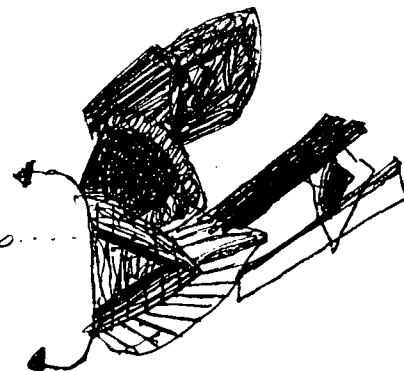
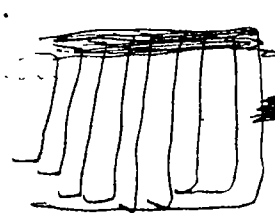


Let me a safe →
 safe village God among us...
 social justice,
 protect children & families



David Sussman's father ...
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47 years.
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**Women's Lives, Women's
Voices,
Women's Solutions:
March 27 - 29, 2000**

Teleconference Overview Statement of Purpose



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Questions:

- ▶ wihe@tc.umn.edu

Dear Conference Participant:

On behalf of our planning committee and national advisory committee, I want to welcome you as a participant in this landmark event!

As you know, women have achieved an unprecedented level of access to and influence on higher education in the United States in the last 30 years. With this revolution have come many benefits, but also new voices and new challenges that demand a rethinking of priorities as that revolution continues. "Women's Lives, Women's Voices, Women's Solutions: Shaping a National Agenda for Women in Higher Education" was inspired by the need to move beyond access to inclusion and leadership, and to seek common ground in this endeavor.

We must begin that task by:

- Honoring the past, acknowledging women's participation in and contributions to American higher education.
- Celebrating how far women have come while recognizing how much farther we have yet to go.
- Reforging the connections between higher education and other sectors in American society.
- Identifying the critical indicators for assessing the status of women in higher education, now and in the future.

Most of all, we invite you to come and think with us. Only by taking seriously the need for a new agenda will we be able to shape a creative and equitable vision for women in American higher education in the twenty-first century. We hope that the attached paper provides a starting point for an ongoing conversation about the needs, issues, and solutions facing women as workers, teachers, and students in the United States' colleges and universities.

Sincerely,

Nancy "Rusty" Barceló

**Chair, Women's Lives, Women's Voices, Women's Solutions:
Shaping a National Agenda for Women in Higher Education**

**Women's Lives, Women's Voices, Women's Solutions: Shaping a
National Agenda for Women in Higher Education
A 200-Year Journey**

The "founding fathers" of the United States valued higher education

as a means of producing male leaders for the new nation. For women, educational opportunities emerged in the early nineteenth century under the influence of the 18th century Enlightenment, women's rights activism, and a changing social and political landscape. Nonetheless, opportunities for women remained "separate and unequal," and virtually nonexistent for women of color, well into the twentieth century. Our current educational opportunities are built on the stalemates and victories during this 200-year-old struggle for equality.

Women's access to higher education expanded exponentially in the latter half of the twentieth century, fueled by the social, political and legal battles of the 1960s and 1970s. Legislative mandates such as Title VII of the 1964 Civil Rights Act, Title IX of the Higher Education Act and the Women's Equity Education Act, which explicitly eliminated exclusionary quotas and unequal treatment in college athletics, professional, and vocational education, were crucial catalysts.

We have learned, however, that access does not equal equality, that more complex issues face us now:

- Why have some traditionally male fields come to include more women in their ranks while others have not? ✓
- How have the women who have entered them transformed these fields? How have they remained the same? How have the women themselves been changed by their experiences?
- With college enrollments of women students higher than ever, what does the participation of women mean to the women themselves and to their institutions?
- Have our goals of access and inclusion changed? Where these goals have been achieved, how will the next set of goals—sustaining change and transformation be achieved?
- How do we continue to acknowledge and address women's ongoing experiences of discrimination and harassment? ✓
- How do we deal with the challenges that we face because of the differences among women?

These questions set the tone for this conference and for women's higher education agenda in the U.S. in the next millennium.

How Far Women Have Come

While the gains of the last century have not benefited American women equally—; with regard to race, ethnicity, and class—the change in women's overall status is astounding. A comparison of some basic indicators reveals the transformation:

In the 19th Century... In 1999...

- In 1900, women's average life expectancy was 48.3 years; women married at around age 22, and bore approximately 4 children.

- Married women had virtually no separate legal identity from their husbands, had little right to control their own reproduction
- Few women could vote, serve on juries, or hold public office
- Women were not classified as "persons" under the Fourteenth Amendment to the Constitution, according to the Supreme Court.
- Women were discouraged from pursuing college degrees, and were openly excluded from professional schools. · Women live an average of 79.7 years, marry at 24.5 years, and bear only about two children
- Women have full legal standing separate from that of their husbands, should they choose to marry
- Women have more choice with regard to their own bodies
- Women are more fully represented in higher education:
 - 25% of women aged 25-34 are college graduates. ✓

→ am Prof.
33.8%.

⇒ (Assault & Incest.)

&endash; Women now make up 43% of law students, 38% of medical students, 36% of MBA students, 38% of dentistry students, and 39% of Ph.D. students.

Yet, equity remains an elusive goal, suggesting the need for continued and revitalized activism in the twenty-first century. Sexual harassment continues to be a problem for women students, staff, and faculty; pay equity for women faculty and administrators is yet to be achieved; women are still underrepresented in many scientific fields and often face chilly climates, and the percentage of tenured, full professors who are women remains low at 13.6%. (Shavlik, Touchton 1992; Ginorio 1995) Subtle and not-so-subtle forms of discrimination remain and will be hard to eradicate, especially for women of color who face a discriminatory multiplier effect when race and gender stereotypes combine (Moses 1989; Henry 1994; Howard-Hamilton 1996). Mariam Chamberlain's assertion a decade ago that "attitudes and behaviors that devalue women's achievements, while less blatant than before, continue to be manifested inside the classroom and more widely on campus," remains true at the close of the twentieth century (Chamberlain 1989).

This conference is informed by the most basic assumption made by the authors of the Platform for Action from the United Nations Fourth World Conference on Women in 1995: "Education is a human right and an essential tool for achieving the goals of equality, development and peace. . . . Equality of access to and attainment of educational qualifications is necessary if more women are to become agents of change." The primary goal of this conference is to develop an action agenda for our educational institutions&endash;and recommendations for government, community, and business leaders&endash;designed to address the inequities that remain in American post-secondary education. In looking toward the twenty-first century, this conference will allow us to take stock collectively of our progress, address the critical issues that affect us, examine our roles as leaders and colleagues, and formulate an action plan for women in higher education that both embraces the diversity

By coming together
through this teleconference

we will

among women and transforms institutions of higher learning.

The Challenges Ahead

Through this conference, we seek to:

- Create networks for supporting women as learners, workers, teachers, and creators of knowledge
- Transform the curriculum and pedagogy to acknowledge and value the presence of women as learners and subject matter
- Share resources and stories of our successes and failures
- Challenge established assumptions by revisiting the way in which we articulate issues for women in higher education
- Develop new ways of working together on campuses that are fast becoming multicultural and global worlds
- Share our aspirations for the future and consider ways to move beyond discussions of equity to consider ways of transforming higher education

Experience has taught us that the formulation of a comprehensive agenda is not an easy task. Yet, experience has also taught us that it is only through inclusive conversation that we can develop a new vision that responds to all quarters of campus life. Our critiques and our solutions need to keep pace with the problems that face us. With the advent of synchronous and asynchronous communications technology, we now have the opportunity to achieve a scale of inclusion, diversity of perspective, and democratic conversation never before possible. This conference is designed to take full advantage of that potential so we might complete in the twenty-first century the revolution that was started in the twentieth.

The teleconference broadcasts and caucus sessions conducted around the nation will cover the topical and geographical breadth and depth of women's issues in American higher education. Caucus topics will be determined by each participating site and can include a wide range of issue and identity-based topics. For a list of potential caucuses, please click [here](#).

In the twenty-first century, women will have choices that have never before been available. Each educational and social victory will require energy, imagination, and collective action. The next wave of feminist activism in higher education will no doubt take a form we cannot envision, just as no one at the dawn of the twentieth century could have imagined the battles and possibilities that awaited them. We invite conference participants to join us in formulating the questions and setting the agenda that will plot the trajectory for this unfinished revolution in the coming century.

****This paper was produced by the National Teleconference Program Committee, with special thanks to Jane Lindsay Miller, Anita Rios, and Sara Evans.**

10/20/99

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The New Agenda

Goal: "Now is the time for our colleges and universities to become responsive to the values, ideas, beliefs, talents, hopes, dreams, and visions of women."

Recommendations:

1. Seek a strong commitment from institutional leaders to understanding and addressing the concerns of female students, faculty, staff, and administrators.
2. Correct inequities in hiring, advancement, and salary of female faculty, administrators, and staff.
3. Provide a supportive campus climate for women.
4. Make a permanent institutional commitment to women's studies.
5. Review all policies periodically for differential effect, impact, and results for white women, white men, women of color, and men of color.
6. Integrate impact studies into planning processes, whether long range or short range.
7. Give specific and continuing attention to sexual harassment.
8. Prepare annual reports and five-year reviews on the status of women.
9. Encourage all members of the academic community, and particularly those in positions of power, to be aware of the values underlying their decisions.
10. Develop an institution-wide concern for children and families and establish policies and programs that reflect this concern.
11. Appreciate the value of diversity. Learning to respect diversity is essential to understanding both the need for and the direction of change.
12. Make leadership development and commitment to fostering women's leadership joint priorities.
13. Establish or reaffirm the commitment to a commission on women.
14. Appoint a high-level person whose formal responsibilities include advocacy for women on campus.
15. Create a center or programs for the exploration of community and personal relationships.
16. Examine the sports program for women.
17. Seek more people of color—women and men—and white women to serve on governing boards and involve board members in discussions about women's access to,

attainment in, and recognition by the institution.

18. Involve academic departments in a comprehensive review of how women students and faculty view their participation and how their participation is viewed by their colleagues.

19. Turn the signs of backlash and animosity surrounding equity issues into learning experiences for the entire campus community.

20. Build a process of accountability regarding the progress being made toward serving women well.

Source: "The New Agenda for Women Revisited" Educational Record, 1992.

UNIVERSITY OF MINNESOTA

National Teleconference for Women
c/o Office of the Associate Vice President for Multicultural and Academic Affairs
and Office for University Women
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National Teleconference Address By First Lady Hillary Clinton

must
be 3 min

(Pretaped for Broadcast on March 27, 2000)
for

Women's Lives, Women's Voices, Women's Solutions: Shaping a National Agenda for Women in Higher Education

March 27-29, 2000

Welcome to Women's Lives, Women's Voices, Women's Solutions! I am pleased to serve as the honorary chair for this landmark event and I want to commend the University of Minnesota for ^{its} leadership in developing this important national initiative. I am also ^{delighted that} ~~glad to see~~ so many colleges and universities across the United States ^{have joined} ~~participating in this effort to improve campus climates for women and address the status~~ of women in higher education. ^{raise}

It is very fitting that we are gathered at the beginning of this new millenium to address issues for women. I marvel when I think about what women's lives were like only a century ago. We couldn't vote. We were likely to die in childbirth or earlier from an infectious disease or some other kind of ailment. We were not permitted to hold many professional positions or jobs that were available to men. And we were not given the full range of educational opportunities that we now ~~take~~ for granted.

We truly have made great progress over the last century, but there is much yet to do. The gap between women's and men's wages has narrowed since 1963, when the Equal Pay Act was passed. But women still bring home only 75 cents for every man's dollar, and we now have recent studies about the persistence of wage discrimination at the highest levels of our academic and business world. As the MIT study demonstrated last year, when you held constant for experience, for tenure, for qualifications of every kind, there were still discrepancies. Beyond pay equity, there are also many subtle forms of gender discrimination that still exist in our institutions of higher learning. Just as MIT provided a

model for institutions to examine gender discrimination, I urge you to provide a model for education, business, and government in developing this national agenda and implementing its recommendations.

As you participate in conference activities and caucus discussions at one of the regional sites in Minnesota, California, Texas, and Virginia, or at a local college or university near you, I hope you will share best practices from each of your institutions and develop ~~to raise the status of women on your campuses~~ ^{to develop new solutions} solutions, both individual and collective that will make a difference in improving higher education. ~~As a public official, I want to recognize the hard work that it will take to~~ ^{to bring back to your campus} implement this national agenda and I look forward to promoting the recommendations that will be set forth not only for education, but for our business and government leaders.

~~And I urge you to stay involved.~~ ^{Only by} It is in your local caucus sessions where a lot of the important work of this initiative will ^{working} take place. I encourage you to get involved in this kind of grassroots activism where the ^{together} voices of all of us can rise in a crescendo, a chorus to be heard by people who make ^{and} decisions and move higher education in America forward. ^{raising} ^{our} ^{voices} ^{in one} ^{together} ^{can} ^{make} ^{our} ^{voices} ^{heard}

This is an extraordinary moment in history as we begin the 21st century. We can choose to honor the past and imagine and build a better future, or we can allow complacency to set in and close our eyes to the work that is yet to be done. I urge you to be part of imagining and building a better future!

(Running Time: Approximately 3 minutes)

Hello Everyone,

As long as it's just me get

Planned to welcome you to W.L. W.V. and Tschupf.

University of Minnesota Teleconference:
Women's Lives, Women's Voices, Women's Solutions

Hello everyone and welcome to this first ever teleconference of Women's Lives, Women's Voices, Women's Solutions. As honorary chair I am proud to join all of you in this important discussion on women in education. I ^{commend} ~~also want to thank~~ the University of Minnesota for its leadership in developing this event. And I want to thank all of the colleges and universities for ^{joining} ~~their participation in this~~ effort to raise women's voices on campuses, in classrooms and in faculty rooms across our country.

There is no better time than the beginning of a new millennium ^{to consider how far we have come} ~~I think it is particularly fitting that at the beginning of this new millennium we have come together to address the issue of women in education.~~ I am amazed at how far we have come in ^{100 years. Just imagine a century ago, women did not even have the right to vote. Our access to a college level education was limited, with most women attending in the hopes of finding a husband and access to graduate or professional school was virtually cut off. Even when I was in college and law school, there were but a handful of female students and it was rare to find a woman professor.}

^{women have come and how far we still need to go} ~~These things have changed. Now however, more and more women are taking their rightful place in the halls of academia. Due in large part to the landmark Title IX and our own determination, we have a lot to celebrate. Today more than half of all college graduates are women, 43% of law students are women, 38% of Med. school students are women, and 36% of business school students are women. And, most impressive is the number of women professors is at the highest level it has ever been - 33%.~~ ^{handful Entire occupations + professions were closed to women} ~~than one out of three professors on campus today are women.~~

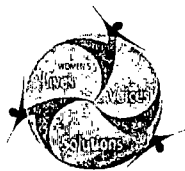
^{But} ~~Despite women's increased presence in academia we know that there are more challenges to be faced. And that is why this conference and your participation is so vital. You know that we must fight to close the pay gap between women and men. You know we must fight to end sexual harassment and discrimination towards students and teachers alike. And that we must fight to ensure women are tenured at the same rate as men. And that we must fight until all the doors of all academic disciplines are open to women. By convening like this, you will be able to create solutions to these challenges that will bring about profound changes in women's lives allowing us to raise our voices even higher.~~ ^{that there still more doors to be opened + more}

So thank you for what you are doing and will continue to do. I wish you all the best and I look forward to hearing the outcomes of your caucuses and this conference. Good luck and Godspeed.

^{we know that all across America, I still make 25¢ for every dollar earned by men. This true everywhere from the factory floor to the college campuses and that is unacceptable.}

**Women's Lives, Women's
Voices,
Women's Solutions:
March 27 - 29, 2000**

Teleconference Overview



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Questions:

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The national teleconference **will be hosted at the University of Minnesota on March 27 and March 29, 2000** and will be accessible by any college, university, or interested group with access to a satellite dish. The teleconference will include:

- Live keynote speech and moderated panels
- Caucus sessions focused on developing clear action strategies conducted at each site across the U.S.
- Regional ITV site panelists participating live via satellite
- Real-time feedback between panelists and satellite sites, with a focus on effecting policy and further collaboration
- Recommendations and implementation strategies to be included in the national agenda for women in higher education

The University of Minnesota site will also feature a full three days of conference activities in addition to the live teleconference.

This conference is designed to be transformative, having a significant, long-lasting impact on women in higher education and the institutions where they work and learn. It will provide a forum for women and men in higher education across the nation to:

- Explore ways to access women's talents by building upon the strengths of our diversity, breaking down barriers, and creating campus environments that allow all people to work up to their full potential
- Develop new ways of working together in a multicultural world
- Share best practices and form collaborations and supportive networks
- Discuss how colleges and universities can better support women as teachers, workers, learners, and creators of knowledge
- Create a national agenda for women in higher education

The conference will signal the beginning of a national initiative to improve campus climates for women students, staff, and faculty across the country. Developed by a broad base of students, staff, and faculty within the nation's colleges and universities, the resulting agenda can be used as a roadmap for institutions that seek to improve campus climates and the status of women in higher education.

UNIVERSITY OF MINNESOTA

National Teleconference for Women

c/o Office of the Associate Vice President for Multicultural and Academic Affairs
and Office for University Women

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7/8/99

In June 1997, you held an event celebrating the 25th anniversary of the signing of Title IX of the Education amendments of 1972. At this event you received a report on progress made under Title IX, and signed an executive memorandum strengthening Title IX enforcement and applying Title IX's nondiscrimination principles to federally conducted programs.

Title IX, one of the nation's landmark civil rights laws, was enacted by Congress to eliminate sex discrimination in all aspects of American education – in the classroom, in course offerings, in the school workplace, and on athletic fields. Title IX has removed many barriers that once prevented girls and women from pursuing the educational opportunities and careers of their choice.

Since its passage, Title IX has helped bring about profound changes in the American educational system:

- The number of females participating in high school sports increased from 294,000 in 1971 to over 2.4 million in 1996-97.
- Today, more than 125,000 women participate in intercollegiate athletics. This represents a fourfold increase since 1971.
- In 1972, women constituted 15 percent of college student athletes. By 1995, the women's participation rate more than doubled to 37 percent.
- When Title IX was enacted in 1972, 9 percent of professional degrees awarded in medicine went to women; in 1996, 41 percent of M.D. degree recipients were women.
- Women in 1996 accounted for 43 percent of professional law degrees, up from 7 percent in 1972.
- In 1971, only 14 percent of doctoral degrees went to women. In 1996 that figure increased to 40 percent and the number of women earning doctorates continues to increase.

33.8% of women
are professors

parallel 173e
728.7648

Website

www.own.edu/women/wetw.html

-Confine-

Detail Teleconference to kick off initiative for
status of women in higher ED.

USD Site will conduct census surveys 5-10k across 21.

1

- Pages {
- Welcome remarks HRC (Women Voter, angry ourselves, its the 24th cent)
 - Remarks by Tenet Cole.
 - Panel

Action: Faculty, students, support staff, Policy making

* create a road map for women in higher ED.

what are challenges

Very bit of its kind interactive Teleconference

~~28~~

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Women's Equality Summit at the National Education Association

Remarks by First Lady Hillary Rodham Clinton
Washington, D.C.
March 15, 1999

Thank you so much. I am delighted to be here in front of all of you. As I look around this room I see so much energy and commitment and leadership, and it is a very exciting sight to behold. I want to thank Laura not just for that introduction, but for the work she does every day on behalf of issues that affect women and men, that affect people who deserve to have their voices heard to make sure that how they live and the needs of their lives are taken into account in our political system. And what Laura and her organization have done over the last 20 or so years now is to help give low-income women the tools they need to become their own best advocates. That is really our goal here -- to see how we can continue to work together to empower women to make decisions that are best for them and their lives.

And there are many people who we have to thank in this gathering: Susan Bianchi-Sand, I want to thank you for your hard work and your leadership; Ellie Smeal and Pat Reuss, for their tireless work in organizing this Women's Equality Summit. And we are grateful to the NEA, Bob Chase, and the entire leadership for letting us meet in this beautiful auditorium.

➤ It is very fitting that we would be gathered here at the end of this century that has seen so many changes in women's lives. I'm just marveled when I think back about what women's lives were like at the beginning of this century. We couldn't vote. We were likely to die in childbirth or earlier from an infectious disease or some other kind of ailment. We were not permitted to hold many professional positions or jobs that were available to men. We were not given the full range of educational opportunities that we now take for granted.

Although the laws were slowly changing, they had not changed enough. So women were, in many respects, living in the worst of both worlds when it came to work because the women who did work outside the home worked very, very hard. There is a great myth about women only having begun working recently, and until that African American women who...(inaudible).

There are many changes that we can all be grateful for, and we can thank those who came before us. I was privileged to speak in Seneca Falls for the 150th anniversary of the Declaration of Sentiments. And when you think about the work that those women did -- knowing that they probably would not see the fruits in their lifetime, that they were advocating for such radical changes: the right to vote, to inherit property, to be able to be the custodian of one's children in the event of divorce -- the things that we now can look back and thank them for.

But they were doing it not for themselves, but for the next generation and generations of women and men to come. Because these issues that we are talking about -- which we will be addressing in this next year and particularly in this Congress -- which have brought us together in this gathering today, they do have a disproportionate effect on women. But I want to make it very clear that these are human issues. And I say that because there is a recent trend in political commentary claiming that talking about child care or after-school care or the impoverishment of women on Social Security -- that addressing those issues somehow leads to the feminization of politics. Now I'm not against that, but I think it is fairer to say that we are attempting to bring about the humanization of politics.

Now you will hear from three women in a minute who have a lot of expertise and who will address specifically some of the issues that I'm going to just touch on. And they are three women whom I admire and call my friends: Secretary of Health and Human Services -- the longest serving secretary -- Secretary Shalala; and of course, those who follow what happens in Washington, we know also a crimebuster. The Secretary of Labor who has done a superb job in bringing to the table issues that affect pay equity and workers' rights and safety and occupational health -- a woman who served a great position in recent Democratic administrations, but particularly in the White House during the first term of the President and then as the Secretary of Labor, Alexis Herman. And Barbara Kennelly -- I don't know if there is anyone here who is lucky enough to be represented in Connecticut by Congresswoman Kennelly, but for our first contingent, I'm sure it's represented here. But Barbara Kennelly served for years on the Ways and Means Committee, and while there she was a very strong advocate for fairness in government programs, particularly Social Security. And I'm delighted that she has been asked and that she has accepted the very important position in these times to be counselor to the Social Security Administration. So we're delighted to have her expertise here today.

I believe that some of you participated in the 1997 Women's Economic Leadership Summit in the White House, and today those of you who were there and those of you who have come to this meeting are building on the blueprint that many of you laid out at that important gathering. And the participants that are here represented by the National Council of Women's Organizations have a special responsibility because you are really standing in for congresswomen who couldn't be here -- certainly women whom you may know, whom you work with, who are in organizations that are part of your advocacy network -- but you're also standing in for women who will never know your name, will never know the name of your organization, will probably not know much about the debate that's going on here because they are struggling vitally to keep body and soul together. You know, they're getting up, getting kids off to school, getting to clock in on time, getting to the office on time, trying to figure out what happens when their child care arrangements fall apart, struggling to be paid equitably for the work that they do. They are there on the job, building America and taking care of the next generation of Americans, but they are not fully participating in the political process and they therefore -- as we always have in America -- are going to rely on people who understand them, empathize with them, and can represent them as you do so well. So this is an important gathering for those who are here, but it may even be more important for those who are not here, because many of the issues that we are talking about here

today are ones that hold special meaning for people who are really struggling, who are trying to make sure that they have their shot at the American dream in the years to come. And the decisions that are made in Washington will, in very large measure, impact on how well they are able to do.

You know, sometimes I am a little bit taken aback and even bewildered when I hear people talking about politics as though it were the problem of somebody else, somewhere -- when we know that it is grassroots activism, it is citizen participation, it is the voices of all of us that have to rise in a crescendo of chorus to be heard by people who make decisions, that really has always made America move forward. If politically elected leaders were left to themselves, we wouldn't have suffrage, we wouldn't have a lot of the changes that happened at the end of this last century and the beginning of this next. Those were not ideas that flowed from the very closely held power of elected office; those were ideas that came from the grassroots by people just like us. And it is because of that that it is critical that we once again re-energize the women of America and the men to understand what it will take to move into this next century with the kind of confidence and energy that we should have. Because just think about the relative handful of women and their male allies, at the end of the last century, who made so many of the reforms possible that we have come to take for granted.

I recently read the galleys of a new biography of the early years of Jane Addams. She forged a new pattern, along with other women who were like-minded, who fought and struggled and advocated for legislation that would get children out of factories, give women a decent shot at a 40-hour week, not a 60- or a 70-hour week. They cleaned up the slums of Chicago or New York or a lot of our other cities where immigrants were just herded in and tried to be kept in their places. So there was a lot of work -- important work -- that was led by, that was given voice by women at the end of this last century.

I think we have just the kind of opportunity to do that again now. Because look at the situation we're in. We have a lot of blessings to be grateful for right now in our country. I'm very pleased that we have the kind of economic recovery that has made it possible to create many new jobs. I am pleased at how we are beginning to see the fruits of those economic changes really spread into the lives of people who are left out or marginalized. I'm delighted by what I hear about the expansion of health care to children that was passed through the balanced budget. I rejoice in the declining of crime throughout our country because we adopted new strategies and people work together at the community level. So we have a lot to be grateful for, but that is not just a time to rest on our laurels, that is a time to say, "Well, what do we do with those blessings? How do we make sure that they are truly, really, once and for all embedded in the bedrock of our society, and then made clear that they are available to everyone?"

Well, there are some particular issues that we have to be addressing right now, and we finally have the tools and the resources -- if we can summon the political will -- to address. Now what are some of those issues? Well, clearly, the debate about the Social Security system is going to be one that will have profound effects on how we live into the next century. Social Security

was, first and foremost, not a legislative program, not an economic decision; it was a statement of values. How will we treat people as they age? How will we take care of them in their later years? What kind of society will we be if we turn our backs on our mothers and fathers and our grandmothers and our grandfathers?

So we took that value statement and put into effect a program. The Social Security program is our nation's solemn pledge that Americans can and will grow older with dignity. It's a commitment that our parents and our grandparents have been able to rely upon. But it is not just a retirement program, and this is a particular point that I wish to stress today -- almost one-third of the beneficiaries of the Social Security system are not retirees, but they are severely disabled workers, they're children, survivors of workers who've died in an untimely manner, including millions and millions of young people.

So in a very real sense that statement of values should be expanded beyond what we usually say -- namely, that it is a pledge to our older citizens -- to really be seen as a pledge that there will be a family protection system to guard against what a wonderful man some of you may have known and worked with, Arthur Fleming, used to say, "to guard against the hazards and vicissitudes of life." And whenever I would hear Arthur say that in his inimitable manner as he stood on the front lines of social justice for 90 plus years before his death a few years ago, I used to think about how, as you're younger, you don't think about hazards and vicissitudes often; as you get older you think more about hazards and vicissitudes. And there are so many young people who have been protected by and who could benefit in the event of a tragedy or catastrophe, that may not even know that.

One of the messages that I would like to see us get out through our grassroots efforts is that this Social Security system, this family protection system, is just as important to someone in their 20s as someone in their 80s. There are many of you, as I look out, who are more in the category of 20s than 80s, and you and your friends may not know what the Social Security system means to you. I've heard many stories about young people who have suffered serious accidents, or the death of a parent, who have been able to go onto college, been able to have a decent standard of living because of the Social Security system. Just today I met a woman from Silver Spring, Maryland. Ruth is a widow whose husband died when she was only 39 years old -- something she certainly never expected -- leaving her with two small children to raise. She now receives her own retirement benefits as well as a portion of widow's benefits. She's been able to send both of her children through college.

I met a young man, just 31, who had a debilitating stroke -- something he never could have dreamed of. And thanks to Social Security, he was able to piece together enough resources to keep his family in their home and to keep living as they had lived pretty much before the stroke.

Now I would imagine that there are many such stories in this room, and those stories should be told. Because it is really by stories that we identify more and learn more about what it is that we are trying to save or promote or protect. Just saying Social Security may not ring a bell;

talking about an elderly relative or a young friend who has had a disaster, by whom we can then make Social Security seem alive, is a much clearer way to make the point.

There is another way which Social Security is a family protection, and that is that were it not for Social Security, half of all American women over 65 would be poor. Now think about that. And what I've tried to do is -- as I travel around or even sometimes as I look out the window of the car I'm in -- I look at women and I think to myself every time I see a woman over 65, and then another one, that one of those two, were it not for Social Security, would be impoverished. That's a stunning statistic. And it means -- as I know it would mean in your life -- that were it not for Social Security, many of us would be supporting our parents. We would take them in, we would do what we needed to do to try to provide the resources they required to stay above poverty, to live as comfortably as we could afford. And that would cause a lot of difficult decisions in our lives, wouldn't it? There would be many families who would have to choose between supporting a parent -- an elderly parent -- and sending a child to college.

It becomes even more pronounced if we add Medicare into that equation, because most families already try to do everything we can emotionally and financially to support an older relative in whatever way is necessary. And particularly when it comes to health care we would certainly do all we could to make sure that a mother or a father or a grandparent had the health care that was needed. And that would mean an economic responsibility and an economic burden that we would feel required to shoulder.

So in a very real sense, Medicare and Social Security say to our older people: We're going to help you remain independent, and by helping to support you because of what you've done for our country -- the families you've raised, the jobs you've held, the incomes that you've contributed to the United States, the wars you've fought -- we're going to help, as a nation, to support you. And by doing so, we're going to free up the resources that might otherwise have to come directly to you from your family, so that they can do what you did -- raise the next generation, send their children to college, hold down the jobs that enable them to move forward.

So this is in a very real way, a totally interdependent system. And it needs to be seen in that way, because once it is seen in that way, then the debate about Social Security is not some abstract discussion that affects older people, the debate about Medicare is not somebody else's health care needs; it is how we all take care of each other and how we each fulfill our obligations to both the younger and the older generation.

And when the President proposed in the State of the Union that he wanted to set aside a large portion of the budget surplus to preserve and strengthen Social Security well into the 21st century, it was a way of saying, "Let's take this money that we have been able to save because of budget decisions -- tough budget decisions that were made earlier in this Administration -- and let's use it to start solving a problem that if we solve now, will be easier and less expensive to address, and if we wait, will become more difficult and more costly to address." That 62 percent figure that the President said would be necessary to take from the surplus and use for Social

Security would go a long way towards strengthening the system.

With respect to Medicare, he proposed 15 percent of the surplus to help expand and extend the life of Medicare. And that too is a way of saying to older Americans, "We want to ensure that your health needs are met." Because, after all, if we are able to expand and extend Medicare, we will be providing health care to older Americans who are the most expensive people in the system -- which is just a natural cause of aging -- but for whom the provision of Medicare is getting increasingly more cost-effective. Thanks to HHS under Donna Shalala's leadership, we are beginning to really see tremendous progress in getting the fraud and the abuse and the waste out of the Medicare system. But we already have a very low administrative cost in Medicare. So a dollar in Medicare actually goes further in providing real services to patients than a dollar in private insurance where money has to go to overhead, profit, and things like that. So Medicare -- if it is handled correctly -- can be there well into the future for all of us.

Now that is not the place to stop, however -- although that will be probably the most contentious and difficult of the debates we face as we close out this century. But I see it is a continuum of the work that Jane Adams and others started a hundred years ago to get to that point where Social Security remains safe and secure, and where Medicare is there for all of us as we reach our older years.

But one of the ways we could make life easier for women and families right now is to do more to close the pay gap between men and women. The AFL-CIO just released a report that highlights the critical importance of equal pay, and makes clear that we all pay a high price when equal pay is denied. According to the study, an average working family loses more than \$4,000 a year because of the wage gap between men and women. Now that not only hurts women, it hurts single mothers, it hurts working couples, it hurts families, and it hurts our nation's economy. And then, in this interdependent web that we are all part of whether we admit it or not, it hurts our Social Security payments. Because if we don't get paid what we're entitled to be paid, then when we retire, our Social Security payment is less than it should be. So all of this is connected with the very fundamental goal of providing economic security to working people and retired people.

The study also found that over half of the two-earner and single mother households across the country now living in poverty would be lifted out of poverty if equal pay policies were enacted and enforced at the state level. Now that is a stunning statistic. Again, let's just put a mental picture in our heads. I have stood at factory gates with people coming to work at five o'clock in the morning with little babies -- and pick-up trucks that had to be then driven somewhere -- until they could be taken to day care or school. I've been in lots of offices where young women and older women are working very, very hard, and I've seen a lot of people who are working hard -- 40 hours a week -- and still below the poverty line. Now that is something that should be unacceptable in America. Everybody who works full time should have a wage that is above the poverty line, and we could get closer to that goal if we enforced equal pay. Now that is just a simple question of fairness and equity with great economic consequences.

Now there is another piece of this economic security pie, and that is what do we do to make sure that women and men who are raising families have the supports they need so that they're able to do the best job they can at home and at work?

Now just a few weeks ago, I was in Brooklyn at a YMCA where I had a fascinating and moving roundtable with six women. There was a single mom there who has really worked her way up in the corporation where she is employed. She now makes \$30,000 a year -- she gets no child support from the father of her child -- so that is the income that she is using to raise her son and support herself. Now after she pays taxes and rent and utilities and food and all the things we have to pay for, she has no money left to afford child care because she makes too much money to qualify for subsidized care. I see lots of heads nodding. And that is the case of literally millions of women around our country. And so this woman is in a state of constant anxiety as she tries to juggle where to put her son and make sure that her child care arrangements don't fall apart, because she can't afford to lose this job that she has worked so hard to achieve.

Now we need to do better and do more in this country to make sure that every working parent has access to good quality, affordable child care. And I'm pleased that tomorrow there will be the introduction of some pieces of legislation. I believe Representative Ellen Tauscher of California and Representative Ben Cardin of Maryland will be introducing important child care legislation and holding the first child care hearing. Now I hope that these initiatives signal that we are going to get some action on this issue.

We're also fighting to dramatically increase after-school programs so that working families don't have to worry about where their children are in the hours between 3 and 6 p.m., when so many problems arise with kids -- the times when more crimes are committed and more other kinds of difficulties occur.

We're also committed to expanding and extending the Family and Medical Leave Act so that more working families can take time to care for their sick child or aging parent -- and still keep their jobs.

Now this is just part of a broad agenda for working men and women, and for working families, so that we can begin to make good on the promises that the end of this century hold out to us. I am so pleased that I could be standing here in 1999 before this audience of advocates and people who understand what's happening in the lives of Americans, and talking about what we have to be grateful for. But I hope that in the next couple of years we could have a similar meeting where we talk about what we've achieved on the rest of this agenda, so that we will be able to look back and say we have made good on the promise of Social Security and Medicare; we finally have a system of affordable, quality child care and after-school care; we have paid attention to our public schools; we have given our public schools and their teachers the support, the dignity, and the respect they deserve to have to do the most important job.

Now it is never easy, and this is an ambitious agenda. But I am very confident we can

achieve these goals. I'm also very sure it will be difficult. But as I look back on this century and I think about the achievements that have really moved us forward as women, as Americans, as human beings, I know that it takes concerted effort. I know that it takes a lot of people making their contributions.

As I read this Jane Addams' biography, I encountered the names of women whom I have not heard of before, women who are critical to doing things like the first garbage inspection tour of a ward in Chicago to force the political leadership to clean the garbage up out of the alleyways and off the street corners; and there was a woman who got into a cart every day and she went around and took notes about where the garbage was. Well, that led to changes in how garbage was collected. It led to public health changes about how we understood what spread disease and what hygiene meant. And so I saw the names of people that may not ever have their own biographies written about them, but who were part of a movement that made a difference in our lives.

Now we're having at the White House a series of Millennium lectures and events under the theme of "Honor the Past -- Imagine the Future." Well, yes, we can and should honor the past. We should especially honor those women and men who were on the forefront of change, often at great cost to themselves. Think of the names that they were called, think of the isolation that they suffered, think of the fingers that were pointed at them because they stood up for women's suffrage or they were the first to try to get a job that others had held before and only men were permitted. Think of all those people and, yes, let us honor the past. But we also have an equal and, I would argue, an even greater obligation to imagine a future where the work of the past and the work of the present combine to create changes that will truly set the stage for the kind of country and world we want to inherit in and live in. Each of you is playing a role in that, and I am grateful and thankful that you are standing in the shoes of those who have come before. And who knows? In a hundred years someone may be standing here, or probably in a virtual room somewhere, talking about some of you and also talking about all of you -- some by name -- but all because you have made a decision to help set us on the right course for the future.

Thank you all for having me.

about singing
small the opportunity
to grow up and
be what she wants
to be

**FIRST LADY HILLARY RODHAM CLINTON
VIDEOTAPED REMARKS FOR U.S. DEPARTMENT OF EDUCATION
SATELLITE TOWN MEETING
JUNE 21, 1996**

I am delighted to take part in these exciting conversations about the future of education, hosted by Secretary of Education Richard Riley and Deputy Secretary Madeleine Kunin. The Satellite Town Meetings present a wonderful opportunity for parents, teachers, students, administrators, businesspeople, community leaders, and others who are concerned about their local schools to discuss how we can help our children reach their full potential.

Today's topic, gender equity in education, provides an excellent opportunity to raise awareness about the educational challenges facing girls and young women. While girls begin first grade with skills and ambition similar to boys, by high school many have suffered a loss of confidence in their academic abilities. And far too many girls lag behind boys in higher-level math, science and technology achievement. Whether it is lower expectations, a lack of understanding of their learning style, or gender stereotypes that cause these disparities, we need to do more to help girls achieve academic and personal fulfillment.

I am proud that the Clinton Administration has made a firm commitment to improving the educational experience of girls. The Department of Education is working to increase the leadership capabilities of young women and girls by providing leadership grants. And it is working to improve gender equity in math, science and technology by training teachers to be sensitive to the different learning styles of girls and boys. Even more importantly, the Administration has launched an effort to encourage greater family and community involvement in education.

Education is the gateway to the American Dream. As we enter an increasingly global and technological age, it is incumbent upon us to provide all our children -- boys and girls -- with the knowledge and skills they need to lead our country into the 21st century. Thank you for doing your part to make that happen.

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VIDEOS

Date: February 14, 2000
Time: 5:30
Location: 459 OEOB
From: Eric Massey

I. BACKGROUND

Tamotsu/Fashion Institute of Technology

You have been asked by fashion designer Tamotsu to introduce him at this year's SUNY Fashion Institute of Technology awards dinner. Tamotsu is being honored by FIT for his contribution to the school by way of financial donations, lectures and an internship program he established at his studio for FIT students. This is one of FIT's semi-annual fundraising drives and draws an audience of about 500 people. The audience includes people from the fashion industry, local politics and FIT.

You have met Tamotsu on several occasions at the White House and your wardrobe includes many of his suits. The event takes place on March 1, 2000 at the United Nations in New York.

University of Minnesota Women in Higher Education Teleconference

As Honorary Chair of the University of Minnesota's teleconference on Women in Higher Education you have been asked to provide opening remarks on the importance of the conference as well as the status of women in higher education. The role of the conference and the ensuing break-out sessions is to shape a national agenda on how to overcome the barriers that still exist for women (students and teachers) in universities. Issues ranging from equal pay to tenure. While the University of Minnesota is hosting the conference, schools from around the country will be plugging to participate in via satellite. The anticipated audience number is at 1000.

Your video will open the conference, which is taking place on March 27, 2000.

World Bank Girl's in Education Recognition Reception

On February 28, 2000, the World Bank's division of Education will be holding an awards reception at the Omni Shoreham Hotel in DC to recognize the progress developing nations have made in Girls' Education. They have asked that you record a video greeting to congratulate the countries and to talk about the importance of girls' education around the world. Your video will most likely open the program and play to an audience of 350 people.

**First Lady Hillary Rodham Clinton Videotaped Introduction
of Designer Tamotsu at the 2000 FIT Awards Dinner
New York, NY
March 1, 2000**

When I was asked to present Tamotsu with this award, I was truly honored – and truly delighted. Like so many of his fans, one of the reasons I love wearing Tamotsu's clothes is not just because I love his designs, it's because I admire him as a person. Every time I meet him, I am reminded that you can't separate the understated style, charm and elegance of his clothes from his personality. They're one in the same.

We're here tonight not only to salute his timeless designs, but to salute his commitment to FIT, to education, and to those designers yet to come. In this industry, one of the best ways to learn is through mentoring. No one knows this better than Tamotsu. Every year Tamotsu opens his door to FIT students and invites them to work and learn at his side. And by example, he is inspiring a new generation of designers to carry on his tradition of excellence, humility, and hard work, and quality craftsmanship. And for that we owe him our deepest gratitude.

So ladies and gentlemen, it gives me great pleasure to introduce my friend, and one of the world's most admired designers, Tamotsu.

**First Lady Hillary Rodham Clinton Videotaped remarks for the University of Minnesota
Teleconference: Women's Lives, Women's Voices, Women's Solutions
Minneapolis, MN
March 27, 2000**

Hello and welcome to "Women's Lives, Women's Voices, Women's Solutions." I am pleased to serve as honorary chair for this landmark event and I commend the University of Minnesota for leading this important national initiative. I am also delighted that so many colleges and universities across America have joined forces to envision and build a better future for women in higher education.

I am always amazed when I think that the history of women in higher education is a relatively short one. Just a century ago, it would have been difficult to find more than a handful of women in academia. And it wasn't until the Civil Rights Act of 1964, Title IX, and so many other triumphs of that era that women by the millions started taking their rightful places on our college campuses.

How we have made up for lost time! Today, more than half of all college graduates are women. Four out of 10 law and medical students are women. More than a third of business school students are women. And one in three professors on college campuses today is a woman -- that's the highest level it's ever been.

But we all know that there are still more doors to be opened and more glass ceilings to be shattered. We know that even today, working women still make 75 cents for every dollar earned by men. And as the MIT study showed us last year, the pay gap is not a myth -- it is a very real problem on our college campuses. We know that the ranks of tenured professors aren't what they should be either -- less than 14% of all full professors are women. So we cannot rest until we've conquered gender discrimination in all its forms. Until women everywhere can reach their greatest God-given potentials in the classroom, in the workplace, and at home.

That is why this conference -- and your participation -- are so vital. I hope you will share freely your experiences and your thoughts about what has worked and what hasn't to address the concerns of women as workers, teachers and students on our college and university campuses. And I wish you well as you incorporate all these insights and ideas into a national agenda for women in higher education in the 21st Century.

I urge you to stay involved. Always remember that progress begins at the grassroots -- among citizens committed to making their voices heard. Together, we can make a difference and build a better future for women and for our country. Thank you and have a great conference.

**First Lady Hillary Rodham Clinton Videotaped Remark for the World Bank's Girls'
Education Recognition Awards
Washington, DC
February 29, 2000**

Good evening. I am delighted to join the World Bank in welcoming all of you to the Girls' Education Recognition Awards. I only wish I could be there in person to congratulate all of you and especially tonight's honorees, the District Primary Education Program in India and the Female Secondary School Assistance Program of Bangladesh, for raising girls' voices in classrooms and communities around the world.

Your work has made it clear: When we educate a girl, we improve the health and life expectancy of women and their children. We decrease poverty. And when we educate a girl today, we are creating a leader tomorrow. A leader in the family, community, and country. A leader who is maybe a teacher, a doctor, or a mother of a healthy and educated child. A leader who is working hard to lift up her life and the lives of her family.

As the World Bank has often said, in developing countries today, education provides the highest rate of return of any investment. And that is especially true of girls' education. I have had the privilege of seeing this first hand. In Morocco, I have visited villages where teachers were working very hard to persuade more parents to enroll and keep their daughters in school. In Guatemala, I heard about afternoon school sessions to accommodate girls who have domestic or agricultural work in the mornings. And in Nepal I visited a school for former child laborers, who were learning to read and write for the first time in their lives.

Clearly we have a lot to celebrate. But our work is not yet done when 90 million girls are out of school. It is not yet done when 900 million people are illiterate, and more than half of them are women. And our work is not yet done when girls still drop out of school at a much higher rate than boys. You have shown us the obstacles that keep girls from their educations and their dreams. Some are cultural. Some are economic. Some are legal. All of them can be overcome if we come together – just as you have done today.

So, thank you all for working tirelessly to give every girl the chance to live up to her God-given potential. Thank you for making it clear that we can only strengthen communities and nations if we educate girls and women. And thank you for all you've done – and all you will do – to ensure that no girl will ever be left behind in our 21st century.

Congratulations again to tonight's honorees. I hope you all have a wonderful evening.

February 14, 2000

Greeting for the American Income Life Insurance Company's (AIL) Labor Advisory Board

Date: February 16, 2000
Location: Fairmont Hotel, New Orleans
From: Neera Tanden
Kara Hughes

I. PURPOSE

To tape a video greeting to the American Income Life Insurance Company's (AIL) Labor Advisory Board to be broadcast at their annual convention.

II. BACKGROUND

Background

The American Life Insurance Company's (AIL) Labor Advisory Board invited you to address their annual convention and deliver brief remarks.

American Income Life Insurance Company (AIL)

American Income is recognized as one of the significant carriers of supplemental insurance in North America. Headquartered in Waco, Texas, American Income is licensed in 49 states, the District of Columbia, Canada, Puerto Rico, the Virgin Islands and New Zealand with plan to expand to other overseas markets. Ranked among the top 100 individual life insurance companies in the country, AIL's annual life premium exceeds \$205 million. In addition, AIL pays out more than \$71 million in life and health benefits to policyholders and their beneficiaries.

AIL Labor Advisory Board

The AIL Labor Advisory Board works to provide substantial financial assistance to labor and labor-related causes, and develops programs to best meet the needs of union members and their families. Membership of the Advisory Board constitutes neither an endorsement of American Income Life Insurance nor its products. As an obligation for membership, the Board is asked to provide guidance on how AIL can serve the best interests of their respective members and the labor movement. Labor Advisory Board members recognize that AIL is a fully organized, 100 percent union company that offers supplemental insurance plans primarily to union members. AIL is honored to be among those "all-union" companies cited by the AFL-CIO Union Label and Service Trades Department.

Bernard Rapoport is the Chairman and Founder of AIL and President of the AIL Labor Advisory Board.

III. PARTICIPANTS

The audience will consist of American Income Life Insurance Company employees, AIL Labor Advisory Board members and related labor leaders.

AIL Labor Advisory Board Greeting

Hello everyone – and thank you for giving me this opportunity to join the members of the American Income Life Insurance Company's (AIL) Labor Advisory Board for this important gathering in New Orleans. Let me begin by sending a special greeting to my friend and your chairman, Bernard Rapoport, and to the members of the AFL-CIO Executive Council who are with us today.

The AIL Labor Advisory Board is a testament to the vitality, the strength, and the future of the modern labor movement in America. Every day, you set an example as to how labor and business can work together on behalf of our families. I thank you for your unparalleled commitment to working families.

And I thank all my labor friends who have supported my candidacy for the United States Senate from New York. As I said at my announcement speech earlier this month, I believe that politics is the art of making possible what appears to be impossible. We can do what seems impossible if we have the vision, the passion, the will to do it together.

And we've seen what's possible in the progress we've made over the last 7 years. Thanks to you and all those who stood together, we have the lowest unemployment rate in a generation, the lowest welfare rolls in 32 years, the lowest poverty rate in 20 years, nearly 20 million new jobs, and the longest peacetime economic expansion in history.

Because of your leadership, we've raised the minimum wage. We've lowered taxes for millions of low-income working families by doubling the earned income tax credit. We've put Family and Medical Leave on the books.

I am proud and grateful to have been a part of all this progress. I've spent 30 years trying to improve the lives of our working families. And I am convinced we can move on from here to meet all the challenges that lie ahead. We can strengthen our families. We can protect our children. We can improve our schools. We can provide health care and good jobs to all our citizens.

I am running for the United States Senate because I believe we can do all this together. I believe that when people live up to their responsibilities, we ought to live up to ours to help them build better lives. It's the "basic bargain" we owe one another.

That's why I'll be on your side in the fight to fulfill that basic bargain.

I'll be on your side in the fight for a real increase in the minimum wage, an expanded Earned Income Tax Credit, and equal pay for every woman in every job.

And I'll be on your side wherever and whenever there's a fight to strengthen the labor movement. You can count on me in any effort to bring union members and businesses together to boost our economy and improve the lives of working families.

So I thank all of you for your commitment to the issues we care about. I thank you for your support. And I look forward to working with all of you in the months to come.