

# Withdrawal/Redaction Sheet

## Clinton Library

| DOCUMENT NO.<br>AND TYPE | SUBJECT/TITLE                | DATE       | RESTRICTION      |
|--------------------------|------------------------------|------------|------------------|
| 001. fax                 | Political (3 pages)          | 07/14/1994 | Personal Misfile |
| 002. fax                 | Political (4 pages)          | 08/30/1994 | Personal Misfile |
| 003. paper               | Personal (Partial) (2 pages) | n.d.       | P6/b(6)          |

### COLLECTION:

Clinton Presidential Records  
First Lady's Office  
Speechwriting  
OA/Box Number: 8169

### FOLDER TITLE:

HRC [Hillary Rodham Clinton]/Women's Leadership Forum 10/5/94

2012-1004-S

ms527

### RESTRICTION CODES

#### Presidential Records Act - [44 U.S.C. 2204(a)]

P1 National Security Classified Information [(a)(1) of the PRA]  
P2 Relating to the appointment to Federal office [(a)(2) of the PRA]  
P3 Release would violate a Federal statute [(a)(3) of the PRA]  
P4 Release would disclose trade secrets or confidential commercial or financial information [(a)(4) of the PRA]  
P5 Release would disclose confidential advice between the President and his advisors, or between such advisors [(a)(5) of the PRA]  
P6 Release would constitute a clearly unwarranted invasion of personal privacy [(a)(6) of the PRA]

C. Closed in accordance with restrictions contained in donor's deed of gift.

PRM. Personal record misfile defined in accordance with 44 U.S.C. 2201(3).

RR. Document will be reviewed upon request.

#### Freedom of Information Act - [5 U.S.C. 552(b)]

b(1) National security classified information [(b)(1) of the FOIA]  
b(2) Release would disclose internal personnel rules and practices of an agency [(b)(2) of the FOIA]  
b(3) Release would violate a Federal statute [(b)(3) of the FOIA]  
b(4) Release would disclose trade secrets or confidential or financial information [(b)(4) of the FOIA]  
b(6) Release would constitute a clearly unwarranted invasion of personal privacy [(b)(6) of the FOIA]  
b(7) Release would disclose information compiled for law enforcement purposes [(b)(7) of the FOIA]  
b(8) Release would disclose information concerning the regulation of financial institutions [(b)(8) of the FOIA]  
b(9) Release would disclose geological or geophysical information concerning wells [(b)(9) of the FOIA]

**FIRST LADY HILLARY RODHAM CLINTON  
WOMEN'S LEADERSHIP FORUM NATIONAL CONFERENCE  
WASHINGTON, DC  
OCTOBER 6, 1994**

**TALKING POINTS**

- When my husband campaigned for the Presidency, he promised an Administration that would look more like America. He believed firmly that the most visible institution in the country should lead in proving that excellence and diversity are not mutually exclusive goals. Toward that end, he has appointed what has been referred to as "the most diverse Cabinet in history," including 7 women Cabinet members.
- That women are in these senior level posts and that they are heading what has been thought of as traditionally male positions is a sign of the President's commitment to women's advancement as well as his understanding and appreciation of the contribution women can make in all areas of government and society.
- Today, government truly has a new face. We have Attorney General Janet Reno, Alice Rivlin as chief financial officer of the Office of Management and Budget, Donna Shalala as Secretary of HHS, Laura D'Andrea Tyson as Chair of the Council of Economic Advisors, Madeleine K. Albright as U.N. Ambassador, Jocelyn Elders as Surgeon General, Supreme Court Justice Ruth Bader Ginsburg. They not only influence the way government functions, but also serve to inspire a new generation of young women to pursue their goals and dreams without being impeded by archaic gender roles and distinctions.
- Women are in positions never before held by women. In the Justice Department alone, the attorney general, the deputy attorney general and seven of the 11 assistant attorneys general are women.  
  
-- The Clinton administration increased the number of women political appointees women by more than 30% over the previous administration.
- Today, there is often misunderstanding and misrepresentation when it comes to the issues that matter to women. The problem is that too often women are pigeon-holed into one category or another. The challenge for women today, whether in public or corporate life, is to ensure that we do not undermine any other woman's ability to make decisions appropriate for her.
- Not only has the Clinton Administration taken on the responsibility of placing greater numbers of women in

positions of power and authority, the President has also taken on the challenge of providing women with the ability to exercise greater control over their own lives and to reach their full potentials, whether as homemakers, part-time workers, professionals or corporate executives.

-- Family Medical and Leave Act

-- Expansion of the Earned Income Tax Credit so that 14 million families will receive \$13 billion in benefits this year.

-- He fully funded the special supplemental food program for Women, Infants and Children (WIC) so that by the end of FY 96, all eligible children between the ages 1 and 4 will be served.

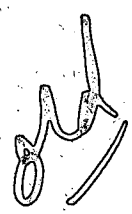
-- He has aggressively addressed women's health issues. He appointed the country's first Deputy Assistant Secretary for Women's Health and established the Office of Women's Health Research to redress the inequities in the conduct of biomedical research and access to health care services that have put the health of American women at risk. He has signed the National Institutes of Health Revitalization Act, removing the federal ban on fetal-tissue transplants and research. The Administration on Aging has introduced its "Initiative on Older Women", which will explore various approaches to improve the quality of life for America's older women. And Secretary Shalala has established a National Action Plan on Breast Cancer, a blueprint for a coordinated public-private partnership for action around prevention, diagnosis, treatment and ultimate eradication of breast cancer.

-- He supported the inclusion of the Violence Against Women Act in the Crime Bill.

-- He has been an ally of small businesses which has helped women, since more women start small businesses than men. The President has made new tax cuts available to over 90% of small businesses and he has signed the Small Business Guaranteed Credit Enhancement Act, increasing the availability of SBA-guaranteed loans. He has also expanded procurement opportunities for women-owned businesses by encouraging government agencies and business groups to contract with women-owned firms.

-- He has signed the Clinic Access Bill, making it a federal crime to physically block access to clinics, damage their property or injure or intimidate patients and staff.

**First Lady Hillary Rodham Clinton  
Women's Leadership Forum National Conference  
Washington, D.C.  
October 6, 1994**



**Talking Points**

- When my husband campaigned for the Presidency, he promised an Administration that would look more like America. He believed firmly that the most visible institution in the country should lead in proving that excellence and diversity are not mutually exclusive goals. Toward that end, he has appointed what has been referred to as "the most diverse Cabinet in history," including 7 women Cabinet members.
- That women are in these senior level posts and that they are heading what has been thought of as traditionally male positions is a sign of the President's commitment to women's advancement as well as his understanding and appreciation of the contribution women can make in all areas of government and society.
- Not only has the appointment of women -- like Attorney General Janet Reno, Alice Rivlin as chief financial officer of the Office of Management and Budget, Donna Shalala as Secretary of HHS, Laura D'Andrea Tyson as Chair of the Council of Economic Advisors, Madeleine K. Albright as U.N. Ambassador, Jocelyn Elders as Surgeon General, Supreme Court Justice Ruth Bader Ginsburg -- changed the face of our government and the way it functions, but it has also served to inspire a new generation of young women to pursue their goals and dreams without being impeded by archaic gender roles and distinctions.
- These incredible women serve as role models because of their high profile positions, however women, as a group, are making significant gains in all levels of government increasing their numbers so that they are no longer tokens in an otherwise all-male environment.
  - Since 1975, the number of women holding elected office has more than doubled -- from 4% to 10% in the U.S. Congress and from 8% to 21% in state legislatures.
  - In the Justice Department, the attorney general, the deputy attorney general and seven of the 11 assistant attorney generals are women.
  - The Clinton administration increased the number of political appointments to women by more than 30% over the Bush administration.
- Today, there is often misunderstanding and misrepresentation

when it comes to the issues that matter to women. The problem is that too often women are pigeon-holed into one category or another. Women are different and disagree with one another as much as they share similarities and common bonds. In today's world, women play so many different and important roles, and they are ever-changing throughout one's lifetime, not static. The challenge for women is to ensure that we do not undermine any other woman's ability to make decisions appropriate for her.

- Not only has this administration taken on the responsibility of placing greater numbers of women in positions of power and authority, but the President has also taken on the challenge of providing women with the ability to exercise greater control over their own lives and to reach their full potentials, whether as homemakers, part-time workers, professionals or corporate executives.

-- He signed the Family Medical and Leave Act which provides up to 12 weeks of unpaid job-protected leave for employees to care for family members.

-- He expanded the Earned Income Tax Credit so that 14 million families will receive \$13 billion in benefits this year.

-- He fully funded the special supplemental food program for Women, Infants and Children (WIC) so that by the end of FY 96, all eligible children between the ages 1 and 4 will be served.

-- He has aggressively addressed women's health issues. He appointed the country's first Deputy Assistant Secretary for Women's Health and established the Office of Women's Health Research to redress the inequities in the conduct of biomedical research and access to health care services that have put the health of American women at risk. He has signed the National Institutes of Health Revitalization Act, removing the federal ban on fetal-tissue transplants and research. The Administration on Aging has introduced its "Initiative on Older Women", which will explore various approaches to improve the quality of life for America's older women. And Secretary Shalala has established a National Action Plan on Breast Cancer, a blueprint for a coordinated public-private partnership for action around prevention, diagnosis, treatment and ultimate eradication of breast cancer.

-- He supported the inclusion of the Violence Against Women Act in the Crime Bill.

-- He has been an ally of small businesses which has helped women, since more women start small businesses than men. The President has made new tax cuts available to over 90% of

small businesses and he has signed the Small Business Guaranteed Credit Enhancement Act, increasing the availability of SBA-guaranteed loans. He has also expanded procurement opportunities for women-owned businesses by encouraging government agencies and business groups to contract with women-owned firms.

-- He has signed the Clinic Access Bill, making it a federal crime to physically block access to clinics, damage their property or injure or intimidate patients and staff.

- The President has displayed unprecedented leadership in advancing the status of women in this country and in providing women with the tools necessary to create their own opportunities and their own successes. The kind of empowerment that he has provided is a positive and significant step for women, our families, and this country.

Helen Foster Snow wrote that "one can judge a civilization by the way it treats its women" . I think its also holds that one can judge the balance and integrity of any organization -- any company or any branch of government -- by its commitment to appointing qualified women to senior posts.

When my husband campaigned for the Presidency he promised a Cabinet, and an Administration, that looks more like America. He believed that excellence and diversity were not mutually exclusive goals, and he has built an Adminstration that both delivered on his promise and proven his theory correct. He appointed what the Baltimore Sun called "the most diverse Cabinet in history", including 7 women Cabinet officers. There have been more women appointed at all levels and in all branches of government than ever before in this nation's history, and these women are changing not only the face of governmnet, but the way it does business.

I think in addition to the sheer numbers of women, what is most exciting is that women are breaking into traditionally male posts for the first time. Because even though there have been a number of senior women officials in government in the past several years, there have still been certain jobs, certain posts, certain corridors inhabited only by men.

Like any major corporation, the executive branch has always had a place for women, even in the senior ranks, but there persisted a lingering bias over what kinds of jobs.

Most corporations have women human resource managers, women communications directors, women personnel officers. But it's rarer to see a woman CFO, or a woman general counsel, or a woman chief economist.

So too in the executive branch -- there have been departments that have been and in fact we've filled those same departments with many qualified women, from Donna Shalala at HHS to Carol Browner at EPA to Madeleine Kunin at the Department of Education. But this President has also appointed a woman Chief Financial Officer in naming Alice Rivlin to head up the Office of Management and Budget. A woman general counsel in Attorney General Janet Reno. A woman top forecaster in Laura Tyson. These are jobs that have previously been thought of as part of the all-male worlds

If you visit the OMB conference room the story really tells itself. One wall is covered with framed pictures of all the former OMB directors. From one frame to the next the image is of a white, suit-jacketed male. And yet forever forward that wall will contain the

It reminds me of a story Governor Kunin has told me many times, and retells so eloquently in her autobiography "Living the Political Life."

But this Administration's commitment to women is perhaps best reflected in the may concrete steps we have taken toward making women's lives more secure, more prosperous, more flexible, and more their in mtheir control.

We are here to move history forward.

elective  
cost  
card 94

THE STATE UNIVERSITY OF NEW JERSEY

**RUTGERS**Center for the American Woman and Politics (CAWP)  
Eagleton Institute of Politics • New Brunswick • New Jersey 08901 • 908/828-2210 • FAX: 908/932-6778

## TELECOPY COVER SHEET

Date:

9/30/94

To:

Cathy Kim

Organization:

White House Speech Writing Office

City/State:

Telecopy Number:

202-456-5709

Phone Number:

202-456-2777

Total Number of Pages in Transmission:  
(including cover sheet)

5

Comments:

A note to users of our information: Please credit the Center for the American Woman and Politics (CAWP), Eagleton Institute of Politics, Rutgers University.

If you have questions about the enclosed or need additional information, please feel free to call us.

Debbie Walsh ext. 227

Lucy Baruch ext. 226

Sent From:

↳ but I'll be out of the office for the rest of the day

**CAWP****Fact Sheet**

Center for the American Woman and Politics

Eagleton Institute of Politics • Rutgers University • New Brunswick, NJ • (908) 828-2210 • FAX (908) 932-6778

**WOMEN CANDIDATES IN 1994:**  
**A SUMMARY OF MAJOR PARTY CANDIDATES\***  
**U.S. SENATE, U.S. HOUSE, AND GOVERNORS**

Filing deadlines have passed in all 50 states; there is still one more primary (LA, 10/1/94) and one more run-off (FL, 10/4/94). CAWP has not yet received official lists from many of the states; some of the information has been gathered over the phone and may be incomplete. Although we use "filed" and "won primary," in some states candidates are selected at conventions or chosen by other means.

**U.S. Senate - 9 (4D, 5R)**

|                   | Total<br>Filed | Lost<br>Primary | Primary<br>To Come | Won<br>Primary | Nominees |          |          | Nominees<br>Race/Ethnic.<br>White |
|-------------------|----------------|-----------------|--------------------|----------------|----------|----------|----------|-----------------------------------|
|                   |                |                 |                    |                | Incum.   | Chall.   | Open     |                                   |
| <b>Total</b>      | <b>27</b>      | <b>18</b>       | <b>0</b>           | <b>9</b>       | <b>2</b> | <b>5</b> | <b>2</b> | <b>9</b>                          |
| <b>Democrat</b>   | <b>14</b>      | <b>10</b>       | <b>0</b>           | <b>4</b>       | <b>1</b> | <b>2</b> | <b>1</b> | <b>4</b>                          |
| <b>Republican</b> | <b>13</b>      | <b>8</b>        | <b>0</b>           | <b>5</b>       | <b>1</b> | <b>3</b> | <b>1</b> | <b>5</b>                          |

**U.S. House - 114 (71D, 43R) - Still in the Running\*\***

*In addition, 2 Democrats have won primaries for Delegate to the House (one from Washington, DC and one from the Virgin Islands). One Republican has filed and is running in a primary for Delegate from the American Samoa. A third Democrat lost a primary in the Virgin Islands.*

|                   | Total<br>Filed | Lost<br>Primary | Primary<br>To Come | Won<br>Primary | Nominees to Date |           |           | Nominees<br>Race/Ethnic.*** |           |          |          |           |
|-------------------|----------------|-----------------|--------------------|----------------|------------------|-----------|-----------|-----------------------------|-----------|----------|----------|-----------|
|                   |                |                 |                    |                | Incum.           | Chall.    | Open      | AP                          | B         | H        | NA       | W         |
| <b>Total</b>      | <b>201</b>     | <b>87</b>       | <b>3</b>           | <b>111</b>     | <b>44</b>        | <b>50</b> | <b>17</b> | <b>2</b>                    | <b>15</b> | <b>4</b> | <b>1</b> | <b>89</b> |
| <b>Democrat</b>   | <b>111</b>     | <b>40</b>       | <b>0</b>           | <b>71</b>      | <b>34</b>        | <b>26</b> | <b>11</b> | <b>1</b>                    | <b>9</b>  | <b>2</b> | <b>0</b> | <b>59</b> |
| <b>Republican</b> | <b>90</b>      | <b>47</b>       | <b>3</b>           | <b>40</b>      | <b>10</b>        | <b>24</b> | <b>6</b>  | <b>1</b>                    | <b>6</b>  | <b>2</b> | <b>1</b> | <b>30</b> |

**Governors - 10 (6D, 3R, 1ACP) -**

|                   | Total<br>Filed | Lost<br>Primary | Primary<br>To Come | Won<br>Primary | Nominees |          |          | Nominees<br>Race/Ethnic.*** |          |
|-------------------|----------------|-----------------|--------------------|----------------|----------|----------|----------|-----------------------------|----------|
|                   |                |                 |                    |                | Incum.   | Chall.   | Open     | AP                          | White    |
| <b>Total</b>      | <b>33</b>      | <b>23</b>       | <b>0</b>           | <b>10</b>      | <b>1</b> | <b>3</b> | <b>6</b> | <b>1</b>                    | <b>9</b> |
| <b>Democrat</b>   | <b>17</b>      | <b>11</b>       | <b>0</b>           | <b>6</b>       | <b>1</b> | <b>3</b> | <b>2</b> | <b>0</b>                    | <b>6</b> |
| <b>Republican</b> | <b>15</b>      | <b>12</b>       | <b>0</b>           | <b>3</b>       | <b>0</b> | <b>0</b> | <b>3</b> | <b>1</b>                    | <b>2</b> |
| <b>ACP*</b>       | <b>1</b>       | <b>0</b>        | <b>0</b>           | <b>1</b>       | <b>0</b> | <b>0</b> | <b>1</b> | <b>0</b>                    | <b>1</b> |

\*In Connecticut, "A Connecticut Party" is considered a major party; it is the party of the incumbent governor and lieutenant governor.

\*\*Figures include candidates who have won their primaries and those whose primaries have not been held as of September 26.

\*\*\*AP=Asian American/Pacific Islander; B=Black/African American; H=Hispanic/Latina; NA=Native American; W=White.

A note to users of our fact sheets: Please credit the Center for the American Woman and Politics (CAWP), National Information Bank on Women in Public Office, Eagleton Institute of Politics, Rutgers University.

© COPYRIGHT 1994. Center for the American Woman and Politics (CAWP).

on c:\wp51docs\candfact 9/26/94

**CAWP****Fact Sheet**

Center for the American Woman and Politics

Eagleton Institute of Politics • Rutgers University • New Brunswick, NJ 08901 • (908) 828-2210 • FAX (908) 932-6778

**WOMEN IN ELECTIVE OFFICE 1994**

The 1992 election cycle brought an unprecedented increase in the number of women serving in Congress; elected women tripled their numbers in the U.S. Senate (from 2 to 6)<sup>1</sup>, and a special election held in June 1993 increased the number to an all-time high of 7. The number of women in the U.S. House grew from 29 to 48 (including one delegate). As a result of the 1993 elections, a record 4 women serve as elected governors in 1994. Although the number of women officeholders continues to rise, women still do not hold more than about one-fifth of the available positions at any level of office.<sup>2</sup>

**CONGRESS** In 1994, women hold 54, or 10.1%, of the 535 seats in the 103rd U.S. Congress -- 7, or 7.0%, of the 100 seats in the Senate and 47, or 10.8%, of the 435 seats in the House of Representatives. In addition, one woman (Eleanor Holmes Norton, D) serves as the delegate to the House from Washington, DC.

Seven women serve in the Senate: Barbara Boxer (D-CA); Dianne Feinstein (D-CA); Kay Bailey Hutchison (R-TX); Nancy Landon Kassebaum (R-KS); Barbara Mikulski (D-MD); Carol Moseley-Braun (D-IL); and Patty Murray (D-WA).

Including Norton,<sup>3</sup> 48 women from 27 states and Washington, DC serve in the House of Representatives; 36 are Democrats and 12 are Republicans.

**STATEWIDE ELECTIVE EXECUTIVE OFFICES** In 1994, 72 women hold statewide elective executive offices across the country; women hold 22.2% of the 324 available positions.<sup>4</sup> Among these women, 40 are Democrats, 29 are Republicans, 2 were elected in nonpartisan races, and 1 ran on a third party ticket.

**GOVERNORS — 4**

Joan Finney (D-KS)  
Christine Todd Whitman (R-NJ)  
Barbara Roberts (D-OR)  
Ann Richards (D-TX)

**LIEUTENANT GOVERNORS — 11**

Eunice Groark (ACP-CT)<sup>5</sup>  
Ruth Ann Minner (D-DE)  
Joy Corning (R-IA)  
Melinda Schwegmann (D-LA)  
Connie Binsfeld (R-MI)  
Joanell Dyrstad (IR-MN)  
Rosemarie Myrdal (R-ND)  
Kim Robak (D-NE)  
Sue Wagner (R-NV)  
Olene Walker (R-UT)

Attorney General - 8 (7D, 1R)

Secretary of State - 10 (5D, 5R)

State Treasurer - 16 (10D, 6R)

State Comptroller - 1 (1D)

State Auditor - 4 (4R)

Chief State Education Officials — 8  
(3D, 3R, 2NP<sup>6</sup>)

Commissioner of Agriculture - 1 (1D)

Commissioner of Insurance - 3 (2D, 1R)

Commissioner of Labor - 1 (1D)

Railroad Commissioner - 1 (1D)

Commissioner of Public Lands - 1 (1D)

Corporation Commissioner - 1 (1D)

Public Service Commissioner - 1 (1D)

<sup>1</sup>On election day in 1992, three women served in the U.S. Senate; two were elected and one was appointed, serving only briefly.

<sup>2</sup>Offices included are: U.S. Congress, statewide elective executive offices, state legislatures, county governing boards, mayoralities, and municipal and township governing boards.

<sup>3</sup>Eleanor Holmes Norton (D) is a delegate from Washington, DC.

<sup>4</sup>In three states, women have been appointed to fill vacancies to statewide elective executive posts. These figures include: Kim Robak (D-NE), lieutenant governor, 10/4/93; Susan Loving (D-OK), attorney general, 6/21/91; Cathy Weatherford (D-OK), commissioner of insurance, 10/2/91; Mary Scott Nabers (D-TX), railroad commissioner, 2/10/93; and Martha Whitehead (D-TX), state treasurer, 7/6/93. These numbers do not include: officials in appointive state cabinet-level positions; officials elected to executive posts by the legislature; members of the judicial branch; or elected members of university Boards of Trustees or Boards of Education.

<sup>5</sup>ACP = A Connecticut Party; NP = election was nonpartisan.

A note to users of our fact sheets: Please credit the Center for the American Woman and Politics (CAWP), National Information Bank on Women in Public Office, Eagleton Institute of Politics, Rutgers University.

© COPYRIGHT 1994. Center for the American Woman and Politics (CAWP).

8/94

**STATE  
LEGISLATURES**

In 1994, 1,550, or 20.9%, of the 7,424 state legislators in the United States are women. Women hold 352, or 17.7%, of the 1,984 state senate seats and 1,198, or 22.0%, of the 5,440 state house seats. The number of women serving in state legislatures has increased five-fold since 1969 when 301, or 4.0%, of all state legislators were women.

The ten states with the highest percentages of women state legislators are:

| <u>State</u>               | <u>% Women</u> | <u>State</u> | <u>% Women</u> |
|----------------------------|----------------|--------------|----------------|
| Washington                 | 40.1           | Maine        | 31.7           |
| Colorado                   | 35.0           | Idaho        | 29.5           |
| Arizona <sup>1</sup>       | 33.3           | Kansas       | 28.5           |
| Vermont <sup>1</sup>       | 33.3           | Wisconsin    | 27.3           |
| New Hampshire <sup>1</sup> | 33.3           | Minnesota    | 26.9           |

**COUNTY  
GOVERNING  
BOARDS**

In 1988, in the 47 states which have county governing boards, women held 1,653, or 8.9%, of the 18,483 available seats across the country.<sup>2</sup> Between 1975 and 1988, the number of women serving at the county governing board level more than tripled, rising from 456 in 1975, to 1,653 in 1988.

**MUNICIPAL  
OFFICIALS**

In January 1994, among the 100 largest cities in the U.S., 18 have women mayors. In order of city population,<sup>3</sup> the mayors are: Susan Golding (San Diego, CA - 6th largest city); Susan Hammer (San Jose, CA - 11th); Sharon Pratt Kelly (Washington, DC - 19th); Kay Granger (Fort Worth, TX - 28th); Vera Katz (Portland, OR - 30th); Meyera E. Oberndorf (Virginia Beach, VA - 37th); Sharon Sayles Belton (Minneapolis, MN - 43rd); M. Susan Savage (Tulsa, OK - 44th); Roxanne Qualls (Cincinnati, OH - 45th); Elma Broadfoot (Wichita, KS - 51st); Sandra W. Freedman (Tampa, FL - 55th); Jan Lavery Jones (Las Vegas, NV - 63rd); Mary Rhodes (Corpus Christi, TX - 64th); Pam Miller (Lexington-Fayette, KY - 70th); Joan Darrah (Stockton, CA - 75th); Hazel Beard (Shreveport, LA - 77th); Carolyn Allen (Greensboro, NC - 88th); Linda Moulton Patterson (Huntington Beach, CA - 90th).

In January 1994, of the 971 mayors of U.S. cities with populations over 30,000, 174, or 17.9%, are women.<sup>4</sup>

In April 1993, of the 23,729 mayors and municipal council members (and their equivalents) serving nationwide in cities with populations over 10,000, 4,657, or 19.6%, are women. These figures include: 507, or 14.2%, of the 3,548 mayors (and their equivalents); 69, or 11.4%, of the 605 council presidents; and 4,081, or 20.8%, of the 19,573 council members (and their equivalents).<sup>5</sup>

In 1985, women comprised 14.3% of all mayors and municipal council members (and their equivalents) in the states for which complete data were available. There were 14,672 women elected to these posts out of a total of 102,329 officials.<sup>6</sup> The percentage of women holding municipal and township offices more than tripled from 1975 to 1985, rising from 4% to 14.3%.

**PERCENTAGES OF WOMEN IN ELECTIVE OFFICES**

| <u>Level of Office</u>                  | <u>1975</u> | <u>1977</u> | <u>1979</u> | <u>1981</u> | <u>1983</u> | <u>1985</u>      | <u>1987</u> | <u>1989</u> | <u>1991</u> | <u>1993</u>     | <u>1994</u> |
|-----------------------------------------|-------------|-------------|-------------|-------------|-------------|------------------|-------------|-------------|-------------|-----------------|-------------|
| U.S. Congress                           | 4%          | 4%          | 3%          | 4%          | 4%          | 5%               | 5%          | 5%          | 6%          | 10%             | 10%         |
| Statewide Elective                      | 10%         | 10%         | 11%         | 11%         | 11%         | 14%              | 14%         | 14%         | 18%         | 22%             | 22%         |
| State Legislatures                      | 8%          | 9%          | 10%         | 12%         | 13%         | 15%              | 16%         | 17%         | 18%         | 21%             | 21%         |
| County Governing<br>Boards <sup>2</sup> | 3%          | 4%          | 5%          | 6%          | 8%          | 8%(1984)         | 9%          | 9%(1988)    | NA          | NA              | NA          |
| Mayors & Municipal                      | 4%          | 8%          | 10%         | 10%         | NA          | 14% <sup>6</sup> | NA          | NA          | NA          | NA <sup>7</sup> | NA          |

- <sup>1</sup> States with the same exact percentage (AZ & VT) are given the same rank (3). Since there is a tie, there is no fourth rank. States which round out to the same figure (AZ/VT & NH), but are not exactly the same are ranked differently. Therefore, New Hampshire is ranked fifth.
- <sup>2</sup> The three states without county governing boards are CT, RI, and VT.
- <sup>3</sup> According to data from the U.S. Bureau of the Census.
- <sup>4</sup> Information compiled from the United States Conference of Mayors' January 1994 Directory, "The Mayors of America's Principal Cities."
- <sup>5</sup> National League of Cities.
- <sup>6</sup> Includes data from Washington DC. States for which data were incomplete and therefore not included are: IL, IN, KY, MO, PA, WI.
- <sup>7</sup> While data for the more than 100,000 officials serving in towns and cities of all sizes have not been collected since 1985, figures are available for cities with populations over 10,000. According to the National League of Cities, of the 23,729 mayors and municipal council members (and their equivalents) serving in cities with populations over 10,000 in April 1993, 4,657 or 19.6% were women.



# Fact Sheet

Center for the American Woman and Politics

Eagleton Institute of Politics • Rutgers University • New Brunswick, NJ 08901 • (908) 828-2210 • FAX (908) 932-6778

## WOMEN OF COLOR\* IN ELECTIVE OFFICE 1994 CONGRESS, STATEWIDE, STATE LEGISLATURE

### CONGRESSWOMEN — 14 (13D, 1R)

Of the 55 women serving in the 103rd U.S. Congress, 14, or 25.5%, are women of color; these numbers include 1 delegate.

#### African American

Senator Carol Moseley-Braun (D-IL)  
Representative Corrine Brown (D-FL)  
Representative Eva Clayton (D-NC)  
Representative Barbara-Rose Collins (D-MI)  
Representative Cardiss Collins (D-IL)  
Representative Eddie Bernice Johnson (D-TX)  
Representative Cynthia McKinney (D-GA)  
Representative Carrie Meek (D-FL)  
Delegate Eleanor Holmes Norton (D-DC)  
Representative Maxine Waters (D-CA)

#### Asian American/Pacific Islander

Representative Patsy Takemoto Mink (D-HI)

#### Latina

Representative Ileana Ros-Lehtinen (R-FL)  
Representative Lucille Roybal-Allard (D-CA)  
Representative Nydia Velazquez (D-NY)

### STATEWIDE ELECTIVE EXECUTIVES — 3 (2D, 1R)

Of the 72 women serving in statewide elective executive offices, 3, or 4.2%, are women of color.\*\*

#### African American

Pamela Carter (D-IN), Attorney General

#### Asian American/Pacific Islander

Cheryl Lau (R-NV), Secretary of State

#### Latina

Stephanie Gonzales (D-NM), Secretary of State

### STATE LEGISLATORS — 222 (216D, 6R)

Of the 1,550 women state legislators serving nationwide, 222, or 14.3%, are women of color. There are 49 senators and 173 representatives; all but 6 are Democrats.

African American women hold 164 seats in state legislatures. There are 33 senators and 131 representatives serving in 35 states; all but 3 are Democrats.

Asian American/Pacific Islander women hold 19 seats in state legislatures. There are 7 senators and

...women hold 10 seats in state legislatures. There are 7 senators and 12 representatives serving in 4 states (FL, HI, OR, WA); all but 1 are Democrats.

Latinas hold 32 seats in state legislatures. There are 7 senators and 25 representatives serving in 9 states (AZ, CA, CO, CT, MN, NM, NY, TX, WA); all but 2 are Democrats.

Native American women hold 7 seats in state legislatures. There are 2 senators and 5 representatives serving in 4 states (AK, GA, MT, NM); all are Democrats.

---

\*We use "women of color" when referring to African American, Asian American/Pacific Islander, Latina, and Native American women as a group. We understand that both the terms "women of color" and "minority women" are problematic, but know of no preferable inclusive term.

\*\*In addition, two African American women — Lonna Hooks (R-NJ) and Brenda Mitchell (D-PA) — serve as appointed Secretaries of State. Shinae Chun (R-IL), an Asian American, is the appointed Commissioner of Labor.

A note to users of our fact sheets: Please credit the Center for the American Woman and Politics (CAWP), National Information Bank on Women in Public Office, Eagleton Institute of Politics, Rutgers University.

© COPYRIGHT 1994. Center for the American Woman and Politics (CAWP).

(8/94)

September 1, 1994

MEMORANDUM FOR CHERYL MILLS  
PATTI SOLIS  
CINDY GIRE

From: Joan Baggett (Tara Burns)

Subject: Women's Leadership Forum Invitation

Attached for your approval is the proposed invitation for the WLF Conference event with HRC in Washington October 5-6. Please let me know by tomorrow morning if possible. Thanks.

*File October*

173 Inserts 9/1/94 11:16 AM Page 2



Chairman David Wilhelm

Democratic National Committee

and

Tipper Gore

Honorary Women's Leadership Forum Chair

invite you to attend

the Second Annual

Women's Leadership Forum Conference

Honoring Women in the Clinton/Gore Administration

with special guest

Hillary Rodham Clinton

October 5-6, 1994

Washington, D.C.

see enclosed program



R.S.V.P. Laura Spence, WLF Director, 202-863-7774

Invite  
Insert

173 inserts 9/1/94 11:10 AM Page 2

## 1994 SECOND ANNUAL WOMEN'S LEADERSHIP FORUM CONFERENCE

### WLF Honorary Chair

Mrs. Tipper Gore

### WLF Co-Chairs

Gwen Berlin  
Carol Feisky

Sheila Johnson  
Sasha Millstone

### Conference Co-Chairs

Cynthia Friedman  
Ronnie Goldberg

Sue Ling Qin  
Pauline Kanchanajak

### Conference Vice Chairs

Emily Card  
Sondra Murphy

Selma and Walter Kaye  
Deborah Sale  
Nancy Zamora

Marge Hartigan  
Dr. Betty Shabazz

### Conference Sponsors

Louise Durabp

Emily Malino

Nancy Zirkin

### Conference Hosts

Teresa Beeman

Judith L. Byrd

Ann Denburg Cummins

### Conference Committee

Patty Abramson  
Carolyn Blitz-Gonn  
Nancy Folger  
Janice Griffin  
Sheila Hixon  
Sharon Jenkins Brown  
Yvette Lester  
Hedy M. Fether  
Susan Swaiman  
Joan Wiles

Lisa Andrews  
Karen Britto  
Susan Getzendanner  
Susan Hamilton  
Sally Howard  
Carolyn Jordan  
Susan Manilow  
Denise Savage  
Susan Turnbull

Iralene Barnes  
Connie Falls  
Phyllis Greenberger  
Rita Hankins  
Joanne Howes  
Laura Kuntz  
Evie O'Connor  
Pats Siakin  
Audrey Vaughn  
Chris Warnke

*Continued on following*

Invite Insert  
2  
Front

**WOMEN'S LEADERSHIP FORUM**  
**1994 Fall Issues Conference**  
Sponsored by the Democratic National Committee



**WEDNESDAY, OCTOBER 5**

- 3:00 p.m. Conference Registration  
The Omni Shoreham  
2500 Calvert Street, NW  
Washington, D.C. 20008  
202/234-0700
- 4:00 p.m. Informal Task Force Meetings  
*Hospitality Suite*
- 6:00-8:30 p.m. Opening Reception  
Hosted by Tipper Gore at the Vice President's House

**THURSDAY, OCTOBER 6**

- 8:00 a.m. Breakfast: **THE ISSUES OF CHANGE**
- 10:00 a.m. Panel Discussions: **MAKING AN IMPACT**  
Panel I Health Care: Looking Ahead  
Panel II Election '94: The Issues and the Candidates
- 12:00 p.m. Luncheon: Keynote Address by First Lady  
Hillary Rodham Clinton
- 2:00-3:30 p.m. Workshops: **POWER THROUGH ACTION**  
Workshop I  
Working with the White House Conference on  
Small Business  
Workshop II  
How to Communicate With Your Member of Congress
- 2:30 p.m. (optional) Tours of the Holocaust Museum  
*(Attendees Limited)*
- 3:45-4:45 p.m. Workshop III  
Building Connections: WLF Networking

*For detailed program information, please call 202-853-7774.*

Invite Insert  
2  
Back

reap cd 9/1/94 11:45 AM Page 1



## DEMOCRATIC NATIONAL COMMITTEE

\_\_\_\_ Yes, I would like to join the Women's  
Leadership Forum and attend the 2nd Annual  
WLF Conference on October 5-6, 1994.

Enclosed is my contribution of \$ \_\_\_\_\_ for  
\* \_\_\_\_\_ membership(s). Membership in the WLF is  
\$1,000 per year.

\_\_\_\_ I am unable to attend the event on  
October 5-6, but enclosed is my check  
for \$ \_\_\_\_\_.

Individual and Federal PAC checks are payable to the  
Democratic National Committee/Federal Account.  
Corporate and Labor Union checks are payable to the  
Democratic National Committee/Non-Federal Account.

Federal law requires Political Committees to report the  
name, mailing address, occupation and name of employ-  
er for each individual whose contributions aggregate in  
excess of \$200 in a calendar year.

Please read and fill out required information on  
reverse side.

*Maura*

resp cd 9/1/94 11:05 AM Page 1

Thank you for providing the following information required  
by the Federal Election Commission.

name

residence address

city

state

zip

residence telephone

occupation

employer

city

state

zip

business telephone

event

solicitor (name of person who solicited you)

social security number

date of birth

Contributions to the DNC/Federal Account are for use in  
connection with Federal Elections and are subject to the pro-  
hibitions and limitations of the Federal Election Campaign  
Act. Contributions to the DNC/Non-Federal Account will be  
used in connection with state and local elections.

Contributions to the Democratic National Committee are  
not tax deductible for federal income tax purposes.  
Paid for by the Democratic National Committee.

Response Card  
Back

Schedule Request

date: 7/25/94

☒ ACCEPT ☐ REGRET ☐ PENDING

TO: Patti Solis

FROM: Joan N. Baggett JNB  
Political Affairs

REQUEST: For the First Lady to be the Keynote Speaker at this year's Women's Leadership Forum National Conference.

PURPOSE: To show support for the WLF and its members.

BACKGROUND: The WLF was created to provide Democratic women with their own means of national organization and leadership within the party as well as the opportunity to address key issues. The WLF is made up of women CEO's of both large and small corporations, women in the Arts, and other prominent women leaders.

The Conference, which is their second, will be opened by the WLF Chair, Mrs. Gore. The WLF members will also be attending a reception at the Naval Observatory that evening with Mrs. Gore.

PREVIOUS PARTICIPATION: The First Lady spoke at last year's convention.

DATE AND TIME: Lunch on Wednesday, October 5.

DURATION: 1 hour.

LOCATION: A downtown Washington hotel TBD

PARTICIPANTS: Mrs. Gore.  
Over 500 women/WLF Members

OUTLINE OF EVENTS: TBD

REMARKS REQUIRED: To be provided by Political Affairs/Speechwriting

MEDIA COVERAGE: Open for remarks.

RECOMMENDED BY: Joan N. Baggett

CONTACT: Joan N. Baggett

*Full October*

# Withdrawal/Redaction Marker

## Clinton Library

| DOCUMENT NO.<br>AND TYPE | SUBJECT/TITLE       | DATE       | RESTRICTION      |
|--------------------------|---------------------|------------|------------------|
| 001. fax                 | Political (3 pages) | 07/14/1994 | Personal Misfile |

### COLLECTION:

Clinton Presidential Records  
First Lady's Office  
Speechwriting  
OA/Box Number: 8169

### FOLDER TITLE:

HRC [Hillary Rodham Clinton]/Women's Leadership Forum 10/5/94

2012-1004-S

ms527

### RESTRICTION CODES

#### Presidential Records Act - [44 U.S.C. 2204(a)]

- P1 National Security Classified Information [(a)(1) of the PRA]
- P2 Relating to the appointment to Federal office [(a)(2) of the PRA]
- P3 Release would violate a Federal statute [(a)(3) of the PRA]
- P4 Release would disclose trade secrets or confidential commercial or financial information [(a)(4) of the PRA]
- P5 Release would disclose confidential advice between the President and his advisors, or between such advisors [(a)(5) of the PRA]
- P6 Release would constitute a clearly unwarranted invasion of personal privacy [(a)(6) of the PRA]

C. Closed in accordance with restrictions contained in donor's deed of gift.

PRM. Personal record misfile defined in accordance with 44 U.S.C. 2201(3).

RR. Document will be reviewed upon request.

#### Freedom of Information Act - [5 U.S.C. 552(b)]

- b(1) National security classified information [(b)(1) of the FOIA]
- b(2) Release would disclose internal personnel rules and practices of an agency [(b)(2) of the FOIA]
- b(3) Release would violate a Federal statute [(b)(3) of the FOIA]
- b(4) Release would disclose trade secrets or confidential or financial information [(b)(4) of the FOIA]
- b(6) Release would constitute a clearly unwarranted invasion of personal privacy [(b)(6) of the FOIA]
- b(7) Release would disclose information compiled for law enforcement purposes [(b)(7) of the FOIA]
- b(8) Release would disclose information concerning the regulation of financial institutions [(b)(8) of the FOIA]
- b(9) Release would disclose geological or geophysical information concerning wells [(b)(9) of the FOIA]

File  
October

To: Patti Solis, Cindy Gire  
From: Martha Phipps  
Re: WLF Conference Proposal  
Date: August 22, 1994

As you know, we sent our save-the-date cards for our Women's Leadership Forum Conference for October 5. We understand that this has become complicated due to the state visit by Nelson Mandela. We need to reach agreement on how and when we will be able to hold this conference as quickly as possible so that we can let our co-chairs know and send an updated mailing to our list of 7,500 women who are invited to participate. We are prepared to send this mailing today.

The crucial ingredients to a successful WLF Conference are:

- luncheon with the First Lady as keynote speaker
- reception at the home of Vice President and Mrs. Gore
- issue briefings

Below please find our best case scenario:

- Wednesday evening, October 5  
Reception at the home of Vice President and Mrs. Gore  
6:30 pm to 8:30 pm
- Thursday luncheon, October 6  
Luncheon with the First Lady  
12:00 - 2:00 pm  
Downtown hotel
- Thursday breakfast, October 6  
Keynote speaker TBD  
Downtown hotel
- Thursday morning, October 6  
Issue Briefings  
Downtown hotel

cc: Laura Hartigan, Joan Baggett

to: Julie  
Hopper

September 1, 1994

2317

OKCM

MEMORANDUM FOR CHERYL MILLS  
PATTI SOLIS  
CINDY GIRE

From: Joan Baggett (Tara Burns)

Subject: Women's Leadership Forum Invitation

Attached for your approval is the proposed invitation for the WLF Conference event with HRC in Washington October 5-6. Please let me know by tomorrow morning if possible. Thanks.

Patti / Cindy - 9/2

P/s note the addition to the invitation I gave you yesterday - is this ok?

This is fine JS

373 220000 9/1/94 2105 PM Page 1



Chairman David Wilhelm  
Democratic National Committee  
and  
Tipper Gore  
Honorary Women's Leadership Forum Chair

invite you to attend  
the Second Annual  
Women's Leadership Forum Conference

featuring an Opening Reception  
at the Vice President's House  
and Ann Johnson keynote speaker

with Hillary Rodham Clinton

October 1-4, 1994

Washington, DC

as invited guests

R.S.R. Letter to Mrs. Clinton 8/28/94

→ Cheryl  
This part was  
added per  
Mrs. Gore's  
request -  
is the invite  
still OK?  
-Tara

# Withdrawal/Redaction Marker

## Clinton Library

| DOCUMENT NO.<br>AND TYPE | SUBJECT/TITLE       | DATE       | RESTRICTION      |
|--------------------------|---------------------|------------|------------------|
| 002. fax                 | Political (4 pages) | 08/30/1994 | Personal Misfile |

### COLLECTION:

Clinton Presidential Records  
First Lady's Office  
Speechwriting  
OA/Box Number: 8169

### FOLDER TITLE:

HRC [Hillary Rodham Clinton]/Women's Leadership Forum 10/5/94

2012-1004-S

ms527

### RESTRICTION CODES

#### Presidential Records Act - [44 U.S.C. 2204(a)]

- P1 National Security Classified Information [(a)(1) of the PRA]
- P2 Relating to the appointment to Federal office [(a)(2) of the PRA]
- P3 Release would violate a Federal statute [(a)(3) of the PRA]
- P4 Release would disclose trade secrets or confidential commercial or financial information [(a)(4) of the PRA]
- P5 Release would disclose confidential advice between the President and his advisors, or between such advisors [(a)(5) of the PRA]
- P6 Release would constitute a clearly unwarranted invasion of personal privacy [(a)(6) of the PRA]

C. Closed in accordance with restrictions contained in donor's deed of gift.

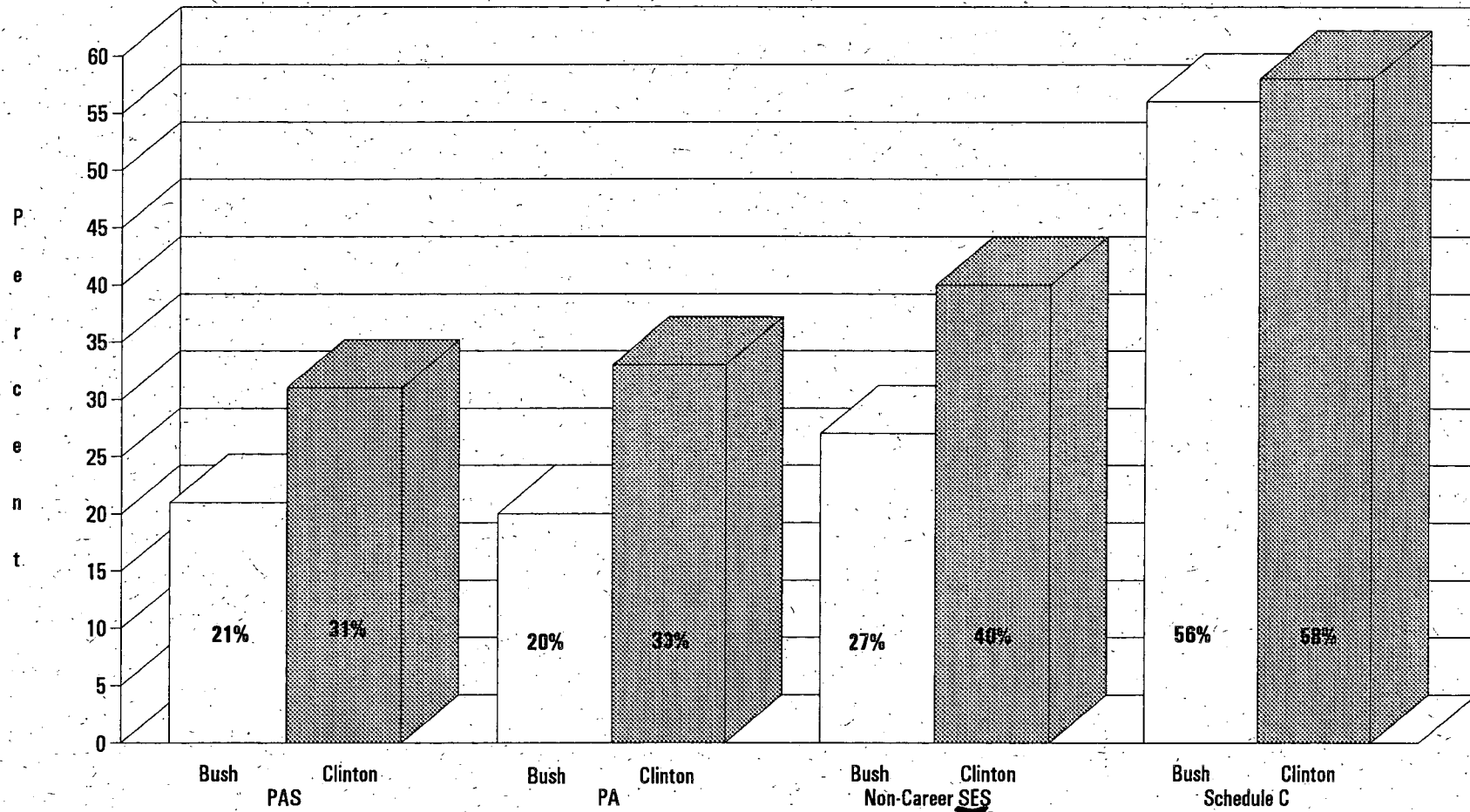
PRM. Personal record misfile defined in accordance with 44 U.S.C. 2201(3).

RR. Document will be reviewed upon request.

#### Freedom of Information Act - [5 U.S.C. 552(b)]

- b(1) National security classified information [(b)(1) of the FOIA]
- b(2) Release would disclose internal personnel rules and practices of an agency [(b)(2) of the FOIA]
- b(3) Release would violate a Federal statute [(b)(3) of the FOIA]
- b(4) Release would disclose trade secrets or confidential or financial information [(b)(4) of the FOIA]
- b(6) Release would constitute a clearly unwarranted invasion of personal privacy [(b)(6) of the FOIA]
- b(7) Release would disclose information compiled for law enforcement purposes [(b)(7) of the FOIA]
- b(8) Release would disclose information concerning the regulation of financial institutions [(b)(8) of the FOIA]
- b(9) Release would disclose geological or geophysical information concerning wells [(b)(9) of the FOIA]

Comparison of Female Appointees in Bush and Clinton Administration  
Snapshot of Bush Sept. '90 versus Clinton Sept. '94\*



$\frac{10}{31} \times 100$   
 $\frac{21}{31} \times 100$

Senior  
Exec  
Service

\* PAS numbers do not include Ambassadors or unknowns.

\* PA numbers do not include the White House Office or the Office of the Vice-President.

## Gender Report for Cabinet Agencies Only

10/5/94

| Dept/Agency                     |                       | Gender |      |         | Total |
|---------------------------------|-----------------------|--------|------|---------|-------|
|                                 |                       | Female | Male | Unknown |       |
| Agriculture, Department of      | PAS, PA & SEC         | 2      | 13   | 0       | 15    |
|                                 | SES, C, AD and others | 87     | 92   | 0       | 179   |
|                                 | TOTAL                 | 89     | 105  | 0       | 194   |
|                                 | Percentages           | 46%    | 54%  | 0%      |       |
| Commerce, Department of         | PAS, PA & SEC         | 9      | 19   | 0       | 28    |
|                                 | SES, C, AD and others | 130    | 104  | 0       | 234   |
|                                 | TOTAL                 | 139    | 123  | 0       | 262   |
|                                 | Percentages           | 53%    | 47%  | 0%      |       |
| Defense, Department of          | PAS, PA & SEC         | 1      | 38   | 0       | 49    |
|                                 | SES, C, AD and others | 141    | 118  | 0       | 259   |
|                                 | TOTAL                 | 152    | 156  | 0       | 308   |
|                                 | Percentages           | 49%    | 51%  | 0%      |       |
| Education, Department of        | PAS, PA & SEC         | 7      | 8    | 0       | 15    |
|                                 | SES, C, AD and others | 92     | 59   | 0       | 151   |
|                                 | TOTAL                 | 99     | 67   | 0       | 166   |
|                                 | Percentages           | 60%    | 40%  | 0%      |       |
| Energy, Department of           | PAS, PA & SEC         | 7      | 10   | 0       | 17    |
|                                 | SES, C, AD and others | 52     | 64   | 0       | 116   |
|                                 | TOTAL                 | 59     | 74   | 0       | 133   |
|                                 | Percentages           | 44%    | 56%  | 0%      |       |
| Environmental Protection Agency | PAS, PA & SEC         | 4      | 8    | 0       | 12    |
|                                 | SES, C, AD and others | 31     | 29   | 0       | 60    |
|                                 | TOTAL                 | 35     | 37   | 0       | 72    |
|                                 | Percentages           | 49%    | 51%  | 0%      |       |
| Health & Human Svcs, Dept of    | PAS, PA & SEC         | 9      | 10   | 0       | 19    |
|                                 | SES, C, AD and others | 91     | 53   | 0       | 144   |
|                                 | TOTAL                 | 100    | 63   | 0       | 163   |
|                                 | Percentages           | 61%    | 39%  | 0%      |       |
| Housing & Urban Dev, Dept of    | PAS, PA & SEC         | 5      | 8    | 0       | 13    |
|                                 | SES, C, AD and others | 76     | 62   | 0       | 138   |
|                                 | TOTAL                 | 81     | 70   | 0       | 151   |
|                                 | Percentages           | 54%    | 46%  | 0%      |       |
| Interior, Department of the     | PAS, PA & SEC         | 7      | 8    | 0       | 15    |
|                                 | SES, C, AD and others | 38     | 50   | 0       | 88    |
|                                 | TOTAL                 | 45     | 58   | 0       | 103   |
|                                 | Percentages           | 44%    | 56%  | 0%      |       |
| Justice, Department of          | PAS, PA & SEC         | 12     | 14   | 0       | 26    |
|                                 | SES, C, AD and others | 63     | 70   | 0       | 133   |
|                                 | TOTAL                 | 75     | 84   | 0       | 159   |
|                                 | Percentages           | 47%    | 53%  | 0%      |       |
| Labor, Department of            | PAS, PA & SEC         | 7      | 11   | 0       | 18    |
|                                 | SES, C, AD and others | 57     | 59   | 0       | 116   |
|                                 | TOTAL                 | 64     | 70   | 0       | 134   |
|                                 | Percentages           | 48%    | 52%  | 0%      |       |
| State, Department of            | PAS, PA & SEC         | 28     | 148  | 0       | 176   |
|                                 | SES, C, AD and others | 69     | 56   | 0       | 125   |
|                                 | TOTAL                 | 97     | 204  | 0       | 301   |
|                                 | Percentages           | 32%    | 68%  | 0%      |       |
| Transportation, Department of   | PAS, PA & SEC         | 3      | 16   | 0       | 19    |
|                                 | SES, C, AD and others | 37     | 45   | 0       | 82    |
|                                 | TOTAL                 | 40     | 61   | 0       | 101   |
|                                 | Percentages           | 40%    | 60%  | 0%      |       |
| Treasury, Department of the     | PAS, PA & SEC         | 5      | 15   | 0       | 20    |
|                                 | SES, C, AD and others | 43     | 54   | 0       | 97    |
|                                 | TOTAL                 | 48     | 69   | 0       | 117   |
|                                 | Percentages           | 41%    | 59%  | 0%      |       |
| Veterans Affairs, Department of | PAS, PA & SEC         | 3      | 9    | 0       | 12    |
|                                 | SES, C, AD and others | 7      | 13   | 0       | 20    |
|                                 | TOTAL                 | 10     | 22   | 0       | 32    |
|                                 | Percentages           | 31%    | 69%  | 0%      |       |
| All Cabinet Agencies            | GRAND TOTAL           | 1133   | 1263 | 0       | 2396  |
|                                 | PERCENTAGES           | 47%    | 53%  | 0%      |       |

2012-1004-5  
 DETERMINED TO BE AN  
 ADMINISTRATIVE MARKING  
 INITIALS: MM DATE: 10/26/12

***"We are here to move history forward.....We pledge ourselves with all the strength of our dedication to this struggle 'to form a more perfect Union.' "***

So begins and ends the "Declaration of American Women", ratified at the National Women's Conference in 1977. Thanks to the tireless efforts of people like you, women have made great strides in the two decades that followed, but there is still a great deal at stake.

The Clinton Administration has made an unprecedented commitment to moving history forward in the areas of greatest concern to women, and has worked to empower women through greater opportunity, more workplace flexibility, and a commitment to children and families. The President and his Administration have invested in the economic and personal security of women through the President's economic plan, the Family and Medical Leave law, the Earned Income Tax Credit, the Brady Law, and the Violent Crime Control and Law Enforcement Act. They have put women's health concerns at the top of the medical research agenda by dramatically increasing the government's commitment to research cures for breast cancer, ovarian cancer, and osteoporosis. And they have advanced women's rights through a series of executive and legislative actions that allow women the freedom to make their own reproductive decisions and to do so safely, with counsel and without obstruction. Finally, the Administration has changed the face of governing by giving women a greater voice in all branches of the federal government, including Cabinet-level posts never before held by women.

*But what does all this really mean for women?*

1. It means that two million more women are working since President Clinton took office.
2. It means millions more single working mothers will get a tax break to help their earnings go farther.
3. It means that a medical research team with promising breakthroughs in breast cancer detection and treatment will get the funding they need.
4. It means that for the first time, every mother will be able to get her children the vaccines they need, free of charge.
5. It means that a woman who wants to take time off from work to care for an ailing parent can do so...and know her job will be there when she gets back.
6. It means that mothers of more than 800,000 children will now get day care help through HeadStart, and more than 5 million children will now get nutritional assistance through the WIC program.
7. It means that young women studying science and engineering will have new career opportunities denied them in the past.
8. It means that women unsure of how to deal with an unintended pregnancy will be able to get professional advice and counsel, and will know that the option of abortion is safe and legal. It also means that couples looking to adopt will be able to do so with less difficulty and red tape.
9. It means that women will be able to register to vote at the motor vehicle registry, through the mail, at social service offices and elsewhere -- to make it as easy as possible to exercise their right to shape our political future.
10. It means that the history books young girls read will now include leadership figures like Janet Reno, Alice Rivlin, Donna Shalala, Madeleine Albright, Ruth Bader Ginsberg, and Hillary Clinton.

## **JOB SECURITY AND ECONOMIC OPPORTUNITY**

When the Clinton Administration took office, three major economic challenges confronted the country: rising federal deficits, a jobless recovery, and stagnant family incomes -- a legacy of more than a decade of underinvestment. Female heads of households, an ever-increasing portion of the labor force, were particularly hard hit by worsening economic conditions and decreasing workplace-based benefits. The President's economic plan has begun to put our economic house back in order. The economy has created 4.2 million jobs in the first 19 months of this Administration, and the President's plan is reducing the deficit by nearly \$700 billion dollars.

The Clinton Administration has consistently recognized the importance of women-owned businesses, not only through its emphasis on policies to encourage the formation and development of these businesses, but also through its broader economic policies.

**Access to Capital for Women-Owned Businesses** - The Small Business Administration (SBA) has taken several steps to increase the capital available to women-owned firms. The SBA has established goals for dramatically expanding lending to women-owned businesses under SBA's §7(a) program. These efforts complement SBA's innovative "prequalification pilot program," under which SBA certifies that a woman business owner is eligible for a federally guaranteed loan *before* she selects a lender--a move that increases lending to women-owned businesses and reduces the paperwork involved in such borrowing. And beginning in 1995, SBA will publish the number of §7(a) loans made to women-owned businesses by each participating financial institution--a move that will tap market and community forces to encourage lending to these businesses.

**Expanding Procurement Opportunities for Women-Owned Businesses**-The Administration has also taken steps to provide new government-contracting opportunities for women-owned firms.

SBA has established a pilot project to encourage government agencies to contract with women owned businesses; bringing together business groups and select government agencies to increase contracting with women-owned firms.

The Clinton Administration has strongly supported "electronic commerce," which will open up the traditional network of contractors and thus greatly expand procurement opportunities for women-owned firms. And they have worked closely with congressional leaders to ensure that a goal for procurement contracts with women-owned business was included in the recent procurement-reform bill. This goal would represent a several-fold increase in contracting opportunities for women-owned businesses.

EITC (waiting for Gene)

jobs#s from Sylvia

## **FIGHTING CRIME, INCREASING SAFETY AND SECURITY**

Perhaps no issue grips American women more than the fear of crime and gun violence. 2.5 million American women 12 year old and older are raped, robbed or assaulted in a typical year, or were the victim of a threat or an attempt to commit such a crime. Two-thirds of these attacks were committed by someone the victim knew. The Brady Law and The Violent Crime Control and Law Enforcement Act of 1994 is the product of six years of bi-partisan efforts to take back our streets and increase the safety and security of American women and their families. In addition to a waiting period for handgun purchase, 100,000 more police, stiffer penalties for criminals, and a ban on military-style assault weapons, the crime bill invests heavily in increasing the personal security of women.

**Registration of Sexually Violent Offenders** - It requires states to register sexually violent predators and those convicted of sexually violent offenses for ten years after release from prison, and requires prison officials to notify appropriate agencies upon their release.

**Repeat Sex Offenders** - Doubles the maximum term of imprisonment for repeat sex offenders convicted of Federal sex crimes.

**Victims of Crime** - Allows victims of Federal violent and sex crimes to speak at the sentencing of their assailants. Strengthens requirements for sex offenders and child molesters to pay restitution to their victims, and improves other victim-related programs.

**Violence Against Women Grants** - Nearly \$1 billion dollars will be invested to support police and prosecutor efforts, as well as victims services, in cases involving sexual violence or domestic abuse, and for programs which strengthen enforcement and assist victims.

**Battered Women Shelters** - Comprehensive grant program administered by the Department of Health and Human Services for battered women's shelters and other domestic violence prevention activities. \$325 million authorized.

## **HEALTH CARE**

Despite being the biggest consumers of health care services, women have a harder time getting health coverage than men. They are more likely to work part-time and in service, sales and household jobs without health insurance; of the 16 million women without health insurance as of 1990, half of them had jobs. And those lucky enough to have insurance at all pay more; women ages 15 to 44 pay 68 percent more out-of-pocket for health care than their male counterparts. At the same time, women are increasingly at risk for some of our most deadly diseases. The lifetime risk of developing breast cancer has risen from 1 in 20 women twenty years ago to 1 in every 8 today. It is estimated that in this decade, 1.5 million new cases of breast cancer will be diagnosed, and breast cancer will be responsible for nearly 500,000 deaths. Preventive services, including mammography and routine check-ups, reduce the risk of breast cancer yet many women, especially women of color and women with low incomes cannot access these services. AIDS is spreading more rapidly among women than men. From 1989 to 1990 alone, there was a 34 percent increase in the number of women diagnosed with AIDS. In New York City, AIDS is the leading cause of death among women age 24 to 44.

**The Health Security Act** - President Clinton introduced his Health Security Act to guarantee affordable, secure health insurance to every American. The legislation covered a range of benefits that are essential for women -- like preventive services including mammograms and Pap

smears, reproductive services, and prenatal care -- and invested in a new federal long-term care program. While the Congress will not pass health reform legislation this year, we have come further than ever before in the effort to reform our health care system. We will continue to fight next year for health security for all American families.

**Increased Funding for Breast Cancer Research and Prevention-** The Clinton Administration has taken unprecedented action to combat this deadly disease. Since President Clinton took office, federal funding for breast cancer research and prevention has increased substantially -- totaling \$650 million in fiscal year 1994 alone. In addition, the National Action Plan on Breast Cancer provides a blueprint for a partnership between government and the private sector to work to prevent, diagnose, treat and ultimately eradicate breast cancer.

**Increased Commitment to Combatting AIDS** - Created National Task Force on AIDS Drug Development, charged with expediting the search for new therapies against AIDS and HIV, increased funding for the Ryan White CARE Act for outpatient AIDS care, increased the National Institutes of Health's spending for AIDS research, and increased funding for the Centers for Disease Control and Prevention. In total, the President's fiscal year 1995 budget increased AIDS-related spending by \$600 million over the 1994 budget.

### **TAKING CARE OF OUR CHILDREN AND FAMILIES**

There can be no question that our most precious national resource is our children, and that investing in our children and our families pays unmeasurable dividends. But the traditional American family risks becoming an endangered species. More and more children are being born into poverty, and nearly half our nation's children are now raised by only one parent-- usually the mother. One million teenagers get pregnant every year, and about 50 percent of all teen mothers are on welfare within one year of the birth of their first child. 14 million women and children now depend on welfare -- more than ever before. And we have a child support enforcement gap of \$34 billion.

The Clinton Administration has stepped up efforts to help preserve families and encourage the values that keep them strong, through initiatives such as the Family and Medical Leave Act, the Family Preservation Act, the Childhood Immunization Plan, Expansions of WIC and HeadStart, and the Introduction of health care and welfare reform.

**Immunization Plan** - President Clinton signed the comprehensive Child Immunization Plan, insuring that every child, regardless of family income, has access to vaccinations against disease.

**WIC**- By the end of 1996, all eligible children between the ages of one and four will be served by the Women, Infants and Children Program (WIC). That means that an additional two million children will have access to the WIC program, a nutrition program that serves pregnant and post-partum women and their children.

**Family and Medical Leave** - Under the Clinton Administration, American workers are no longer forced to choose between their job and their family at times of crisis. The Family and Medical Leave Act allows workers to take up to 12 weeks of unpaid leave to care for an infant or a loved one without losing their job.

**Family Preservation Act** - The President's economic plan included a a billion-dollar program that supports at-risk families in the areas of literacy, childhood education, child abuse prevention and other support services to help strengthen families and intervene before they break down.

**Encouraging Work Over Welfare Dependency** - Introduced Work and Responsibility Act, which includes the toughest support child support enforcement laws ever proposed. Individuals shirking their child support payment responsibilities could have their wages garnished, drivers license revoked, and be tracked down across state lines. The proposal includes a national

campaign against teen pregnancy, and measures that would move one million people who would otherwise be on welfare into work by the year 2000. It would double federal child support collections by the year 2000, and empower young mothers through child care and employment opportunities they need to get off welfare

Granted waivers to 17 states to begin major welfare reform demonstrations to help move people off of welfare into work, allow mothers to keep more of their earnings and reward responsible behavior

## **EDUCATION**

- ? The President's dramatic increase of Head Start funding will allow 840,00 children to participate in this preschool education program next year, up from 621,000 in 1992.
- ? The Goals 2000: Educate America Act sets world-class education standards and gives resources to states and communities to implement comprehensive education reforms.
- ? The Student Loan Reform Act greatly increases access to higher education -- 20 million students can take advantage of low-interest loans and better repayment terms.
- ? National Service also helps students further their education; those who want to contribute to their communities through public service can receive college tuition assistance.
- ? The School-to-Work Opportunities Act invests in training and education programs to give students the tools they need to enter the workforce successfully or continue their education.

## **THE RIGHTS OF WOMEN**

Helen Foster Snow wrote that "one can judge a civilization by the way it treats its women". And while the United States measures well above many other nations on this measure, we still have a ways to go toward equal rights and equal representation. Men still compose 90% of the Congress, 94% of the nation's Governors, and 80% of state legislatures. Women working full time earn 69.9% of men's salaries, and the right of women to make their own reproductive decisions is constantly challenged and, until recently, forcibly obstructed. From his very first day in office, President Clinton has worked to reassert the freedom, independence and equality of women that had begun to measurably erode during the Reagan-Bush era.

**Reproductive Rights** - The President continues to protect the right of women to make their own reproductive choices. He repealed the "Gag Rule" that restricted abortion counseling at federally funded family planning clinics; revoked the import ban on RU-486; reversed the ban on abortion services at military hospitals; repealed the Mexico City policy that banned funding to international organizations that promoted comprehensive family planning; and signed the Freedom of Access to Clinic Entrances Act to ensure that women and their doctors can enter clinics without fearing intimidation and violence. Hyde

**Empowerment of Women** - The United States delegation to the International Conference on Population and Development, led by Vice President Gore, successfully advocated a global approach to improving the status of women and stabilizing the world's population. The conference emphasized the importance not only of increased access to contraceptives, but also of sustainable economic development, a reduction in child and maternal mortality, and the empowerment of women through increased educational and economic opportunities.

**Motor Voter** - President Clinton signed the National Voter Registration Act, which will make it easier and more flexible for citizens to register to vote. This will enfranchise women - who comprise 52% of the population -- by making it easier for women in any circumstance, on welfare, homebound, or simply unable to build in extra time between work and family, to register to vote through the mail, at motor vehicle registries, unemployment offices, vocational rehabilitation agencies, and welfare offices. These programs would bring an additional 65 million Americans, including tens of millions of women who have traditionally not had a voice, into the democratic process.

## **SCIENCE AND TECHNOLOGY**

**National Science and Technology Policy** - The Clinton Administration's new national science policy will encourage a new generation of young people, including women and underrepresented minorities, to enter the sciences. Women scientists have traditionally confronted an impenetrable "old boys network" in the scientific community, made worse by the biases against girls that persist in our nations' classrooms. The Clinton Administration has..

**Removal of the Fetal Tissue Research Ban -**

## **WOMEN APPOINTEES**

THE WHITE HOUSE  
WASHINGTON

August 8, 1994

MEMORANDUM TO DISTRIBUTION

FROM: DORIS MATSUI  
DEPUTY ASSISTANT TO THE PRESIDENT  
DEPUTY DIRECTOR OF PUBLIC LIAISON

RE: ACCOMPLISHMENTS OF THIS ADMINISTRATION  
FOR WOMEN

Women comprise the majority group in this country; women should not be considered a special interest group, since their issue concerns are the country's concerns. This President has demonstrated in his appointments, his statements, and his actions his commitment to the equality of women in all aspects of social, political and economic life.

Because women have their feet in both the marketplace and the home, all of the President's initiatives have served to improve the status of women in this country by providing valuable tools to help them succeed.

\*\*\*\*\*

o President Clinton has assembled a highly qualified team that includes the most diverse group of presidential advisers ever to sit in a president's cabinet. He has appointed women to nearly half of all Administration positions, and with the highest categories of appointments--PAS, PA, and SES--the Clinton administration has outpaced the previous administration by significant numbers.

o President Clinton broke the gridlock in Washington and signed the Family Medical and Leave Act, which provides up to 12 weeks of unpaid job-protected leave for employees to care for family members. As a result, Americans will not have to face the difficult choice between caring for their families or keeping their jobs.

o Expanded the Earned Income Tax Credit. This year, 14 million families will receive \$13 billion in benefits from the EITC. When fully implemented, more than 20 million households with incomes of \$27,000 or less will benefit.

o Funded the Family Preservation and Support Initiative to help prevent child abuse and help parents learn the skills and tools they need to raise children.

o Signed a comprehensive Child Immunization Plan to provide vaccines, free of charge, to six million additional children. The President is asking for even more funding in his FY 95 budget.

o Signed the Head Start Reauthorization Act, increasing Head Start funding by \$700 million to \$4 billion. Under the new act, Head Start will serve 840,000 children next year, up from 621,000 in 1992. The legislation also introduces standards to ensure the quality of Head Start programs, sets aside funds to expand it to children younger than age 3, and allows planners to schedule full-day, year-round classes.

o Fully funded the special supplemental food program for Women, Infants and Children (WIC), so that by the end of FY 96, all eligible children between the ages 1 and 4 will be served.

o Introduced the Health Security Act, a comprehensive plan to reform the nation's health care system to guarantee every American comprehensive health benefits that can never be taken away.

o The Clinton Administration has improved medical research when the President signed the National Institutes of Health Revitalization Act, removing the federal ban on fetal-tissue transplants and research, establishing the Offices of Women's Health Research and Minority Health Research and Alternative Medicine.

o Women's health issues have been addressed aggressively in this administration. The Clinton Administration has appointed the country's first Deputy Assistant Secretary for Women's Health, to redress the inequities in the conduct of biomedical research and access to health care services that have put the health of American women at risk. Several other initiatives and programs are being implemented at the Department of Health and Human Services. The NIH Women's Health Initiative, which will invest \$625 million over 14 years in women's health began enrolling women for the clinical trial portion of its study on September 1, 1993. The Administration on Aging has introduced its "Initiative on Older Women", which will explore various approaches to improve the quality of life for America's older women. Secretary Shalala has established a National Action Plan on Breast Cancer, a blueprint for a coordinated public-private partnership for action around prevention, diagnosis, treatment and ultimate eradication of breast cancer.

o Supported the inclusion of the Violence Against Women Act in the Crime Bill.

o Helping small businesses has helped women, since more women start small businesses than men. In fact there are more small businesswomen than there are small businessmen. The President has helped by making new tax cuts available to over 90% of small businesses. He signed the Small Business Guaranteed

Credit Enhancement Act of 1993, increasing the availability of SBA-guaranteed loans. He also initiated action to alleviate the credit crunch on small and medium-sized businesses through regulatory initiatives to reduce burdens on banks.

- o Signed the Clinic Access Bill, making it a federal crime to physically block access to clinics, damage their property or injure or intimidate patients and staff.

- o The improved business economy has helped all Americans; in the first 18 months of the Clinton Administration, the economy has produced 4 million new jobs, compared to only 2.4 million during the entire previous four years. Homeowners took advantage of low interest rates and refinanced their mortgages, thus benefitting from the savings.

- o The President's commitment to welfare reform will help women and families.

## **FREEDOM OF ACCESS TO CLINIC ENTRANCES ACT**

- o President Clinton is committed to protecting the constitutional rights of all citizens, including women's right of access to medical facilities without fear or intimidation.
- o The Freedom of Access to Clinic Entrances Act of 1994 (FACE) ensures that the rule of law protects women and doctors from pro-choice opponents who would deny fundamental freedoms to those with differing opinions.
- o By making it a federal crime to use force or physical obstruction to injure, intimidate, or interfere with another person's right to privacy, this law restores credibility to those who constitutionally exercise their right to peaceful assembly.
- o This law will curb the anti-life, anti-family violence that took away a father from the children of Dr. David Gunn.

## RE-EMPLOYMENT

- o President Clinton seeks to aid the American worker in adjusting to the new job market. The "Re-Employment Act of 1994" makes jobs more quickly accessible to American workers, who on average change jobs more than seven times in a lifetime.
- o The Act will lower unemployment rates. It reduces bureaucracy, consolidating the programs that exist. It allows workers to choose their own training program and strengthens the Administration's business-government partnership by allowing the private sector to oversee the programs.
- o Like the Family and Medical Leave Act and President Clinton's commitment to health care coverage that is portable from job to job, the Re-Employment Act will make the American worker more productive, competitive, and secure in today's highly mobile job market.

## **THE ECONOMY AND WOMEN'S BUSINESS**

### **THE ECONOMY**

- o Altogether, since President Clinton entered office, over 4 million new jobs have been created, more than in the previous four years combined.
- o For the first time since the Truman Administration, the federal deficit is on track to decline for the third year in a row. At the same time, President Clinton has increased funding and support for proven programs for women and children such as Head Start, child support enforcement, and child immunization.
- o Unemployment has dropped, and more new businesses are being incorporated than at any time since World War II. The number of women-owned businesses has surpassed 6.5 million, employing more people in the U.S. than the Fortune 500 employs across the world.

### **WOMEN'S BUSINESSES**

- o Financing small businesses through the Small Business Administration (SBA) will be easier for women than ever before. Through a number of pilot programs, SBA continues to explore ways of helping small businesses prosper.
- o The SBA's Prequalification Pilot Loan Program can guarantee a loan for a woman business owner before she ever goes to a bank. The SBA will approve up to \$250,000 within three working days and will guarantee at least 85% of the value of the loan.
- o For loans of less than \$100,000, the SBA Low Documentation Loan Program requires only a one-page application which focuses more on character and history than collateral. The program has encouraged lenders to work with small businesses, and almost one in five of these loans are going to women.

- o Revolving credit, which many small businesses say they need most, will become available with the GreenLine Revolving Line of Credit Program. Participating women will no longer need to rely primarily on credit cards to finance their short term business needs.
- o One Stop Capital Shops, to be established in the Empowerment Zones designated by Secretary Cisneros and Secretary Espy, will engage the community in helping businesses where it is needed most.
- o Women-owned businesses will be better able to compete for federal contracts, thanks to the Federal Acquisition Streamline Act of 1994. Less than 1% of prime federal contracts currently go to women-owned businesses, and President Clinton is determined to raise that to 5 percent.
- o With the increasing number and diversity of women-owned businesses, the administration will not accept the excuse that there are no qualified women bidders for federal contracts. By increasing its own procurement from women-owned businesses, the administration is both acknowledging the success of women's businesses and setting an example for the nation.

# Withdrawal/Redaction Marker

## Clinton Library

| DOCUMENT NO.<br>AND TYPE | SUBJECT/TITLE                | DATE | RESTRICTION |
|--------------------------|------------------------------|------|-------------|
| 003. paper               | Personal (Partial) (2 pages) | n.d. | P6/b(6)     |

### COLLECTION:

Clinton Presidential Records  
First Lady's Office  
Speechwriting  
OA/Box Number: 8169

### FOLDER TITLE:

HRC [Hillary Rodham Clinton]/Women's Leadership Forum 10/5/94

2012-1004-S

ms527

### RESTRICTION CODES

Presidential Records Act - [44 U.S.C. 2204(a)]

P1 National Security Classified Information [(a)(1) of the PRA]  
P2 Relating to the appointment to Federal office [(a)(2) of the PRA]  
P3 Release would violate a Federal statute [(a)(3) of the PRA]  
P4 Release would disclose trade secrets or confidential commercial or financial information [(a)(4) of the PRA]  
P5 Release would disclose confidential advice between the President and his advisors, or between such advisors [(a)(5) of the PRA]  
P6 Release would constitute a clearly unwarranted invasion of personal privacy [(a)(6) of the PRA]

C. Closed in accordance with restrictions contained in donor's deed of gift.

PRM. Personal record misfile defined in accordance with 44 U.S.C. 2201(3).

RR. Document will be reviewed upon request.

Freedom of Information Act - [5 U.S.C. 552(b)]

b(1) National security classified information [(b)(1) of the FOIA]  
b(2) Release would disclose internal personnel rules and practices of an agency [(b)(2) of the FOIA]  
b(3) Release would violate a Federal statute [(b)(3) of the FOIA]  
b(4) Release would disclose trade secrets or confidential or financial information [(b)(4) of the FOIA]  
b(6) Release would constitute a clearly unwarranted invasion of personal privacy [(b)(6) of the FOIA]  
b(7) Release would disclose information compiled for law enforcement purposes [(b)(7) of the FOIA]  
b(8) Release would disclose information concerning the regulation of financial institutions [(b)(8) of the FOIA]  
b(9) Release would disclose geological or geophysical information concerning wells [(b)(9) of the FOIA]

## FAMILY AND MEDICAL LEAVE ACT

[003]

- o President Clinton has acted on his commitment to the values of work and family. The first bill he signed as President, the Family and Medical Leave Act (FMLA), ensures that millions of Americans will no longer have to choose between their jobs and their families.
- o Provisions of the FMLA would have allowed the [P6/b(6)] to care for their son [P6/b(6)] through three open heart surgeries without losing a job, a home, and financial security. [P6/b(6)] a single working mother of three, would not have been fired for caring for a new child. [P6/b(6)] could have cared for her mother-in-law without forced early retirement. [P6/b(6)] could have avoided the choice of keeping his job or caring for his daughter in her last days fighting cancer.
- o With the FMLA, millions of Americans will never face these problems. The FMLA strengthens family life, reduces disparity between men and women's leaves, reduces hiring discrimination against women, reduces job turnover and its negative effects on businesses, and makes workers more secure, dedicated, and productive.

## THE EARNED-INCOME TAX CREDIT

- o For 14 million working Americans last year, the Earned Income Tax Credit (EITC) realized the president's conviction that "if you work for a living, you should not be in poverty."
- o For [REDACTED] P6/b(6) the tax credit meant that they could successfully raise their four children by both working hard. [REDACTED] P6/b(6) formerly homeless and a drug user, used the tax credit to pay for overdue bills and down payment on a car to take him to work -- as the manager of a food distribution warehouse for the Atlanta Community Food Bank.
- o For Robin Dikeman, divorced mother of three, the tax credit helped her buy a car she needed to keep her job as an account clerk. Today, she has enrolled at the University of Tulsa with financial aid and expects her oldest daughter to join her soon.
- o This year, 20 million Americans like the Dorseys and Dikemans who work for a living will be eligible under a strengthened EITC to be lifted out of poverty.
- o A new advance payment option allows them to care for family needs month to month.
- o A new outreach program will spread the word that the new EITC offers more assistance to more working men and women who have earned it.
- o By creating incentive to work, the Earned Income Tax Credit is the first step toward "ending welfare as we know it."

## **POPULATION AND THE STATUS OF WOMEN IN THE WORLD**

- o Vice President Al Gore is leading the United States delegation to the International Conference on Population and Development in Cairo this September.
- o Our delegation is committed to affirming basic human rights, improving the status of women, promoting adequate health care for mothers and children, and reducing the rate of population growth to levels compatible with sustainable development.
- o Our delegation supports the internationally recognized, fundamental right of parents to decide freely and responsibly, based on their own ethical and moral beliefs, the number and spacing of their children.
- o Our delegation condemns coercion including use of incentives and disincentives aimed at affecting fertility choices. Single-child policies, for example, that force abortions on women or punish women for bearing children will not be tolerated.
- o Our delegation is calling on every nation to end discrimination against women. We advocate full rights of citizenship for the women of the world. We seek to ensure equality of education for men and women, ending the widespread practice of forcing girls to leave school and join the labor force before boys do.
- o President Clinton does not support abortion as a means of family planning and opposes coerced abortion wherever it exists.
- o We believe abortions should be safe, legal, and less necessary. To reduce the incidence of abortion, we support family planning methods including natural methods, abstinence, and use of contraceptives.

- o Our delegation is urging universal access to prenatal care, immunization, family planning services, reproductive health care, and nutritional counseling.
- o The initiatives produced by the conference will advance the visions of sustainable development, of stabilized population growth, of equal opportunity, and of cooperative international action.
- o An old maxim holds that the progress of a nation is best reflected in the progress of its women -- the conference and the administration seek to advance both hand in hand.

SENIOR WOMEN APPOINTEES -- TALKING POINTS

- THIS ADMINISTRATION HAS SET A NEW STANDARD FOR HIRING WOMEN IN GOVERNMENT. WOMEN HAVE HISTORICALLY HELD LOWER LEVEL POSITIONS IN GOVERNMENT, BUT HAVE HAD MUCH MORE OF A CHALLENGE BREAKING THROUGH THE GLASS CEILING TO RECEIVE THE VERY HIGHEST LEVEL APPOINTMENTS.
- THIS PRESIDENT HAS OPENED DOORS TO WOMEN TO AN EXTENT NO PRESIDENT HAS EVER DONE. HE HAS PLACED WOMEN IN THE MOST SENIOR POSITIONS IN EVERY AREA OF GOVERNMENT.
- IN THE CABINET, WE HAVE DONNA SHALALA AS SECRETARY OF HEALTH AND HUMAN SERVICES, HAZEL O'LEARY AS SECRETARY OF ENERGY, MADELEINE ALBRIGHT AS US REPRESENTATIVE TO THE UNITED NATIONS, ATTORNEY GENERAL JANET RENO, CAROL BROWNER AS ADMINISTRATOR OF THE ENVIRONMENTAL PROTECTION AGENCY, LAURA TYSON AS CHAIR OF THE COUNCIL OF ECONOMIC ADVISORS AND NOW ALICE RIVLIN AS DIRECTOR OF THE OFFICE OF MANAGEMENT AND BUDGET. THAT IS AN IMPRESSIVE, AND POWERFUL, LINEUP OF WOMEN.
- WOMEN IN THIS ADMINISTRATION ARE WORKING AT THE VERY HIGHEST LEVELS IN FIELDS THAT HAVE BEEN TRADITIONALLY DOMINATED BY MEN. IF WE LOOK QUICKLY AT THE BANKING INDUSTRY -- ONE DEAR TO MY HEART -- YOU CAN SEE THAT THE NUMBER OF WOMEN IN SENIOR POSITIONS IS UNPRECEDENTED. WE HAVE JULIE BELAGA AS A MEMBER OF THE BOARD OF DIRECTORS OF THE EXPORT-IMPORT BANK, ALICE DEAR AS EXECUTIVE DIRECTOR OF THE AFRICAN DEVELOPMENT BANK, MARIA HALEY AS A MEMBER OF THE BOARD OF DIRECTORS OF THE EXPORT-IMPORT BANK, KARIN LISSAKERS AS EXECUTIVE DIRECTOR OF THE INTERNATIONAL MONETARY FUND, JAN PIERCY AS EXECUTIVE DIRECTOR OF THE WORLD BANK AND LINDA TSAO YANG AS DIRECTOR OF THE ASIAN DEVELOPMENT BANK.
- THAT IS JUST ONE EXAMPLE. IN FACT, THE PREDOMINANCE OF WOMEN IN NON-TRADITIONAL ROLES IS TRUE THROUGHOUT THE ADMINISTRATION. WOMEN ARE SERVING AS INSPECTOR GENERALS, AS SENIOR AIDES AT THE PENTAGON AND AS HEAD OF REGULATORY AGENCIES.

- WOMEN MAKE UP 31% OF THE P.A.S., OR SENATE-CONFIRMABLE, APPOINTMENTS THIS PRESIDENT HAS MADE. THAT NUMBER IS A FULL 10% HIGHER THAN IT WAS UNDER BUSH. WOMEN MAKE UP 40% OF THE NON-CAREER S.E.S., OR SENIOR EXECUTIVE SERVICE, APPOINTMENTS. UNDER BUSH, THEY COMPOSED ONLY 27% OF THESE APPOINTMENTS. AND FOR SCHEDULE C APPOINTEES, THE NUMBERS ARE EVEN MORE IMPRESSIVE. 58% OF THE SCHEDULE CS PRESIDENT CLINTON HAS APPOINTED HAVE BEEN FEMALE.
- THAT MEANS WE ARE TRAINING A NEW GENERATION OF WOMEN TO SERVE IN LEADERSHIP ROLES IN GOVERNMENT.

#### ASKING FOR HELP

- BUT WE ARE CONTINUALLY STRIVING TO DO MORE. IF ANY OF YOU SITTING HERE TODAY KNOW OF WOMEN YOU THINK ARE QUALIFIED TO SERVE IN THE GOVERNMENT, PLEASE FORWARD THEIR NAMES TO ME. AS WE ANTICIPATE THE TWO-YEAR LULL HITTING MANY OF US IN THE ADMINISTRATION, WE WILL CERTAINLY BE ON THE LOOKOUT FOR NEW NAMES OF QUALIFIED PEOPLE INTERESTED IN WORKING FOR THE PRESIDENT.

#### BEYOND THE NUMBERS

- LET ME SAY ONE MORE THING. BEYOND LOOKING AT THE NUMBER OF WOMEN APPOINTEES, BEYOND LOOKING TO INCREASE THESE NUMBERS, THERE IS SOMETHING WE AS WOMEN APPOINTEES MUST START DOING.
- WE MUST START TALKING TO ONE ANOTHER. WE MUST COMMUNICATE WITH ONE ANOTHER. WE NEED TO KNOW THAT WE ARE HERE FOR EACH OTHER, SUPPORTING ONE ANOTHER AND WORKING TOGETHER.

## **TALKING POINTS FOR TIA EVENT**

**LET'S LOOK AT SOME OF THE WOMEN WHO ARE SERVING IN THE CLINTON ADMINISTRATION. I THINK YOU WILL BE AMAZED BY THE DEPTH AND RANGE OF EXPERIENCES THEY BRING TO GOVERNMENT AND BY THE VARIETY OF JOBS THEY ARE PERFORMING. SEVERAL OF THEM ARE WORKING IN POSITIONS THAT HAVE NEVER BEFORE BEEN OCCUPIED BY WOMEN.**

### **THERESE KNECHT DOZIER, SPECIAL ADVISOR ON TEACHING TO THE U.S. SECRETARY OF EDUCATION**

**TERRY DOZIER WAS BORN IN FRENCH CONTROLLED VIETNAM. HER MOTHER WAS VIETNAMESE, HER FATHER A GERMAN SOLDIER. MS. DOZIER ESCAPED THE WAR IN VIETNAM WHEN SHE WAS ADOPTED BY AN AMERICAN FAMILY AT THE AGE OF 2 AND BROUGHT TO FLORIDA. SHE IS NOW RECOGNIZED AS ONE OF THE UNITED STATES' MOST ACCOMPLISHED EDUCATORS. AFTER GRADUATING FROM THE UNIVERSITY OF FLORIDA, SHE TAUGHT HIGH SCHOOL IN FLORIDA, AT THE SINGAPORE AMERICAN SCHOOL, AND IN SOUTH CAROLINA. IN 1986, MS. DOZIER WAS NAMED THE NATIONAL TEACHER OF THE YEAR. SHE IS CURRENTLY SERVING AS THE SPECIAL ADVISOR ON TEACHING TO THE SECRETARY OF EDUCATION. AS A SENIOR ADVISOR TO THE SECRETARY, MS. DOZIER HOLDS THE DISTINCTION OF BEING THE FIRST CLASSROOM TEACHER TO EVER ADVISE A SECRETARY OF EDUCATION.**

### **MARY LOU KEENER, GENERAL COUNSEL, DEPARTMENT OF VETERANS AFFAIRS**

**WE ARE SO FORTUNATE TO HAVE WOMEN LIKE COLONEL MARY LOU KEENER SERVING IN THE CLINTON ADMINISTRATION. COLONEL KEENER WAS A NURSE IN THE UNITED STATES NAVY BETWEEN 1966 AND 1969. DURING THAT TIME, SHE SERVED ON A HOSPITAL SHIP IN SOUTH VIETNAM AND AT THE PHILADELPHIA NAVAL HOSPITAL. MS. KEENER WENT BACK TO SCHOOL AFTER HER TIME IN THE MILITARY, AND EARNED A LAW DEGREE FROM CATHOLIC UNIVERSITY. SHE WAS EDITOR OF THE *LAW REVIEW* AT CATHOLIC. MS. KEENER WORKED FOR SEVERAL LAW FIRMS IN ATLANTA BEFORE OPENING HER OWN PRACTICE.**

THROUGHOUT HER PROFESSIONAL CAREER, COLONEL KEENER CONTINUED HER INVOLVEMENT WITH THE MILITARY. WHEN OPERATION DESERT STORM BEGAN, COLONEL MARY LOU KEENER WAS CALLED TO ACTIVE DUTY AS A PRIMARY- CARE CONSULTANT AT THE EGLIN AIR FORCE BASE REGIONAL HOSPITAL IN FLORIDA.

MS. KEENER HAS SERVED ON THE BOARDS OF DIRECTORS OF THE ATLANTA VIETNAM VETERAN BUSINESS ASSOCIATION AND THE GEORGIA VIETNAM VETERANS LEADERSHIP PROGRAM. SHE WAS ALSO A TRUSTEE OF THE VIETNAM VETERANS INSTITUTE. THIS MONTH MS. KEENER WILL BE AWARDED THE CATHOLIC UNIVERSITY ALUMNI ACHIEVEMENT AWARD IN THE FIELD OF LAW AND THE COURTS. COLONEL KEENER NOW BRINGS HER DEPTH OF EXPERIENCE AND KNOWLEDGE TO THE OFFICE OF VETERANS AFFAIRS, WHERE SHE SERVES AS THE CHIEF LEGAL ADVISOR TO THE SECRETARY AND DIRECTS A NATIONWIDE LEGAL STAFF OF 750 PERSONS, INCLUDING 400 ATTORNEYS.

**ELIZABETH SAVAGE, SPECIAL ASSISTANT, CIVIL RIGHTS DIVISION,  
DEPARTMENT OF JUSTICE**

I AM PROUD TO TALK ABOUT WOMEN LIKE ELIZABETH SAVAGE. MS. SAVAGE IS LEGALLY BLIND AND HAS A MODERATE HEARING PROBLEM. ONE OF THE PREEMINENT CIVIL RIGHTS LAWYERS IN THE COUNTRY, SHE CURRENTLY WORKS AS A SPECIAL ASSISTANT AT THE DEPARTMENT OF JUSTICE. BEFORE JOINING THE CLINTON ADMINISTRATION, SHE WAS KNOWN AS ONE OF THE PRINCIPAL PLAYERS IN THE NATIONAL MOVEMENT FOR THE RIGHTS OF PEOPLE WITH DISABILITIES. MS. SAVAGE ORCHESTRATED THE CONGRESSIONAL LOBBYING EFFORTS THAT ULTIMATELY LED TO THE PASSAGE OF THE AMERICANS WITH DISABILITIES ACT. ONCE THE BILL WAS PASSED, SHE HELPED LEAD THE MOVEMENT TO BRING PUBLIC AND PRIVATE SECTOR ORGANIZATIONS INTO COMPLIANCE WITH THE LAW. MS. SAVAGE IS NOW WORKING IN THE CIVIL RIGHTS DIVISION OF THE DEPARTMENT OF JUSTICE, WHERE WE ARE FORTUNATE TO HAVE HER WORKING TO PROTECT THE RIGHTS OF ALL AMERICANS.

**MARGARITA H. COLMENARES, DIRECTOR, OFFICE OF CORPORATE LIAISON**

## **AT THE U.S. DEPT OF EDUCATION**

MARGARITA H. COLMENARES IS COMMITTED TO BRINGING TOGETHER THE PRIVATE AND PUBLIC SECTOR IN AN EFFORT TO IMPROVE AMERICA'S SCHOOLS. AS DIRECTOR OF THE OFFICE OF CORPORATE LIAISON AT THE DEPARTMENT OF EDUCATION, MS. COLMENARES ENCOURAGES THE BUSINESS COMMUNITY, PARTICULARLY MINORITY- AND WOMEN-OWNED BUSINESSES, TO BECOME INVOLVED IN THE AMERICAN EDUCATIONAL SYSTEM.

MS. COLMENARES BRINGS TO THIS POSITION A STRONG BACKGROUND OF EXPERIENCE WORKING IN THE PRIVATE SECTOR AND WITH MINORITY COMMUNITIES. SHE SPENT TWELVE YEARS WORKING AS AN ENGINEER FOR THE INTERNATIONAL CHEVRON OIL COMPANY. DURING THAT TIME, SHE WAS THE FIRST WOMAN ELECTED NATIONAL PRESIDENT OF THE SOCIETY OF HISPANIC PROFESSIONAL ENGINEERS. MS. COLMENARES WAS PROFILED IN 1990 AND 1992 AS ONE OF THE 100 MOST INFLUENTIAL HISPANICS IN THE COUNTRY BY *HISPANIC BUSINESS MAGAZINE*. MS. COLMENARES WAS CHOSEN TO BE A WHITE HOUSE FELLOW IN 1991, WHERE SHE FIRST BEGAN WORKING IN THE DEPARTMENT OF EDUCATION. NOW A SENIOR APPOINTEE IN THE DEPARTMENT, MS. COLMENARES BRINGS TO HER POSITION A SUPERIOR BACKGROUND OF EXPERIENCE WORKING IN THE PRIVATE SECTOR AND A LIFETIME OF LEADERSHIP IN THE HISPANIC COMMUNITY.

## **KAREN NUSSBAUM, DIRECTOR, WOMEN'S BUREAU, DEPARTMENT OF LABOR**

KAREN NUSSBAUM HAS SPENT HER ENTIRE WORKING LIFE PROMOTING POLICIES THAT WILL IMPROVE THE WELFARE OF WAGE-EARNING WOMEN IN AMERICA. MS. NUSSBAUM HAS BEEN A SPOKESPERSON FOR WOMEN IN THE WORKFORCE FOR OVER TWENTY YEARS. IN 1973, SHE PIONEERED 9 TO 5, THE NATIONAL ASSOCIATION OF WORKING WOMEN. THIS ORGANIZATION HELPED THE TO DEVELOP A POWERFUL AND RESPECTED NATIONAL VOICE FOR CLERICAL AND OFFICE WORKERS AND INSPIRED THE HIT MOVIE 9 TO 5. MS. NUSSBAUM WAS ALSO PRESIDENT OF THE DISTRICT 925 OF THE SERVICE EMPLOYEES INTERNATIONAL UNION (SEIU), A NATIONAL UNION OF OFFICE AND PROFESSIONAL EMPLOYEES.

**MS. NUSSBAUM IS CONTINUING HER FIGHT FOR WORKING WOMEN**

IN THE CLINTON ADMINISTRATION NOW, SERVING AS DIRECTOR OF THE WOMEN'S BUREAU IN THE DEPARTMENT OF LABOR. IN THAT ROLE, SHE HAS ESTABLISHED A NATIONAL 1-800 NUMBER THAT WORKING WOMEN CAN CALL IN TO LEARN ABOUT THEIR RIGHTS ON THE JOB, SHE PIONEERED A NATIONAL SURVEY OF WORKING WOMEN ABOUT THE ISSUES THEY FACE IN THE WORKPLACE, AND SHE COORDINATED 10 REGIONAL MEETINGS AROUND THE COUNTRY TO PREPARE FOR THE UNITED STATES' PARTICIPATION IN THE WORLD CONFERENCE ON WOMEN THAT WILL BE HELD IN BEIJING NEXT YEAR.

**JANE GARVEY, DEPUTY ADMINISTRATOR OF THE FEDERAL HIGHWAY ADMINISTRATION, DEPARTMENT OF TRANSPORTATION**

WE ALSO HAVE MANY WOMEN IN THE CLINTON ADMINISTRATION SERVING IN NON-TRADITIONAL ROLES. JANE GARVEY IS ONE OF THOSE WOMEN. SHE IS THE FIRST WOMAN TO SERVE AS DEPUTY ADMINISTRATOR OF THE FEDERAL HIGHWAY ADMINISTRATION FOR THE DEPARTMENT OF TRANSPORTATION. PRESIDENT CLINTON SELECTED HER FOR THIS POSITION BECAUSE SHE WAS THE BEST QUALIFIED PERSON FOR THE JOB. MS. GARVEY HAS EXTENSIVE EXPERIENCE WORKING IN THE TRANSPORTATION INDUSTRY, INCLUDING AS DIRECTOR OF AVIATION FOR THE LOGAN INTERNATIONAL AIRPORT IN BOSTON AND AS COMMISSIONER OF THE MASSACHUSETTS DEPARTMENT OF PUBLIC WORKS.

**SHEILA WIDNALL, SECRETARY OF THE AIR FORCE, U.S. DEPARTMENT OF DEFENSE**

ANOTHER WOMAN SERVING IN A NONTRADITIONAL ROLE IS SHEILA WIDNALL, WHOM PRESIDENT CLINTON SELECTED TO BE SECRETARY OF THE AIR FORCE IN THE DEPARTMENT OF DEFENSE. MS. WIDNALL COMES FROM A STRONG BACKGROUND IN THE TECHNICAL SCIENCES. BEFORE JOINING THE CLINTON ADMINISTRATION, SHE WAS AN ASSOCIATE PROVOST AT M.I.T. AND THE ABBY ROCKEFELLER MAUZE PROFESSOR OF AERONAUTICS AND ASTRONAUTICS. MS. WIDNALL HAS ALSO SERVED AS VICE CHAIR OF THE CARNEGIE CORPORATION BOARD AND AS A MEMBER OF THE CARNEGIE COMMISSION ON SCIENCE, TECHNOLOGY AND GOVERNMENT. SHE WAS A TRUSTEE OF THE AEROSPACE CORPORATION AND THE BOSTON MUSEUM OF SCIENCE AND THE DIRECTOR OF UNIVERSITY RESEARCH FOR THE U.S. DEPARTMENT OF TRANSPORTATION FROM 1974 TO 1975. MS. WIDNALL IS THE FIRST WOMAN TO SERVE AS SECRETARY OF THE AIR FORCE IN THE HISTORY OF THE UNITED STATES.