

EW

FYI to all
DPC Staff
From EK

Have
I will have

THE WHITE HOUSE
WASHINGTON

October 18, 1997

MR. PRESIDENT:

Please note that many of these
proposals are still in the formative
stage.

Phil Caplan

THE PRESIDENT HAS SEEN
10-21-97

Copied
Reid
Kagan
COS

Bruce

I like them very much
and would like to meet up
you + Clinton + others etc
want to be there soon to
discuss them + a couple of
specific dialogues/interactions
on school/workplace

Alexis
Mosier

10-21-97

DPC Race Initiative Policy ProposalsEducation

✓ Teaching Initiative -- Previously announced proposal to prepare and recruit teachers for high-poverty urban and rural communities.

✓ Urban Education Initiative -- Select 15-20 urban school districts as Education Opportunity Zones, which would receive additional monies for implementing a program of standards-based school reform, including measures to promote public school choice, end social promotions, remove bad teachers, and reconstitute failing schools. The Department of Education has requested \$320 million for FY 99 for this program.

✓ School Construction Proposal -- Support our own proposal from last year; the Daschle-Gephardt bill; or an alternative approach.

College/School Partnerships -- Propose a grant program to promote strong partnerships between colleges and high-poverty middle and high schools. Through these partnerships, colleges would encourage students to take demanding courses, while providing academic enrichment and intensive mentoring, tutoring, and other support services. The Department of Education has requested \$200 million for FY 99 for this initiative.

✓ Communications Strategy for Maintaining Diversity in Higher Education -- Issue departmental report and give speech or town hall on the value of diversity in higher education; identify and highlight effective outreach and recruitment efforts in report and/or speech; invite educational leaders to White House to discuss the importance of the issue. Do not become Admissions Dean-in-Chief (i.e., do not recommend or endorse particular admissions criteria or strategies).

Attacking Racial Separation Within Schools -- Department of Education report on best practices for helping students reach across racial barriers; grants to support model projects.

Economic Empowerment

✓ Empowerment Zones, Round 2 -- Announce the Second Round Empowerment Zones designees. (There is some interagency dispute about the timing of this proposal, given our inability to come up with grant money to complement the tax incentives.)

✓ Housing Portability -- Announce package of proposals including expanding the home ownership voucher program, encouraging the use of exception rents to open suburban housing markets, eliminating obstacles to portability of Section 8 vouchers, and reducing mortgage denial rates for minorities by working with mortgage and real estate industry.

✓ Fair Lending Initiative -- Announce initiative that might include an examination of

Teaching Initiative
College/School Partnerships

College/School Partnerships
Project 1, 2, 3, 4, 5, 6, 7, 8, 9, 10
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Work through
Congress

10-21-97

✓ certain lending practices on minorities' access to capital, measures to improve the collection and analysis of data on loan denials, and increased resources for testing and enforcement (see below).

✓ Transportation Infrastructure Development -- Propose tax reforms to stimulate spinoff development from transit projects and aid development of urban intercity bus facilities.

✓ *yes!* Assisting the Unbanked -- Announce the electronic funds transfer regulation, which may bring up to 10 million individuals into the banking system.

Health

✓ *Must?* Initiative to Reduce Health Disparities -- Adopt multi-faceted program, largely focused on education and outreach, to reduce racial disparities in heart disease and stroke; breast, cervical, and other cancer; diabetes; infant mortality; AIDS; and immunizations. HHS, OMB, and Chris Jennings are in the midst of developing cost estimates for this initiative.

Crime

✓ *GI-Adm. & 2-10-97* Community Policing Initiative -- Target funds from the COPS program to hire new police officers and support community organizations in underprotected high-crime, largely minority neighborhoods (e.g., public housing communities); also use COPS money to promote diversity training for police and establish citizen academies to help community residents understand police procedures; promote minority recruitment in law enforcement through existing grant program.

✓ *Pop* Community Prosecuting Initiative -- Develop an initiative to give communities an incentive to experiment with community prosecution, which applies the principles of community policing -- neighborhood involvement and a focus on problem solving and prevention -- to this aspect of the criminal justice system.

✓ At-Risk Youth Prevention Efforts -- Devote \$75 million currently in CJS appropriations bill, which we proposed as part of the President's juvenile crime strategy, to targeted programs for at-risk and minority youth (convince DOJ to drop plans for distributing funds by formula); launch a new fight to get crime bill prevention programs funded in next year's budget process.

✓ Indian Country Law Enforcement Initiative -- In line with recommendations of Departments of Justice and Interior (due on October 31), transfer law enforcement authority from BIA to Justice and seek increased law enforcement resources specifically designated for Indian Country.

Civil Rights Enforcement

✓ Enhanced Enforcement Initiative -- Request additional funds for civil rights enforcement,

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✓ tied to programmatic changes to improve coordination among federal government's civil rights offices, speed resolution of claims, and reduce backlog of cases. This initiative probably will focus on the EEOC. DPC, OMB, and other offices are currently working on cost estimates.

✓ Hate Crimes Initiative -- Announce a package of proposals at the November 10 hate crimes conference, including measures to enhance enforcement of hate crimes laws, improve collection of statistics, initiate educational activities, and amend the current federal hate crimes statute.

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Telegraph
Revised

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Work through
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CLINTON ADMINISTRATION ACCOMPLISHMENTS HISPANIC AMERICANS

ECONOMY

12.3 Million New Jobs. For the first time ever, over 11 million jobs were created during a single Presidential term.

Declining unemployment. The unemployment rate for Hispanic Americans in May 1997 was 7.4%, down from 11.3% when President Clinton first took office.

Minimum wage increase. The President raised the minimum wage to \$5.15 an hour --directly benefitting more than 1.6 million Hispanic American workers.

More small business assistance. Over 220,000 new Hispanic American-owned businesses were created in the first three years of the Clinton Administration. The Small Business Administration has approved more than 13,500 loans, totaling \$2.2 billion, for Hispanic American business owners, and has helped over 230,000 Hispanic Americans to receive management training and counseling from a national network of business education and assistance programs.

FIGHTING FOR EQUAL OPPORTUNITY

Diverse Administration. Appointed the most diverse Cabinet and Administration in history. Members of the Clinton Cabinet include three Hispanic Americans: Federico Pena, Secretary of Energy; Bill Richardson, Ambassador to the United Nations; and Aida Alvarez, Administrator of the Small Business Administration.

Senior level Administration appointments. Appointed more Hispanic Americans to senior level positions than any President in American history, including George Munoz, Assistant Secretary for Management, Treasury. Significantly, many of these appointments are outside what had been considered the "traditional" Hispanic areas of interest.

Reviewed affirmative action programs. Ordered a comprehensive review of the government's affirmative action programs which concluded that affirmative action remains an effective and important tool to expand education and economic opportunity to all Americans.

Opposed California Prop 209. Filed *amicus* briefs opposing California Proposition 209, which would prohibit state affirmative action programs.

Election fairness. Prevented election day discrimination against minority voters and voter intimidation and harassment by monitoring polling place activities in a record number of states and counties. Continued enforcement efforts to ensure that citizens who rely on Spanish have the same opportunities to participate in voting-related activities as English-speaking voters.

Expanded voting rights. The Administration argued in federal court to expand the Voting Rights Act and defended racially fair redistricting plans. The National Voter Registration Act or "Motor Voter" law has registered at least nine million new voters and made voting easier for more than 20 million Americans.

Opposed California Prop 187. Opposed California's Proposition 187, which would have made illegal immigrants ineligible for public school education at all levels and ineligible for public health care services, because of its detrimental impact on children and its threat to public health.

Home mortgage lending on the rise. Since 1993 home mortgage lending to Hispanic Americans increased nearly 48 percent.

Investigated discrimination. Authorized investigations into discrimination practices by lenders and property insurers to help end discrimination in the provision of home mortgages.

EDUCATION

Hispanic advisory commission. Established an advisory commission to oversee the improvement in education for Hispanics and to ensure that Hispanic-serving institutions will have more input regarding educational goals and issues of concern to Hispanic Americans. The Commission's report identified contributing factors impacting attainment of educational excellence, corrective policy actions, and plans for program development and funding. (Executive Order on Educational Excellence for Hispanic Americans)

Student Diversity Partnership Program. Partnered with Hispanic Association of Colleges and Universities, National Association for Equal Opportunity in Higher Education, American Indian Science and Engineering Society and the Center for the Advancement of Hispanics in Science and Engineering Education to implement the Student Diversity Partnership Program. This program will ensure an adequate supply of diverse and qualified scientists and engineers for the 21st century.

AmeriCorps college support. Enabled 70,000 volunteers to earn money for college by serving their communities and their country in the AmeriCorps program, with Hispanic Americans comprising 15% of all participants. (National Service Act)

Bilingual education. Increased funding for the Office of Bilingual Education & Minority Languages Affairs and opposed plans to abolish bilingual education.

CHILDREN AND FAMILIES

Tax relief for working families. Provided tax relief for 15 million working families by increasing the Earned Income Tax Credit to allow more families to qualify for tax rebates. In 1995, the EITC lifted nearly 900,000 Hispanic Americans, including almost 450,000 Hispanic children, out of poverty.

Focused health efforts. Established the Office of the Minority Health Research and Alternative Medicine at the National Institutes of Health. Helped communities develop culturally-competent systems of care for children with serious emotional disturbances through the Comprehensive Mental Health Services for Children and Families program. Negotiated agreements with hospitals and nursing homes to eliminate barriers to equal access for minorities based on language.

Increasing home ownership. Launched a program to increase the home ownership rate of Hispanic Americans in the U.S. through advertising, education and counseling programs and working with lending institutions to better serve the Hispanic community.

FIGHTING CRIME

White House Conference on Hate Crimes. President Clinton announced the first White House Conference on Hate Crimes, which will examine laws and remedies that can make a difference in preventing hate crimes, highlight solutions that are working in communities across the country, and continue the frank and open dialogue needed to build One America.

Action against hate crimes. Filed 38 hate crime cases in FY96, involving 65 defendants.

SAFE AND CLEAN ENVIRONMENT

Environmental justice and redevelopment. Issued an Executive Order on Environmental Justice, ensuring that low income citizens and minorities do not suffer a disproportionate burden of industrial pollution. Identified pilot projects to be undertaken across the country to redevelop contaminated sites in low-income communities and turn them into useable space, creating jobs and enhancing community development.

IMMIGRATION

Naturalization. Made naturalization a top priority of the Immigration and Naturalization Service in order to continue fostering legal immigration while combating illegal immigration. Naturalized over one million individuals in 1996. The Administration continues to work to streamline and improve the naturalization process so that eligible individuals who have played by the rules can become full partners in America.

Responsible immigration reform. Worked to enact responsible immigration reform legislation by properly focusing on immigration enforcement and opposing severe reductions in legal immigration which were not consistent with pro-family, pro-worker and pro-naturalization principles.

Defended immigrant rights. The Administration defeated legislative efforts which would have significantly eroded health care for immigrants. The bipartisan agreement strengthened the sponsorship requirement while preserving the basic ability of families to reunify.

AMERICAN LEADERSHIP

Democracy for Cuba. Increased efforts to promote a peaceful, democratic transition in Cuba by toughening sanctions after the brutal shoot down of U.S. civilian aircraft over international waters and signing the Helms-Burton Act to penalize those who traffic in confiscated properties in Cuba. Awarded a landmark \$500,000 grant to Freedom House to assist human rights activists in Cuba.

Support our closest neighbors. Took decisive action in assembling a financial support package for Mexico. The President's leadership prevented a prolonged financial crisis in Mexico and its spread to other Latin American countries.

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CLINTON ADMINISTRATION ACCOMPLISHMENTS AFRICAN AMERICANS

ECONOMY

12.3 Million New Jobs. For the first time ever, over 11 million jobs were created during a single Presidential term.

Declining unemployment. The unemployment rate for adult African Americans was 8.4% in May --down from 12.7% when President Clinton first took office.

Minimum wage increase. The President raised the minimum wage to \$5.15 an hour --directly benefitting 1.3 million African American workers.

Small business assistance. The Small Business Administration has approved more than \$1.1 billion in loans to African American business owners, and has helped over 470,000 African Americans receive management training and counseling from a national network of business education and assistance programs.

Home mortgage lending on the rise. Since 1993 home mortgage lending to African Americans increased by 70%.

FIGHTING FOR EQUAL OPPORTUNITY

Diverse Administration. Appointed the most diverse Cabinet and Administration in history. Members of the Clinton Cabinet include four African Americans: Rodney Slater, Secretary of Department of Transportation; Jesse Brown, Secretary of Veterans Affairs; Alexis Herman, Secretary of Labor; and Franklin Raines, Director of Office of Management and Budget. Appointed more African Americans to serve in the White House (45) than any other Administration.

Judicial Appointments. President Clinton has nominated 42 African Americans to the federal bench --more than any other President --and over 18% of total federal bench nominations. Overall, 65% of President Clinton's judicial appointees have been rated "well qualified" by the American Bar Association which is the highest percentage achieved by any Administration since the ABA began rating judicial candidates during the Eisenhower Administration.

Tuskegee apology. President Clinton apologized to the remaining victims of the Tuskegee Syphilis Experiment and their families, and directed Health and Human Services Secretary, Donna Shalala, to issue a report about how best to involve communities, especially minority communities, in research and health care. HHS will award a planning grant to Tuskegee University to help it establish a center for bioethics in research and health care.

Reviewed Affirmative Action programs. Ordered a comprehensive review of the government's affirmative action programs which concluded that affirmative action is still an effective and important tool to expand educational and economic opportunity to all Americans.

Opposed California Prop 209. Filed *amicus* briefs opposing California Proposition 209, which would prohibit state affirmative action programs.

Election fairness. Defended racially fair redistricting plans against claims that they were unconstitutional; prevented election day discrimination against minority voters and voter intimidation and harassment by monitoring polling place activities in a record number of states and counties.

Eliminated discriminatory "redlining" practices. Negotiated agreements with health care agencies to eliminate discriminatory "redlining" practices denying home health care services based on residential location.

Defended fairness. Filed more cases in the last four years to enforce fair housing laws than any other Administration (more than 500 cases). Desegregated a Vidor, Texas public housing complex; ordered a Mississippi bank to implement remedial lending plans for minority customers once denied loans by the bank.

EDUCATION

African-American advisory board. Established the President's Board of Advisors for Historically Black Colleges and Universities (HBCUs) to strengthen the capacity of historically black colleges and universities to provide quality education. Advised on ways to increase the private sector's role in these institutions.

Increased funding and grants for HBCUs. Increased funding for Historically Black Colleges by nearly \$250 million since FY92, an almost 25% increase. Increased Fulbright grant awards to HBCUs in FY96 by almost 50% over the amount reported in FY95.

Enrollment. A record percentage of African Americans were enrolled in post-secondary education in 1994 --35.6% of African American graduates.

AmeriCorps college support. Enabled 70,000 volunteers to earn money for college by serving their communities and their country in the AmeriCorps program, with African Americans comprising one-third of all participants. (National Service Act)

CHILDREN AND FAMILIES

Increased Earned Income Tax Credit. Provided tax relief for 15 million working families by increasing the Earned Income Tax Credit to allow more families to qualify for tax rebates. In 1995, the EITC lifted over 810,000 African Americans, including almost 450,000 African American children, out of poverty.

Focused health efforts. Established the Office of the Minority Health Research and Alternative Medicine at the National Institutes of Health. Helped communities develop culturally-competent systems for care for children with serious emotional disturbances through the Comprehensive Mental Health Services for Children and Families program.

FIGHTING CRIME

White House Conference on Hate Crimes. President Clinton announced the first White House Conference on Hate Crimes, which will examine laws and remedies that can make a difference in preventing hate crimes, highlight solutions that are working in communities across the country, and continue the frank and open dialogue needed to build One America.

Action against church burnings. Focused the nation's attention and resources to help stop the rash of church burnings across the country, prosecuted those responsible, and sped the rebuilding process.

Action against hate crimes. Filed 38 hate crime cases in FY96, involving 65 defendants.

SAFE AND CLEAN ENVIRONMENT

Environmental justice and redevelopment. Issued an Executive Order on Environmental Justice to ensure that low income citizens and minorities do not suffer a disproportionate burden of industrial pollution. Identified pilot projects to be undertaken across the country to redevelop contaminated sites in low-income communities, turn them into useable space, create jobs and enhance community development.

AMERICAN LEADERSHIP

Democracy for Haiti. Restored democracy to Haiti and enabled the first transfer of power from one democratically elected president to another in Haitian history.

Democracy for South Africa. Assisted South Africa's transition to democracy by providing support for elections and development.

Focus on Africa. Hosted the first White House Conference on Africa in July 1994.

COPY ALL
DPC STAFF

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CLINTON ADMINISTRATION ACCOMPLISHMENTS ASIAN AND PACIFIC AMERICANS

ECONOMY

12.3 Million New Jobs. For the first time ever, over 11 million jobs were created during a single Presidential term.

More small business assistance. The Small Business Administration has approved more than 15,000 loans, totaling \$4.7 billion, for Asian and Pacific American business owners, and has helped over 126,000 Asian and Pacific Americans to receive management training and counseling from a national network of business education and assistance programs.

Opening doors to trade. Secured commitments from Asian Pacific Economic Cooperation leaders to eliminate barriers to open trade in the Asian Pacific region in 2020.

Increasing trade and jobs. Helped increase exports to Asia by more than 44% since taking office. Our exports to Asia account for over 2 million jobs in the United States.

EDUCATION

Foreign language. Restructured Foreign Language Assistance Programs to assist local schools in establishing programs in Chinese, Japanese and Korean. Strongly opposed legislation to make English the official language of the United States which would have jeopardized services and programs for non-English speakers and jeopardized assistance to the tens of thousands of new immigrants and others seeking to learn adult English.

Addressing minority needs. Hosted two Asian Pacific American Education Forums to address the needs of Asian Pacific American students and their teachers.

Opposed Gallegly Amendment. The Administration opposed the Gallegly Amendment which would have ended the guarantee of public education for all children. It would have shifted immigration enforcement from the borders and work sites to classrooms and made children susceptible to gangs and violence.

PROMOTING EQUAL OPPORTUNITY

Diverse Administration. Appointed the most diverse Cabinet and Administration in history. The Clinton Administration has more than twice as many Asian and Pacific American appointees as the previous Administration.

Judicial appointments. Nominated more Asian and Pacific Americans to the federal bench than any other Administration.

Opposed California Prop 209. Filed *amicus* briefs opposing California Proposition 209 which would prohibit state affirmative action programs.

Election fairness. Prevented election day discrimination against minority voters and voter intimidation and harassment by monitoring polling place activities in a record number of states and counties. Continued enforcement efforts to ensure that citizens who rely on Asian languages have the same opportunities to participate in voting-related activities as English-speaking voters.

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THE WHITE HOUSE
WASHINGTON

July 15, 1997

MEMORANDUM FOR THE PRESIDENT

THROUGH: ERSKINE BOWLES
 SYLVIA MATHEWS
 JUDITH WINSTON

FROM: BRUCE REED
 ELENA KAGAN *ERK*

SUBJECT: RACE INITIATIVE POLICY PROCESS

This memorandum sets out the process we will use to develop policy announcements and proposals for the Race Initiative. Our goals are: (1) to help provide a status report on race relations and racial disparities to inform policy development; (2) to assess and communicate the impact of this Administration's prior initiatives -- involving economic growth, education, crime, and so forth -- on race relations and the status of racial minorities; and (3) to build on this Administration's accomplishments and agenda with new initiatives to announce in the coming year and longer-term policies to incorporate in the final Presidential Report. We have a strong base from which to work, and we will attempt to ensure that the policy measures accompanying the Race Initiative will grow out of everything this Administration has done already. Throughout, we will focus on solutions that reflect the common values of the American people (e.g., equal opportunity and shared responsibility), and respond to their common aspirations (e.g., safe streets, good schools, and affordable housing).

Research and Investigation

In close cooperation with the DPC, NEC, Judy Winston, and Chris Edley, CEA will coordinate research on the current state of race relations and the continuing disparities in critical measures of well-being among individuals of different races. CEA already has developed a draft outline for this research, based on conversations with DPC and Chris Edley. The outline, which is attached to this memo, suggests research on, among other things: (1) disparities in economic success, educational opportunity, health care, political participation, family organization, and criminal victimization; (2) racial segregation in schools, neighborhoods, and workplaces; and (3) the prevalence and consequences of racial discrimination. In addition, research will be done on the differential effects of particular kinds of public policy on racial groups. CEA will do some aspects of this research itself and will assign other aspects to the appropriate offices in Treasury, DOL, Education, HHS, and DOJ. This work will go into the final President's Report and will influence and inform the development of policy discussed below.

Interagency Policy Development Process

The DPC has established four major workgroups to develop policy for the Race Initiative. Bruce Reed, Elena Kagan, and Jose Cerda will coordinate the efforts of these groups. We anticipate developing both administrative actions and legislative proposals, and combining incremental (but important) policy advances with a few truly bold ideas. We will advance some of the policy proposals during the year-long initiative, while saving others for the President's Report at the end. (The right timeframe for policy proposals is not only the FY 1999 budget cycle, but the remaining years of this century and the start of the next.) The workgroups also will have responsibility for assessing the impact of prior Administration initiatives in their policy areas, so that we can build on our own accomplishments.

In coordinating policy development through these workgroups, we of course will work closely with Judy Winston and Chris Edley, and we will incorporate, as appropriate, advice provided to you by the Chair and Members of the Advisory Board. We also will solicit the views of outsiders -- such politically diverse people as William Julius Wilson, Glenn Loury, Henry Cisneros, Will Marshall, Doris Kearns, Richard Daley, and Nathan Glazer come to mind -- to challenge and enhance our own thinking.

1. **Economic and Community Empowerment** (co-chaired by Bruce Reed and Gene Sperling). This group will look at issues and policies relating to (1) job opportunities for unemployed and underemployed minorities, including welfare-to-work efforts and transportation initiatives to move inner city residents to suburban jobs; (2) housing for low-income residents of inner cities, including new or expanded uses of voucher plans and tax incentives to promote mixed-income, multi-racial communities; (3) metropolitan regional strategies to strengthen links between inner cities and suburbs; and (4) minority entrepreneurship, including credit programs building on CRA and CDFI.

Participating White House offices are: DPC, NEC, OVP/CEB, OPL, Intergovernmental, Legislative, CEA, CEQ, OMB.

Participating agencies are: Treasury, Labor, Commerce, Transportation, HUD, SBA, and Interior (for Native American population).

2. **Education** (chaired by Mike Cohen). This group will look at issues and policies relating to (1) failing inner city and rural schools, including issues of racial segregation and enhanced efforts to raise standards, improve teaching, provide improved infrastructure and new technology, promote charter schools, and encourage school takeovers and other accountability mechanisms; (2) education of Hispanic students, including bilingualism; and (3) expanded access to higher education and skills training. (Note that responses to Proposition 209 and Hopwood fall within the Administration of Justice Workgroup.)

Participating White House offices are: DPC, NEC, OVP, OPL, Intergovernmental, Legislative, OMB.

Participating agencies are: Education, Interior.

3. **Administration of Justice** (chaired by Elena Kagan). This group will look at issues and policies relating to (1) criminal law enforcement and prevention, including the underprotection of minority communities (including Indian reservations), police force composition and practices (including diversity issues and community policing), and after-school and other youth programs; and (2) enforcement of civil rights laws, including responses to Proposition 209 and Hopwood, reduction of the EEOC complaint backlog and other EEOC reforms, enhanced efforts on housing and lending discrimination, affirmative action issues generally, and hate crimes initiatives (for November conference).

Participating White House offices are: DPC, OVP, Counsel, OPL, Intergovernmental, Legislative, OMB, ONDCP.

Participating agencies are: Justice, Treasury, Education, DOL, HHS, HUD, USDA, Interior, EEOC.

4. **Health and Family** (chaired by Chris Jennings). This group will look at issues and policies relating to (1) special health care needs of minority populations, including the high incidence of certain health conditions and diseases and the underutilization of certain health care services, such as immunizations and mammograms; and (2) family composition, including efforts to strengthen two-parent families, ensure adoption of minority children, and provide supports to families led by grandparents.

Participating White House offices are: DPC, OVP, OPL, Intergovernmental, Legislative, OMB.

Participating agencies are: HHS, Interior.

This Week's Policy Announcement

As you know, you will be attending the NAACP convention in Chicago on Thursday. We believe this speech offers an excellent opportunity to discuss the intersection of race and education issues. First, your speech can address the value of integration in educational settings. Thurgood Marshall once wrote that "unless our children begin to learn together, there is little hope that our people will ever learn to live together"; your speech can make exactly this link between educational integration and race relations generally to members of the organization most closely identified with progress in this area. This message would echo the strong argument you made for diversity in education in your San Diego speech; it also would lead naturally into your commemoration of the integration of Little Rock Central High School in September. Minyon Moore and others are reaching out to Kweisi Mfume and others to ensure that we address this issue in a way that avoids exacerbating internal NAACP divisions on the subject.

Second and no less important, you can stress the need to improve right now

predominantly poor and minority schools in inner city and rural areas. This part of your speech can protest the neglect (financial and otherwise) of predominantly minority schools and the consignment of their students to a second-class education. Here, you should make a strong statement about the importance of national standards and tests to boost expectations and improve the quality of education. But you should make an equally strong statement about providing students with the tools and opportunities to help them meet those standards -- better teaching, improved infrastructure and new technologies, and mechanisms to take over failing schools, including by turning them into charters (Rosa Parks is now trying to establish a charter school in Detroit).

As a down payment on a broader effort to improve inner city and rural schools, you can announce a new proposal to improve teaching in these institutions. The quality of teaching in inner city and rural schools is much lower than in the rest of the nation; in particular, the teachers in these schools are far less well trained than in others. To address this situation, Title V of the Department of Education's proposed reauthorization of the Higher Education Act, which will be submitted to Congress later this summer, proposes a new initiative to recruit, prepare, and retain teachers in urban and poor rural communities. This program would provide at least \$325 million over five years (we are still working out the exact funding with OMB) for two purposes: (1) to strengthen teacher training programs that operate in partnership with -- and place large numbers of graduates in -- urban or poor rural schools; and (2) to provide scholarships to talented and diverse individuals, chosen jointly by institutions of higher education and eligible school districts, who will commit to teach in urban and poor rural areas for at least three years after graduation.

Draft CEA Research Agenda

Part I: Demography

1. Racial composition of the US population: 1990s and historical trends
2. Geographic distribution
3. Components of change: birth, death and immigration
4. Projections

Part II: Disparities in the 1990s and trends in disparities

1. Economic status

a. Income and Poverty

b. Labor markets

employment, unemployment, non-employment
hours

wages and non-wage compensation

occupation/industry

non-wage characteristics of jobs (e.g., working conditions, health risks)
disability

c. Wealth/credit

financial

business ownership

home ownership

retirement wealth

credit and credit institutions

2. Educational status

a. Enrollment

Drop out rates; college enrollment and completion rates

b. Quality of schooling

c. Achievement

d. Training

3. Health status and health care

a. Health status

Pregnancy and infancy

Child hood and young adulthood

Adulthood

Older ages

{Specific diseases or conditions}

b. Health care

Insurance

Availability of health services

Health behaviors

4. Political status

- a. Voting
- b. Holding public office
- c. Other political participation

5. Criminal justice

- a. Offenders and victims
- b. Criminal justice process (sentencing etc.)

6. Family organization

- a. Family structure
- b. Other family patterns (fostering, adoption, extension etc.)
- c. Living arrangements and family support of the older population

7. Impact of immigration

- a. Labor markets
- b. Education
- c. Other

Part III: Race relations

1. Racial attitudes and behaviors

(ACD is very good on history of black white attitudes/opinions. Needs to be expanded to other groups and updated.)

2. Racial segregation

Residences
Schools
Workplaces
Other

3. Bias crimes, etc.

4. Developments in the 1990s

Rodney King beating trials and riots
OJ Simpson trials
The Bell Curve controversy
Challenge to Affirmative Action in California

Part IV: Discrimination

1. Measurement/methods: econometric vs. audit studies

2. Links between discrimination and outcomes.

(Issue: Audit studies prove discrimination exists, but how much of the disparities documented in Part II can be attributed, directly or indirectly, to discrimination?)

3. Causes of discriminatory behavior

4. Consequences of discrimination for society

Has the nature of discrimination changed?

THE WHITE HOUSE
WASHINGTON

MEMORANDUM TO CHIEFS OF STAFF

FROM: CABINET AFFAIRS

SUBJECT: UPDATING ACCOMPLISHMENT DOCUMENTS

DATE: JUNE 2, 1997

Attached are accomplishment documents produced in the fall of 1996. Please review the documents and send to Cabinet Affairs any updates your agency has made in these areas.

We need the updated information by **Friday, June 6 at 12:00pm**. If you have any questions or comments, please call Bibb Hubbard or David Beaubaire at 456-2572.

Thank you.

AFRICAN-AMERICANS

America is moving closer to fulfilling its fundamental promise of ensuring equality and the opportunity for advancement for all. President Clinton has worked to restore the American dream by expanding the economy, ensuring equal opportunity, investing in education and making our communities safer. Since President Clinton entered office, the economy has created over 10 million new jobs, the unemployment rate for African-Americans has declined nearly 30% and over 100,000 new African-American businesses have been created.

But more needs to be done. The unemployment rate for African-Americans remains twice that of whites and discrimination remains a daily fact of life for too many Americans. African-Americans are still more likely to be victims of murder, robberies and aggravated assaults. That is why President Clinton will continue to work to ensure that all Americans have the security and equal opportunity needed to develop to their full potential.

A RECORD OF ACCOMPLISHMENT:

- **Helping Every American Achieve Economic Security in the New Economy:**
 - Oversaw the creation of more than 10 million new jobs in just over three years -- a faster annual rate of job growth than any Republican Administration since the 1920's.
 - For adult African-Americans, the unemployment rate dipped to 8.7% in June -- one of the lowest rates in 20 years. This is the 25th consecutive month that the unemployment rate for adult African-Americans has been in the single digits. (When President Clinton took office in January 1993, the unemployment rate for African-American adults was 12.5%.)
 - The incomes of African-American households increased 5% in 1994 -- the first real increase since 1988. The median income of married-couple African-American households increased by more than 11% between 1993 and 1994.
 - More than 1.3 million African-Americans would directly benefit from the President's proposal to raise the minimum wage to \$5.15 an hour.
 - Made new tax cuts available to 90% of small businesses.
 - Lowest combined rate of unemployment and inflation since 1968.
- **Fighting for Equal Opportunity:**
 - Appointed the most diverse Cabinet and Administration in history.
 - Members of the Clinton Cabinet include two African-Americans, two Hispanic-Americans and five women.
 - Fourteen percent of all Administration appointees are African-American.
 - President Clinton has to date nominated 42 African-Americans to the federal bench -- over 18% of total federal bench nominations. Overall, 68% of President Clinton's judicial appointees have been rated "well qualified" by the American Bar Association -- the highest percentage achieved by any Administration since the ABA began rating judicial candidates during the Eisenhower Administration.
 - Over 55% of the President's judicial nominees are women and minorities -- the highest proportion ever.
 - More African-American appointees (45) are serving in the White House than at any time in history.

- Ordered a review of the government's affirmative action programs which concluded that affirmative action is still an effective and important tool to expand educational and economic opportunity.
- The Administration argued in federal court to expand the Voting Rights Act and defended racially fair redistricting plans against claims they were unconstitutional.
- The Justice Department's Civil Rights Division has filed more cases in the last three years to enforce fair housing laws than any other Administration -- a record 457 cases.
- The Department of Housing and Urban Development actively intervened and desegregated a Vidor, Texas public housing complex.
- The Treasury Department, working with the Justice Department, ordered a Mississippi bank to implement remedial lending plans for minority customers once denied loans by the bank.
- Made voting easier for more than 11 million Americans by creating more accessible "motor-voter" registration locations. (National Voter Registration Act)

• **Providing Educational Opportunities for the New Century:**

- A record percentage of African-Americans were enrolled in post-secondary education in 1994 -- 35.6% of African-American high school graduates.
- In 1995, the number of PhD's awarded to African-American students increased 17% over 1994.
- Increased funding for Historically Black Colleges by nearly \$250 million since FY1992, an almost 25% increase.
- Established the President's Board of Advisors for Historically Black Colleges and Universities to strengthen the capacity of historically black colleges and universities to provide quality education by advising on ways to increase the private sector's role in these institutions.
- Increased Head Start funding by nearly \$800 million to provide early education to tens of thousands of additional children in need.
- Supported the development of standards of excellence for students while encouraging grassroots reforms to improve our schools. (GOALS 2000: Educate America Act)
- Gave schools greater flexibility to use federal aid and develop effective teaching innovations to help students achieve their full potential. (Improving America's Schools Act)
- Launched an Educational Technology Initiative to connect every classroom to the Information Superhighway and provide all students with access to computers by the dawn of the next century.
- Proposed spending \$5 billion to help local communities and states rebuild the nation's schools.
- Encouraged schools, colleges and employers to join in creating school-to-work opportunities, providing students with work-based learning and giving them new pathways from high school to good jobs and post-secondary education. (School-to-Work Opportunities Act)
- Enabled 45,000 volunteers to earn money for college by serving their communities and their country in the AmeriCorps program, with African Americans comprising one-third of all participants. (National Service Act)

- Reformed the federal student loan program, making college more affordable this year for millions of students in the Direct Lending program and others who will have access to flexible repayment options, including pay-as-you-earn plans. Over 1,700 schools, representing 50% of the total amount of loans, are expected to participate in the Direct Lending program this year. (Student Loan Reform Act)
- Proposed America's Hope Scholarships to make access to two-years of college universal by providing students with a \$1,500 refundable tax credit for full-time tuition in their first year of college and another \$1,500 credit in their second year if they work hard, stay off drugs and earn at least a B average in their first year. This \$1,500 tax credit will pay for more than the full cost of tuition at the national average-priced community colleges.

• **Cherishing Children and Strengthening Families:**

- Provided tax relief for 15 million working families by increasing the Earned Income Tax Credit to allow more families to qualify for tax rebates. In 1994, the EITC lifted over 700,000 African-Americans, including 370,000 African-American children, out of poverty.
- Helped families move from welfare to work by authorizing 40 states to bypass existing welfare rules and set time limits on benefits, require recipients to work or stay in school, provide child care and give employers incentives to hire welfare recipients.
- Helped move 1.3 million people from welfare to work -- decreasing welfare rolls by 10% since taking office.
- Breaking the cycle of welfare dependency by requiring teenage mothers to live at home, stay in school and turn their lives around.
- Implemented a new child support enforcement project to help track down non-paying parents across state lines; challenged states to adopt new hire programs to catch delinquent parents who move from job to job; and issued new regulations to require women who apply for welfare to comply with paternity establishment requirements before receiving benefits, except in cases of rape or threat to the mother's safety.
- Collected a record \$11 billion in child support in 1995 through tougher enforcement -- a nearly 40% increase over 1992.
- Worked with community, business and religious leaders to form a new National Campaign to Prevent Teen Pregnancy.
- Enabled workers to take up to 12 weeks of unpaid leave to care for a family member without fear of losing their jobs. (Family and Medical Leave Act). The President has proposed expanding the Family and Medical Leave Act to better help workers care for their families without sacrificing their work obligations. The expansion will allow workers to take up to 24 hours of unpaid leave in support of their children's educational needs, older relatives' health care and other family medical and dental obligations.
- Proposed an employee choice flex-time initiative that will allow workers to agree with their employers to work overtime in exchange for up to 80 hours of paid time-off ("flex-time"). Under the President's proposal, workers could choose to receive time-and-a-half in flex-time or in cash pay for each hour of overtime and could use their accumulated flex-time for any purpose.

- Established a Childhood Immunization Initiative to ensure vaccinations and healthy futures for all children. In 1995, 75% of two-year-old children were properly immunized, an historic high.
- Put the Women, Infants and Children Program (WIC) on a full funding path.
- Established the Office of Minority Health Research and Alternative Medicine at the National Institute of Health.
- Proposed a comprehensive initiative to cut off children's access to tobacco products and reduce their appeal to children.
- Gave parents greater control over what their children watch on television by announcing a breakthrough agreement with the media and entertainment industry to develop a television ratings system and by requiring the installation of anti-violence screening chips ("V-chips") in all new televisions.

• **Taking Back Our Streets From Crime, Gangs and Drugs:**

- Focused the nation's attention and resources to help stop the rash of church burnings across the country, prosecute those responsible and speed the rebuilding process.
- Filed a record 42 cases involving hate crimes in FY 1995, involving 66 defendants -- the second highest number charged in one year.
- Signed into law the toughest, most comprehensive Crime Bill ever, which puts 100,000 new police officers on the street -- more than 43,000 officers have already been funded.
- Stood up to the gun lobby and won passage of the Brady Bill -- as a result, more than 60,000 fugitives and felons have already been blocked from buying guns.
- Banned the manufacture and importation of 19 of the deadliest assault weapons while specifically protecting more than 650 legitimate sporting weapons. (Assault Weapons Ban)
- Keeping dangerous weapons out of our children's classrooms by enforcing a "Zero Tolerance" gun policy in schools.
- Reducing violence and drug abuse in our schools by investing in school security, drug prevention programs and counseling. (Safe and Drug Free Schools Act)
- Encouraged schools to consider adopting school uniform policies to reduce violence while promoting discipline and respect; communities to implement curfews to get children off the streets and out of harms way; and teachers and law enforcement to enforce truancy laws so that children are learning about life in school and not on the streets.
- Instituted a tough "One-Strike-And-You're-Out" policy in public housing for those who engage in criminal activity.
- Developed a comprehensive National Drug Control Strategy that will reduce illegal drug use through law enforcement, prevention, treatment and interdiction.

• **Creating Opportunity in America's Communities:**

- Created nine Economic Empowerment Zones and 95 Enterprise Communities that use tax incentives and flexible grants to promote economic empowerment and private sector job creation in 104 distressed communities across America.

- Creating a network of community development banks and financial institutions in low and moderate-income communities which leverages \$10 of private investment for every \$1 of federal investment. With \$50 million appropriated for 1995 and \$1.625 billion requested in the President's budget proposal for the next seven years, matching capital and other assistance will be provided to create and expand community development banks and financial institutions. (Community Development Banks and Financial Institutions Fund)
- Made the Low-Income Housing Tax Credit and Mortgage Revenue Bond Program permanent increasing opportunities for affordable housing development by the private sector.
- Reformed the Community Reinvestment Act to focus on performance -- actual lending, investments and basic banking services -- rather than paperwork. The reforms will unleash billions in new credit to low- to moderate-income communities.

• **Leaving Our Environment Safe and Clean for the Next Generation:**

- Issued an Executive Order on Environmental Justice, ensuring that low income citizens and minorities do not suffer a disproportionate burden of industrial pollution.
- Identified 20 environmental justice pilot projects to be undertaken across the country to redevelop contaminated sites in low-income communities and turn them into useable space, creating jobs and enhancing community development.
- Launched a Brownfields Initiative to return land to productive use by providing tax incentives to clean-up old industrial waste sites.
- Completed nearly as many toxic waste site clean ups in each of the past two years as were completed in the previous 10 years. Fought Republican Congressional attempts to gut the Superfund law that makes polluters -- rather than taxpayers -- pay to clean up toxic dumps.

• **Maintaining America's Leadership in the Fight for Freedom and Peace:**

- Restored democracy to Haiti, enabling the first transfer of power from one democratically elected president to another in Haitian history.
- Assisted South Africa's transition to democracy, providing support for elections and development.
- Hosted the first White House Conference on Africa in July 1994.

July 1996

ASIAN-PACIFIC AMERICANS

Every sector of American life has benefited from the extraordinary leadership of those who trace their roots back to Asia and the Pacific Island region. In the arts and sciences, business, law, academia and government, Asian-Pacific Americans have expanded our horizons and successfully embraced the opportunities of the American Dream.

President Clinton believes that our nation stands at the dawn of a new era of hope and opportunity. We depend as never before on the active involvement of every American to meet the challenges of our changing world. That is why the President has worked to ensure economic security, educational opportunity and equal opportunity for all Americans.

A RECORD OF ACCOMPLISHMENT:

- **Helping Every American Achieve Economic Security in the New Economy:**
 - Oversaw the creation of more than 10 million new jobs in just over three years -- a faster annual rate of job growth than any Republican Administration since the 1920's.
 - Unemployment has fallen to 5.3% from 7% when President Clinton first took office.
 - Approved nearly 8,500 Small Business Administration loans totalling nearly \$2 billion to Asian-American businesses.
 - Funded an SA program targeted to Asian-American women that provides training and counseling to thousands in the Chinatown section of New York City.
 - Secured commitments from Asia-Pacific Economic Cooperation leaders to eliminate barriers to open trade in the Asia-Pacific region in 2020.
 - Helped increase exports to Asia by more than 44% since taking office; our exports to Asia account for over 2 million jobs in the United States.
 - Made new tax cuts available to 90% of small businesses.
 - Passed the largest deficit-cutting plan in history -- saving more than \$1 trillion over 7 years.
 - Lowest combined rate of unemployment and inflation since 1968.
- **Fighting for Equal Opportunity:**
 - Appointed the most diverse Cabinet and Administration in history.
 - Appointed over 185 Asian-Pacific Americans to the Administration-- three times as many Asian-American appointees as the previous Administration.
 - Nominated more Asian-Americans to the federal bench than any other Administration; President Clinton's first Asian-American nomination to a federal court was the first in almost 14 years. Overall, 68% of President Clinton's judicial appointees have been rated "well qualified" by the American Bar Association -- the highest percentage achieved by any Administration since the ABA began rating judicial candidates during the Eisenhower Administration.
 - Over 55% of the President's judicial nominees are women and minorities -- the highest proportion ever.
 - Ordered a comprehensive review of the government's affirmative action programs which concluded that affirmative action is still an effective and important tool to expand education and economic opportunity to all Americans.

- Authorized a nationwide investigation of discrimination by financial institutions to help end discrimination in the provision of home mortgages.
- Made voting easier for more than 11 million Americans by creating more accessible "motor-voter" registration locations. (National Voter Registration Act)

• **Providing Educational Opportunities for the New Century:**

- Hosted two Asian-Pacific American Education Forums to address the needs of Asian-American students and their teachers.
- Increased funding for Office of Bilingual Education & Minority Languages Affairs.
- Restructured Foreign Language Assistance Program to assist local schools in establishing programs in Chinese, Japanese and Korean.
- Increased Head Start funding by nearly \$800 million to provide early education to tens of thousands of additional children in need.
- Supported the development of standards of excellence for students while encouraging grassroots reforms to improve our schools. (GOALS 2000: Educate America Act)
- Gave schools greater flexibility to use federal aid and develop effective teaching innovations to help students achieve their full potential. (Improving America's Schools Act)
- Launched an Educational Technology Initiative to connect every classroom to the Information Superhighway and provide all students with access to computers by the dawn of the next century.
- Proposed spending \$5 billion to help local communities and states rebuild the nation's schools.
- Enabled 45,000 volunteers to earn money for college by serving their communities and their country in the AmeriCorps program. (National Service Act)
- Reformed the federal student loan program, making college more affordable this year for millions of students in the Direct Lending program and others who will have access to flexible repayment options, including pay-as-you-earn plans. Over 1,700 schools, representing 50% of the total amount of loans, are expected to participate in the Direct Lending program this year. (Student Loan Reform Act)
- Proposed America's Hope Scholarships to make access to two-years of college universal by providing students with a \$1,500 refundable tax credit for full-time tuition in their first year of college and another \$1,500 credit in their second year if they work hard, stay off drugs and earn at least a B average in their first year. This \$1,500 tax credit will pay for more than the full cost of tuition at the national average-priced community colleges.

• **Cherishing Children and Strengthening Families:**

- Provided tax relief for 15 million working families by increasing the Earned Income Tax Credit to allow more families to qualify for tax rebates.
- Helped families move from welfare to work by authorizing 40 states to bypass existing welfare rules and set time limits on benefits, require recipients to work or stay in school, provide child care and give employers incentives to hire welfare recipients.
- Helped move 1.3 million people from welfare to work -- decreasing welfare rolls by 10% since taking office.
- Breaking the cycle of welfare dependency by requiring teenage mothers to live at home, stay in school and turn their lives around.

- Implemented a new child support enforcement project to help track down non-paying parents across state lines; challenged states to adopt new hire programs to catch delinquent parents who move from job to job; and issued new regulations to require women who apply for welfare to comply with paternity establishment requirements before receiving benefits, except in cases of rape or threat to the mother's safety.
- Collected a record \$11 billion in child support in 1995 through tougher enforcement -- a nearly 40% increase over 1992.
- Worked with community, business and religious leaders to form a new National Campaign to Prevent Teen Pregnancy.
- Enabled workers to take up to 12 weeks of unpaid leave to care for a family member without fear of losing their jobs. (Family and Medical Leave Act) The President has proposed expanding the Family and Medical Leave Act to better help workers care for their families without sacrificing their work obligations. The expansion will allow workers to take up to 24 hours of unpaid leave in support of their children's educational needs, older relatives' health care and other family medical and dental obligations.
- Proposed an employee choice flex-time initiative that will allow workers to agree with their employers to work overtime in exchange for up to 80 hours of paid time-off ("flex-time"). Under the President's proposal, workers could choose to receive time-and-a-half in flex-time or in cash pay for each hour of overtime and could use their accumulated flex-time for any purpose.
- Established a Childhood Immunization Initiative to ensure vaccinations and healthy futures for all children. In 1995, 75% of two-year-old children were properly immunized -- an historic high.
- Put the Women, Infants and Children Program (WIC) on a full funding path.
- Established the Office of Minority Health Research and Alternative Medicine at the National Institute of Health.
- Proposed targeted measures to cut off children's access to tobacco products and reduce their appeal to children.
- Gave parents greater control over what their children watch on television by announcing a breakthrough agreement with the media and entertainment industry to develop a television ratings system and by requiring the installation of anti-violence screening chips ("V-chips") in all new televisions.

• **Taking Back Our Streets From Crime, Gangs and Drugs:**

- Signed into law the toughest most comprehensive Crime Bill ever, which puts 100,000 new police officers on the street -- 43,000 officers have already been funded.
- Stood up to the gun lobby and won passage of the Brady Bill -- as a result, more than 60,000 fugitives and felons have already been blocked from buying guns.
- Banned the manufacture and importation of 19 of the deadliest assault weapons while specifically protecting more than 650 legitimate sporting weapons. (Assault Weapons Ban)
- Filed a record 42 cases involving hate crimes in FY 1995, involving 66 defendants -- the second highest number charged in one year.
- Keeping dangerous weapons out of our children's classrooms by enforcing a "Zero Tolerance" gun policy in schools

- Reducing violence and drug abuse in our schools by investing in school security, drug prevention programs and counseling. (Safe and Drug Free Schools Act)
- Encouraged schools to consider adopting school uniform policies to reduce violence while promoting discipline and respect; communities to implement curfews to get children off the streets and out of harms way; and teachers and law enforcement to enforce truancy laws so that children are learning about life in school and not on the streets.
- Instituted a tough "One-Strike-And-You're-Out" policy in public housing for those who engage in criminal activity.
- Developed a comprehensive National Drug Control Strategy that will reduce illegal drug use through law enforcement, prevention, treatment and interdiction.

• **Supporting Legal Immigration:**

- Made "naturalization" a top priority of the Immigration and Naturalization Service in order to continue fostering legal immigration while combating illegal immigration.
- Launched Citizenship USA to ensure that by September 1996, eligible persons who apply for citizenship will be approved by the Immigration and Naturalization Service within six months. Citizenship USA has been implemented in Los Angeles, San Francisco, New York, Miami and Chicago -- cities that represent more than 75% of all pending citizenship applications.

• **Creating Opportunity in America's Communities:**

- Created nine Economic Empowerment Zones and 95 Enterprise Communities which uses tax incentives and flexible grants to promote economic empowerment and private-sector job creation in 104 distressed communities across America.
- Creating a network of community development banks and financial institutions in low- and moderate-income communities which leverages \$10 of private investment for every \$1 of federal investment. With \$50 million appropriated for 1995 and \$1.625 billion requested in the President's budget proposal for the next seven years, matching capital and other assistance will be provided to create and expand community development banks and financial institutions. (Community Development Banks and Financial Institutions Fund)
- Made the Low-Income Housing Tax Credit and Mortgage Revenue Bond Program permanent, increasing opportunities for affordable housing development by the private sector.
- Reformed the Community Reinvestment Act to focus on performance -- actual lending, investments and basic banking services -- rather than paperwork. The reforms will unleash billions in new credit to low- to moderate-income communities.

HISPANIC-AMERICANS

One of our nation's greatest strengths is its vast diversity. Since our country's inception, Hispanic-Americans have always had an integral role in shaping America's history, economy and traditions. Many of the ideals that all Americans live by are deeply rooted in the Hispanic values of a strong sense of family, hard work, service to country and religious faith.

President Clinton is leading the way to enable Hispanic-Americans to participate at all levels of American society and have a greater role in boardrooms, schoolrooms and the halls of government. The President has worked to make the American dream a real possibility for all Americans and to ensure that the hopes and dreams of Hispanic-Americans are attainable.

A RECORD OF ACCOMPLISHMENT:

- **Helping Every American Achieve Economic Security in the New Economy:**
 - Oversaw the creation of more than 10 million new jobs in only three-and-a-half years -- a faster annual rate of job growth than any Republican Administration since the 1920's.
 - The President proposed to raise the minimum wage to \$5.15 an hour -- directly benefitting more than 1.6 million Hispanic-Americans.
 - The unemployment rate for Hispanic-Americans in May was 8.8%, down from 11.3% when President Clinton first took office.
 - Over 220,000 new Hispanic-American-owned businesses have been created in the first three years of the Clinton Administration.
 - After more than a decade of decline, 1 million new manufacturing and construction jobs have been created since President Clinton took office.
 - Passed the largest deficit-cutting plan in history -- saving more than \$1 trillion over 7 years.
 - Lowest combined rate of unemployment and inflation since 1968.
 - Made new tax cuts available to over 90% of small businesses.
 - Proposed safeguarding workers' pensions and health care by simplifying pensions and protecting health insurance for people who change or lose their jobs.
- **Fighting for Equal Opportunity:**
 - Appointed the most diverse Cabinet and Administration in history. Members of the Clinton cabinet include two Hispanic-Americans, Henry Cisneros, Secretary of Housing and Urban Development, and Frederico Pena, Secretary of Transportation.
 - A record number (20) of all judicial appointments are Hispanic-Americans, including the first Mexican-American judge in Los Angeles and the first Hispanic judge in Chicago. Overall, 63% of President Clinton's Latino judicial appointees have been rated "well qualified" by the American Bar Association -- the highest percentage achieved by any Administration since the ABA began rating judicial candidates during the Eisenhower Administration.
 - Over 55% of the President's judicial nominees are women and minorities -- the highest proportion ever.

- Appointed more Hispanic-Americans to senior level positions than any President in American history. Significantly, these appointments are outside what had been considered the "traditional" Hispanic areas of interest.
- Ordered a comprehensive review of the government's affirmative action programs which concluded that affirmative action remains an effective and important tool to expand education and economic opportunity to all Americans.
- Opposed California's Proposition 187 due to its detrimental impact on children and its threat to public health.
- Authorized a nationwide investigation of discrimination by financial institutions to help end discrimination in the provision of home mortgages.
- Made voting easier for more than 11 million Americans by creating more accessible "motor-voter" registration locations. (National Voter Registration Act)

- **Providing Educational Opportunities for the New Century:**

- Established an advisory commission to oversee the improvement in education for Hispanics and to ensure that Hispanic-serving institutions will have more input regarding educational goals and issues of concern to Hispanic-Americans. (Executive Order on Educational Excellence for Hispanic-Americans)
- Increased funding for the Office of Bilingual Education & Minority Languages Affairs and opposed plans to abolish bilingual education.
- Opposed congressional efforts to deny the children of undocumented immigrants the right to an education.
- Increased Head Start funding by nearly \$800 million to provide early education to tens of thousands of additional children in need.
- Supported the development of standards of excellence for students while encouraging grassroots reforms to improve our schools. (GOALS 2000: Educate America Act)
- Gave schools greater flexibility to use federal aid and develop effective teaching innovations to help students achieve their full potential. (Improving America's Schools Act)
- Launched an Educational Technology Initiative to connect every classroom to the Information Superhighway and provide all students with access to computers by the dawn of the next century.
- Proposed spending \$5 billion to help local communities and states rebuild the nation's schools.
- Encouraged schools, colleges and employers to join in creating school-to-work opportunities, providing students with work-based learning and giving them new pathways from high school to good jobs and post-secondary education. (School-to-Work Opportunities Act)
- Enabled 45,000 volunteers to earn money for college by serving their communities and their country in the AmeriCorps program, with Hispanics comprising 14% of all participants. (National Service Act)
- Reformed the federal student loan program, making college more affordable this year for millions of students in the Direct Lending program and others who will have access to flexible repayment options, including pay-as-you-earn plans. Over 1,700 schools, representing 50% of the total amount of loans, are expected to participate in the Direct Lending program this year. (Student Loan Reform Act)

- Proposed America's Hope Scholarships to make access to two-years of college universal by providing students with a \$1,500 refundable tax credit for full-time tuition in their first year of college and another \$1,500 credit in their second year if they work hard, stay off drugs and earn at least a B average in their first year. This \$1,500 tax credit will pay for more than the full cost of tuition at the national average-priced community colleges.
- Called for a tax deduction of up to \$10,000 per year for the cost of college tuition and training. Families could deduct up to \$10,000 in tuition and fees for post-secondary education. Over 17 million students and over 14 million families stand to benefit from this proposal for tax relief to working families.

- **Cherishing Children and Strengthening Families:**

- Provided tax relief for 15 million working families by increasing the Earned Income Tax Credit to allow more families to qualify for tax rebates. In 1994, the EITC lifted over 850,000 Hispanic-Americans, including 440,000 Hispanic children, out of poverty.
- Helped families move from welfare to work by authorizing 40 states to bypass existing welfare rules and set time limits on benefits, require recipients to work or stay in school, provide child care and give employers incentives to hire welfare recipients.
- Helped reduce welfare rolls almost 10% since taking office -- 1.3 million fewer recipients.
- Breaking the cycle of welfare dependency by requiring teenage mothers to live at home, stay in school and turn their lives around.
- Implemented a new child support enforcement project to help track down non-paying parents across state lines; challenged states to adopt new hire programs to catch delinquent parents who move from job to job; and issued new regulations to require women who apply for welfare to comply with paternity establishment requirements before receiving benefits, except in cases of rape or threat to the mother's safety.
- Collected a record \$11 billion in child support in 1995 through tougher enforcement -- a nearly 40% increase over 1992.
- Worked with community, business and religious leaders to form a new National Campaign to Prevent Teen Pregnancy.
- Enabled workers to take up to 12 weeks of unpaid leave to care for a family member without fear of losing their jobs. (Family and Medical Leave Act) The President has proposed expanding the Family and Medical Leave Act to better help workers care for their families without sacrificing their work obligations. The expansion will allow workers to take up to 24 hours of unpaid leave in support of their children's educational needs, older relatives' health care and other family medical and dental obligations.
- Proposed an employee choice flex-time initiative that will allow workers to agree with their employers to work overtime in exchange for up to 80 hours of paid time-off ("flex-time"). Under the President's proposal, workers could choose to receive time-and-a-half in flex-time or in cash pay for each hour of overtime and could use their accumulated flex-time for any purpose.

- Established a Childhood Immunization Initiative to ensure vaccinations and healthy futures for all children. In 1995, 75% of two-year-old children were properly immunized -- an historic high.
 - Put the Women, Infants and Children Program (WIC) on a full funding path.
 - Established the Office of Minority Health Research and Alternative Medicine at the National Institute of Health.
 - Proposed a comprehensive initiative to cut off children's access to tobacco products and reduce their appeal to children.
 - Gave parents greater control over what their children watch on television by announcing a breakthrough agreement with the media and entertainment industry to develop a television ratings system and by requiring the installation of anti-violence screening chips ("V-chips") in all new televisions.
- **Taking Back Our Streets From Crime, Gangs and Drugs:**
 - Signed into law the toughest most comprehensive Crime Bill ever, which puts 100,000 more police officers on the street -- more than 43,000 officers have already been funded.
 - Stood up to the gun lobby and won passage of the Brady Bill -- as a result, more than 60,000 fugitives and felons have already been blocked from buying guns.
 - Banned the manufacture and importation of 19 of the deadliest assault weapons while specifically protecting more than 650 legitimate sporting weapons. (Assault Weapons Ban)
 - Filed a record 42 hate crime cases in FY 1995, involving 66 defendants -- the second highest number charged in one year.
 - Keeping dangerous weapons out of our children's classrooms by enforcing a "Zero Tolerance" gun policy in schools.
 - Reducing violence and drug abuse in our schools by investing in school security, drug prevention programs and counseling. (Safe and Drug Free Schools Act)
 - Encouraged schools to consider adopting school uniform policies to reduce violence while promoting discipline and respect; communities to implement curfews to get children off the streets and out of harms way; and teachers and law enforcement to enforce truancy laws so that children are learning about life in school and not on the streets.
 - Instituted a tough "One-Strike-And-You're-Out" policy in public housing for those who engage in criminal activity.
 - Developed a comprehensive National Drug Control Strategy that will reduce illegal drug use through law enforcement, prevention, treatment and interdiction.
- **Supporting Legal Immigration:**
 - Made "naturalization" a top priority of the Immigration and Naturalization Service in order to continue fostering legal immigration while combating illegal immigration.
 - Launched Citizenship USA to ensure that by September 1996, eligible persons who apply for citizenship will be approved by the Immigration and Naturalization Service within six months. Citizenship USA has been implemented in Los Angeles, San Francisco, New York, Miami and Chicago -- cities that represent more than 75% of all pending citizenship applications.

- **Creating Opportunity in America's Communities:**
 - Created nine Economic Empowerment Zones and 95 Enterprise Communities which use tax incentives and flexible grants to promote economic empowerment and private-sector job creation in 104 distressed communities across America.
 - Creating a network of community development banks and financial institutions in low- and moderate-income communities which leverages \$10 of private investment for every \$1 of federal investment. With \$50 million appropriated for 1995 and \$1.625 billion requested in the President's budget proposal for the next seven years, matching capital and other assistance will be provided to create and expand community development banks and financial institutions. (Community Development Banks and Financial Institutions Fund)
 - Launched a program to increase the homeownership rate of Hispanic-Americans in the U.S. through advertising, education and counseling programs and by working with lending institutions to better serve the Hispanic community.
 - Made the Low-Income Housing Tax Credit and Mortgage Revenue Bond Program permanent increasing opportunities for affordable housing development by the private sector.
 - Reformed the Community Reinvestment Act to focus on performance -- actual lending, investments and basic banking services -- rather than paperwork. The reforms will unleash billions in new credit to low- to moderate-income communities.

- **Leaving Our Environment Safe and Clean for the Next Generation:**
 - Issued an Executive Order on Environmental Justice, ensuring that low income citizens and minorities do not suffer a disproportionate burden of industrial pollution.
 - Identified 20 environmental justice pilot projects to be undertaken across the country to redevelop contaminated sites in low-income communities and turn them into useable space, creating jobs and enhancing community development.
 - Launched a Brownfields Initiative to return land to productive use by providing tax incentives to clean-up old industrial waste sites.
 - Completed nearly as many toxic waste site clean ups in each of the past two years as were completed in the previous 10 years. Fought Republican Congressional attempts to gut the Superfund law that makes polluters -- rather than taxpayers -- pay to clean up toxic dumps.

- **Maintaining America's Leadership in the Fight for Freedom and Peace:**
 - Increased efforts to promote a peaceful, democratic transition in Cuba including toughening sanctions following the brutal shoot down of U.S. civilian aircraft over international waters and signing the Helms-Burton Act to penalize those who traffic in confiscated properties in Cuba. Awarded a landmark \$500,000 grant to Freedom House to assist human rights activists in Cuba.
 - Working with the 33 democratically-elected leaders of Western Hemisphere countries to create a Free Trade Area of the Americas to produce new jobs and opportunities for workers by eliminating tariffs and trade barriers in the region.
 - Took decisive action in assembling a financial support package for Mexico. The President's leadership prevented a prolonged financial crisis in Mexico and its spread to other Latin American countries.

WOMEN

"It is time for us to recognize a simple, but profound truth: by improving the lives of American women, we are making a vital investment in America's future. By investing in women, we enable them to reach their fullest potential as individuals and as members of our society. When women thrive, their families thrive. When families thrive, communities flourish, and our nation reaps the benefits."

President Bill Clinton

January 1996

President Clinton has an unprecedented record of supporting women and families. He understands that by improving the lives of American women, we make a vital investment in America's future. Today, 61 million American women are in the workforce, comprising half of all workers. Women are usually the primary caretakers for our children and our families. Each day, women working outside the home balance job and family responsibilities.

The Clinton Administration is committed to providing more economic and educational opportunities for women, to providing quality health and child care, to preventing violence on the streets and at home, and to ensuring that women's voices are heard at every level of our government.

A RECORD OF ACCOMPLISHMENT:

Expanding Opportunities

- Over 40% of President Clinton's appointees are women, by far the highest percentage of any Administration. Of these, five women hold Cabinet-level posts, the most ever.
- Appointed women for the first time to the following high level posts: the first woman Attorney General, Chair of the Council of Economic Advisors, Secretary of Energy, Office of Management and Budget Director and White House Deputy Chief of Staff.
- Over 55% of the President's judicial nominees are women and minorities -- the highest proportion ever. The President has appointed a record number (73) of women to the federal bench. Overall, 68% of President Clinton's judicial appointees have been rated "well qualified" by the American Bar Association -- the highest percentage achieved by any Administration since the ABA began rating judicial candidates during the Eisenhower Administration.
- Created the White House Office for Women's Initiatives & Outreach; the Department of Justice's Violence Against Women Office; and the Interagency Council on Women's Business Enterprise to ensure that women's economic concerns are addressed at the top levels of his Administration.

Helping Every American Achieve Economic Security in the New Economy

- Won enactment of the largest deficit-cutting plan in history -- cutting the deficit by more than half within four years, after it quadrupled during the previous two Administrations

- Every budget submitted by President Clinton has included increases to improve and expand child care services.
- President Clinton has worked to make child care programs more consistent and coordinated. By streamlining the management of four major child care programs into a single Child Care Bureau, the Clinton Administration has linked services and programs, reduced red tape, improved quality and given states more flexibility. The Administration also launched the Healthy Child Care Campaign to create partnerships between the health care and child care communities to ensure safe and healthy environments for children.
- Enacted the Family and Medical Leave Act to enable workers to take up to 12 weeks of unpaid leave to care for a family member without fear of losing their jobs. The President has proposed expanding the Family and Medical Leave Act to better help workers care for their families without sacrificing their work obligations. The expansion will allow workers to take up to 24 hours of unpaid leave in support of their children's educational needs, older relatives' health care and other family medical and dental obligations.
- Proposed an employee choice flex-time initiative that will allow workers to agree with their employers to work overtime in exchange for up to 80 hours of paid time-off ("flex-time"). Under the President's proposal, workers could choose to receive time-and-a-half in flex-time or in cash pay for each hour of overtime and could use their accumulated flex-time for any purpose.
- Provided tax relief for 15 million working families by increasing the Earned Income Tax Credit (EITC) to help ensure that parents who work full-time do not have to raise their children in poverty. Nearly half of all EITC recipients with children are female heads of households.
- Fostered growth of women-owned businesses through improved access to capital, an expanded federal procurement market and increased business training and technical assistance. From 1993 to 1994, the volume of loans to women increased by 86%.
- Supported effective, fair and balanced affirmative action programs that provide opportunities for minorities and women.
- Helped families move from welfare to work by authorizing 40 states to bypass existing welfare rules and set time limits on benefits, require recipients to work or stay in school, provide child care and give employers incentives to hire welfare recipients. These waivers are making work and responsibility a way of life for 75% of all welfare recipients.

Strengthened enforcement of child support laws resulting in a record \$11 billion collected in 1995, an increase of 40% since 1992. Over that same period, paternity establishments rose by more than 40%.

- Implemented a new child support enforcement project to help track down non-paying parents across state lines; challenged states to adopt new hire programs to catch delinquent parents who move from job to job; and issued new regulations to require women who apply for welfare to comply with paternity establishment requirements before receiving benefits, except in cases of rape or threat to the mother's safety. In addition, the President issued an Executive Order to help track down federal workers who fail to pay child support.

Expanding Access to Quality Health Care

- Fought to give all Americans quality health care and helped put the focus on rising health care costs. Last year, medical inflation had the smallest increase in nearly two decades.
- Revoked the Reagan/Bush restrictions on abortion counseling (the "gag rule"), abortions in military hospitals and the "Mexico City" policy. Supported permitting Medicaid coverage for abortion services for poor women who are victims of rape or incest. Ensured clinic safety by signing the Freedom of Access to Clinic Entrances Act to fight violence and intimidation against women and their doctors.
- Increased funding for breast cancer research by 65% and initiated the National Action Plan on Breast Cancer, a public/private partnership to fight the disease.
- Fought to preserve the guarantee of Medicaid coverage for women, children, people with disabilities and older Americans in the 1996 budget. Sixty percent of all Medicaid beneficiaries are women. Today, Medicaid covers prenatal care, check ups for children, long-term care and other vital services.
- Strengthened Medicare by enacting savings and structural changes that extended the life of the Medicare Hospital Insurance Trust Fund for an estimated three years. The President's balanced budget proposal would extend the life of the Medicare Trust Fund by over a decade from now through specific savings and policy changes without any new beneficiary cuts. The Clinton Administration also launched "Operation Restore Trust" to combat Medicare fraud and abuse, which has already paid \$42.3 million in restitution, fines, settlements and recovery of payments. Women comprise over 20 million, or 57%, of the 37 million Medicare recipients and nearly 5 million women, or 23% of women aged 65 or older, depend solely on Medicare to help with their medical bills.
- Improved the quality of health care services provided to Medicare and Medicaid beneficiaries in managed care through a number of initiatives.

Launched the Medicare Mammography Campaign to educate older women about the importance of detecting breast cancer early and about Medicare coverage of mammography services.

- Working to correct inequities of clinical research, which has traditionally focused primarily on men, by: 1) enacting legislation requiring that women and minorities be included in all clinical research supported by the National Institutes of Health; and 2) issuing guidelines to encourage participation of women in all phases of clinical drug development.
- Put the Women, Infants and Children Program on a full funding path.
- Requested annual budget increases for the federal Family Planning Program in order to help women reduce the risk of unintended pregnancies.
- Vetoed legislation that failed to protect women's health by banning a certain abortion procedure without an exemption for cases when, in the medical judgment of a physician, it is the best hope for the woman to avoid serious health consequences.

Providing Educational Opportunities for the New Century

- Supported education equity and leadership training for girls.
- Increased Head Start funding by nearly \$800 million to provide early education to tens of thousands of additional children in need.
- Supported the development of standards of excellence for students while encouraging grassroots reforms to improve our schools. More than 45 states and thousands of schools participate in Goals 2000 and have developed their own strategic plans for educational improvement based on raising academic standards, improving teaching, increasing parental involvement and expanding the use of technology in the classroom.
- Signed the School-to-Work Opportunities Act which broadens educational, career and economic opportunities for students not immediately bound for four-year colleges through local partnerships among businesses, schools, community organizations and state and local governments. By equipping students with the knowledge and skills necessary to pursue work or post-secondary training, this initiative helps ensure that America will be capable of performing and prospering in a competitive global economy.
- Reformed the student loan program, making college more affordable this year for millions of students in the Direct Lending program and others who will have access to flexible repayment options, including pay-as-you-earn plans. The President also enabled 45,000 volunteers to earn money for college by serving their communities and their country in the Americorps program.
- Proposed America's Hope Scholarships to make access to two-years of college universal by providing students with a \$1,500 refundable tax credit for full-time tuition in their first year of college and another \$1,500 credit in their second year if they work hard, stay off drugs and earn at least a B average in their first year. This \$1,500 tax credit will pay for more than the full cost of tuition at the national average-priced community colleges.

Making Homes and Communities Safer

- Broke six years of Congressional gridlock by signing the toughest and smartest Crime Bill ever with bipartisan support and endorsements from every major law enforcement organization. This legislation:
 - Included the Violence Against Women Act, the first national effort to reduce violence against women. The Act tripled funding for battered women's shelters and has already provided \$156 million in state grants to bolster law enforcement, prosecution and victims' services.
 - Created the first nationwide 24-hour Domestic Violence Hotline, providing immediate crisis intervention, counseling and referrals for women in need.
 - Increased penalties for sex offenders and imposed a registration requirement for violent sexual offenders.
 - Imposed a targeted "Three-Strikes-and-You're-Out" provision to put career violent offenders behind bars for life.
 - Banned 19 of the deadliest assault weapons and their copies, but specifically protected more than 650 legitimate sporting weapons.
 - Created the COPS program, putting 100,000 more community police officers in cities, towns and rural areas. In addition, the Clinton Administration has awarded more than \$46 million to help 336 communities fight domestic violence by strengthening community policing and its ties to local victims' services.
- Fought for and signed the Brady Bill, which has prevented over 60,000 convicted felons, fugitives, stalkers and other criminals from buying handguns.

Leaving Our Environment Safe and Clean for the Next Generation

- Issued a "Pollution Disclosure" Executive Order requiring industry to disclose information about toxic releases to their neighbors and nearly doubling the number of chemicals that industry must report.
- Required drinking water systems to test for and eliminate dangerous contaminants and introduced comprehensive Safe Drinking Water reforms.
- Made the air we breathe cleaner by issuing new standards to cut toxic pollution from chemical plants by 90% and dangerous incinerator emissions by 98%.
- Issued new safeguards to protect consumers from *E. coli* contamination in meat.

THE CHALLENGES AHEAD:

America is moving in the right direction. Crime, teen pregnancy and poverty rates are down. Real median family income has increased during the Clinton Administration, after falling 4% during the previous four years. The combined unemployment, inflation and mortgage rate is at its lowest level since 1968. Over 10 million new jobs have been created in just over three years -- 93% of all new jobs created are in the private sector and nearly 4 million new jobs in high-wage industries have been created since 1993. From 1993 to 1995, the number of women-owned businesses has grown from 6 million to 7.8 million -- almost double the rate of growth in businesses overall.

But we still have more to do before every American has a chance to fulfill his or her promise. The Clinton Administration will remain committed to reinforcing basic values by working together to cherish children, strengthen families, increase access to education and high-wage jobs and create greater opportunities for a better future. We have a historic opportunity and a responsibility to lead the world in our efforts to better the lives of women. That is why President Clinton:

- Will continue to protect women's health and safety, and the right of American women to make their own reproductive choices.
- Will continue to fight against drastic budget cuts that threaten Medicare, Medicaid, education and the environment.
- Will continue to invest in education and to help Americans invest in their children's future with public school choice, charter schools, a \$10,000 deduction for higher education, Hope Scholarships which guarantee the first two years of college through refundable tax credits and a \$2 billion Technology Literacy Challenge Fund to help communities and the private sector ensure that every student is equipped with the computer literacy skills they need for the 21st century.
- Will continue fighting for an increase in the minimum wage to provide the opportunity for working Americans to lift themselves and their families out of poverty. Almost 60% of all minimum wage earners are women.
- Is committed to providing more relief for working families through a \$500 per child tax credit.
- Will continue to support affirmative action consistent with Supreme Court rulings and work with federal agencies to reform programs so that they are stronger where needed. The Administration will oppose legislation that will turn back the clock on the federal government's historic, bipartisan commitment to equal opportunity.
- Will continue to fight for meaningful health insurance reform to allow people to keep coverage when they change jobs and prevent denial of coverage due to pre-existing conditions. In addition, President Clinton introduced proposals as part of his balanced budget plan to improve the health security of all Americans, help workers transitioning to new jobs pay for health insurance, strengthen and modernize Medicare, and protect the guarantee of health coverage for Medicaid recipients.
- Will continue to challenge businesses to create workplaces that allow workers to be both productive employees and caring and responsible family members; to provide the security that a living wage, safe and affordable child care, health care and pension benefits can give; to recognize that investments in employees are as important as investing in factories and equipment; to give employees a greater voice in the workplace; and to protect the health and safety of employees.

RACE INITIATIVE

I. EEOC

A. Problems

- * There is a 75,000 case backlog.
- * It is routine for cases to take 5 years to be investigated and referred to DOJ.
- * EEOC is understaffed.
- * EEOC cannot legally do cease and desist orders.
- * EEOC is a commission and has trouble coordinating policy.

B. Solutions

- * Increase EEOC budget, it has requested \$246 million.
- * Give it power to do cease and desist orders, like NLRB.
- * Let it do industry wide appraisals and suggest solutions.

C. Other

- * The history of the EEOC is that it was passed, but was weak on remedies because of Southern opposition to the bill.
- * There have been some programs recommending more wide-ranging reform in the Anti-Discrimination bureaucracy. We should pursue this.

II. UNDERGROUND RAILROAD

A. Opportunity

The underground railroad, one of the most dramatic events in American civil rights history, has been recognized as deserving further commemoration. A 1990 bill directed the National Park Service to complete a study of how it should be organized for celebration and educational purposes.

Legislation has been introduced to link the sites nationwide under the auspices of the NPS.

B. Status

- * The bill was introduced by Stokes and Portman last month.

- * NPS notes the “absence of further funding” in limiting what it can do.

- * NPS has invited HRC to an event in March, 1998 marking the contributions of Booker T. Washington and Frederick Douglass.

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June 16, 1997 11:42 Eastern Time

SECTION: NATIONAL DESK

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HEADLINE: Transcript of Clinton Remarks June 14 at UC-San Diego Commencement 1
of 3)

BYLINE: White House Press Office, 202-456-2100

DATELINE: WASHINGTON, June 16

BODY:

Following is a transcript of remarks made by President Clinton June 14 at the University of California-San Diego commencement (Part 1 of 3):

Rimac Field
University of California at San Diego
San Diego, California

10:47 A.M. (L)

THE PRESIDENT: Thank you very much. Thank you. Well, ladies and gentlemen, the first thing I would like to say is that Coleen spoke so well -- (laughter) -- and she said everything I meant to say -- (laughter) that I could do us all a great favor by simply associating myself with her remarks and sitting down. (Applause.)

I would also like to thank Dr. Anagnostopoulos for reminding us of the infamous capacity of faculty members to be contrary with one another. (Laughter.) Until he said it, I hadn't realized that probably 90 percent of the Congress once were on university faculties. (Laughter.)

Let me say to Chancellor Dynes and President Atkinson, to the distinguished regents and faculty members, to the students and their families and friends who are here today, I'm honored to be joined by a number of people who reflect the kind of America that Coleen Sabatini

called for: Senator Barbara Boxer and Senator Dan Akaka from Hawaii; your Congressman, Bob Filner; Congresswoman Maxine Waters, the Chair of the Congressional Black Caucus; Congresswoman Patsy Mink; Congressman Jim Clyburn; Congressman John Lewis, a great hero of the civil rights movement; Congresswoman Juanita Millender-McDonald; Congressman Carlos Romero-Barcelo from Puerto Rico; your Lieutenant Governor Gray Davis; the Secretary of Transportation Rodney Slater; of Labor, Alexis Herman; of Veterans Affairs, Jesse Brown; of Education, Dick Riley; our distinguished Ambassador to the United Nations Bill Richardson; our distinguished Administrator of the Small Business Administration, Aida Alvarez, the first American of Puerto Rican descent ever to be in a Presidential Cabinet.

I would like to ask them all to stand along with the members of the White House staff who are here, including Thurgood Marshall Jr. whose father has a college named for him at this great university. Would you please stand?

(Applause.)

And I can't help but noting that there's another person here that deserves some special recognition -- the University of California at San Diego Class of 1977 -- a Filipino-American woman that became the youngest Captain of the Navy and my personal physician, Dr. Connie Mariano. Where is she?
(Applause.)

I want to thank you for offering our nation a shining example of excellence rooted in the many backgrounds that make up this great land. You have blazed new paths in science and technology, explored the new horizons of the Pacific Rim and Latin America. This is a great university for the 21st century.

Today we celebrate your achievements at a truly golden moment for America. The Cold War is over and freedom is now ascendant around the globe, with more than half of the people in this old world living under governments of their own choosing for the very first time.

Our economy is the healthiest in a generation and the strongest in the world. Our culture, our science, our technology promise unimagined advances and exciting new careers. Our social problems, from crime to poverty, are finally bending to our efforts.

Of course, there are still challenges for you out there. Beyond our borders, we must battle terrorism, organized crime and drug trafficking, the spread of weapons of mass destruction, the prospect of new diseases and environmental disaster.

Here at home, we must ensure that every child has the chance you have had to develop your God-given capacities. We cannot wait for them to get in trouble to notice them.

We must continue to fight the scourge of gangs and crime and drugs. We must prepare for the retirement of the baby boom generation so that we can reduce that child poverty rate that Coleen talked about. We must harness the forces of science and technology for the public good, the entire American public.

But I believe the greatest challenge we face, among all those that Coleen talked about, is also our greatest opportunity. Of all the questions of discrimination and prejudice that still exist in our society, the most perplexing one is the oldest, and in some ways today, the newest: the problem of race. Can we fulfill the promise of America by embracing all our citizens of all races, not just at a university where people have the benefit of enlightened teachers and the time to think and grow and get to know each other within the daily life of every American community. In short, can we become one America in the 21st century?

I know, and I've said before, that money cannot buy this goal, power cannot compel it, technology cannot create it. This is something that can come only from the human spirit -- the spirit we saw when the choir of many races sang as a gospel choir.

Today, the state of Hawaii, which has a Senator and a Congresswoman

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present here. has no majority racial or ethnic group. It is a wonderful place of exuberance and friendship and patriotism. Within the next three years, here in California no single race or ethnic group will make up a majority of the state's population. Already, five of our largest school districts draw students from over 100 different racial and ethnic groups. At this campus, 12 Nobel prize winners have taught or studied from nine different countries. A half-century from now, when your own grandchildren are in college, there will be no majority race in America.

Now, we know what we will look like, but what will we be like? Can we be one America respecting, even celebrating, our differences, but embracing even more what we have in common? Can we define what it means to be an American, not just in terms of the hyphen showing our ethnic origins but in terms of our primary allegiance to the values America stands for and values we really live by. Our hearts long to answer yes, but our history reminds us that it will be hard. The ideals that bind us together are as old as our nation, but so are the forces that pull us apart. Our founders sought to form a more perfect union; the humility and hope of that phrase is the story of America and it is our mission today.

Consider this: We were born with a Declaration of Independence which asserted that we were all created equal and a Constitution that enshrined slavery. We fought a bloody civil war to abolish slavery and preserve the union, but we remained a house divided and unequal by law for another century. We advanced across the continent in the name of freedom, yet in so doing we pushed Native Americans off their land, often crushing their culture and their livelihood. Our Statue of Liberty welcomes poor, tired, huddled masses of immigrants to our borders, but each new wave has felt the sting of discrimination.

In World War II, Japanese Americans fought valiantly for freedom in Europe, taking great casualties, while at home their families were herded into internment camps. The famed Tuskegee Airmen lost none of the bombers they guarded during the war, but their African American heritage cost them a lot of rights when they came back home in peace.

Though minorities have more opportunities than ever today, we still see evidence of bigotry -- from the desecration of houses of worship, whether they be churches, synagogues or mosques, to demeaning talk in corporate suites. There is still much work to be done by you, members of the class of 1997. But those who say we cannot transform the problem of prejudice into the promise of unity forget how far we have come, and I cannot believe they have ever seen a crowd like you. (Applause.)

When I look at you, it is almost impossible for me even to remember my own life. I grew up in the high drama of the Cold War, in the patriotic South. Black and white southerners alike wore our nation's uniform in defense of freedom against communism. They fought and died together, from Korea to Vietnam. But back home, I went to segregated schools, swam in segregated public pools, sat in all-white sections at the movies, and traveled through small towns in my state that still marked restrooms and water fountains "white" and "colored."

By the grace of God I had a grandfather with just a grade school education but the heart of a true American, who taught me that it was wrong.

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And by the grace of God, there were brave African Americans like Congressman John Lewis, who risked their lives time and time again to make it right. And there were white Americans like Congressman Bob Filner, a freedom rider on the bus with John Lewis, in the long, noble struggle for civil rights, who knew that it was a struggle to free white people, too.

To be sure, there is old, unfinished business between black and white Americans, but the classic American dilemma has now become many dilemmas of race and ethnicity. We see it in the tension between black and Hispanic customers and their Korean or Arab grocers; in a resurgent anti-Semitism even on some college campuses; in a hostility toward new immigrants from Asia to the Middle East to the former communist countries to Latin America and the Caribbean -- even those whose hard work and strong families have brought them success in the American Way.

We see a disturbing tendency to wrongly attribute to entire groups, including the white majority, the objectionable conduct of a few members. If a black American commits a crime, condemn the act -- but remember that most African Americans are hard-working, law-abiding citizens. If a Latino gang member deals drugs, condemn the act -- but remember the vast majority of Hispanics are law-abiding. If white teenagers beat a young African American boy almost to death just because of his race, for God's sake condemn the act -- but remember the overwhelming majority of white people will find it just as hateful. If an Asian merchant discriminates against her customers of another minority group, call her on it -- but remember, too, that many, many Asians have borne the burden of prejudice and do not want anyone else to feel it.

LANGUAGE: ENGLISH

LOAD-DATE: June 16, 1997

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June 16, 1997 11:46 Eastern Time

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HEADLINE: Transcript of Clinton Remarks June 14 at UC-San Diego Commencement 2 of 3)

BYLINE: White House Press Office, 202-456-2100

DATELINE: WASHINGTON, June 16

BODY:

Following is a transcript of remarks made by President Clinton June 14 at the University of California-San Diego commencement (Part 2 of 3):

Remember too, in spite of the persistence of prejudice, we are more integrated than ever. More of us share neighborhoods and work and school and social activities, religious life, even love and marriage across racial lines than ever before. More of us enjoy each other's company and distinctive cultures than ever before. And more than ever, we understand the benefits of our racial, linguistic, and cultural diversity in a global society, where networks of commerce and communications draw us closer and bring rich rewards to those who truly understand life beyond their nation's borders.

With just a twentieth of the world's population, but a fifth of the world's income, we in America simply have to sell to the other 95 percent of the world's consumers just to maintain our standard of living. Because we are drawn from every culture on earth, we are uniquely positioned to do it. Beyond commerce, the diverse backgrounds and talents of our citizens can help America to light the globe, showing nations deeply divided by race, religion and tribe that there is a better way.

Finally, as you have shown us today, our diversity will enrich our lives in non-material ways -- deepening our understanding of human nature and human differences, making our communities more exciting, more enjoyable, more meaningful. That is why I have come here today to ask the American people to join me in a great national effort to perfect the promise of America for this new time as we seek to build our more perfect union, are not driven to it by some emergency or social cataclysm, now is the time we should learn together, talk together and act together to build one America. (Applause.)

Let me say that I know that for many white Americans, this conversation may seem to exclude them or threaten them. That must not be so. I believe white Americans have just as much to gain as anybody else from being a part of this endeavor -- much to gain from an America where we finally take responsibility for all our children so that they, at last, can be judged as Martin Luther King hoped, "Not by the color of their skin, but by the content of their character." (Applause.)

What is it that we must do? For four and a half years now, I have

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worked to prepare America for the 21st century with a strategy of opportunity for all, responsibility from all, and an American community of all our citizens. To succeed in each of these areas, we must deal with the realities and the perceptions affecting all racial groups in America.

First, we must continue to expand opportunity. Full participation in our strong and growing economy is the best antidote to envy, despair and racism. We must press forward to move millions more from poverty and welfare to work; to bring the spark of enterprise to inner cities; to redouble our efforts to reach those rural communities prosperity has passed by. And most important of all, we simply must give our young people the finest education in the world.

There are no children who, because of their ethnic or racial background, who cannot meet the highest academic standards if we set them and measure our students against them, if we give them well-trained teachers and well-equipped classrooms, and if we continue to support reasoned reforms to achieve excellence, like the charter school movement. (Applause.)

At a time when college education means stability, a good job, a passport to the middle class, we must open the doors of college to all Americans and we must make at least two years of college as universal at the dawn of the next century as a high school diploma is today.

In our efforts to extend economic and educational opportunity to all our citizens, we must consider the role of affirmative action. I know affirmative action has not been perfect in America -- that's why two years ago we began an effort to fix the things that are wrong with it -- but when used in the right way, it has worked. (Applause.)

It has given us a whole generation of professionals in fields that used to be exclusive clubs -- where people like me got the benefit of 100 percent affirmative action. There are now more women-owned businesses than ever before. There are more African American, Latino and Asian American lawyers and judges, scientists and engineers, accountants and executives than ever before.

But the best example of successful affirmative action is our military. Our armed forces are diverse from top to bottom -- perhaps the most integrated institution in our society and certainly the most integrated military in the world. And, more important, no one questions that they are the best in the world. So much for the argument that excellence and diversity do not go hand in hand. (Applause.)

There are those who argue that scores on standardized tests should be the sole measure of qualification for admissions to colleges and universities. But many would not apply the same standard to the children of alumni or those with athletic ability. (Applause.)

I believe a student body that reflects the excellence and the diversity of the people we will live and work with has independent educational value. Look around this crowd today. Don't you think you have learned a lot more than you would have if everybody sitting around you looked just like you? I think you have. (Applause.)

And beyond the educational value to you, it has a public interest because you will learn to live and work in the world you will live in better.

When young people sit side by side with people of many different backgrounds, they do learn something that they can take out into the world. And they will be more effective citizens.

Many affirmative action students excel. They work hard, they achieve, they go out and serve the communities that need them for their expertise and role model. If you close the door on them, we will weaken our greatest universities and it will be more difficult to build the society we need in the 21st century. (Applause.)

Let me say, I know that the people of California voted to repeal affirmative action without any ill motive. The vast majority of them simply did it with a conviction that discrimination and isolation are no longer barriers to achievement. But consider the results. Minority enrollments in law school and other graduate programs are plummeting for the first time in decades. Assuming the same will likely happen in undergraduate education. We must not resegregate higher education or leave it to the private universities to do the public's work. (Applause.)

At the very time when we need to do a better job of living and learning together, we should not stop trying to equalize economic opportunity. To those who oppose affirmative action, I could find a better way. And to those of us who still support it, I say we should continue to stand for it, we should reach out to those who disagree or are uncertain and talk about the practical impact of these issues, and we should never be thought unwilling to work with those who disagree with us to find new ways to lift people up and bring people together. (Applause.)

Beyond opportunity, we must demand responsibility from every American. Our strength as a society depends upon both -- upon people taking responsibility for themselves and their families, teaching their children good values, working hard and obeying the law, and giving back to those around us. The new economy offers fewer guarantees, more risks, and more rewards. It calls upon all of us to take even greater responsibility for our education than ever before.

In the current economic boom, only one racial or ethnic group in America has actually experienced a decline in income -- Hispanic Americans. One big reason is that Hispanic high school drop-out rates are well above -- indeed, far above -- those of whites commitment to work. We admire the legendary willingness to take the hard job at long hours for low pay. In the old economy, that was a responsible thing to do. But in the new economy, where education is the key, responsibility means staying in school. (Applause.)

No responsibility is more fundamental than obeying the law. It is not racist to insist that every American do so. The fight against crime and drugs is a fight for the freedom of all our people, including those -- perhaps especially those -- minorities living in our poorest neighborhoods. But respect for the law must run both ways. The shocking difference in perceptions of the fairness of our criminal justice system grows out of the real experiences that too many minorities have had with law enforcement officers. Part of the answer is to have all our citizens respect the law, but the basic rule must be that the law must respect all our citizens. (Applause.)

And that applies, too, to the enforcement of our civil rights laws.

For example, the Equal Employment Opportunity Commission has a huge backlog of cases with discrimination claims -- though we have reduced it by 25 percent over the last four years. We can do not much better without more resources. It is imperative that Congress -- especially those members who say they're for civil rights but aga inst affirmative action -- at least give us the money necessary to enforce the law of the land and do it soon. (Applause.)

Our third imperative is perhaps the most difficult of all. We must build one American community based on respect for one another and our shared values. We must begin with a candid conversation on the state of race relations today and the implications of Americans of so many different races living and working together as we approach a new century. We must be honest with each other. We have talked at each other and about each other for a long time. It's high time we all began talking with each other.

Over the coming year I want to lead the American people in a great and unprecedented conversation about race. In community efforts from Lima, Ohio, to Billings, Montana, in remarkable experiments in cross-racial communications like the uniquely named ERACISM, I have seen what Americans can d o if they let down their guards and reach out their hands.

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SECTION: NATIONAL DESK

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HEADLINE: Transcript of Clinton Remarks June 14 at UC-San Diego Commencement 3
of 3)

BYLINE: White House Press Office, 202-456-2100

DATELINE: WASHINGTON, June 16

BODY:

Following is a transcript of remarks made by President Clinton June 14 at the University of California-San Diego commencement (Part 3 of 3):

I have asked one of America's greatest scholars, Dr. John Hope Franklin, to chair an advisory panel of seven distinguished Americans to help me in this endeavor. He will be joined by former Governors Thomas Kean of New Jersey and William Winter of Mississippi, both great champions of civil rights; by Linda Chavez-Thompson, the Executive Vice President of the AFL-CIO; by Reverend Suzan Johnson Cook, a minister from the Bronx and former White House Fellow; by Angela Oh, an attorney and Los Angeles community leader; and Robert Thompson, the CEO of Nissan U.S.A. -- distinguished leaders, leaders in their community.

I want this panel to help educate Americans about the facts surrounding issues of race, to promote a dialogue in every community of the land to confront and work through these issues, to recruit and encourage leadership at all levels to help breach racial divides, and to find, develop and recommend how to implement concrete solutions to our problems -- solutions that will involve all of us in government, business, communities, and as individual citizens.

I will make periodic reports to the American people about our findings and what actions we all have to take to move America forward. This board will seek out and listen to Americans from all races and all walks of life. They are performing a great citizen service, but in the cause of building one America all citizens must serve.

As I said at the President's Summit on Service in Philadelphia, in our new era such acts of service are basic acts of citizenship. Government must play its role, but much of the work must be done by the American people as citizen service. The very effort will strengthen us and bring us closer together.

In short, I want America to capture the feel and the spirit that you have given to all of us today. I'd like to ask the board to stand and be recognized. I want you to look at them, and I want you to feel free to talk to them over the next year or so. Dr. Franklin and members of the board.
(Applause.)

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Honest dialogue will not be easy at first. We'll all have to get past defensiveness and fear and political correctness and other barriers to honesty. Emotions may be rubbed raw, but we must begin.

What do I really hope we will achieve as a country? If we do nothing more than talk, it will be interesting but it won't be enough. If we do nothing more than propose disconnected acts of policy, it would be helpful, but it won't be enough.

But if ten years from now people can look back and see that this year of honest dialogue and concerted action helped to lift the heavy burden of race from our children's future, we will have given a precious gift to America.

I ask you all to remember just for a moment, as we have come through the difficult trial on the Oklahoma City bombing, remember that terrible day when we saw and wept for Americans and forgot for a moment that there were a lot of them from different races than we are.

Remember the many faces and races of the Americans who did not sleep and put their lives at risk to engage in the rescue, the helping and the healing. Remember how you have seen things like that in the natural disasters here in California. That is the face of the real America. That is the face I have seen over and over again. That is the America, somehow, some way we have to make real in daily American life. (Applause.)

Members of the graduating class, you will have a greater opportunity to live your dreams than any generation in our history, if we can make of our many different strands, one America -- a nation at peace with itself bound together by shared values and aspirations and opportunities and real respect for our differences.

I am a Scotch-Irish Southern Baptist, and I'm proud of it. But my life has been immeasurably enriched by the power of the Torah, the beauty of the Koran, the piercing wisdom of the religions of East and South Asia -- all embraced by my fellow Americans. I have felt indescribable joy and peace in black and Pentecostal churches. I have come to love the intensity and selflessness of my Hispanic fellow Americans toward la familia. As a Southerner, I grew up on country music and county fairs and I still like them. (Laughter.) But I have also reveled in the festivals and the food, the music and the art and the culture of Native Americans and Americans from every region in the world.

In each land I have visited as your President, I have felt more at home because some of their people have found a home in America. For two centuries, wave upon wave of immigrants have come to our shores to build a new life drawn by the promise of freedom and a fair chance. Whatever else they found, even bigotry and violence, most of them never gave up on America. Even African American, the first of whom we brought here in chains, never gave up on America.

It is up to you to prove that their abiding faith was well-placed. Living in islands of isolation -- some splendid and some sordid -- is not the American way. Basing our self-esteem on the ability to look down on others is not the American way. Being satisfied if we have what we want and heedless of

others who don't even have what they need and deserve is not the American way. We have torn down the barriers in our laws. Now we must break down the barriers in our lives, our minds and our hearts.

More than 30 years ago, at the high tide of the civil rights movement, the Kerner Commission said we were becoming two Americas, one white, one black, separate and unequal. Today, we face a different choice: will we become not two, but many Americas, separate, unequal and isolated? Or will we draw strength from all our people and our ancient faith in the quality of human dignity, to become the world's first truly multi-racial democracy. That is the unfinished work of our time, to lift the burden of race and redeem the promise of America.

Class of 1997, I grew up in the shadows of a divided America, but I have seen glimpses of one America. You have shown me one today. That is the America you must make. It begins with your dreams, so dream large, live your dreams, challenge your parents and teach your children well.

God bless you and good luck.

END 11:23 A.M. (L)

LANGUAGE: ENGLISH

LOAD-DATE: June 16, 1997

Race Initiative

THE WHITE HOUSE
WASHINGTON

July 15, 1997

MEMORANDUM FOR THE PRESIDENT

THROUGH: ERSKINE BOWLES
 SYLVIA MATHEWS
 JUDITH WINSTON

FROM: BRUCE REED
 ELENA KAGAN *ERK*

SUBJECT: RACE INITIATIVE POLICY PROCESS

This memorandum sets out the process we will use to develop policy announcements and proposals for the Race Initiative. Our goals are: (1) to help provide a status report on race relations and racial disparities to inform policy development; (2) to assess and communicate the impact of this Administration's prior initiatives -- involving economic growth, education, crime, and so forth -- on race relations and the status of racial minorities; and (3) to build on this Administration's accomplishments and agenda with new initiatives to announce in the coming year and longer-term policies to incorporate in the final Presidential Report. We have a strong base from which to work, and we will attempt to ensure that the policy measures accompanying the Race Initiative will grow out of everything this Administration has done already. Throughout, we will focus on solutions that reflect the common values of the American people (e.g., equal opportunity and shared responsibility), and respond to their common aspirations (e.g., safe streets, good schools, and affordable housing).

Research and Investigation

In close cooperation with the DPC, NEC, Judy Winston, and Chris Edley, CEA will coordinate research on the current state of race relations and the continuing disparities in critical measures of well-being among individuals of different races. CEA already has developed a draft outline for this research, based on conversations with DPC and Chris Edley. The outline, which is attached to this memo, suggests research on, among other things: (1) disparities in economic success, educational opportunity, health care, political participation, family organization, and criminal victimization; (2) racial segregation in schools, neighborhoods, and workplaces; and (3) the prevalence and consequences of racial discrimination. In addition, research will be done on the differential effects of particular kinds of public policy on racial groups. CEA will do some aspects of this research itself and will assign other aspects to the appropriate offices in Treasury, DOL, Education, HHS, and DOJ. This work will go into the final President's Report and will influence and inform the development of policy discussed below.

Interagency Policy Development Process

The DPC has established four major workgroups to develop policy for the Race Initiative. Bruce Reed, Elena Kagan, and Jose Cerda will coordinate the efforts of these groups. We anticipate developing both administrative actions and legislative proposals, and combining incremental (but important) policy advances with a few truly bold ideas. We will advance some of the policy proposals during the year-long initiative, while saving others for the President's Report at the end. (The right timeframe for policy proposals is not only the FY 1999 budget cycle, but the remaining years of this century and the start of the next.) The workgroups also will have responsibility for assessing the impact of prior Administration initiatives in their policy areas, so that we can build on our own accomplishments.

In coordinating policy development through these workgroups, we of course will work closely with Judy Winston and Chris Edley, and we will incorporate, as appropriate, advice provided to you by the Chair and Members of the Advisory Board. We also will solicit the views of outsiders -- such politically diverse people as William Julius Wilson, Glenn Loury, Henry Cisneros, Will Marshall, Doris Kearns, Richard Daley, and Nathan Glazer come to mind -- to challenge and enhance our own thinking.

1. **Economic and Community Empowerment** (co-chaired by Bruce Reed and Gene Sperling). This group will look at issues and policies relating to (1) job opportunities for unemployed and underemployed minorities, including welfare-to-work efforts and transportation initiatives to move inner city residents to suburban jobs; (2) housing for low-income residents of inner cities, including new or expanded uses of voucher plans and tax incentives to promote mixed-income, multi-racial communities; (3) metropolitan regional strategies to strengthen links between inner cities and suburbs; and (4) minority entrepreneurship, including credit programs building on CRA and CDFI.

Participating White House offices are: DPC, NEC, OVP/CEB, OPL, Intergovernmental, Legislative, CEA, CEQ, OMB.

Participating agencies are: Treasury, Labor, Commerce, Transportation, HUD, SBA, and Interior (for Native American population).

2. **Education** (chaired by Mike Cohen). This group will look at issues and policies relating to (1) failing inner city and rural schools, including issues of racial segregation and enhanced efforts to raise standards, improve teaching, provide improved infrastructure and new technology, promote charter schools, and encourage school takeovers and other accountability mechanisms; (2) education of Hispanic students, including bilingualism; and (3) expanded access to higher education and skills training. (Note that responses to Proposition 209 and Hopwood fall within the Administration of Justice Workgroup.)

Participating White House offices are: DPC, NEC, OVP, OPL, Intergovernmental, Legislative, OMB.

Participating agencies are: Education, Interior.

3. **Administration of Justice** (chaired by Elena Kagan). This group will look at issues and policies relating to (1) criminal law enforcement and prevention, including the underprotection of minority communities (including Indian reservations), police force composition and practices (including diversity issues and community policing), and after-school and other youth programs; and (2) enforcement of civil rights laws, including responses to Proposition 209 and Hopwood, reduction of the EEOC complaint backlog and other EEOC reforms, enhanced efforts on housing and lending discrimination, affirmative action issues generally, and hate crimes initiatives (for November conference).

Participating White House offices are: DPC, OVP, Counsel, OPL, Intergovernmental, Legislative, OMB, ONDCP.

Participating agencies are: Justice, Treasury, Education, DOL, HHS, HUD, USDA, Interior, EEOC.

4. **Health and Family** (chaired by Chris Jennings). This group will look at issues and policies relating to (1) special health care needs of minority populations, including the high incidence of certain health conditions and diseases and the underutilization of certain health care services, such as immunizations and mammograms; and (2) family composition, including efforts to strengthen two-parent families, ensure adoption of minority children, and provide supports to families led by grandparents.

Participating White House offices are: DPC, OVP, OPL, Intergovernmental, Legislative, OMB.

Participating agencies are: HHS, Interior.

This Week's Policy Announcement

As you know, you will be attending the NAACP convention in Chicago on Thursday. We believe this speech offers an excellent opportunity to discuss the intersection of race and education issues. First, your speech can address the value of integration in educational settings. Thurgood Marshall once wrote that "unless our children begin to learn together, there is little hope that our people will ever learn to live together"; your speech can make exactly this link between educational integration and race relations generally to members of the organization most closely identified with progress in this area. This message would echo the strong argument you made for diversity in education in your San Diego speech; it also would lead naturally into your commemoration of the integration of Little Rock Central High School in September. Minyon Moore and others are reaching out to Kweisi Mfume and others to ensure that we address this issue in a way that avoids exacerbating internal NAACP divisions on the subject.

Second and no less important, you can stress the need to improve right now

predominantly poor and minority schools in inner city and rural areas. This part of your speech can protest the neglect (financial and otherwise) of predominantly minority schools and the consignment of their students to a second-class education. Here, you should make a strong statement about the importance of national standards and tests to boost expectations and improve the quality of education. But you should make an equally strong statement about providing students with the tools and opportunities to help them meet those standards -- better teaching, improved infrastructure and new technologies, and mechanisms to take over failing schools, including by turning them into charters (Rosa Parks is now trying to establish a charter school in Detroit).

As a down payment on a broader effort to improve inner city and rural schools, you can announce a new proposal to improve teaching in these institutions. The quality of teaching in inner city and rural schools is much lower than in the rest of the nation; in particular, the teachers in these schools are far less well trained than in others. To address this situation, Title V of the Department of Education's proposed reauthorization of the Higher Education Act, which will be submitted to Congress later this summer, proposes a new initiative to recruit, prepare, and retain teachers in urban and poor rural communities. This program would provide at least \$325 million over five years (we are still working out the exact funding with OMB) for two purposes: (1) to strengthen teacher training programs that operate in partnership with -- and place large numbers of graduates in -- urban or poor rural schools; and (2) to provide scholarships to talented and diverse individuals, chosen jointly by institutions of higher education and eligible school districts, who will commit to teach in urban and poor rural areas for at least three years after graduation.

Draft CEA Research Agenda

Part I: Demography

1. Racial composition of the US population: 1990s and historical trends
2. Geographic distribution
3. Components of change: birth, death and immigration
4. Projections

Part II: Disparities in the 1990s and trends in disparities

1. Economic status

a. Income and Poverty

b. Labor markets

employment, unemployment, non-employment
hours

wages and non-wage compensation

occupation/industry

non-wage characteristics of jobs (e.g., working conditions, health risks)

disability

c. Wealth/credit

financial

business ownership

home ownership

retirement wealth

credit and credit institutions

2. Educational status

a. Enrollment

Drop out rates; college enrollment and completion rates

b. Quality of schooling

c. Achievement

d. Training

3. Health status and health care

a. Health status

Pregnancy and infancy

Child hood and young adulthood

Adulthood

Older ages

{Specific diseases or conditions}

b. Health care

Insurance

Availability of health services

Health behaviors

4. Political status

- a. Voting
- b. Holding public office
- c. Other political participation

5. Criminal justice

- a. Offenders and victims
- b. Criminal justice process (sentencing etc.)

6. Family organization

- a. Family structure
- b. Other family patterns (fostering, adoption, extension etc.)
- c. Living arrangements and family support of the older population

7. Impact of immigration

- a. Labor markets
- b. Education
- c. Other

Part III: Race relations

1. Racial attitudes and behaviors

(ACD is very good on history of black white attitudes/opinions. Needs to be expanded to other groups and updated.)

2. Racial segregation

Residences

Schools

Workplaces

Other

3. Bias crimes, etc.

4. Developments in the 1990s

Rodney King beating trials and riots

OJ Simpson trials

The Bell Curve controversy

Challenge to Affirmative Action in California

Part IV: Discrimination

1. Measurement/methods: econometric vs. audit studies

2. Links between discrimination and outcomes.

(Issue: Audit studies prove discrimination exists, but how much of the disparities documented in Part II can be attributed, directly or indirectly, to discrimination?)

3. Causes of discriminatory behavior

4. Consequences of discrimination for society

Has the nature of discrimination changed?

Excerpts From a Speech By Gingrich About Race

By The New York Times

WASHINGTON, June 18 — Following are excerpts from the prepared text of a speech by Speaker Newt Gingrich tonight to the Orphan Foundation of America outlining 10 proposals to improve on race relations:

1. **LEARNING.** Create better opportunities for all children to learn by breaking the stranglehold of the teachers' unions and giving urban parents the financial opportunity to choose the public, private, or parochial school that's best for their children.

2. **SMALL BUSINESS.** Set a goal of tripling the number of minority-owned small businesses by bringing successful small-business leaders together to identify — and then eliminate — the government-imposed barriers to entrepreneurship.

3. **URBAN RENEWAL.** Create 100 Renewal Communities in impoverished areas through targeted, pro-growth tax benefits, regulatory relief, low-income scholarships, savings accounts, brownfields clean-up, and home-ownership opportunities.

4. **CIVIL RIGHTS.** Clear the existing backlog of discrimination cases at the Equal Employment Opportunity Commission by enforcing existing civil rights laws, rather than trying to create new ones by regulatory decree.

5. **EQUAL OPPORTUNITY.** Make America a country with equal opportunity for all and special privilege for none by treating all individuals as equals before the law and doing away with quotas, preferences and set-asides in Government contracts, hiring, and university admissions.

6. **RACIAL CLASSIFICATION.** Break down rigid classifications.

A first step could be to add a "multiracial" category to the census and other government forms to begin to phase out the outdated, divisive, and rigid classification of Americans as "blacks" or "whites" or other single races. Ultimately, our goal is to have one classification — American.

7. **HOME OWNERSHIP.** Ease the path toward home ownership by giving local communities and housing authorities the flexibility and authority to more effectively and efficiently house low-income Americans. We must also expand faith-based charities such as Habitat for Humanity, which grow families as well as build homes.

8. **VIOLENT CRIME.** Make our cities safe and secure places to live and work through community policing, tougher sentences for violent criminals, and innovative anti-crime programs. Dramatically expand the community-based anti-drug coalition efforts and create a victory plan for the war on drugs.

9. **ECONOMIC GROWTH.** Expand economic opportunities for all Americans by promoting continued economic growth with low inflation and rising take-home pay, through tax cuts, tax simplifications, litigation reform, less regulation and overhaul of the burden of government on small business. All in all, for welfare-to-work to be successful, work needs to be available.

10. **WELFARE REFORM.** Take the next step in welfare reform by fostering and promoting innovative local job training, welfare-to-work, and entry-level employment programs to move welfare recipients into the work force.

Draft 6/13/97 noon draft 1c

**PRESIDENT WILLIAM J. CLINTON
ONE AMERICA IN THE 21ST CENTURY
UNIVERSITY OF CALIFORNIA AT SAN DIEGO
June 14, 1997**

[Acknowledgments]

Thank you for inviting me here, and thank you for offering our nation a shining example of diversity and strength. Here, you have overcome old boundaries of race and national origin. You have blazed new paths in science and technology, and explored the new horizons of the Pacific Rim and Latin America. All that and more mark UCSD as one of the cutting edge universities of the nation -- a university for the 21st Century.

Today, we celebrate your achievements at a golden moment for our nation. The Cold War is over, with freedom ascendant around the globe. Our economy is the healthiest in a generation and the strongest in the world. Our culture, our science, our technology are on the cutting edge. Social problems -- from crime to poverty -- which for so long seemed destined to deepen, are now bending to our efforts.

Not so long ago, some were predicting our decline. Instead, we have entered a new era of American leadership, bringing us to the eve of a second American century.

Admittedly, we face serious threats to our forward march. At home, we must find ways to build our economic strength; we must prepare for the moment when your parents generation

retires; we must harness the powerful forces of science and technology so they serve the public good. Abroad, we must build new institutions and new alliances for peace, and do endless battle against terrorism and drugs to the spread of new and deadly weapons of mass destruction.

But the greatest challenge we face is also our greatest opportunity: Can we become the world's first truly multiracial, multiethnic democracy? Will we be one America in the 21st Century?

Within the next three years, right here in California, no single race or ethnic group will make up a majority of the state's population. Already 5 of our largest school districts draw students from over 100 different racial and ethnic groups. At this campus, 12 Nobel Prize winners have taught or studied -- from 9 different countries. And half a century from now, when your own grandchildren are in college, it is entirely conceivable that a majority of the population will be Latino, African American, Asian American, Native American and other people of color.

We know what we will look like -- but what will we be like? Can we be one America, respecting, even celebrating our differences, but embracing even more strongly what we have in common?

Our hearts long to answer yes, but our history reminds us that it will be hard. The ideals that bind us together are as old as our nation, but the forces that would pull us apart are not new

-- and the striving to surmount them is the story of America.

We were born with a Declaration of Independence which asserted that it is self evident that we are all created equal -- and a Constitution that enshrined slavery.

We fought a bloody civil war to abolish that slavery and preserve the union -- but we remained a house unequal and divided for another century.

We advanced across this continent in the name of freedom -- yet in so doing we pushed the Native Americans off their land and into reservations, often crushing their culture and destroying their livelihoods.

Our Statue of Liberty welcomes poor, tired, huddled masses of immigrants to our shores -- but each new wave of them has felt the sting of discrimination.

In World War II, Japanese Americans fought valiantly for freedom in Europe, taking great casualties -- while their kinfolks back in America were herded into internment camps.

In our own time, no one doubts we are closer to our ideal of one America than in the past, but no close observer denies that there is still discrimination, stereotyping and misunderstanding in America that keeps our house divided.

The complexity of these issues has multiplied with our growing diversity. To be sure, there is old, unfinished business between black and white Americans. We see it in acts of discrimination, in the assault on affirmative action without any effective alternative, in grossly disparate views held blacks and whites about the fairness of the criminal justice system.

But the classic American dilemma in many ways has become a new dilemma. We see tension between blacks and Hispanic customers and their Korean or Arab grocers. We see a resurgent anti-Semitism, even against college students. We see stereotyping of immigrants, even those who through hard work and family spirit, have succeeded in their new land.

In spite of all these difficulties, our society is more integrated than ever. More of us share neighborhoods, work, school, social and community activities, religious life, even love and marriage across racial lines, than ever before. More of us enjoy each other's distinctive cultures -- and learn from each others varied experiences -- than ever before.

And that is more important than ever before, for our nation of many nations now competes in a global economy. America has just one 20th of the world's population, but one fifth of its wealth. The only way for our economy to continue to grow is to export -- to sell the fruits of our enterprise and creativity to the 95% of the world's consumers who live beyond our borders. Americans, drawn from every country and every culture on earth, are uniquely

positioned to link our land with the rest of the globe through currents of commerce and communications.

This new era can be a time when America's brilliant diversity illuminates the entire globe. We can prove to the people of the world, torn by modern rivalries and ancient ethnic hatreds, that freedom and democracy are the best organizing principles for a multiracial society.

So even though our past was poisoned by racial division -- and our present remains infected with it -- and the rest of the world, from Bosnia to Northern Ireland to the Middle East to Africa, shows how deep the destructive impulse of racial division is -- there is still more cause for hope than fear. If we face the facts; if we speak with and listen to each other respectfully and honestly, and if we work together in concrete ways to build our One America, we can go beyond the darker side of our own history. We can lead the world away from its racial hatred. We can build one America.

The problems we face

We have to start by facing the facts and facing up to our problems.

Three decades ago, when I was the age of those graduating today, all America saw the brutality of police dogs set on civil rights marchers in Birmingham, and they saw the dignity of

Cesar Chavez fighting for workers rights in the farm fields, and they saw the streets of cities in flames during urban unrest. Most Americans agreed then on what the problems were. But, while we know we still have problems, we're not sure what they are or why we still have them.

[We will insert more from Don't Believe the Hype, as we look through it.]

It is a myth that people in the inner cities don't want to work. When work has come, the response has been overwhelming. When a new hotel opened in Chicago 4 years ago, 3 thousand people lined up in bitter cold, some of them waiting overnight to be the first to apply for work. In Harlem, New York, a study found that there were 14 applicants for every fast-food job.

It is a myth that most Hispanics are immigrants. They are not. Two-thirds of Hispanics in our nation are U.S.-born, and many have been here for generations.

It is a myth that new immigrants don't want to learn English. They do. In fact, the demand for English as a second language classes is so great, that keeping up is a challenge. In Los Angeles, classes are offered round the clock; in New York, there is a X month waiting list; in xxxx. And most Latino immigrants see bilingual education as a way not to reinforce Spanish, but to learn English.

We need to get past the myths if we are going to understand each other, and we need to

understand each other to work together. For all the progress we have made, whites and blacks, Anglos and Latinos, Asians and others -- we still live in different worlds, and we see the same realities in very different ways.

[Today, one third of blacks surveyed, and more than half of whites surveyed, believe that blacks make up as much as half of our population, instead of the 12% that is reality.] [*we don't think this proves much*]

Today, most whites believe that blacks have achieved equality with whites on the issues that set off the civil rights movement. But the numbers tell a different story:

Every American should know -- but few do -- that whites earn 60 percent more than African-Americans.

Every American should know -- but few do -- that whites are xx times more likely to have access to health care for their families.

Every American should know -- but few do -- that whites are twice as likely to graduate from college than African-Americans.

Every American should know -- but few do -- that the problems of black and white are

not the problems of three decades ago. The black middle class has grown fourfold since Dr. King's murder. But the rate of poverty among black children is the same -- cut off from the work and values that shape our society, falling prey to the many pathologies of poverty.

How we solve the glaring disparities in our society, how we bring every person to the table of opportunity, and how we learn to better live together will ultimately determine how we do as a nation in the generations to come and whether we can truly come together as One America.

What we must do

Our first imperative must be to expand opportunity. Our basic bargain is unchanged, and has been the source of our strength for two centuries. By offering responsibility to all Americans and demanding responsibility from all Americans, we can forge the ties of a strong community of common values.

For four and a half years, we have worked to create an economy that offers all our people the chance to live out their dreams. A strong and growing economy is the best antidote to envy and despair and racism. Today, our prosperity is unrivaled in the world, and it is America that stands ready to lead the new global economy of the 21st Century. Now we must redouble our efforts to bring that prosperity to those places, in our cities and in our rural areas, that prosperity

has not yet touched. We must press forward with our efforts to bring private capital, jobs and hope to the inner cities. [*more on urban policy?*]

And the most important thing we can do to expand opportunity – the passport to the future for all our people – and our most critical task as a nation is to give all our people the best education in the world. We are demanding that all our children meet high standards -- and we must give all our children the tools to meet those standards, through trained teachers and modern classrooms.

For you, the college education you have earned reflects the fulfilment of your parents dreams and your hard work. For America, an educated citizenry is the key to our strength. So we must open the doors of college wider than ever -- and we can never allow them to be slammed shut. A college education means stability, better jobs, a chance to join the middle class, another stakeholder in America.

America does not believe in guaranteeing equal outcomes, but we do believe in guaranteeing equal opportunity for all who will work for it -- and that means education. We cannot abandon any efforts to expand access to higher education. We cannot abandon affirmative action.

I know that many people in this state voted to abandon affirmative action last year, and

did so with no intention to hurt their fellow citizens. But it is a stunning and sobering fact that African-American and Latino enrollments at this university and all across California and Texas are plummeting, for the first time in decades. Call it what you will -- I call it resegregation. We cannot afford to turn back the clock. To this day, the South is still recovering from the self-inflicted wound of segregation. America cannot make that mistake again.

This past week we learned that our fourth grade students, the most diverse student body in the world, are among the leaders in the world in math. Diversity and excellence go hand in hand.

To all of America, I say, we must make sure that only qualified students are accepted. But if only qualified students are accepted, I also say: our universities will provide a stronger education -- a better preparation for the new world -- and a more enjoyable experience -- if its student body looks like the student body reflects our diversity as yours does here at UCSD. The purpose of affirmative action is not to help any one group or individual. It is to help America -- for we don't have a person to waste.

And to those who say that race and ethnicity should not be factors, that scores on standardized tests should be the sole measure of qualification, I say: We take into account whether someone is an athlete, a musician, or a child of an alumnus. And we know when given a chance, students who enter with the help of affirmative action do just as well as any other

student.

I want to be clear: We will continue to fight the rollback of affirmative action in higher education because it is wrong, it is hurtful to our progress and it divides our people.

Our second imperative must be to break down the walls of discrimination wherever they exist. Racism is wrong; discrimination is wrong; and moreover, it is illegal. Our civil rights agencies are among the most critical law enforcement agencies in the government -- and we must give them the resources they need to end the crushing backlog of cases and get the job done. It's time for Congress to put our money where our ideals are. [*housing discrimination?*]

And our third imperative is in many ways the most difficult of all: we must begin a great national conversation on the issues of race and our diversity.

We must recognize that we cannot come to solutions or even truly identify our problems unless we are willing to be honest with each other. It's time to let down our guards, and to be honest with people different from ourselves. We have talked at each other and about each other. It is high time we begin talking with each other.

Over the coming year, I want to lead the American people in a great and unprecedented conversation about race. I have asked one of America's greatest scholars, Dr. John Hope

Franklin to chair an advisory panel of seven distinguished Americans. He will be joined by former Governors Tom Kean and William Winter, Linda Chavez-Thompson, Suzan Johnson, Angela Oh, and Robert Thomas -- distinguished citizens, leaders in their community, who will work with me in a searching examination of the truth about the changing face of America.

We will examine the stereotypes and the facts -- the myths and the reality -- that hold us apart. We do this because we cannot move forward together, and act together, if we do not agree together on what action is needed.

We will ask Americans to talk to one another everyday, at home, in their communities, in school, at work -- and help us develop plans of action. I will join this conversation with Americans across our nation at town meetings over the next year.

The town meetings I will hold are just the start. I call on Americans of all colors to begin a "table fellowship" within their communities, to break bread together and begin to know each other. And I want every American to see this as an opportunity to learn about each other by doing with each other. Tutors are needed in many communities to teach reading and other skills; that kind of interaction pays dividends in many ways. Churches, mosques, synagogues could consider exchanging congregations for a day. And the best chance for dialogue is among the young. I call on the nation's churches to link up the young people in the suburbs with those in the cities.

And in one year's time, I will report directly to the American people about what I have found and the what actions we must take to move our nation forward.

I know that honest dialogue and exchange will not be easy at first. We need to get past defensiveness, fear, political correctness and other barriers to honesty. That may open wounds, but that is how we begin the healing so that we may move past them.

What do we want from all this? If we achieve nothing more than talk, that will be too little. If we propose nothing but policy ideas that are merely small gestures along the way, that will be too little. But if 10 years from now, people can look back and see that America's commitment to our ideals was renewed and reinvigorated and that the post-Martin Luther King generation finally shouldered its fair burden in this historic struggle, then this effort will have been a success.

Conclusion: why this matters

This is a steep challenge. And many of you, coming of age in a time when the acid of doubt and cynicism seems to corrode our faith, might look at this mission and feel it is impossible. But what we are called upon to do is nothing less -- and nothing more -- than what America has done at every moment of challenge and change in its history.

For two centuries, wave upon wave of immigrants have come to our shores, to work, to raise their families, to build a new life, speaking many tongues, wearing the garb of many cultures, but all drawn here by those same ideals. We have never lived up to our founding vision, but we have never stopped trying -- and our people, even those who have suffered the most, have never lost faith in the American creed that unites us.

Today, we are all, in Martin Luther King's words, woven into "one garment of destiny." We rightly celebrate the multiplicity of America -- our marvelous blend of cultures, beliefs and races. Yet despite this diversity, or above it, we possess a common identity -- as Americans and as human beings.

We must recognize that the same ethnic and racial ties that can offer us a sanctuary of meaning and personal strength also contain the possibility of a frightening fragmentation. We must honor our diversity; we must cherish the uniqueness of each culture that feeds into the American experience; we must find new ways of talking to one another with respect instead of disdain. But we must reach with even greater fervor across those lines that divide us, to honor and strengthen those bonds of community and shared values that have always united us.

It was almost exactly one hundred [forty nine] years ago, Abraham Lincoln, quoting Scripture, warned, us that "a house divided against itself cannot stand."

For two centuries, on every continent, people struggling for freedom looked to see if our house would stand. Over the past century, we have taken our greatest strides when we knew the whole world was watching. Today, the people of Belfast and Bosnia, of Rwanda and the Middle East, are watching. With American ideas and ideals ascendent, with ancient racial and ethnic hatreds once again flaring around the globe, we must be a beacon, we must be that last great hope for mankind.

To those who say we will not ever transform the problem of prejudice into the promise of diversity, we can, for I have seen it happen. I grew up in the segregated South. I saw a different future when I worked by my grandfather's side in his small grocery store back home in Hope. My grandfather taught me that, yes I was different than the black children who came into his store, but I was no better. But I could see that on the black side of town, the streets were left unpaved. And segregation was legally sanctioned. There were "whites only" signs at public restrooms. Blacks and whites could not swim together, we could not drink at the same water fountain, we could not even sit in the same section at the movies. I was 11 years old when President Eisenhower ordered troops into Little Rock so that nine black children could integrate Central High. And when I was your age and in school in Washington, D.C., Martin Luther King was killed and the streets exploded in flames. My memory is forever singed by the pain and anger I saw.

Since those days, we have made great progress. We have torn down the barriers in our

laws. Now we must tear down the barriers in our hearts. More than 30 years ago, at the high tide of the civil rights movement, the Kerner Commission said that we were becoming two Americas, one black, one white, separate and unequal. Today, we face a choice: will we become, not two, but many Americas, separate, unequal and isolated. Or will we draw strength from our great diversity to become the world's first truly multiethnic, multiracial, and multi religious democracy? That is the unfinished work of our times.

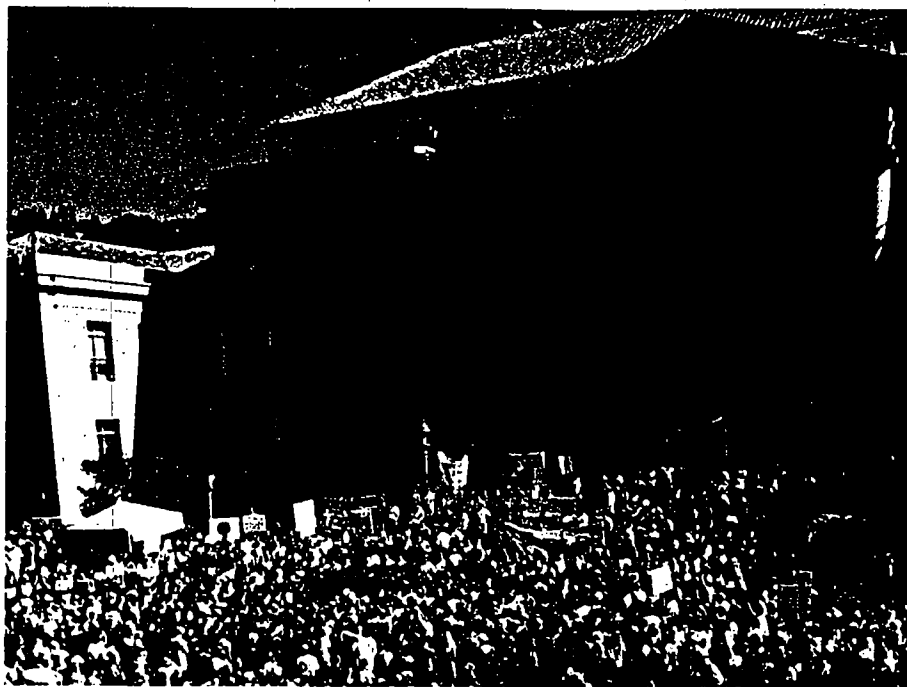
Much of the burden, and all of the benefits of this work lie with you, the young people here today and throughout our land. As Dr. King reminded us, there is real power in our dreams. So, dream large. Aim high. Teach your children well, and don't be afraid to challenge your elders on this issue.

We may not achieve as much as we want, but let us set our aim as high as we can. Let us resolve that in our day and our generation, we shall overcome. In the 21st century, we cannot be many Americas. We must be One America. We are One America.

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1) ~~By the way~~ ~~DOJ~~ ~~general~~ ~~me~~

2)



Back to the Future

Forced to scuttle affirmative action, law schools see minority enrollment plummet to 1963 levels

By S.C. GWYNNE AUSTIN

ANYONE CURIOUS TO KNOW WHAT America's universities might look like in the absence of affirmative action got a chilling glimpse of the future last week in California and Texas. The best law schools in both states—recently ordered not to consider the race of their applicants—said the number of blacks and Hispanics enrolling for next year had fallen to levels not seen in decades. At the University of Texas, which has produced more minority lawyers than any other school in the country—and where, typically, 30 to 40 blacks enter each year—only 11 blacks were accepted and none had enrolled; the number of Hispanics dropped from more than 50 to 14. In California the schools at both Berkeley and UCLA saw black admissions drop 80%, while the number of Hispanic students fell 50% and 32%, respectively.

What happened at these schools was a mystery to no one. Blacks and Hispanics generally do not do as well as whites and Asian Americans on law boards or have high grade-point averages, both factors which law schools—in the absence of other criteria, such as race—give enormous weight. "We foresaw this," says Michael Sharlot, dean of the U.T. law school, adding

that "one has to distinguish between a surprise and a tragedy. We warned the Texas legislature about this. It's a disaster."

In most of the U.S., the 1978 Bakke decision—prohibiting racial quotas but allowing schools to use race as a factor in admissions—remains the law of the land. Most schools see real value in maintaining a racially diverse student body. But Texas and California, for different reasons, find themselves on the leading edge of a movement to roll back even such nonquota efforts at affirmative action. The entire Texas university system was forced to change its policies when the Supreme Court let stand an appeals court's 1996 ruling in favor of four white students who sued U.T. law school for racial discrimination. This has caused significant drops in undergraduate minority admissions at U.T. and Texas A&M, the leading schools in the state system, and may result in an even greater drop-off in enrollment, since financial aid must also now be color-blind. In California's case, the impetus for revising its university admissions policies is Proposition 209, the successful 1996 ballot initiative. The changes

BATTLE OVER ADMISSIONS Democrats backed minorities in 1995 at Berkeley

implemented by the law schools won't apply to undergraduates until

Critics of affirmative action say suits in California and Texas bear out they have been saying all along—that affirmative schools rely far too heavily on race to meet standards. Some, like Abigail Thernstrom, co-author of a forthcoming book on race, used the new numbers to zero in on what she feels is the real problem: the public schools. "Our high schools graduate blacks and Hispanic students who are way behind whites and Asians in basic cognitive skills," she says. Admitting minorities with lower scores "lets these schools off the hook." There is why even such anti-affirmative-action crusaders as Ward Connerly, the University of California regent who led the Proposition 209 campaign, are calling for "outreach" targeted efforts to help minority high school students perform better. "I am in favor of things that will reach out to those families who have never had anyone go to the University of California or go to college," he told a TIME town meeting last week in Sacramento. The University of California is proposing such a program; it wants to spend tens of millions of dollars to mentor students in some of the state's poorest school districts.

In Texas, meanwhile, a group of minority state senators threatened to cut off funding for the University of Texas if it did not find a way to maintain minority enrollment, and the legislature just passed a bill that attempts to redress the problem by requiring state universities to automatically admit students in the top 10% of their high school classes and allowing the universities to consider "a variety of other factors" in assessing the top 15% to 25%. Some schools, such as the state-owned University of Houston law school, encourage applicants to write about their family background as a way around the requirement that the application contain no "race" box to check.

A recent study of 90,000 law-school applicants by Linda Wightman of the University of North Carolina at Greensboro illustrates both the challenge of recruiting minorities and the payoff. She found that of the 3,485 blacks accepted by law schools in 1991, just 687 would have been admitted only on the basis of board exams and grades. Yet these same minority students had graduation and bar-exam pass rates similar to whites'—and they had an incalculable value to the black community, as both professionals and role models.

—With reporting by Julie Grace/Sacramento

**Berkeley's
Boalt Hall
saw
black
admissions
drop
80%**

Ek - 7/24/97

Agenda -

timetable
plan of action

What we are aiming for

end of next wk.

WRITTEN ON
OLD FOLDER

Circle etc.

- ① how it works
- ② who contacts etc
- ③ what might be done - substance
- ④ when - a reasonable timetable
- ⑤
budget proposals

⑥ next Friday