

PRESIDENT WILLIAM J. CLINTON
VIDEOTAPED REMARKS TO THE NATIONAL ASSOCIATION
OF NEGRO BUSINESS AND PROFESSIONAL WOMEN'S CLUBS, INC.
July 20-26 1998

It is a pleasure for me to speak to the 63rd annual convention of the National Association of Negro Business and Professional Women's Clubs, Inc. Your history is nearly as long as your name -- and it's just as proud. [*they joke about their name*] It took true vision for Ollie Chinn Porter to celebrate progress in a time of Depression and justice in the days of Jim Crow. And with the leadership of your national president Julianne Malveaux [Mal-VOWE] and your local president Sarah Stevenson, I am confident you will bring that vision into the 21st century.

America is in a sunlit moment of peace and prosperity. Our economy is the strongest in a generation, due not only to our comprehensive economic strategy, but also to the hard work and creativity of our citizens. And as Secretary Alexis Herman reminds me, few have been as innovative or enterprising as African-American women. With your encouragement, the number of business owned by African-American women has more than doubled in the last ten years. You have helped create jobs in communities where jobs are most needed, made the most of every opportunity and set a powerful example of achievement for our nation's young people.

We are doing what we can to help disadvantaged and minority small businesses, with price and evaluation credits, tax cuts, and over 9000 loans to African-American entrepreneurs. We're mending, but not ending, affirmative action. We are working to save America's public schools, a cornerstone of our democracy, with higher standards, smaller classes, modernized buildings. We have opened the doors of college wider than ever, making the largest investment in education in 30 years. And I'm proud our balanced budget included a \$250 million increase in the funding for historically black colleges.

I know your organization has an affiliate in Ghana, and I hope that many of you will have the chance to witness firsthand the progress and renaissance taking place in Africa, as Hillary and I did this year. We are working in partnership with Africa's people and governments, strengthening trade and investments, and helping to fulfill the promise of a stable, prosperous and democratic Africa.

You have chosen wisely by honoring my friend Dr. Maya Angelou -- a woman whose words have guided my presidency from the very beginning, while stirring the soul of America. I thank you for making me a part of your celebration and for continuing your efforts to "rock the world." By doing so, you have solidified the foundations of our nation and helped all Americans live closer to their ideals.

3

**PRESIDENT WILLIAM J. CLINTON
VIDEOTAPED REMARKS TO THE RETAIL, WHOLESALE AND DEPARTMENT
STORE UNION CONVENTION, JULY 23-25, 1998**

It is my honor to have this opportunity to thank the men and women of the Retail Wholesale and Department Store Union for your support, and to salute you for the outstanding work you do. For sixty-one years you have worked to protect the rights of working families. I am proud to be your partner in that fight.

From day one the R-W-D-S-U has supported the agenda of this administration, and together we have turned our country around. Our economy is the envy of the world, with rising incomes and the lowest unemployment and inflation in a generation. Over the past five and half years, we have strengthened America's families by defeating attempts to repeal prevailing wage laws, to bring back company unions, and to weaken workplace health and safety. We fought to protect your pension funds, and to make them more portable. We finally convinced Congress to do the right thing and to raise the minimum wage; and now we are at it again fighting for another increase. This administration is pro-family, pro-union, and pro-worker and I will continue to veto every piece of anti-worker legislation that crosses my desk.

America couldn't have come so far without your strong leadership. Congratulations to my friend Stuart Appelbaum, an active leader who will skillfully guide this organization into the 21st Century. I would like to give a special thanks to Lenore Miller for serving my Administration invaluable on four Presidential committees. I've always admired Lenore for working hard to ensure that opportunity is extended to everyone and that all voices are heard. Lenore, you may be departing for a much-deserved retirement -- with plenty of time to perfect your golf grip -- but your 40 years of service is certain to have a lasting effect. Thank you for your leadership.

My administration is strengthening it's partnership with the R-W-D-S-U and will continue to fight for better jobs, stronger unions, higher wages and more justice. I wish you all the best. Thank you and God Bless.

4/

PRESIDENT WILLIAM J. CLINTON
AMERICAN POSTAL WORKERS UNION CONVENTION IN DETROIT
July 20-24, 1998

I am glad to have this opportunity to speak to you and send my thanks to the American Postal Workers Union, AFL-CIO for your continued support, and to salute your outstanding work. I would especially like to thank Moe Biller for his dynamic leadership and lifetime commitment. In his 61 years of service, Moe Biller has been a leader at every level of this organization and helped spearhead the merger that created the APWU we know today.

As a nation, we've certainly come a long way from the days of the carrier pigeon and the Pony Express. But you've kept that tradition of excellence at all costs, while keeping this country connected with speed and reliability. Because of your diligence and determination, the American Postal Workers Union is one of the largest and most efficient postal unions in the world. You make America proud and grateful, each and every day.

Over the past five and a half years, we have turned this country around and strengthened the American family. Together, we have defeated attempts to repeal prevailing wage laws, to bring back company unions, and to weaken workplace health and safety laws. We've protected your pension funds and health benefits. And we finally convinced Congress to do the right thing and raise the minimum wage and now we are at it again, fighting for another increase. This administration is pro-family, pro-union, and pro-worker and I will continue to veto every piece of anti-worker legislation that crosses my desk. We must continue to fight for the values that make this country strong -- providing a quality education to all our children, and creating good, family wage jobs that keep our economy moving towards the 21st Century.

Your theme is "looking forward and fighting back." I like that! Let's look forward to the potential for equality and freedom that the new Millennium brings. And at the same time, we will continue to fight back for better jobs, stronger unions, higher wages and more justice. I thank you for your dedication to serving America. God bless you.

5

PRESIDENT WILLIAM J. CLINTON
MASHANTUCKET PEQUOT TRIBAL MUSEUM AND RESEARCH CENTER
GRAND OPENING
August 10, 1998

I want to extend my greetings and congratulations to all of you, to Chairman Skip Hayward and the tribal leaders from across our country. The opening of the Mashantucket Pequot Tribal Museum and Research Center is an important milestone --not just for the Mashantucket Pequot people, but for all Native Americans and, indeed, for all Americans. As we move forward, as one nation, into the 21st Century, the Museum will help us understand the struggles of our past. And, as a hub for scholars and students, the Research Center will help ensure that Native American culture is a living, thriving part of America's future.

During my years in public life, I've been fortunate to travel widely and learn a great deal about the different tribes across America, about the contributions they have made to our shared history, and about the relationship between the federal government and the sovereign Native American nations. Just last week, I had the chance to address the conference on "Building Economic Self-Determination in Indian Communities," and I am excited by the economic and cultural resurgence of so many proud Indian nations. The Museum you are opening today is a vital sign of both the richness of your past and the great promise of your future. Thank you for making me a part of your celebration today.

**PRESIDENT WILLIAM JEFFERSON CLINTON
VIDEO MESSAGE TO DELEGATES OF
SISTER CITIES INTERNATIONAL CONFERENCE
JULY 13, 1998**

As Honorary Chairman of Sister Cities International, it is my pleasure to welcome you to Miami for the 1998 Sister Cities Conference. I hope your visit is both enjoyable and productive.

Hillary and I would like to invite you to also attend next year's conference, to be held in our homestate of Arkansas beginning July 22, 1999.

Sister Cities International plays an important role in America's foreign policy. By encouraging educational exchanges, economic partnerships, and cultural appreciation, you are strengthening the ties that bind our cities - and our nation - with the rest of the world. We applaud your work, and hope you return for next year's conference in Little Rock.

#

PRESIDENT WILLIAM J. CLINTON
VIDEOTAPED REMARKS TO THE ANNUAL CONFERENCE OF THE
NATIONAL ASSOCIATION OF COUNTIES
JULY 19, 1998 PORTLAND, OR

It's my pleasure to welcome you to your 63rd annual conference, and thank you for the good work that you do. I'm pleased to be well represented in Portland by several members of my administration, including HUD Secretary Andrew Cuomo and one of my White House deputies, Lynn Cutler. I'd like to thank Commissioner Randy Johnson for his exceptional service this past year and I congratulate Betty Lou Ward for accepting the challenge of preparing NACo for the 21st Century.

For 63 years, NACo has been the voice of the nation's counties in the White House and on Capitol Hill. Your organization, representing over 85 percent of the population, ensures that the issues important to the people we serve remain on the forefront of our national agenda.

When I first took office, many people thought government couldn't create opportunity -- that in fact we were part of the problem. But with your help we created a new vision of government, as a partner with business, community groups, and individual citizens. Whether we're putting more police officers on the streets to fight crime, or offering tax incentives to bring businesses back to abandoned downtowns, our goal is to empower people with the tools to make the most of their own lives.

You and I know that our goal will only be realized with a combined effort by all levels of government. I am proud of the way we have worked hand in hand on so many issues: Together we are modernizing roads, bridges, and transit systems by passing a historic transportation bill this year. We're addressing the many challenges of moving people from welfare to work and will build upon the NACo welfare report issued at this conference. We are working to fulfill the promise of One America by recognizing organizations whose practices exemplify the goals of the race initiative. With your committee on the Millennium, we will find ways to honor the history and heritage of our counties, while embracing the opportunities our future holds. And finally, we are tackling the Year 2000 computer problem by increasing awareness and finding solutions; and I thank you for producing one of the nation's best web pages on this issue.

There is one more critical issue I need your help with: Making sure that the 2000 census is as accurate as possible. Because of an undercount in the last census, many areas did not receive the federal aid they deserved. Statistical sampling is the most accurate and most cost-effective way to get a full and fair count of our people in the year 2000. Everyone counts, and everyone should be counted.

NACo is not only the eyes and ears in the smallest towns and the largest cities, but the gateway to opportunity for millions of Americans. We can, and will, make sure the American dream thrives in our counties and across this land, well into the 21st Century. I am proud of our partnership and thank you for working with me.



Laura K. Capps
07/10/98 04:40:30 PM

Record Type: Record

To: Jeffrey A. Shesol/WHO/EOP

cc:

Subject: union video #1, postal

PRESIDENT WILLIAM J. CLINTON
AMERICAN POSTAL WORKERS UNION CONVENTION IN DETROIT
July 20-24, 1998

I am glad to have this opportunity to speak to you and send my thanks to the American Postal Workers Union, AFL-CIO for your continued support, and to salute you for ^{your} the outstanding work ^{you do}. I would especially like to thank Moe Biller for his dynamic leadership and lifetime commitment. In his 61 years of service, Moe Biller has been a leader at every level of this organization and helped spearhead the merger that created the APWU ~~that~~ we know today.

~~On behalf of this nation, I want you to know how grateful we are for your service -- a service with a smile.~~ ^{As a nation,} We've certainly come a long way from ^{the} days of the carrier pigeon and the Pony Express. You've kept up the tradition of excellence while keeping this country connected. ^{With speed and reliability,} you've kept ^{Because of your diligence and determination,} the American Postal Workers Union is one of the largest and most efficient postal unions in the world. ^{You're the best} and everyone knows it. ^{you've made America proud and grateful, each + every day.}

^{During} Over the past five and a half years, we have turned this country around and strengthened the American family. Together, we have defeated attempts to repeal prevailing wage laws, to bring back company unions, and to weaken occupational ^{workplace} + safety and health laws. We fought to protect ^{ed} your pension funds and health benefits. And we finally convinced Congress to do the right thing and raise ^{the} minimum wage ^{and} now we are at it again, fighting for another ^{necessary} increase. ^{This} My administration is pro-family, pro-union, and pro-worker and I will continue to veto every piece of anti-worker legislation that crosses my desk. And ^{we} must continue to fight for the values that make this country strong -- ^{to} providing a quality education to all our children, and ^{to} creating good family-wage jobs ^{that} keep our economy moving towards the 21st Century.

^{fulfill} In the spirit of your convention, let us look forward ^{to} the potential for equality and freedom that the new Millennium brings. ~~And at the same time, we will continue to fight back for better jobs, stronger unions, higher wages and more justice.~~

you express this amply up above.

— and that's everyone —

On behalf of ^{any} ~~every~~ one who has benefitted from your faithful work, I thank
you for your dedication to serving America. God bless you.

VIDEO REQUEST PROPOSAL
May 27, 1998

98 JUN 30 P 1:42

 ACCEPT REGRET PENDING

TO: Stephanie Streett
Deputy Assistant to the President
and Director of Scheduling

FROM: Maria Echaveste *me/cce*
Assistant to the President and
Director of Public Liaison

REQUEST: A Presidential video greeting for the members of the
National Association of Negro Business and Professional
Women's Clubs, Inc. National Convention.

PURPOSE: To show President's support of African-Americans
in small business enterprise.

DATE: July 20-26, 1998, Adams Mark Hotel, Charlotte, NC.

SOURCE OF PAYMENT: NANBPWC.

BACKGROUND: The National Association of Negro Business and
Professional Women's Club, Inc was established to
attract women of high caliber to organize clubs
within their communities. The NANBPWC, Inc has
evolved into a community based social service organization
which functions as a support network for Black professional
women. The mission is to promote and protect the interest
of African-American business and professional women; to
serve as a bridge for young people seeking to enter business
and the professions; to improve the quality of life in our
communities; and to foster good fellowship among people.

DURATION: 1 - 3 minutes.

REMARKS ATTACHED: Yes.

RECOMMENDED BY: Ben Johnson.

CONTACT:

Ben Johnson x 65189.

ORIGIN OF THIS PROPOSAL:

See attached letter.



The National Association of Negro Business and Professional Women's Clubs, Inc.

1806 NEW HAMPSHIRE AVENUE, NW WASHINGTON, DC 20009
TELEPHONE: 202-483
FAX: 202-462

May 7, 1998

NATIONAL OFFICERS

President

Julianne Malveaux, Ph.D.
1318 Corcoran Street, N.W.
Washington, DC 20009
(202) 462-1932

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

First Vice President

Roberta London
425 Columbia Avenue
Rockville Centre, NY 11570
(516) 678-1894

Dear President Clinton:

Second Vice President

Peola Smith-Smith
1101 Fordham Road
Neptune, NJ 07753
(908) 774-1287

The National Association of Negro Business and Professional Women's Clubs, Inc. (NANBPWC) will hold its 63rd Annual National Convention, July 20-26, 1998, at the Adams Mark Hotel, 555 South McDowell Street, Charlotte, N.C. The theme for this year's convention is "**Revering Tradition and Looking Toward New Horizons: Black Women's Hands Can Rock the World**".

Recording Secretary

Beverly Jackson-Epps
2312 Elderoaks Lane
Dallas, TX 75232
(214) 330-0353

Financial Secretary

Veleta Brooks-Burkett
3104 Woods Circle
Detroit, MI 48207
(313) 259-6128

Treasurer

Florine V. Robinson
5315 Ethelbert Avenue
Baltimore, MD 21215
(410) 466-2342

Director of Education

Denise L. Taylor
42 Lehigh Avenue
Newark, NJ 07112
(201) 926-2427

Director of Membership

Sundra S. Smith
1569 Fairway View Drive
Birmingham, AL 35244
(205) 985-7360

Director of Resources

Cleopatra Vaughns
7325 Skyline Boulevard
Oakland, CA 94611
(510) 339-1515

The National Association of Negro Business and Professional Women's Clubs, Inc. (NANBPWC), is a non profit community-based social service organization headquartered in Washington, D.C. Our membership consists of 375 local clubs in 42 states, the District of Columbia, and Bermuda. Established in 1935, our mission is to promote and protect the interest of African American business and professional women; to serve as bridges for young people seeking to enter business and the professions; to improve the quality of life in the local and global communities, and to foster good fellowship. To this end, we would be delighted if you would extend videotape greetings to our members attending the Convention. In addition, we would be honored if you would send a photograph and written greetings for our souvenir journal by June 20, 1998.

We are enclosing a brochure on the Association for your perusal. Thank you for the opportunity to share this information with you, and we look forward to hearing from you or your representative at the earliest time.

Sincerely,

Glo Ivory
Glo Ivory
Executive Director

704 - 372 - 4100



HISTORICAL OVERVIEW

The late Emma Odessa Young, a realtor of New York City and a member of the New York Club of Business and Professional Women, conceived the idea of a National Organization in 1934. In July of 1935, Mrs. Ollie Chinn Porter, president of the New York Club, extended an invitation to the local Clubs, which were organized as Business and Professional Women's Clubs, to join them to form a National Organization.

The Founders were Emma Odessa Young, Ollie Chinn Porter and Effie Diton of New York City; Bertha Perry Rhodes, Josephine B. Keen, Addelaide Flemming of Philadelphia; and Pearl Flippen of Atlantic City. After a year of meetings, the first convention was held in Atlantic City, New Jersey on July 9 - 11, 1936 at the Asbury M.E. Church on Arctic Avenue. Mrs. Ollie Chinn Porter was elected as the first National President. The aim was always, as it is today, to attract women of high caliber to organize similar clubs within their communities. That black women had the courage to found such an optimistic organization, is astounding and is lasting testimony to their faith in themselves, our people, and the future. The National Association of Negro Business and Professional Women's Clubs, Inc. (NANBPWC, Inc.) has evolved into a community-based social service organization which functions as a support network for Black professional women.

The first members were owners, managers, college graduates, and other professionally licensed women who had managed to realize some measure of personal success, at a time when there was no national movement to improve the lot of black America when there was not a black capitalism movement; no curricula for black or African American studies program. Still, they felt prepared to offer leadership. They were determined to share their experiences and exchange information; to protect their interests; encourage and develop opportunities for black women in business and professions.

NANBPWC, Inc. has grown in numbers and in scope to a coalition of 375 clubs located within six districts across the United States and a seventh district which consists of all the international clubs. The Association has expanded the focus of its programs to include those issues which directly impact the African American community: health, education, employment, economic development and housing issues. High priority is also given to leadership development and educational programs for its youth and college clubs. NANBPWC, Inc. provides current information on federal legislation and public policy in addition to district club news to its membership via "The Responsibility", a quarterly newsletter which is published by the national headquarters in Washington, DC. In addition, the national office provides monthly business development seminars and maintains a bank, both open to the public.

The mission of NANBPWC, Inc. is to promote and protect the interest of African American business and professional women; to serve as a bridge for young people seeking to enter business and the professions; to improve the quality of life in our communities; and to foster good fellowship among all people.

National Black United Federation of Charities
United Way/CFC #1654



Laura K. Capps
07/10/98 04:39:46 PM

Record Type: Record

To: Jeffrey A. Shesol/WHO/EOP

cc:

Subject: video number 1, Negro Business --- way too long!

**PRESIDENT WILLIAM J. CLINTON
VIDEOTAPED REMARKS TO THE NATIONAL ASSOCIATION
OF NEGRO BUSINESS AND PROFESSIONAL WOMEN'S CLUBS, INC.
July 20-26 1998**

It is a pleasure for me to speak to the 63rd annual convention of the National Association of Negro Business and Professional Women's Clubs, Inc. Your history -- which is as nearly as long as your name -- is a proud one. For Ollie Chinn Porter to take charge of an organization that celebrated progress in a time of depression] and justice in an period of discrimination, ~~and African-Americans in the face of~~ intolerance can only be described as visionary. With the leadership of your national president Julianne Malveaux [Mal-VOH] and your local president Sarah Stevenson, I am confident you will bring that vision into the 21st century.

great!
I'd probably break it [Mal-VOH]
Our *due* *good*
~~America is in a moment of~~
~~We are in a time of sunlit peace and prosperity with much to look forward to.~~
Our *due* *good*
~~America's economy is the strongest in a generation, with the lowest unemployment in 28 years, lowest crime in 25 years, and homeownership at a record level. Our prosperity is not only the product of the comprehensive economic strategy, but also to the hard work and creativity of our citizens. And no group has been as innovative or enterprising as African-American women. You have helped create jobs in communities where jobs are most needed, made the most of every opportunity and set a powerful example of achievement for our nation's young people.~~

Can any details be cut?
our admin.
~~To provide more opportunities for disadvantaged and minority entrepreneurs, we have set guidelines to provide price credits for minority-owned businesses who compete in industries where they are underrepresented. And between 1993-1997, the Small Business Association approved more than 9,000 loans to African-American entrepreneurs. We must continue to level the playing field, to mend -- but not end -- affirmative action, and remove the barriers that keep talented people of every racial and ethnic background from participating fully in America's economy. That is how you strengthen the American dream.~~

as we know, *that is why*
~~We know that~~ education is the key to achieving that dream. We are working to modernize our schools, connect them to the Internet, decrease class size and hire 100,000 new teachers. We have opened the doors of college wider than

^{making}
ever, ~~with~~ the largest investment in education in 30 years, including a \$250 million increase in the funding for historically black colleges. Together, we are working to empower our children to make the most of their own God-given potential.

^{Abroad, too, we are making}
~~I am proud of the great strides we have made~~ ^{ing to} to help fulfill the promise of a stable, prosperous and democratic Africa. ~~Our collective trade effort is~~ ^{Expanding trade} strengthening our bonds with a continent ~~in the midst of a renaissance, where~~ ^{and reinforces} political and economic liberty ~~is~~ ^{is} on the rise. I wish all of you, as well as every American, could ~~have have joined in my journey this year to~~ ^{first-hand} witness the progress and prosperity of Africa? ^{as I did this year}

^{very good} (~~This year~~ ^{you} you have chosen wisely by honoring my friend Dr. Maya Angelou -- a woman whose words have guided my presidency from the very beginning, while stirring the soul of America. I thank you for making me a part of your celebration and for continuing your efforts to "rock the world." By doing so, you have solidified the foundations of our nation and helped all Americans live closer to their ideals.

Julianne Malveaux, Ph.D.
Economist/Writer

1318 Corcoran Street, NW
Washington, DC 20009
(202) 462-1932
FAX (202) 462-6612

DATE: July 7, 1998
TO: Jena Roscoe
PHONE: (202) 456-6657
FAX: (202) 456-6218

Julianne Malveaux, Ph.D.

Economist/Writer

1318 Corcoran Street, NW
Washington, DC 20009
(202) 462-1932
FAX (202) 462-6612

DATE: July 7, 1998

TO: Jena Roscoe
Office of Public Liaison

FROM: Julianne Malveaux

RE: Script

This is the best than I can do quickly. I hope it is acceptable. I'm looking for greetings, programmatic segues, and some lifting up of key folks. If anything, if what I've written would hurt our chances, please just strike it.

Thanks much for this opportunity.

G10 Ivory
483-
4206

I am delighted to bring greetings to the membership of the National Association of Negro Business and Professional Women's Clubs, Incorporated, as it 63d National Convention begins. We at the White House admire your history of advocating for the needs of African American business and professional women, and of providing bridges for young people to move from the classroom to the business and professional world. There are many points of common ground between your theme, "Revering Tradition and Looking Toward New Horizons: Black Women's Hands Can Rock the World", and the focus we have had on ways that effort and activism can transform our world into one that is more just for everyone.

This is an exciting time to celebrate your tradition of activism and the steely determination for which African American women are celebrated. I wonder if the women who gathered in New York City in 1935 to found the National Association of Negro Business and Professional Women had foreseen the increasing impact that African American women are having on business, industry, commerce and the professions. In my administration, the Department of Labor is ably served by my friend and yours, the Honorable Alexis Herman. In the private sector, African American women like Toni Faye of Time Warner, Elynor Williams of Sarah Lee, and so many others clear hurdles each day. In education, the leadership of Dr. Gloria Scott of Bennet University in Greensboro, North Carolina, has been outstanding. Would your founders have predicted the strong political presence of Congressional representatives Eva Clayton, Eleanor Holmes Norton, Sheila Jackson Lee and Maxine Waters.

I am delighted that you are honoring my friend and the women who read such a powerful poem at my first inauguration, Dr. Maya Angelou. As I glimpse through your program, and the many workshops that you have organized, I am delighted to see your focus on health, education, employment, economic development, and international affairs. The national workshops that you have planned to help women start and grow their businesses are an important contribution to this Administration's effort to stimulate economic development through strong business development. You are undoubtedly aware of the many initiatives that have come from the Small Business Administration and the White House Office on Women this year to encourage women in their entrepreneurial efforts.

Your organization and its leaders have a continuing impact on public policy and play an important role in the African American community, and in the nation at large as beacons of light and role models. In Charlotte, your local President, Mrs. Sarah Stevenson has a history of community involvement, civic activism, especially on issues concerning women, that is phenomenal. Past National President Frankie Jacobs Gillette is a pioneer in the area of black women's entrepreneurship. And your current President, Dr. Julianne Malveaux, combines activism, journalism, and scholarship to improve the status of African American women.

There is much common ground between the work of this Administration and the goals of your organization. For example, in order to provide more opportunities for disadvantaged and minority entrepreneurs, this administration released guidelines in June to provide price credits for minority-owned business who compete in industries where they are underutilized. These guidelines were released after two years of painstaking study and reaffirm this Administration's commitment to mend, not end, affirmative action.

We are also fully committed to the providing educational opportunities, which is why we have asked Congress to provide funds to build thousands of new classrooms for our nation's children. (Details)

I am aware that you have an affiliated organization in Ghana, the Ghanaian Association of Women Entrepreneurs, headed by Mrs. Lucia Quashed. We have attempted to expand and improve the trade relations between the African continent and the United States, and know that you join the Administration in recognizing the tremendous potential and impact that our relationship with the African continent can have. Susan Rice.

As you lay out your goals for the next year, and into the millennium, and as you proceed with your deliberations, please be aware of the many ways your efforts to rock the world, to move our nation closer to "one America" are significant. I wish you good luck in your deliberations, and congratulations on your 63d convention.

U.S. BUREAU OF LABOR STATISTICS
DIVISION OF LABOR FORCE STATISTICS
Postal Square Building
Room 4675
2 Massachusetts Avenue, N.E.
Washington, D.C. 20212
Fax Number: 202-606-6426

FACSIMILE COVER SHEET

DATE: 7/10

TIME: _____

NAME: Jeff Besecker

ORGANIZATION: _____

RECEIVING FAX # 456-6278

RECEIVING PHONE # _____

FROM: Howard HayghSENDER'S TELEPHONE # 606-6378NUMBER OF PAGES (INCLUDING COVER SHEET) 3

COMMENTS OR INSTRUCTIONS: _____

*IF YOU DID NOT RECEIVE A COMPLETE TRANSMITTAL PLEASE NOTIFY THE
SENDER.

Table 2. Median usual weekly earnings of full-time wage and salary workers, by sex, age, race, and Hispanic origin, quarterly averages (not seasonally adjusted) and annual averages, 1979-97

Characteristic	Annual averages																		
	1979	1980	1981	1982	1983	1984	1985	1986	1987	1988	1989	1990	1991	1992	1993	1994	1995	1996	1997
RACE, HISPANIC ORIGIN, SEX AND AGE																			
White, both sexes																			
Total, 16 years and over...	\$247	\$268	\$290	\$309	\$319	\$336	\$355	\$370	\$383	\$394	\$409	\$424	\$442	\$458	\$475	\$484	\$494	\$506	\$519
16 to 24 years.....	174	190	202	210	213	219	227	235	247	252	263	272	280	280	285	289	296	301	310
25 years and over.....	272	294	316	338	354	373	389	402	413	424	445	467	482	492	504	516	528	545	568
25 to 54 years.....	274	295	317	340	355	374	390	402	414	425	446	468	482	492	505	517	530	545	568
55 years and over.....	262	284	308	330	349	369	386	400	410	423	433	459	477	488	497	504	519	539	567
White men																			
Total, 16 years and over...	298	319	349	375	387	400	417	433	450	465	482	494	506	514	524	547	566	580	595
16 to 24 years.....	199	212	220	229	227	236	245	250	263	266	276	286	289	288	293	297	307	311	321
25 years and over.....	321	348	380	402	415	434	459	477	488	497	512	526	546	560	579	595	607	617	635
25 to 54 years.....	322	349	381	402	414	433	457	475	486	495	510	524	542	556	577	593	605	613	631
55 years and over.....	313	344	378	403	419	443	476	490	502	514	523	554	580	587	594	607	628	653	681
White women																			
Total, 16 years and over...	184	202	220	241	254	268	281	294	307	318	334	353	373	387	401	408	415	428	444
16 to 24 years.....	155	168	181	193	199	205	212	220	229	237	248	256	268	269	275	278	278	287	295
25 years and over.....	197	215	235	258	271	287	300	313	326	340	357	378	394	407	423	434	441	457	475
25 to 54 years.....	198	217	238	260	273	290	303	315	330	344	361	382	398	411	427	439	447	462	480
55 years and over.....	190	205	221	246	257	272	286	296	308	318	333	348	365	379	397	400	405	418	432
Black, both sexes																			
Total, 16 years and over...	198	212	234	245	261	269	277	291	301	314	319	329	348	357	369	371	383	387	400
16 to 24 years.....	156	165	178	184	186	191	196	205	211	221	226	242	251	247	257	261	270	268	279
25 years and over.....	211	225	249	260	278	287	296	307	318	335	342	352	368	376	389	392	403	409	423
25 to 54 years.....	213	228	251	263	280	291	297	309	320	338	342	353	369	378	390	393	405	410	424
55 years and over.....	192	208	235	241	259	258	285	297	300	313	333	335	351	358	383	383	388	400	406
Black men																			
Total, 16 years and over...	227	244	268	278	293	302	304	318	326	347	348	361	375	380	392	400	411	412	432
16 to 24 years.....	167	173	191	191	191	198	199	211	214	224	228	249	253	254	255	264	279	275	284
25 years and over.....	245	264	285	296	313	326	325	344	359	378	378	387	396	402	413	425	442	441	470
25 to 54 years.....	249	267	287	299	315	330	326	345	363	380	378	388	398	402	413	423	443	441	469
55 years and over.....	216	242	273	279	299	306	323	338	323	362	382	380	386	402	416	446	438	449	476
Black women																			
Total, 16 years and over...	169	185	205	217	231	241	252	263	275	288	301	308	323	335	348	346	355	362	375
16 to 24 years.....	144	158	170	177	181	180	193	197	207	218	224	234	247	240	259	257	260	261	273
25 years and over.....	177	194	214	226	244	252	265	277	290	301	313	320	338	351	363	361	371	381	395
25 to 54 years.....	179	197	217	230	247	257	268	279	293	304	315	322	341	355	365	364	374	383	399
55 years and over.....	159	174	196	202	216	216	241	255	262	266	298	303	315	317	345	343	346	356	360

Source: Unpublished tabulations from the Current Population Survey, U.S. Department of Labor, Bureau of Labor Statistics. Data for 1994 and later years are not strictly comparable with data for earlier years.

Table 1. Median usual weekly earnings of full-time wage and salary workers by selected characteristics, quarterly averages, not seasonally adjusted

Characteristic	Number of workers (In thousands)		Median weekly earnings			
	1997	1998	In current dollars		In constant (1982) dollars	
			1997	1998	1997	1998
SEX AND AGE						
Total, 16 years and over	90,734	93,183	\$504	\$521	\$304	\$310
Men, 16 years and over	51,604	52,791	582	596	352	355
16 to 24 years	5,409	5,560	319	337	193	201
25 years and over	46,195	47,230	615	629	372	375
Women, 16 years and over	39,129	40,392	427	455	258	271
16 to 24 years	4,084	4,110	289	304	175	181
25 years and over	35,045	36,283	456	480	276	286
RACE, HISPANIC ORIGIN, AND SEX						
White	75,743	77,526	519	543	314	323
Men	44,009	44,840	599	611	362	364
Women	31,734	32,686	440	467	266	278
Black	10,879	11,383	399	418	241	249
Men	5,340	5,579	426	452	258	269
Women	5,539	5,803	372	395	225	235
Hispanic origin	9,623	10,183	349	364	211	217
Men	6,145	6,475	369	381	223	227
Women	3,478	3,707	316	330	191	197

NOTE: Detail for the above race and Hispanic-origin groups will not sum to totals because data for the "other races" group are not presented and Hispanics are included in both the white and black population groups.

Beginning in January 1998, data reflect new composite estimation procedures and revised population controls used in the household survey.



July 10, 1998

U.S. EQUAL EMPLOYMENT OPPORTUNITY COMMISSION
PROGRAM RESEARCH AND SURVEYS DIVISION
RESEARCH AND TECHNICAL INFORMATION BRANCH
1801 L. STREET, N.W.
WASHINGTON, D.C. 20507

FAX TRANSMITTAL FORM

TO: JEFF BESECKER
THE WHITE HOUSE

FAX TELEPHONE NUMBER: 456.6218

FROM: RON EDWARDS, CHIEF
RESEARCH AND TECHNICAL INFORMATION BRANCH
(202) 663-4949

NUMBER OF PAGES TRANSMITTED (INCLUDING COVER):

NOTES:

CONFIDENTIALITY NOTICE: This communication is intended for the sole use of the person to whom it is addressed and may contain information that is privileged, confidential and exempt from disclosure. Any dissemination, distribution or copying of this communication by anyone other than the intended recipient or the person responsible for delivery is strictly prohibited. If you received this communication in error, please call this office immediately and destroy the communication. IF YOU DO NOT RECEIVE THE ENTIRE MESSAGE, PLEASE NOTIFY US IMMEDIATELY AT (202) 663-4955 RESEARCH AND TECHNICAL INFORMATION BRANCH. FAX NUMBER (202) 663-7130.



U.S. EQUAL EMPLOYMENT OPPORTUNITY COMMISSION
Washington, D.C. 20507

MEMORANDUM

DATE: July 9, 1998

TO: Jeff Besecker
 The White House

FROM: Patrick Ronald Edwards, Chief
 Research and Technical Information
 Program Research and Surveys Division

SUBJECT: Employment of Black Women in Private Industry (1992 to 1997)

Per your request, you will find attached two tables from our publication, *Job Patterns for Minorities and Women in Private Industry*. The table from 1997 has not yet been published. The information is from employers with 100 or more employees or federal contractors with 50 or more employees and a federal contract of \$50,000 or more.

I would suggest that you use percentages and that if you are interesting in looking at positive changes in the employment of Black women you focus on the changes in employment of Black women as officials and managers and as professionals as they are the two highest paying job groups.

EMPLOYMENT OF BLACK WOMEN IN THE PRIVATE WORK FORCE

YEAR	TOTAL EMPLOYMENT	OFFICIALS AND MANAGERS	PROFESSIONALS
1992	2,770,203 (6.6%)	112,637 (2.3%)	197,965 (3.5%)
1997	2,916,468 (7.2%)	107,532 (2.5%)	241,681 (3.9%)

Although the number of Black women working in the officials and managers job group declined during the period so did the total number of officials and managers from 4,883,707 in 1992 to 4,226,578. Despite this decrease, the percentage of Black women actually increased. If you have any questions or if I can be of any further assistance, please call me at (202) 663-4949.

Attachments

STATUS 1 & 2 RECS NUMBER OF UNITS INCLUDED IN THIS AGGREGATION: 38,059
SUMMARY OF EMPLOYERS

		WHITE COLLAR											BLUE COLLAR				
		TOTAL	OFFICIALS	PROFES-	TECHNI-	SALES	OFFICE &			TOTAL	CRAFT	OPERA-					SERVICE
		EMPLOYMENT	& MNGRS	SIONALS	CIANS	WORKERS	CLER WKRS			WORKERS	WORKERS	TIVES			LABORERS		
ALL	T	42,257,903	25,041,956	4,883,707	5,598,954	2,457,211	5,499,455	6,602,629	12,459,367	3,670,493	5,960,244	2,828,630	4,756,580				
ALL	M	22,450,235	11,082,850	3,395,159	2,835,398	1,349,197	2,421,093	1,082,003	9,261,202	3,287,825	4,107,647	1,865,730	2,106,183				
ALL	F	19,807,668	13,959,106	1,488,548	2,763,556	1,108,014	3,078,362	5,520,626	3,198,165	382,668	1,852,597	962,900	2,650,397				
WHITE	T	32,610,741	20,693,282	4,355,859	4,821,363	1,978,830	4,435,512	5,101,718	9,035,561	3,017,264	4,250,975	1,767,322	2,881,898				
WHITE	M	17,543,458	9,429,622	3,066,921	2,482,392	1,113,458	1,988,651	778,200	6,920,522	2,732,151	3,019,204	1,169,167	1,193,314				
WHITE	F	15,067,283	11,263,660	1,288,938	2,338,971	865,372	2,446,861	4,323,518	2,115,039	285,113	1,231,771	598,155	1,688,584				
BLACK	T	5,209,032	2,245,345	258,615	306,854	251,170	563,057	865,649	1,854,522	334,600	995,621	524,301	1,109,165				
BLACK	M	2,438,829	717,905	145,978	108,889	100,693	208,953	153,392	1,230,835	278,582	614,945	337,308	490,089				
BLACK	F	2,770,203	1,527,440	112,637	197,965	150,477	354,104	712,257	623,687	56,018	380,676	186,993	619,076				
HISP	T	2,987,322	1,193,980	154,161	151,270	115,660	357,722	415,167	1,210,619	238,762	525,417	446,440	582,723				
HISP	M	1,718,249	502,685	103,033	77,303	69,771	159,299	93,279	880,797	211,595	363,610	305,592	334,767				
HISP	F	1,269,073	691,295	51,128	73,967	45,889	198,423	321,888	329,822	27,167	161,807	140,848	247,956				
ASIAN	T	1,255,649	815,246	99,126	303,962	101,270	118,350	192,538	285,329	58,847	154,783	71,699	155,074				
ASIAN	M	642,039	390,893	68,236	158,763	59,339	53,509	51,046	175,525	46,654	87,639	41,232	75,621				
ASIAN	F	613,610	424,353	30,890	145,199	41,931	64,841	141,492	109,804	12,193	67,144	30,467	79,453				
AMIND	T	195,159	94,103	15,946	15,505	10,281	24,814	27,557	73,336	21,020	33,448	18,868	27,720				
AMIND	M	107,660	41,745	10,991	8,051	5,936	10,681	6,086	53,523	18,843	22,249	12,431	12,392				
AMIND	F	87,499	52,358	4,955	7,454	4,345	14,133	21,471	19,813	2,177	11,199	6,437	15,328				
ALL	T	PR 100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0				
ALL	M	PR 53.1	44.3	69.5	50.6	54.9	44.0	16.4	74.3	89.6	68.9	66.0	44.3				
ALL	F	PR 46.9	55.7	30.5	49.4	45.1	56.0	83.6	25.7	10.4	31.1	34.0	55.7				
WHITE	T	PR 77.2	82.6	89.2	86.1	80.5	80.7	77.3	72.5	82.2	71.3	62.5	60.6				
WHITE	M	PR 41.5	37.7	62.8	44.3	45.3	36.2	11.8	55.5	74.4	50.7	41.3	25.1				
WHITE	F	PR 35.7	45.0	26.4	41.8	35.2	44.5	65.5	17.0	7.8	20.7	21.1	35.5				
BLACK	T	PR 12.3	9.0	5.3	5.5	10.2	10.2	13.1	14.9	9.1	16.7	18.5	23.3				
BLACK	M	PR 5.8	2.9	3.0	1.9	4.1	3.8	2.3	9.9	7.6	10.3	11.9	10.3				
BLACK	F	PR 6.6	6.1	2.3	3.5	6.1	6.4	10.8	5.0	1.5	6.4	6.6	13.0				
HISP	T	PR 7.1	4.8	3.2	2.7	4.7	6.5	6.3	9.7	6.5	8.8	15.8	12.3				
HISP	M	PR 4.1	2.0	2.1	1.4	2.8	2.9	1.4	7.1	5.8	6.1	10.8	7.0				
HISP	F	PR 3.0	2.8	1.0	1.3	1.9	3.6	4.9	2.6	.7	2.7	5.0	5.2				
ASIAN	T	PR 3.0	3.3	2.0	5.4	4.1	2.2	2.9	2.3	1.6	2.6	2.5	3.3				
ASIAN	M	PR 1.5	1.6	1.4	2.8	2.4	1.0	.8	1.4	1.3	1.5	1.5	1.6				
ASIAN	F	PR 1.5	1.7	.6	2.6	1.7	1.2	2.1	.9	.3	1.1	1.1	1.7				
AMIND	T	PR .5	.4	.3	.3	.4	.5	.4	.6	.6	.6	.7	.6				
AMIND	M	PR .3	.2	.2	.1	.2	.2	.1	.4	.5	.4	.4	.3				
AMIND	F	PR .2	.2	.1	.2	.2	.3	.3	.2	.1	.2	.2	.3				

NOTE: PR = PERCENT OF TOTAL EMPLOYMENT IN A GIVEN OCCUPATIONAL CATEGORY

US SUMMARY FOR 182,293 UNITS

		WHITE COLLAR					BLUE COLLAR						
		TOTAL EMPLOYMENT	TOTAL	OFFICIALS & MNGRS	PROFES- SIONALS	TECHNI- CIANS	SALES WORKERS	OFFICE & CLER WKRS	TOTAL WORKERS	CRAFT WORKERS	OPERA- TIVES	LABORERS	SERVICE WORKERS
ALL	T	40,282,527	23,398,255	4,226,578	6,193,600	2,465,375	4,723,438	5,789,264	12,476,310	3,451,474	5,949,736	3,075,100	4,407,962
ALL	M	21,405,592	10,336,746	2,866,846	3,039,938	1,335,969	2,020,358	1,073,635	9,170,087	3,031,149	4,133,242	2,005,696	1,898,759
ALL	F	18,876,935	13,061,509	1,359,732	3,153,662	1,129,406	2,703,080	4,715,629	3,306,223	420,325	1,816,494	1,069,404	2,509,203
WHITE	T	29,625,456	18,621,152	3,705,826	5,171,521	1,920,261	3,579,859	4,243,685	8,516,060	2,756,933	4,017,500	1,741,627	2,488,244
WHITE	M	15,951,754	8,491,804	2,546,675	2,570,103	1,062,421	1,573,080	739,525	6,463,477	2,451,611	2,877,586	1,134,280	996,473
WHITE	F	13,673,702	10,129,348	1,159,151	2,601,418	857,840	2,006,779	3,504,160	2,052,583	305,322	1,139,914	607,347	1,491,771
BLACK	T	5,408,346	2,394,577	241,835	374,700	267,761	620,618	889,663	1,940,133	325,080	1,015,277	599,776	1,073,636
BLACK	M	2,491,878	761,440	134,303	133,019	107,661	221,516	164,941	1,285,617	264,425	641,545	379,647	444,821
BLACK	F	2,916,468	1,633,137	107,532	241,681	160,100	399,102	724,722	654,516	60,655	373,732	220,129	628,815
HISP	T	3,511,127	1,298,605	154,867	197,933	136,781	372,360	436,664	1,556,189	278,175	664,101	613,913	656,333
HISP	M	2,054,038	553,468	102,951	99,727	82,717	160,889	107,184	1,131,105	242,637	465,891	422,577	369,465
HISP	F	1,457,089	745,137	51,916	98,206	54,064	211,471	329,480	425,084	35,538	198,210	191,336	286,868
ASIAN	T	1,510,018	973,119	108,737	427,317	127,867	118,148	191,050	377,492	68,441	212,919	96,132	159,407
ASIAN	M	784,720	482,859	72,676	225,972	76,059	52,699	55,453	227,634	52,507	121,258	53,869	74,227
ASIAN	F	725,298	490,260	36,061	201,345	51,808	65,449	135,597	149,858	15,934	91,661	42,263	85,180
AMIND	T	227,580	110,802	15,313	22,129	12,705	32,453	28,202	86,436	22,845	39,939	23,652	30,342
AMIND	M	123,202	47,175	10,241	11,117	7,111	12,174	6,532	62,254	19,969	26,962	15,323	13,773
AMIND	F	104,378	63,627	5,072	11,012	5,594	20,279	21,670	24,182	2,876	12,977	8,329	16,569
ALL	T	PR 100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
ALL	M	PR 53.1	44.2	67.8	49.1	54.2	42.8	18.5	73.5	87.8	69.5	65.2	43.1
ALL	F	PR 46.9	55.8	32.2	50.9	45.8	57.2	81.5	26.5	12.2	30.5	34.8	56.9
WHITE	T	PR 73.5	79.6	87.7	83.5	77.9	75.8	73.3	68.3	79.9	67.5	56.6	56.4
WHITE	M	PR 39.6	36.3	60.3	41.5	43.1	33.3	12.8	51.8	71.0	48.4	36.9	22.6
WHITE	F	PR 33.9	43.3	27.4	42.0	34.8	42.5	60.5	16.5	8.8	19.2	19.8	33.8
BLACK	T	PR 13.4	10.2	5.7	6.0	10.9	13.1	15.4	15.6	9.4	17.1	19.5	24.4
BLACK	M	PR 6.2	3.3	3.2	2.1	4.4	4.7	2.8	10.3	7.7	10.8	12.3	10.1
BLACK	F	PR 7.2	7.0	2.5	3.9	6.5	8.4	12.5	5.2	1.8	6.3	7.2	16.3
HISP	T	PR 8.7	5.6	3.7	3.2	5.5	7.9	7.5	12.5	8.1	11.2	20.0	14.9
HISP	M	PR 5.1	2.4	2.4	1.6	3.4	3.4	1.9	9.1	7.0	7.8	13.7	8.4
HISP	F	PR 3.6	3.2	1.2	1.6	2.2	4.5	5.7	3.4	1.0	3.3	6.2	6.5
ASIAN	T	PR 3.7	4.2	2.6	6.9	5.2	2.5	3.3	3.0	2.0	3.6	3.1	3.6
ASIAN	M	PR 1.9	2.1	1.7	3.6	3.1	1.1	1.0	1.8	1.5	2.0	1.8	1.7
ASIAN	F	PR 1.8	2.1	.9	3.3	2.1	1.4	2.3	1.2	.5	1.5	1.4	1.9
AMIND	T	PR .6	.5	.4	.4	.5	.7	.5	.7	.7	.7	.8	.7
AMIND	M	PR .3	.2	.2	.2	.3	.3	.1	.5	.6	.5	.5	.3
AMIND	F	PR .3	.3	.1	.2	.2	.4	.4	.2	.1	.2	.3	.4

NOTE: PR = PERCENT OF TOTAL EMPLOYMENT IN A GIVEN OCCUPATIONAL CATEGORY

National Foundation for Women Business Owners
1100 Wayne Avenue, Suite 830, Silver Spring, MD 20910-5603 USA
phone (301) 495-4975 fax (301) 495-4979
e-mail: NFWBO@worldnet.att.net
home page: <http://www.nfwbo.org>



To JEFF BESSECKEN FAX # (202) 456-6218
Affiliation WHITE HOUSE Date 7/10/98
From EILEEN QUINN Total number of pages 12
Re MINORITY WOMEN BUSINESS OWNERS

Featured reports from NFWBO—the premier source of information and knowledge about women business owners and their enterprises

Call, fax, e-mail, or see our home page to order

- ♦ Women Business Owners of Color—Challenges and Accomplishments
- ♦ Paths to Entrepreneurship—New Directions for Women in Business
- ♦ Embracing the Information Age—A Comparison of Women and Men Business Owners
- ♦ Retirement Plan Trends in the Small Business Market—A Survey of Women- and Men-Owned Firms



The National Foundation for Women Business Owners

FOR RELEASE ON:
June 25, 1997

CONTACT:
Bruce Rosenthal (301) 495-4975
e-mail: NFWBO-PR@worldnet.att.net

Minority Women-Owned Firms Thriving
Growth is triple the rate of overall business growth

Washington, DC—Businesses owned by women of color are growing three times faster than the overall rate of business growth in the U.S., announced the National Foundation for Women Business Owners (NFWBO). The new Foundation report shows substantial increases in the number of firms, number of employees, and sales revenues of Asian, Black, and Hispanic women-owned firms between 1987 and 1996.

IBM sponsored the NFWBO report—the first detailed, up-to-date study of businesses owned by women of color.

The NFWBO report, "1996 Facts on Women-Owned Businesses: Trends Among Minority Women-Owned Firms," shows that between 1987 and 1996, the number of minority women-owned firms increased by 153%, employment grew by 276%, and revenues rose by 318%. During this nine-year period, the number of Hispanic women-owned firms more than tripled (206%), the number of Asian/American Indian/Alaska Native women-owned firms more than doubled (138%), and the number of Black women-owned firms more than doubled (135%).

"One in eight (13%) of the nearly eight million women-owned businesses in the United States is owned by a woman of color," noted Susan Peterson, NFWBO Chair and President of a Washington, DC-based communication training firm. "These minority women-owned firms which number 1,067,000 employ nearly 1.7 million people and generate more than \$184 billion in sales."

"This information will help everyone who works with and serves the women-owned business market," said Micki Napp, National Manager, Women in Business, IBM. "For almost a decade, IBM has supported NFWBO research which has brought new visibility to the economic force of women-owned businesses and helps ensure they are taken seriously. The new report expands our knowledge by providing the most current data on the fastest growing women-owned businesses—those firms owned by minority women entrepreneurs."

(more)

1100 Wayne Avenue
Suite 830
Silver Spring, MD 20910-5603
(301) 495-4975
FAX (301) 495-4979

Minority Women-Owned Firms Thriving, page 2

The report—based on the NFWBO's detailed analysis of U.S. Census Bureau information—estimates that in 1996, 37% of minority women-owned firms are owned by Blacks (405,200), 35% are Hispanic-owned (382,400), and 28% are owned by women of Asian, American Indian or Alaska Native heritage (305,700).

The new NFWBO report also documents that the greatest growth in the number of minority women-owned firms in recent years has been in non-traditional sectors. Between 1987 and 1996, the number of minority women-owned firms has grown by 319% in construction, 276% in wholesale trade, and 253% in transportation/communications/public utilities.

"For the first time, we now have up-to-date information on firms owned by minority women, which demonstrates our importance to the economy," said Phyllis Hill Slater, National Association of Women Business Owners president-elect and president of Hill Slater, Inc., a Long Island, NY-based engineering and architectural company. "This is a big step forward for women of color who own a business or are considering owning a business."

The top 10 states for minority women-owned firms, based on an average ranking of number of firms, employment and sales, are: California; Texas; Florida; New York; Illinois; Virginia; Maryland; New Jersey; Hawaii; and Washington. The top 10 metropolitan areas, using the same formula, are: Los Angeles, CA; Miami, FL; New York, NY; Chicago, IL; Houston, TX; Washington, DC; Orange County, CA; San Francisco, CA; Oakland, CA; and Honolulu, HI.

"At IBM, we recognize women-owned businesses as a unique market segment that is growing faster than the economy in general," commented Napp. "We have a high-caliber team addressing this market with IBM solutions, including hardware, software, services and support all aimed at helping women entrepreneurs compete more effectively."

"As we increase in numbers and economic power, women-owned enterprises are beginning to resemble the profile of all U.S. businesses in size, age, creditworthiness, and industry distribution," observed Peterson, NFWBO Chair. "But our research documents that these women business owners differ from their male counterparts in many ways, including how they manage, make decisions, select vendors, and use credit," Peterson explained. "As women-owned firms continue to become more prominent in our economy, it is increasingly valuable for all businesses to understand, and benefit from these differences."

For additional information about women-owned businesses in the United States and internationally, visit the National Foundation for Women Business Owners' home page: <http://www.nfwbo.org> or call 301-495-4975.

###

4 charts follow.

Minority Women-Owned Firms Thriving, page 3

The comprehensive "1996 Facts on Women-Owned Businesses: Trends Among Minority Women-Owned Firms" includes four sets of fact sheets and accompanying tables: trends among all minority women-owned firms and among Asian/Other, Black, and Hispanic women-owned firms. Information includes the number, employment and sales revenues of minority women-owned firms, rankings by state, and growth by state and industry. The report is available for \$70.00 (Discounts are available for NAWBO members and NFWBO corporate partners.)

The National Foundation for Women Business Owners (NFWBO) is a nonprofit research and leadership development foundation affiliated with the National Association of Women Business Owners (NAWBO). NFWBO's mission is to strengthen women business owners and their enterprises by conducting research, sharing information, and increasing knowledge.

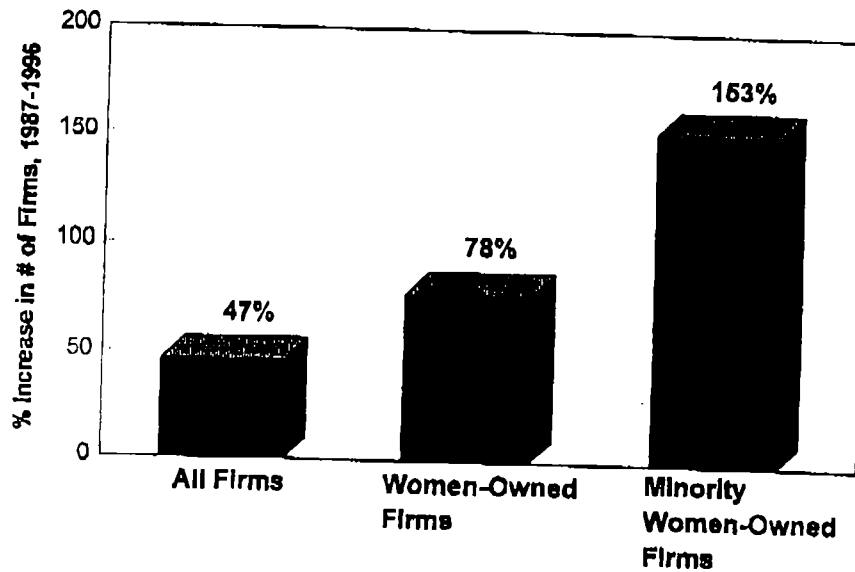
The sponsor of "1996 Facts on Women-Owned Businesses: Trends Among Minority Women-Owned Firms" is IBM, which is committed to meeting the business and working needs of today's women. As evidence of this commitment to women in business, the company has identified women in business as one of its 13 General Business segments, alongside such traditional industries as manufacturing, finance, retail and wholesale distribution.

***Methodology Note:** The 1996 estimates are derived by analyzing 1987 and 1992 data published by the U.S. Bureau of the Census and projecting these trends forward to 1996. Both the ethnic groupings and their names are taken directly from Census Bureau definitions.*

The following general assumptions were made: 1) the growth rates between 1987 and 1992 would continue at the same rate through 1996; 2) the increase in the number of firms, employment and sales found by the addition of C corporations in 1992 at the state level would be the same among each minority group, both at the national and industry level; 3) the increases in number of firms, employment and sales accounted for by C corporations at the national level is also applied at the same rate at the state level.

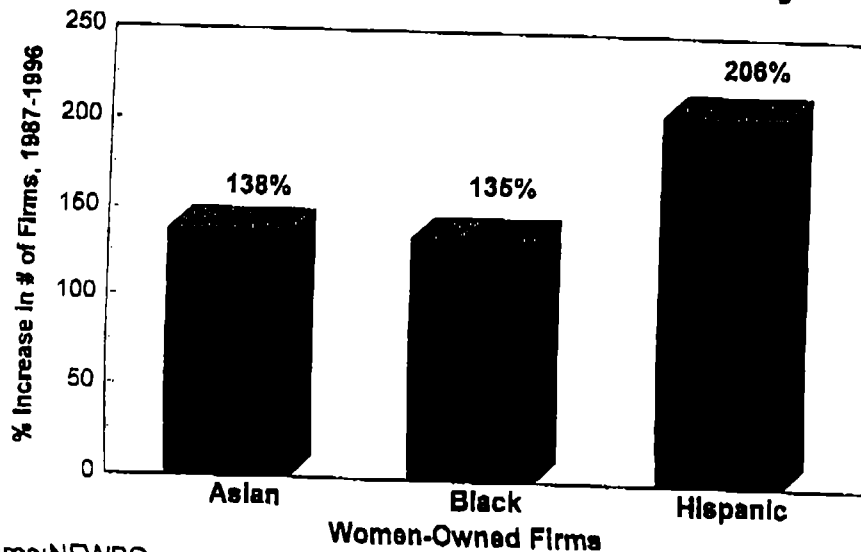
The National Foundation for Women Business Owners (NFWBO) publishes a wide range of research studies, reporting on statistical trends among women-owned firms (nationally, state-by-state, in the 50 top metropolitan areas, and among minority women-owned firms) and documenting ways in which women business owners define success, finance their businesses, seek purchasing information and financial advice, meet the challenges of business ownership, provide benefits for their employees, use technology in the workplace, engage in volunteer activities, and take their firms global.

Minority Women-Owned Businesses Growing Faster Than All Firms



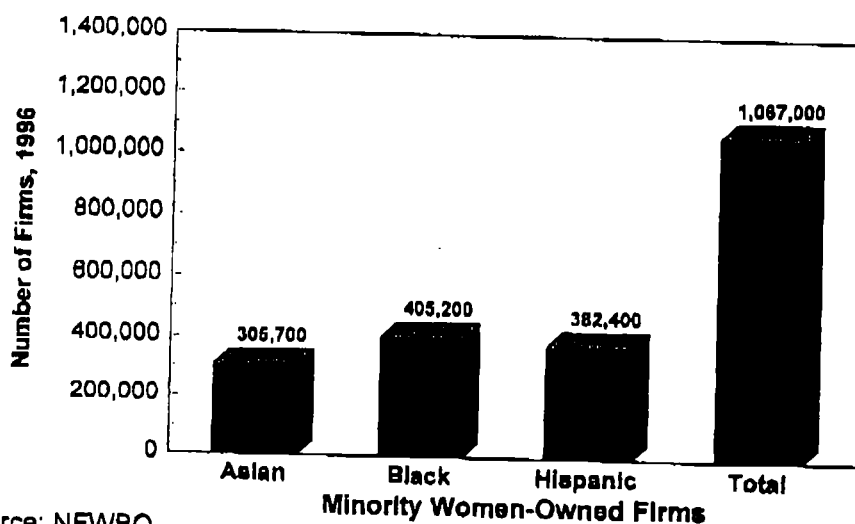
Source: NFWBO

Number of Asian, Black, and Hispanic Women-Owned Businesses Has Increased Significantly in Last 9 years



Source: NFWBO

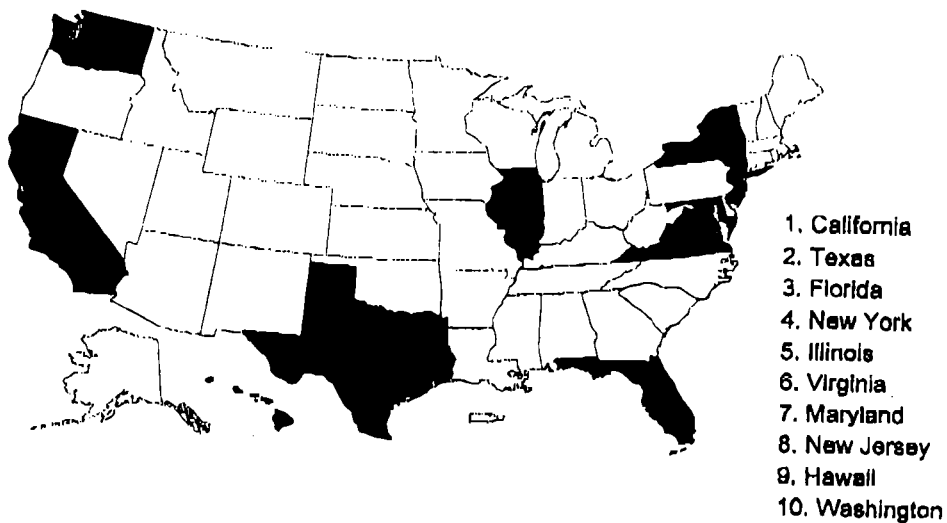
There are Currently 1,067,000 Minority Women-Owned Firms in the U.S.



Source: NFWBO

Note: Groups add to more than total because of mixed racial heritage

The Top Ten States for Minority Women-Owned Firms, 1996



Source: NFWBO

Executive Summary

1996 Facts on Women-Owned Businesses: Trends Among Minority Women-Owned Firms

- ◆ One in eight (13%) of the nearly eight million women-owned businesses in the United States is owned by a woman of color. These 1,067,000 minority women-owned firms employ 1,684,300 people and generate \$184.2 billion in sales.
- ◆ Over one-third (37%) of minority women-owned firms are owned by Blacks (405,200), 35% are Hispanic-owned (382,400) and 28% are owned by women of Asian, American Indian, or Alaska Native heritage (305,700).
- ◆ Between 1987 and 1996, the number of minority women-owned firms overall has increased by 153%. It has increased by 206% among Hispanic women-owned firms, by 138% among Asian/Other women-owned firms, and by 135% among Black women-owned firms.
- ◆ Between 1987 and 1996, employment among all minority women-owned firms has increased nearly four-fold (276%). It has grown by 487% among Hispanic women-owned firms, by 319% among Asian/Other women-owned firms, and by 70% among Black women-owned firms.
- ◆ Between 1987 and 1996, sales generated by all minority women-owned firms has increased more than four-fold (318%). It has jumped by 534% among Hispanic women-owned firms, by 430% among Asian/Other women-owned firms, and by 55% among Black women-owned firms.
- ◆ The top 10 states for minority women-owned firms, based on an average ranking of number of firms, employment and sales, are: California; Texas; Florida; New York; Illinois; Virginia; Maryland; New Jersey; Hawaii; and Washington.
- ◆ The 10 states with the fastest growth in the number of minority women-owned firms are: Vermont; Rhode Island; Maine; Idaho; Georgia; Nevada; Washington; Florida; Minnesota; and Maryland.
- ◆ The top 10 metropolitan areas for minority women-owned firms, again based on an average ranking of the number of firms, employment and sales, are: Los Angeles, CA; Miami, FL; New York, NY; Chicago, IL; Houston, TX; Washington, DC; Orange County, CA; San Francisco, CA; Oakland, CA; and Honolulu, HI.
- ◆ Nearly four in ten (38%) of all of the minority-owned firms in the U.S. are owned by women. These firms account for 30% of the employment in minority-owned firms and generate 25% of the sales.
- ◆ More than half of minority women-owned firms (56%) are in the service sector, 19% are in retail trade, and 8% are in finance/insurance/real estate.
- ◆ The greatest growth in the number of minority women-owned firms in recent years, however, has been in non-traditional sectors. Between 1987 and 1996, the number of minority women-owned firms has grown by 319% in construction, 276% in wholesale trade, and 253% in transportation/communications/public utilities.

©1997, National Foundation for Women Business Owners
Published through the generous support of IBM.



The National Foundation for Women Business Owners

FOR RELEASE ON:
April 28, 1998

CONTACT: Bruce Rosenthal, (301) 495-4975
e-mail NFWBO-PR@worldnet.att.net

Women of All Races Share Entrepreneurial Spirit

Women of color start businesses in record numbers

Washington, DC—Women business owners, one of the fastest-growing segments of the economy, share the same rewards and frustrations of business ownership regardless of ethnicity. However, women business owners of color are more likely to face greater barriers in access to capital, according to a new report, "Women Business Owners of Color: Challenges and Accomplishments."

The survey, conducted by the National Foundation for Women Business Owners (NFWBO) and underwritten by AT&T with support from IBM, is the first-ever comparison of women business owners of all races—Asian, Black, Caucasian, Hispanic, and Native American/Alaska Native. "While their cultures may be different, their business backgrounds, their motivations for business ownership, and their entrepreneurial challenges and rewards are quite similar," explained Lois E. Haber, CLU, ChFC, Chair of NFWBO and President of Delaware Valley Financial Services, Inc. in Berwyn, PA.

"For women, the entrepreneurial spirit knows no race," Haber continued. "And despite all the challenges, they'd do it over again." This may explain why women-owned firms grew at double the overall business growth rate in the U.S. during the past decade, and minority women-owned firms grew at triple the national rate, according to a 1997 NFWBO report. One in eight of the nearly eight million women-owned businesses in the United States—1,067,000 enterprises—is owned by a woman of color.

"NFWBO information on women business owners continues to be a wake-up call for policy-makers, financial institutions, corporations, and educators," explained Esther Silver-Parker, President of the AT&T Foundation. "Rising awareness of the issues that face all women business owners will give new visibility which will ensure that these entrepreneurs have greater access to capital, technology, training, and technical assistance."

(more)

1100 Wayne Avenue, Suite 830
Silver Spring, MD 20910-5603
(301) 495-4975
Fax (301) 495-4979
E-mail: NFWBO@worldnet.att.net
Home page: <http://www.nfwbo.org>

The Common Multi-Colored Thread

Women entrepreneurs of all ethnicities have many business experiences in common:

- Women business owners, regardless of color, are attracted to entrepreneurship for the same reasons. Between 70% and 80% of each ethnic group of women business owners said that improving things for themselves and their families was a strong motivation for entrepreneurship. Between 60% and 70% of each ethnic group surveyed said that they started a business to do for themselves what they had been doing for an employer. Many were also fulfilling a long-time dream of entrepreneurship;
- The chief reward of business ownership for nearly half of Black women entrepreneurs and more than half of Asian, Caucasian, Hispanic and Native American/Alaska Native women entrepreneurs was being their own boss;
- Approximately one-third of all ethnic groups of women business owners said that what they liked most about entrepreneurship was the feeling of independence in owning their own firm;
- Most women business owners came to entrepreneurship with experience in a private-sector, for-profit business;
- While the desire for flexibility was the most frequent reason women entrepreneurs left their former employment, many women of all races left due to frustrations with the "glass ceiling," lack of challenge or being unhappy or uncomfortable;
- Most women entrepreneurs ranked as important the issues of maintaining business profitability, managing cash flow, maintaining growth and keeping qualified employees;
- A solid majority of each ethnic group reported that, after looking back over what they had gone through to start and grow their business, they would do it again.

"One interesting difference among the ethnic groups noted in the NFWBO report is that Black and Hispanic women business owners are more likely than other groups to cite keeping up with technology as a key concern," noted Nancy Wagner, National Market Executive, Women-Owned Businesses, IBM. "This information improves our understanding of the unique challenges that face women business owners of all races."

(more)

Capital Issues Challenge Some Ethnic Groups

The single area where women of color were all significantly different from Caucasian women was access to capital:

- Women entrepreneurs of color were less likely than Caucasian women entrepreneurs to currently have bank credit. Fifty percent (50%) or less of women entrepreneurs of color currently had bank credit, compared to 60% of Caucasian women business owners;
- Access to capital for current business needs was an issue of particular concern for Black women entrepreneurs (73% ranked it very or extremely important, compared to 61% or less for other ethnic groups);
- Black entrepreneurs were the least likely to borrow capital to launch their firms (29%) compared to Asian (37%), Native American/Alaska Native (45%), Caucasian (49%) and Hispanic (51%) women business owners;
- Black and Native American women business owners were more likely to have been turned down for a loan when starting their businesses.

Blacks Demonstrate Other Barriers

As a group, Black women entrepreneurs had business traits that differed to a great degree in several respects from all of the other ethnic groups surveyed. A 1997 NFWBO report sponsored by IBM showed that the growth in employment and sales in Black women-owned firms was found to lag that of Hispanic and Asian women-owned firms. "A significant reason for this may be that Black women business owners are far more likely to have started their businesses on a part-time basis while holding down another job, and far more likely to have started their business alone rather than with others," observed NFWBO Chair Haber.

While the draw to entrepreneurship was similar for all women business owners, Black women business owners were most likely to report experiencing the impact of the "glass ceiling" (36% compared to 26% or less for other groups) or discrimination in their previous employment (18% compared to 10% or less for other groups).

(more)

Black women business owners were the most likely to have had mentors when starting their firm, and most likely to have sought out training and advice. While all women business owners have extensive support networks, Black women business owners' networks were most likely to include a variety of business advisors and associations and were more likely to include a church or other religious organization.

###

4 charts follow.

The complete report, "Women Business Owners of Color: Challenges and Accomplishments," is available from NFWBO for \$45.95. (Discounts are available for NAWBO members and NFWBO corporate partners.)

The National Foundation for Women Business Owners (NFWBO) is a nonprofit research and leadership development foundation. NFWBO is recognized as the premier source of information and intelligence on women business owners and their enterprises by corporations, policy makers, financial institutions and the media. Up-to-date intelligence about women business owners and their enterprises worldwide is documented in NFWBO's original research and analysis. The Foundation is affiliated with the National Association of Women Business Owners (NAWBO).

The major underwriter of "Women Business Owners of Color: Challenges and Accomplishments" is AT&T. A longtime corporate partner of NFWBO, AT&T has long recognized the economic impact of women-owned businesses and the need for learning more about their challenges, contributions, and differences with other businesses. AT&T is the world's premier voice and data communications company, serving more than 90 million customers, including consumers, businesses and government. With annual revenues of more than \$51 billion and some 126,000 employees, AT&T provides services to more than 280 countries and territories around the world. AT&T runs the world's largest, most powerful long-distance network and the largest digital wireless network in North America. AT&T's businesses are backed by the research and development capabilities of AT&T labs.

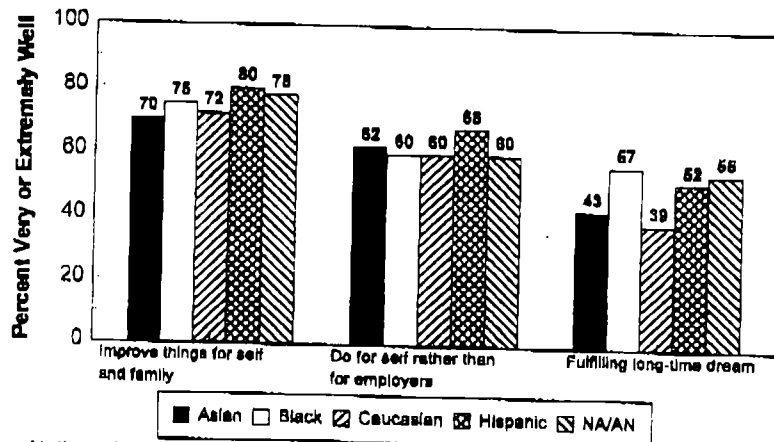
This study was also supported by IBM. Also a longtime corporate partner of NFWBO, IBM recognizes women business owners as an undeniable force in today's economy and is dedicated to servicing the needs of this dynamic market. Reflecting this commitment, IBM has established a worldwide team focused on helping women business owners explore and embrace technology, and actively supports women-owned businesses and their associations.

Methodology Note: *The survey was conducted by telephone among women business owners from a variety of sources: membership lists from women's business associations, minority-flagged records from a new database produced by Dun & Bradstreet, and responses to posted notices on the NFWBO website and other participating sites.*

The definitions of ethnic groups, as well as the terminology used in the report, come from the Census Bureau. Respondents were self-identified as one (or more) of the following groups: Asian, Black, Caucasian, Hispanic, and Native American/Alaska Native.

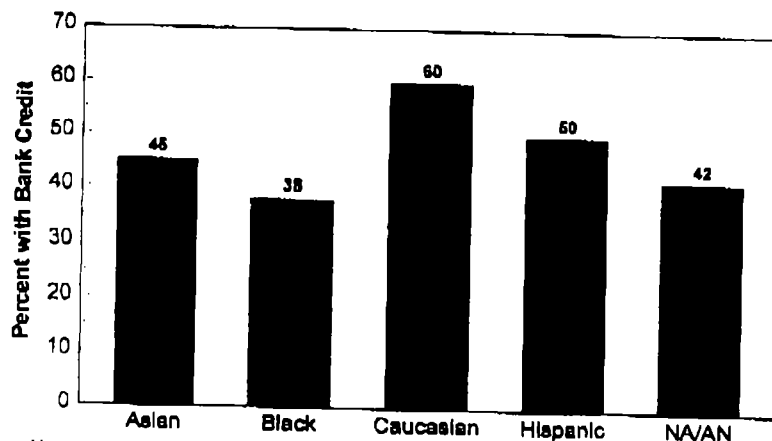
All told, 679 women business owners were interviewed — 183 Asian, 111 Black, 201 Caucasian, 128 Hispanic and 56 Native American/Alaska Native. The sampling error for samples of this size range from $\pm 14\%$ to $\pm 7.1\%$ at the 95% level of confidence. This means that, 95 times out of 100, survey results will be within the above ranges compared to true population values.

Most Women, Regardless of Color, are Motivated to Entrepreneurship to Improve Their Situation and Gain Control



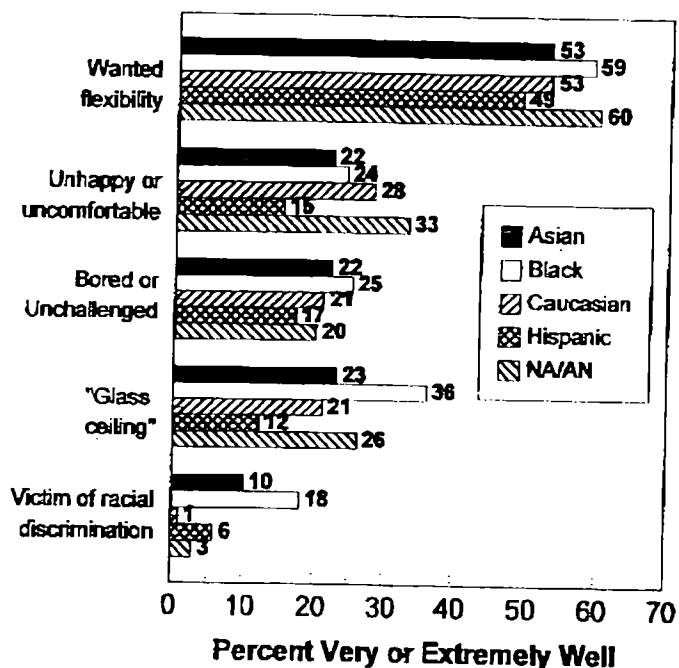
Source: National Foundation for Women Business Owners and AT&T, (c)1998, NFWBO
NA/AN = Native American/Alaska Native

Women of Color Less Likely to Currently Have Bank Credit



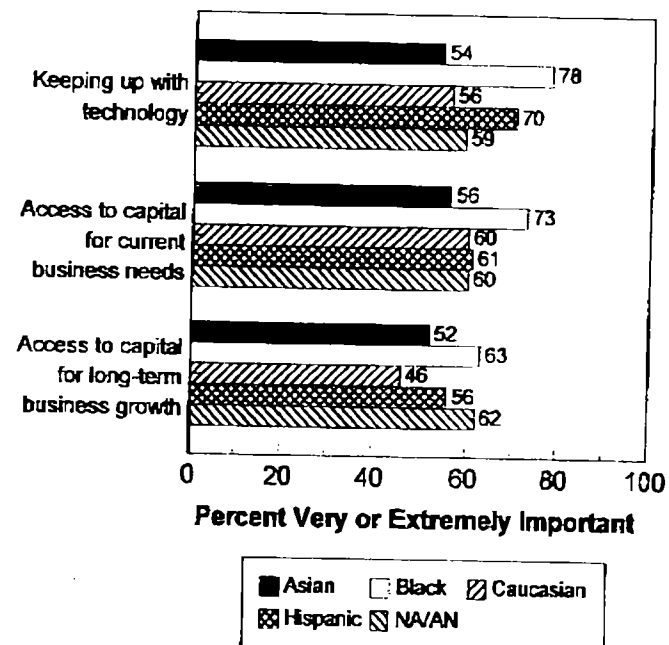
Source: National Foundation for Women Business Owners and AT&T, (c)1998, NFWBO
NA/AN = Native American/Alaska Native

The Need for Flexibility and Challenge are Significant Motivations for Women Entrepreneurs



Source: National Foundation for Women Business Owners and AT&T, (c)1998 NFWBO
NA/AN= Native American/Alaska Native

Technology and Access to Capital are More Problematic for Some Women Business Owners



Source: National Foundation for Women Business Owners and AT&T, (c)1998 NFWBO
NA/AN= Native American/Alaska Native

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.

PRESIDENT CLINTON AND VICE PRESIDENT GORE

Working on Behalf of African Americans

ECONOMY

Balanced the Federal budget -- The President's FY99 budget will be *the first balanced budget in a generation*, after inheriting a record \$290 billion deficit in 1992.

Over 14 million new jobs created. The economy has created more than 14 million new jobs during the Clinton Administration -- a faster annual rate of job growth (2.5 percent per year) than *any* Republican Administration since the Roaring 1920s.

Declining Unemployment. The unemployment rate for African Americans has dropped from 14.1% in January 1993 to 9.9% today -- that's the lowest the African American unemployment rate has been in 24 years.

Keeping inflation in check. Inflation has averaged 2.6 percent since President Clinton took office -- compared to 4.2 percent in the twelve years before the President took office.

Strong private sector growth. Over the past year, the private sector grew an impressive 4.6 percent. Since taking office, private sector has grown 3.6 percent per year under President Clinton.

Family income up. After falling by almost \$2,000 between 1988 and 1992, African American median family income rose by nearly \$3,000 between 1992 and 1996.

Poverty down. The poverty rate for African Americans fell from 33.4 percent in 1992 to 28.4 percent in 1996 -- the lowest level since the published data begin in 1959.

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

Two and a half times more small business loans to African American entrepreneurs. Between 1993 and 1997 the SBA approved more than 9,000 loans to African American entrepreneurs under the 7(a) and 504 loan programs. Last year alone, the Small Business Administration granted 1,900 loans, worth \$286 million, to African American small business owners, two and a half times the number of loans granted in 1992.

Increasing home ownership. There are 67.1 million American families, including 5.5 million African Americans, who own homes, nearly 6 million new homeowners since the President took office.

Defended fairness. Filed more cases between 1993 and 1997 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.

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

CHILDREN AND FAMILIES

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.

EDUCATION

Largest investment in education in 30 years. Maintaining his longtime commitment to education, the President enacted the largest investment in education in 30 years -- and the largest investment in higher education since the G.I. Bill -- by signing the 1997 Balanced Budget Act.

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 between FY92 and FY97, 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. Since 1993, more than 100,000 people have had the opportunity to serve through AmeriCorps, with African Americans comprising 20 percent of all participants (1996 data). This year alone, nearly 50,000 young people will take advantage of the opportunity to serve and earn an award of up to \$4,725 to pay for college or repay student loans.

FIGHTING CRIME

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

FIGHTING FOR EQUAL OPPORTUNITY

Building One America. The President is leading the nation in an effort to become One America in the 21st Century: a place where we respect others' differences and, at the same time, embrace the values that unite us. Dr. John Hope Franklin, Advisory Board Chair, and Rev. Suzan Johnson Cook serve on the Advisory Board to the President's Initiative on Race, which the President charged with overseeing this effort.

An Administration that looks like One America. 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. Thirteen percent of Clinton Administration appointees are African American, which is twice as many African Americans as any previous administration. These appointees include: Bob Nash, Assistant to the President and Director of Presidential Personnel at the White House; Thurgood Marshall, Assistant to the President and Director of Cabinet Affairs at the White House; and Cheryl Mills, Deputy Assistant to the President and Deputy Counsel at the White House.

Judicial Appointments. Clinton has named 11 African Americans as U.S. Attorneys and 12 African Americans as U.S. Marshals. Over 54 African Americans have been nominated by Clinton to the Federal bench, which is 17 percent of his total Federal bench nominations. These appointees and nominees include: Eric Holder, Deputy Attorney General Department of Justice and Eric Clay, Judge, Sixth Circuit at the U.S. Circuit Court.

Tuskegee Apology. President Clinton apologized to the 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.

Assessment of 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.

Enhanced penalties for hate crimes. As part of the historic 1994 Crime Act, the President signed the Hate Crimes Sentencing Enhancement Act which provides for longer sentences where the offense is determined to be a hate crime. In 1996 alone, 27 cases received enhanced sentences.

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.

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.

Promoting democracy in Africa. Hosted the first White House Conference on Africa in July 1994. Recognizing the valuable role that Africa plays in global affairs, President Clinton created the position of Special Envoy for the President and the Secretary of State for the promotion of democracy in Africa and appointed Reverend Jesse Jackson to serve in this role.

PRESIDENT WILLIAM J. CLINTON
VIDEOTAPED REMARKS TO THE NATIONAL ASSOCIATION
OF NEGRO BUSINESS AND PROFESSIONAL WOMEN'S CLUBS, INC.
July 20-26 1998

It is a pleasure for me to speak to the 63rd annual convention of the National Association of Negro Business and Professional Women's Clubs, Inc. Your history, which is now as long as your name, is a proud one. For Ollie Chinn Porter to take charge of an organization that celebrated accomplishment in a time of depression, women in an age of men, and African-Americans in a time of intolerance -- that can only be described as visionary. With the leadership of your national president Julianne Malveaux and your local president Sarah Stevenson, I am confident you will bring that vision into the 21st century.

In Africa, we made great strides in strengthening our bonds with a continent that is

Education

Business: Right now we have the lowest unemployment in 28 years, lowest crime in 25 years, and homeownership at a record level. Our economy is not only the product of the comprehensive economic strategy we have pursued since the beginning of this administration, but also the hard work and creativity of our citizens -- and no group has been as innovative or creative as African-American women. From 1987-1992, the number of firms owned by African American women grew by 75 percent, nearly triple the growth rate for all businesses. And between 1993-1997, the Small Business Association approved more than 9,000 loans to African-American entrepreneurs.

And as you have moved forward, you have given back. I thank you for participating in the 1997 women's summit and for providing positive role models to young women everywhere each and every day. For your success I applaud you, and for your good works, I thank you.

PRESIDENT WILLIAM J. CLINTON
VIDEOTAPED REMARKS TO THE NATIONAL ASSOCIATION
OF NEGRO BUSINESS AND PROFESSIONAL WOMEN'S CLUBS, INC.
July 20-26 1998

It is a pleasure for me to speak to the 63rd annual convention of the National Association of Negro Business and Professional Women's Clubs, Inc. Your history, which is now as long as your name, is a proud one. For Ollie Chinn Porter to take charge of an organization that celebrated accomplishment in a time of depression, women in an age of men, and African-Americans in a time of intolerance -- that can only be described as visionary. It is the type of vision that I see in your current president, Julianne Malveaux, and it is the type of vision that will keep the National Association of Negro Business and Professional Women's Clubs going well into the next century.

25

Right now we have the lowest unemployment in 28 years, lowest crime in xx years, and homeownership at a record level. Our economy is not only the product of the comprehensive economic strategy we have pursued since the beginning of this administration, but also the hard work and creativity of our citizens -- and no group has been as innovative or creative as African-American women. From 1987-1992, the number of firms owned by African American women grew by 75 percent, nearly triple the growth rate for all businesses.

And as you have moved forward, you have given back. Whether it is improving the quality of life in your communities through...providing role models and mentors for tomorrow's leaders, or participating. For your success I applaud you, and for your good works, I thank you.

JENAS
193

EDU - EVERY SCHOOL + CLASSROOM INT BY Y2K
OPPORTUNITY

THE PRESIDENT: Let me say, Hillary and I are delighted to be back from what was a wonderful trip to Africa. We are working hard to strengthen the bonds of the African continent that I am convinced is in the midst of a renaissance, where political and economic liberty is on the rise.

I only wish every American could have been with me every step of the way to see, first, Africa, not only its problems, which are profound, but the energy and intelligence and determination of the people. I also wish every American could have had yet one more opportunity to see how a very important part of the world see America -- still as a beacon of equality and freedom and hope for opportunity.

PRESIDENT CLINTON AND VICE PRESIDENT GORE

Working on Behalf of African Americans

Economy

Balanced the Federal budget -- The President's FY99 budget will be *the first balanced budget in a generation*, after inheriting a record \$290 billion deficit in 1992.

Over 14 million new jobs created. The economy has created more than 14 million new jobs during the Clinton Administration -- a faster annual rate of job growth (2.5 percent per year) than *any* Republican Administration since the Roaring 1920s.

Declining Unemployment. The unemployment rate for African Americans has dropped from 14.1% in January 1993 to 9.9% today -- that's the lowest the African American unemployment rate has been in 24 years.

Keeping inflation in check. Inflation has averaged 2.6 percent since President Clinton took office -- compared to 4.2 percent in the twelve years before the President took office.

Strong private sector growth. Over the past year, the private sector grew an impressive 4.6 percent. Since taking office, private sector has grown 3.6 percent per year under President Clinton.

Family income up. After falling by almost \$2,000 between 1988 and 1992, African American median family income rose by nearly \$3,000 between 1992 and 1996.

Poverty down. The poverty rate for African Americans fell from 33.4 percent in 1992 to 28.4 percent in 1996 -- the lowest level since the published data begin in 1959.

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

Two and a half times more small business loans to African American entrepreneurs. Between 1993 and 1997 the SBA approved more than 9,000 loans to African American entrepreneurs under the 7(a) and 504 loan programs. Last year alone, the Small Business Administration granted 1,900 loans, worth \$286 million, to African American small business owners, two and a half times the number of loans granted in 1992.

Increasing home ownership. There are 67.1 million American families, including 5.5 million African Americans, who own homes, nearly 6 million new homeowners since the President took office.

Fighting for Equal Opportunity

Building One America. The President is leading the nation in an effort to become One America in the 21st Century: a place where we respect others' differences and, at the same time, embrace the values that unite us. Dr. John Hope Franklin, Advisory Board Chair, and Rev. Suzan Johnson Cook serve on the Advisory Board to the President's Initiative on Race, which the President charged with overseeing this effort.

An Administration that looks like One America. 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. Thirteen percent of Clinton Administration appointees are African American, which is twice as many African Americans as any previous administration. These appointees include: Bob Nash, Assistant to the President and Director of Presidential Personnel at the White House; Thurgood Marshall, Assistant to the President and Director of Cabinet Affairs at the White House; and Cheryl Mills, Deputy Assistant to the President and Deputy Counsel at the White House.

Judicial Appointments. Clinton has named 11 African Americans as U.S. Attorneys and 12 African Americans as U.S. Marshals. Over 54 African Americans have been nominated by Clinton to the Federal bench, which is 17 percent of his total Federal bench nominations. These appointees and nominees include: Eric Holder, Deputy Attorney General Department of Justice and Eric Clay, Judge, Sixth Circuit at the U.S. Circuit Court.

Tuskegee Apology. President Clinton apologized to the 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.

Assessment of 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.

Defended fairness. Filed more cases between 1993 and 1997 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.

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

Children and Families

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.

Education

Largest investment in education in 30 years. Maintaining his longtime commitment to education, the President enacted the largest investment in education in 30 years -- and the largest investment in higher education since the G.I. Bill -- by signing the 1997 Balanced Budget Act.

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 between FY92 and FY97, 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. Since 1993, more than 100,000 people have had the opportunity to serve through AmeriCorps, with African Americans comprising 20 percent of all participants (1996 data). This year alone, nearly 50,000 young people will take advantage of the opportunity to serve and earn an award of up to \$4,725 to pay for college or repay student loans.

Fighting Crime

White House Conference on Hate Crimes. President Clinton announced the first White House Conference on Hate Crimes, which examined laws and remedies that can make a difference in

preventing hate crimes, highlighted solutions that are working in communities across the country, and continued the frank and open dialogue needed to build One America.

Enhanced penalties for hate crimes. As part of the historic 1994 Crime Act, the President signed the Hate Crimes Sentencing Enhancement Act which provides for longer sentences where the offense is determined to be a hate crime. In 1996 alone, 27 cases received enhanced sentences.

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.

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.

Promoting democracy in Africa. Hosted the first White House Conference on Africa in July 1994. Recognizing the valuable role that Africa plays in global affairs, President Clinton created the position of Special Envoy for the President and the Secretary of State for the promotion of democracy in Africa and appointed Reverend Jesse Jackson to serve in this role.

PRESIDENT WILLIAM J. CLINTON
VIDEOTAPED REMARKS TO THE NATIONAL ASSOCIATION
OF NEGRO BUSINESS AND PROFESSIONAL WOMEN'S CLUBS, INC.
July 20-26 1998

It is a pleasure for me to speak to the 63rd annual convention of the National Association of Negro Business and Professional Women's Clubs, ~~Inc.~~. Your history, which is now as long as your name, is a proud one. For Ollie Chinn Porter to take charge of an organization that celebrated accomplishment in a time of depression, women in an age of men, and African-Americans in a time of intolerance -- that can only be described as visionary. It is the type of vision that I see in your current president, Julianne Malveaux, and it is the type of vision that will keep the National Association of Negro Business and Professional Women's Clubs going well into the next century.

Right now we have the lowest unemployment in 28 years, lowest crime in 25 years, and homeownership at a record level. Our economy is not only the product of the comprehensive economic strategy we have pursued since the beginning of this administration, but also the hard work and creativity of our citizens -- and no group has been as innovative or creative as African-American women. From 1987-1992, the number of firms owned by African American women grew by 75 percent, nearly triple the growth rate for all businesses.

And as you have moved forward, you have given back. Whether it is improving the quality of life in your communities through..., providing role models and mentors for tomorrow's leaders, ~~or participating in the National Assault on Illiteracy~~, your work brings people together and helps them move up. For your success I applaud you, and for your good works, I thank you.

NO PIR WOMEN'S STUFF
PARTICIPATE IN 1997 SUMMIT
BOBBY + LISA + LINDA
MATTHEWSON

I AFFAIR + RACE
AFFIRM ACTION + MINORITY BUSINESS

II EDUCATIONAL THING

III BUSINESS

LOCAL PRESIDENT
CHARLOTTE
MRS SARAH STEVENSON

AFRICAN AMERICAN-OWNED BUSINESSES AND THE SBA

Growth in African American-owned businesses, 1987-1992, according to the U.S. Census Bureau data:

From 1987 to 1992, the number of businesses owned by African Americans grew by 46 percent, from 424,165 to 620,912, excluding "C" corporations. The average growth rate for all businesses was 26 percent during the same period.

From 1987 to 1992, receipts collected by these businesses grew by 63 percent, from \$19.8 billion to nearly \$32.2 billion.

The average African American-owned firm generated \$51,800 in receipts.

From 1987 to 1992, the number of firms owned by African American women grew by 75 percent, nearly triple the growth rate for all businesses. Receipts for these firms grew from \$6.5 billion in 1987 to \$8.5 billion in 1992.

SBA program statistics for African American businesses:

In FY 1997, the SBA backed 1,902 loans worth \$286.4 million to African American entrepreneurs under the 7(a) and 504 loan programs. That is an increase over FY 1992 of 157 percent in the number of loans and a 117 percent increase in the dollar amount loaned.

Over the past five years, (FY 1993-1997) the SBA has backed almost 9,370 loans worth \$1.24 billion in loans to African American businesses.

Over the next three years, we plan to deliver another \$XX billion in loans to African American-owned businesses. That means that during the eight years of the Clinton Administration, the SBA will have delivered \$X billion in loan capital to African American entrepreneurs.

In FY 2000, SBA will back more than XXXX times the number of loans to African American businesses than were made in FY 1992, and we will more than XXX the amount of money loaned to those businesses.

In the SBA's 8(a) Minority Enterprise Development Program, almost half (45 percent) of the 6,100 participating businesses are owned by African Americans.

The African American-owned 8(a) firms received more than \$2 billion in contracts under the program in FY 1996, compared to \$1.6 billion in FY 1992.

Almost 88,000 African Americans received business counseling and training under SBA's Small Business Development Center program, and SBA's SCORE program counseled more than 26,250 African Americans last year.

1ST STORY of Level 1 printed in FULL format.

Copyright 1997 SOFTLINE INFORMATION, INC.
The Ethnic NewsWatch
Jacksonville Free Press, The

May 14, 1997

SECTION: Vol. 11; No. 18; Pg. 7

LENGTH: 562 words

HEADLINE: Jacksonville Negro Business & Professional Women's Club

BODY:

Jacksonville Negro Business & Professional Women's Club

The Jacksonville Chapter of the National Association of Negro Business and Professional Womens began its ascend in the late fall of 1984 when Mrs. Willor G. Seabrooks brought the original fourteen members (pictured above) together. Others joining in the first year were: Corrine Brown (State Representative at that time, now Congresswoman); Designer & Tailor Padrica Mendez, Realtor Edith J. Tanksley, Ms. Delores Capers, Hair Designer Lady Shafeega and Dr. Evelyn Young, who was to become an outstanding developer of the Club's Programs.

Mrs. Edith J. Tanksley served two terms as president and the local Club continued to grow. Interior Decorator Jackie Williams followed Mrs. Tanksley as president.

The NANBPWC was organized in the summer of 1935 in New York City and Ollie Chinn Porter was the organization's first National President.

The fundamental focus of the NANBPWC are: To improve the quality of life in their communities. To create an atmosphere in which Black women are able to bring about meaningful changes in their public and private lives.

To offer positive models to the young women in their communities. To share their skills and knowledge with others. To explore alternate ways for women to meet the multiple challenges of today's world.

NANBPWC is also one of the organizations that support the National Assault on Illiteracy Program.

When Mrs. Porter was elected to serve as the first National President in 1936, Black people were politely called Negroes. Very few had businesses or professions. Most were still deep in throes of the great depression. That those Black women had the courage to found such an optimistic organization is astounding and is lasting testimony to their faith in themselves, their people and the future.

The founders were owners, managers, college graduates and other professionally licensed women who had managed to realize some measure of personal success at a time when there was no national "Movement" to improve the lot of Black Americans; when there was no "Black Capitalism" program, nor any Black Studies Curricula. Still, they felt prepared to offer leadership.

The Ethnic NewsWatch, May 14, 1997

They were determined to share their experiences and exchange information; to protect their interests, to encourage and develop opportunities for Negro Women in businesses and professions. In the face of the realities, their goals were daring and inspired.

Over the years NANBPW has grown in numbers and in scope, conducting many needed community service activities which go far beyond the original purpose. Women have come a long way and so has NANBPW!

NANBPW is a pioneer Black organization, Today, thoughtful Black women recognize that "You can't know where you're going, until you know where you've been."

NANBPW HAS BEEN THERE... and is there now, because some Black women are devoting their time, energy and skills to make sure that the founder's right idea will live on; growing and changing as the times demand. That is NANBPW now.

NANBPW women are busy working women who recognize the importance of sharing accomplishments with others and doing more for the community than the community does for them. That may be too much to ask of all women...but some women can. Some, do through the National Association of Negro Business & Professional Women's Clubs, Inc.

ETHNIC-GROUP: African American/Caribbean/African

LANGUAGE: English

LOAD-DATE: September 10, 1997