critical first step for every person with HIV before initiating any employment effort. This requires that training and information resources to be readily at the community based organizations currently providing other HIV services. Additionally, these organizations need to know the wide range of employment and training services available, and how to make them easily accessible for their clients. Vital in this regard is the development of mutually beneficial cooperation with organizations in other disabled communities that already provide similar services to their clients.

While many with HIV do not consider themselves disabled, those diagnosed with HIV are disabled within the legal meaning of the term for purposes of anti-discrimination protection and for eligibility for many benefits. The employment assistance services already developed by the broader disability community should be adapted to include meeting the needs of people living with HIV. The Task Force strongly believes this would be of mutual benefit, as the broader disability community would benefit from the energy and activism of the HIV community. Tasks that need to be completed include:

- Build alliances with disability organizations to assist in education and advocacy efforts at state and national levels.
- Promote employment programs and opportunities to HIV+ persons on an ongoing basis.
- Advocate for the basic principle that each person with a disability is ultimately the arbiter of when and under what circumstances to work..
- Encourage a public/private transition health insurance program for HIV+ employees.

II. MODIFYING BENEFITS PROGRAMS

Modifications need to be made to some benefits programs to facilitate employment and return-to-work efforts. For example, states should be encouraged to promote and maintain early intervention services by matching larger federal funds to keep people healthy and from becoming sick or disabled. Eligibility qualifications must also be modified to accommodate those who are not defined as disabled for the purpose of entitlements but still need medical assistance in managing their illness. SSDI should permit "trial work periods" of greater length and make them applicable to part-time employment as well. Social Security's definition of "substantial gainful employment" must be refined so as not to inhibit a part-time return to work. Tasks to be completed are :

- Identify and document specific definitional and regulatory changes needed in existing benefit programs for appropriate agencies.
- The State of California should apply for a federal pilot program which would allow SSDI beneficiaries to "buy into" or extend Medicaid with little, or no share of cost, up to certain wage levels.

III. GIVING PRIORITY TO HIV EMPLOYMENT OPPORTUNITIES

Employment and Return-to-Work programs need the same level of attention by AIDS service organizations as medical, transportation, food, housing and emotional support activities, for successful employment assistance programs can profoundly reduce the need for such other programs. Policy makers should promote this important understanding to the public, and require that such programs be offered by all AIDS organizations. Tasks to be completed include:

- Utilize the existing LA one-stop facilities, job placement agencies and vocational training services throughout the City and County.
- Further the existing goal of inter-agency collaboration, and offer the broadest range of options to disabled persons seeking employment.
- Offer training to these organizations to understand the sensitivities of this newly emerging population.
- Train AIDS case managers and service providers in employment assessment and advocacy methods

Despite all other strides, the rate of HIV infection has not declined. This is placing a considerable strain on the limited Ryan White resources available to assist a growing infected population. That makes it all the more important to take full advantage of the available outside resources and skills to locate employment for qualified HIV+ persons and to share the energy and impetus for employment assistance with the broader disability community.. These service organizations should also be motivating clients to take the next step in seeking employment.

The work issues survey respondents identified the need for flexibility in their work schedules, which may point to micro enterprises, small business, self employment and other entrepreneurial programs as some likely employment opportunities for people with AIDS. Access to Small Business Administration loans, mentoring programs and other business assistance programs may be beneficial as well. The goal should be to build an integrated program with the AIDS service organizations operating as facilitators connecting training programs, the public benefits agencies and the employer. The first task should be to remove the misconceptions about the benefits programs and their continuation after employment. Since many of these benefits can be retained, at least for

- some period of time, credible information would remove the most serious barrier to seeking employment identified in the survey. Additional tasks include:
- Add information and in-service training on employment needs and programs to the priorities for Ryan White CARE funding.
- Prepare a briefing document and arrange training for policy makers, AIDS service organizations, and case managers on the survey results and the action plan.
- Identify resources and tools needed by ASO's to provide appropriate employment guidance.
- Assist in the preparation and dissemination of resource documents on benefits retention, training opportunities, updating skills and employee/employer rights and responsibilities.
- Develop "model" service and collaboration programs for adoption by ASOs.
- Prepare case manager and client handbooks on benefits questions and answers.
- Develop resource directories of employment, placement, training, rehabilitation,
- Draft one page "fact sheets" on dealing with resume employment gaps, updating skills, surviving an interview, etc.
- Seek additional funding for vocational rehabilitation programs at the state level.

IV. ENCOURAGING EMPLOYER ASSISTANCE AND INVOLVEMENT.

Any reasonable employer might have a great deal of anxiety about hiring someone with HIV, but little of this anxiety would be supported by facts. The most important first step is to educate and assist all employers to understand that they can hire someone with HIV without imposing extraordinary burdens on their company. In fact many workplaces have seen the benefits of part-time positions, work-at-home opportunities and job sharing efforts. Further, all employees would benefit from HIV education that should be a part of

their regular training program, and every employee needs first aid training that includes the universal precautions necessary when bodily fluids are involved. These efforts would improve the work environment for all employees and facilitate placement of persons with HIV/AIDS.

A pilot, targeted, outreach effort to Human Resource Directors at medium to large employers should be tested for its effectiveness as an education tool. Further the success stories need to be identified as part of an ongoing outreach program to employers and employees. Tasks that need to be completed include:

- Identify specific employment and placement agencies who can assist in locating employers for persons with HIV/AIDS.
- Approach selected employers to assist with initial placement, training and employee education pilot programs.
- Publish Employer/Employee rights and responsibilities and standards of practice.
- Develop a communications network/newsletter to provide simple accurate information on rights, accommodation, benefits, etc. to likely employers.
- Highlight employment success stories for employers.
- Promote an expanded employee HIV training/education program.
- Provide information about liability, confidentiality, insurance costs, routine ADA requirements and "reasonable accommodation" for even the smallest of companies.

V. ONGOING RESEARCH AND MONITORING

Like every other service provided to persons with HIV, what works, and what doesn't needs to be constantly assessed, evaluated and conveyed to the service providers. Employment is no different. The Task Force plans to develop a method for making these evaluations and assessing the overall effectiveness of the return-to-work effort.

A strategic research effort needs to be focused on those who never left the work force. Their ability to overcome many of the barriers identified in the survey could be a very valuable pool of knowledge to the entire return-to-work, employment, education and training effort. Special effort should be given to identify the relevant issues and experience from the self-employed, the homeless, substance abusers and the undocumented.

Finally, monitoring the progress of this effort and of those who have joined the work force needs to continue. Just as this issue was not "on the radar screens" three years ago, the long term prognosis of the medications is completely unknown as is the long term effect of stress and work on one's health, and the ability to retain employment. Specific tasks that need to be completed include:

- Develop a method for tracking and evaluating employment placement & training efforts.
- Continue periodic contact with the previously unemployed to monitor work place issues and employment retention.