

Withdrawal/Redaction Sheet

Clinton Library

DOCUMENT NO. AND TYPE	SUBJECT/TITLE	DATE	RESTRICTION
001. memo	Erskine Bowles to the President re: Race Commission (4 pages)	04/26/1997	b(6)
002. list	re: information on race commission candidates (5 pages)	n.d.	b(6)
003. list	re: Master list of names under consideration (3 pages)	n.d.	b(6)

COLLECTION:

Clinton Presidential Records
First Lady's Office
Melanne Verveer
OA/Box Number: 20049

FOLDER TITLE:

Race Relations

2013-0534-S

rc1631

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]
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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]

Melanne Verveer

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Withdrawal/Redaction Marker

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ONWARD AND DOWNWARD WITH THE ARTS: In *The New Yorker* last week, there appeared an essay by Gore Vidal on John Quincy Adams and the *Amistad*. No, not exactly. There appeared an essay by Gore Vidal about John Quincy Adams and the *Amistad* and a movie. "Adams. *Amistad*. Spielberg." Get it? The piece is called "Reel History," which is just about the only kind of history that the crank of Ravello writes. Gore Vidal is the thinking man's Julia Phillips. "As Joe Pesci said when I joined the cast of a picture in which he starred . . ." Oh, what a lucky life! But the real distinction of Vidal's piece has nothing to do with Hollywood, though it follows on another one of his tedious tales of the hot old days, this one on the subject of Grace Kelly's sexual habits. "Now, in a somewhat similar context," writes Vidal, returning to the high seriousness for which he is universally admired, "when I speak of forgotten Presidents, I refer to just about the whole line. Although the names of the four on Mt. Rushmore are not entirely unknown to Anglophone Americans. . . ." There it is. *Anglophone Americans*. We are not really surprised to find Vidal expectorating this sort of nativist slur. For decades he has been tricking out prejudice as progressivism. But *The New Yorker* published those disgusting words. Did the editors edit them? Did the fact-checkers fact-check them? Or should we just lighten up?

EARTHSLINGING: Last month, activists from Earth First! stormed the Eureka, California, district office of Republican Representative Frank Riggs to protest logging in the Headwaters Forest. The protesters spread sawdust around the office, then rolled in a tree stump—around which four of them chained themselves. After the protesters refused police requests to unchain themselves, police officers put pepper spray in the protesters' eyes—which had the desired effect of changing their minds. That would have been the end of this episode, except that now both sides are spinning so hyperbolically that we think they may deserve each other. Riggs's spokesperson likened the protest to "an Oklahoma City type of incident"; Riggs himself suggests a link between the Earth First! protesters and the Unabomber. The Earth First! supporters, for their part, are touting the four pepper spray victims—one of whom goes by the name "Terri Compost"—as martyrs, comparing their treatment to pre-World War II Germany. In November, a group of "concerned citizens" protested outside of the Eureka office to demand that Riggs either apologize or resign. "We were trying to show that Earth First! isn't a fringe element," says Sig Brit Cox, the protest organizer. "We had pretty impressive individuals [at the protest]. We had people who run companies. We had clergy. We had a Jewish rabbi. Well, he's not a rabbi, but he's a Jewish optometrist." Another protest outside Riggs's office is scheduled, at which some members of Veterans for Peace are going to present their war medals to, as they are now known, "the survivors of the pepper spray event." •

THE HARD QUESTIONS

PICKING WINNERS

By Michael J. Sandel

Some say it is all in the wording. When the recent referendum in Houston asked voters to end affirmative action, they refused to do so. When Proposition 209 asked California voters to end preferential treatment based on race, they obliged.

Controlling the language of a political debate is the first step toward winning it. Yet, in the case of affirmative action, the different answers reflect more than just political manipulation; they reflect a conflicted public mind. Critics of affirmative action say this is because Americans are reluctant to remedy past wrongs with new discrimination, whereas supporters say it is because of the public's lingering racism. Both are mistaken. Affirmative action is difficult to defend for a reason that has nothing to do with race. The real problem is that the best case for affirmative action challenges the sacred American myth that landing a job, or a seat in the freshman class, is a prize one deserves thanks solely to one's own efforts.

Consider the two main arguments for counting race as a factor in university admissions: one argues for compensation, the other for diversity. The compensatory argument views affirmative action as a remedy for past wrongs. Minority students should be given preference now to make up for a history of discrimination that has placed them at an unfair disadvantage. This argument treats admission primarily as a benefit to the recipient, and seeks to distribute the benefit in a way that compensates for past discrimination.

But the compensatory argument is the weaker of the two. As opponents of affirmative action note, those who benefit are not necessarily those who have suffered, and those who pay the compensation are seldom those responsible for the wrongs being rectified. Many beneficiaries of affirmative action are middle-class minority students who did not suffer the hardships that afflict young blacks and Hispanics from the inner city. And those who lose out under affirmative-action programs may have suffered obstacles of their own.

Those who defend affirmative action on compensatory grounds must be able to explain why otherwise qualified applicants should bear the burden of redressing the historic wrongs that minorities have suffered.

continued on page 16



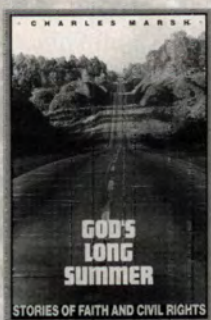
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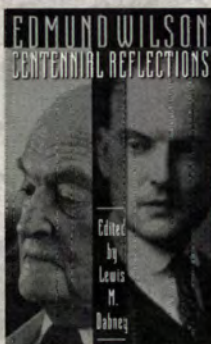
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Even if it can be argued that compensation should not be understood as a specific remedy for particular acts of discrimination, the compensatory rationale is too narrow to justify the range of programs advanced in the name of affirmative action.

The diversity argument is more compelling. It does not depend upon showing that the minority student given preference today actually suffered discrimination in the past. This is because it treats admission less as a reward to the recipient than as a means of advancing a socially worthy aim. The diversity argument holds that a racially mixed student body is desirable because it enables students to learn more from one another than they would if they all came from similar backgrounds. Just as a student body drawn from one part of the country would limit the range of intellectual perspectives, so would one reflecting a homogeneity of race, class, or ethnicity. Moreover, equipping disadvantaged minorities to assume positions of leadership in key public and professional roles advances the university's civic purpose and contributes to the common good.

Critics of affirmative action might concede the goal but question the means. Even if a diverse student body is desirable, isn't it unfair to exclude those who may have high enough test scores but lack, through no fault of their own, the racial or ethnic background that admissions officers need to advance their worthy purposes? Don't the students with the highest academic achievement and promise deserve to be admitted?

The honest answer to this question is: no, they don't. Here lies the far-reaching assumption underlying the diversity argument for affirmative action: admission is not an honor bestowed to reward superior virtue. Neither the student with high test scores nor the student who comes from a disadvantaged minority group morally deserves to be admitted. Provided the criteria of admission are reasonably related to a worthy social purpose, and provided applicants are admitted accordingly, no one has a right to complain.

The moral force of the diversity argument is that it detaches admissions from individual claims and connects them to considerations of the common good. But this is also the source of its political vulnerability. The belief that jobs and opportunities are rewards for those who deserve them runs deep in the American soul. Politicians constantly remind us that those who "work hard and play by the rules" deserve to get ahead, and insist that those who realize the American dream should view their success as the measure of their virtue.

The case for affirmative action and for other acts of social solidarity would be easier if the myth were weaker, if one day Americans grew skeptical of the faith that worldly success reflects moral desert. But what politician is up to the task of explaining that, even at their best, the rules of the game do not reward virtue after all, but simply call forth the qualities required, at any given moment to advance the common good? •

Our empty presidential libraries.

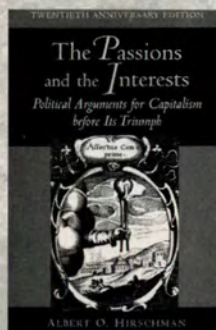
UNDERBOOKED

By Roger Rosenblatt

Great fanfare met last week's opening of the \$83 million George Bush Library in College Station, Texas, and it is an impressive monument to behold. The 69,000-square-foot building houses such exhibits as the World War II navy torpedo-bomber in which Bush was shot down over the Pacific, and a 1947 Studebaker similar to the one Bush drove to west Texas when he started out in the oil business. There's also a multimedia presentation on the Gulf War, and, outside, a sculpture depicting the Berlin Wall with a number of horses jumping over it. This is supposed to symbolize Bush's victory over communism, although it's not entirely clear whether the horses represent East Germany or Texas. As for books, there must be a few, somewhere in the building.

Which brings me to my small qualm: Why call the place a library? The Bush family's only connections to books are that they have done admirable work on behalf of adult literacy programs and that their dog, Millie, wrote a best seller. For that matter, why should any presidential library be called a library—especially when the buildings are not primarily collections of written works, but shrines to a particular president's alleged greatness? Very few presidents have been sufficiently distinguished—or, for that matter, literary—to justify the honor of having their names on a library, yet there are eleven presidential libraries currently in existence, with a twelfth on the way. Not to be outdone by the Bush edifice, President Clinton announced over the weekend that his own library will be built on a patch of ground back home in Little Rock.

The Nixon Library draws much attention and attendance. Visitors are shown a film called "Never Give Up," in case they had intended to. Whatever the place may lack in books, it makes up for in artifacts: the wedding gown Tricia Nixon wore when she married Edward Cox, as well as the original gazebo in which the couple exchanged vows in the Rose Garden. On sale in the gift shop are T-shirts emblazoned with a photo of Nixon's 1970 meeting with Elvis Presley, when the president made the King an honorary agent in the war on drugs. The Eisenhower Library has an exhibit on Kay Summersby, often rumored to have been Ike's mistress (though the family denies the affair). If Seymour Hersh's new book is to be believed, space considerations probably obviated similar exhibits in Boston's



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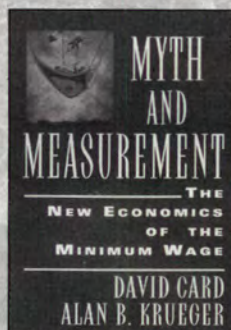
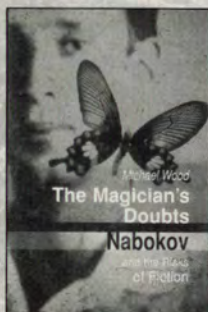
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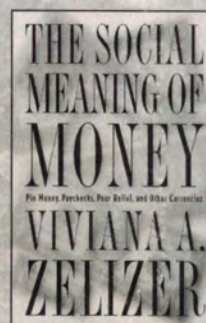
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Take Another Year

by William L. Taylor

1. *Conversation is needed but it doesn't pay the rent*

Some years ago Bayard Rustin, the brilliant strategist of the civil rights movement, stated his reservations about the social-psychological approach to race relations. Rustin said he could envision Americans being persuaded figuratively to lie down on the psychiatrist's couch to examine their feelings about race. They would likely arise, he said, pronouncing themselves either free or purged of any bias. And nothing would have changed.

Much history supports Rustin's view. The progress of the last four decades in civil rights did not come about initially through a revolution in public attitudes but through changes in law and public policy beginning with the Supreme Court's decision 1954 *Brown v. Board of Education* decision. President Eisenhower, a critic of that decision, repeated William Graham Sumner's shibboleth that "law could not change the hearts and minds of men." But ultimately, through a torturous process, the national conscience was aroused and we achieved the will to enforce the principles of *Brown*.

The laws changed behavior, which in turn changed attitudes. I will not forget the days in the Summer of 1964 when I led a group of U.S. Commission on Civil Rights lawyers in an investigation of rights denials in Mississippi. When the Civil Rights Act was passed prohibiting discrimination in public accommodations, we became the first interracial group staying at the Admiral Benbow Inn in Jackson, Mississippi. Each day, as we ate in the restaurant, we could feel the hard stares of local diners. But on the last day of our stay as I waited on line to pay the bill, I heard an elderly man say to his wife, "I guess this is something we will have to learn to live with." His words were prophetic. The trappings of the seemingly entrenched caste system in the South -- the segregated buses, hotels, restaurants -- are gone, changed by law, and hardly anyone today gives it a second thought.

In sum, the racial discrimination that persists today, the deprivation that stunts the lives of people who live in concentrated poverty in inner cities, are objective conditions. They will not be cured by conversation, but only by concrete measures that offer opportunity. At the same time, dialogue and debate are clearly needed to establish the political conditions that will lead to policy changes. But it must be focused dialogue, tied to policy, not group therapy or conversation designed mainly to make us feel good about ourselves.

2. *If we are going to have a conversation, let us talk about the hard issues.*

History tells us that having an honest dialogue about race will be very difficult. From the beginning of the Republic, race has been the issue that has clouded the minds of Americans. From the declarations of black inferiority that sustained slavery to the massive fiction of *Plessy v. Ferguson* that separate really was equal and that if black people thought otherwise they were being overly sensitive, to contemporary claims that segregation is defensible because that's the way most black people prefer to live, opinion leaders have been extraordinarily adept at constructing rationales for the worst injustices.

Today, racial inferiority talk is largely out of fashion (although not completely, since we still have Dinesh D'Souzas and Lino Graglia's spouting bigotry). But now the focus has shifted to bashing poor people. Canards that once were addressed to people of color -- that they were shiftless, uncaring about their children, amoral, etc. -- are now freely said about the urban poor, and those who are on the receiving end are not being paranoid when they believe that there is a continuing racial element to the charges.

These are stereotypes that must be addressed directly and thrashed out to help establish a political basis for extending genuine opportunity to the poor. Elijah Anderson, William Julius Wilson, Alex Kotlowitz, Elliot Liebow and others have written clearly about the conditions of life in inner cities. Fred Wiseman has just released his

documentary about life in Chicago's Ida Wells public housing project. Anyone who gives serious attention to this portrait (offered without any commentary) will understand what a struggle it is to get through a day and accomplish even the minimal things most of us who are middle class take for granted. People will gain a better understanding of the conclusion that contemporary researchers have drawn -- that being poor is bad enough, but that living in concentrated poverty creates barriers and conditions of hopelessness that few can overcome.

Perhaps the most important thing the Race Initiative can do is to find ways to give the American people an understanding of the plight of their fellow men and women. Among the questions that must be asked is why, though poverty affects all races and nationalities, it is only black people and Latinos who live in conditions of concentrated poverty. Surely the answer cannot be choice. Recently, I heard a suburban state legislator in Missouri object to a measure designed to give additional education aid to children who live and attend school in concentrated poverty. He asked how he could justify to his constituents giving more money to the education of the poor than to their children. I suggested he ask his constituents whether, if they were offered an extra thousand dollars for each of their children, they would be willing to enroll them in the central city public schools in St. Louis. And of course, state finance systems based on property taxes in fact continue to reward wealthy districts with much more education dollars than are available to the poor.

3. The conversation should not let anyone off the hook and should lead to concrete policy proposals.

Certainly all views should be heard, but people ought to be asked to support their positions with more than glib generalizations. There may be a special burden on those who would discard policies such as affirmative action that have produced real progress in favor of loosely reasoned alternatives that have not been thought through. For example, Abigail Thernstrom and her fellow foes of affirmative action assure us that the place for education initiatives is in elementary schools and the family and that this would obviate the need for affirmative action in higher education. She fails to acknowledge that affirmative action policies that universities pursued in the 70s led to educational success for students of color, who then found decent jobs and formed stable families. That success has now created the conditions for the success of their children, who were able to cut the gap between their performance and that of white teenagers in high school in half from the 1970s through 80s.

Certainly, there are other components of a successful effort to improve public education. But if the need is to improve teaching, how are we to attract the most talented people into the profession now that the once captive pool of talent -- women and people of color -- have many other opportunities? If we do attract them, how do we assure that the poverty schools that need good teaching most will receive and retain their share of the most able people? For those who believe that more choice will improve public education, the question is how we assure that minorities and the poor will actually benefit from choice programs and avert the possibility that charters or vouchers will lead to more racial and socio-economic isolation than exists right now? And do Ms. Thernstrom and her colleagues favor or oppose the continued racial and socio-economic isolation of poor children in schools in the face of evidence that such isolation is a formidable barrier to the success of the poor?

There are comparable questions to be asked in all areas and of people of liberal as well as conservative views. But people who want to be taken seriously ought to offer reasoned views. Ms. Thernstrom, presumably a supporter of higher order thinking, should be able to hold two thoughts in her head simultaneously: first, that the nation has made great progress in civil rights, and second, that hard work and sacrifice are needed to extend opportunity to the many who have not benefitted from the civil rights revolution.

The odds may be against the whole endeavor. Reasoned dialogue about any important public issue (much less the volatile issue of race) is hard to find these days. It may be that the days of Myrdal's American Dilemma and the Kerner Commission Report and the debates they prompted are over. If so, we will have to devise forums where opinions are not thought to be equivalent to facts and where the competition is not for the best sound bite.

Mr. Clinton has demonstrated a genuine concern about equal opportunity and race relations. But if his effort is to pay any dividends, he should acknowledge that it will take more than a year. He should put all those good minds in the White House to work on finding ways to elevate the debate; and he should pledge now that the end result will be a comprehensive proposal to extend opportunity to those who, because of continuing barriers of discrimination and

deprivation, are worst off in our society.

William L. Taylor, a PRRAC Board member, has worked as a lawyer on civil rights issues for more than four decades. He is Vice-Chair of the Leadership Conf. on Civil Rights and of the Citizens Commission on Civil Rights.



THE PRESIDENT HAS SEEN
10-20-97

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ONE AMERICA IN THE 21ST CENTURY

The President's Initiative on Race

The New Executive Office Building
Washington, D.C. 20503
202/395-1010

OCT 17 1997

MEMORANDUM FOR THE PRESIDENT

FROM: JUDITH A. WINSTON

THRU: ERSKINE BOWLES
SYLVIA MATTHEWS

SUBJECT: PRESIDENT'S INITIATIVE ON RACE WEEKLY REPORT --
OCTOBER 11 - 17

- Look like we're getting
more press - need to coordinate
on race in school
workshops
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Verveen

ADVISORY BOARD ACTIVITIES

American Council on Education Conference, Miami, FL. The Reverend Johnson Cook and Governor Winter spoke to 1500 college and university presidents, faculty members, administrators and students about the Initiative at the American Council on Education's "*Educating One-Third of A Nation Conference*". Governor Winter discussed the importance of diversity and inclusiveness in all aspects of higher education and the important role that colleges and universities play as models for society at large. The Reverend Johnson Cook discussed the importance of partnering with all communities in fostering positive interracial experiences on college and university campuses. She pointed out that the education community needs to recognize that other communities, such as the community of faith, already play an important role on college and university campuses and that all of these communities must work together if we are to achieve One America.

While at the Conference, Dr. Franklin and Governor Winter also addressed a group of college and university presidents. They urged them to commit to becoming partners in promoting the goals of the Initiative, holding dialogues, providing information on promising practices and increasing efforts to achieve more diversity on their campuses. The meeting was followed by a press conference. During the Conference, the ACE and the Association of American Colleges and Universities announced a year-long effort to encourage every college and university to conduct special programs focusing on race and other dimensions of diversity in American society.

Joe

✓ Carnegie Corporation Meeting, New York, NY. Governor Kean chaired a meeting of researchers at the Carnegie Corporation. Much of the research they are undertaking will form the basis for a number of promising practices we will disseminate.

Meeting with Hispanic and Asian American leaders. Linda Chavez-Thompson and Initiative staff met with leaders from the Hispanic and Asian American communities. The discussion focused on the progress of the Initiative. Additionally, these leaders have agreed to on-going dialogue about our activities and their involvement.

OFFICE OF THE EXECUTIVE DIRECTOR

OUTREACH

American Council on Education. Along with Reverend Johnson Cook and Governor Winter, I addressed the ACE's Conference on October 16. I was also the Keynote Speaker at the Opening Plenary Session and participated in the meeting with Dr. Franklin and Governor Winter and various college and university presidents. I discussed the goals, strategies, and challenges of the Initiative. Conference participants were asked to develop ideas for assisting the Initiative and to commit to implementing practical solutions for solving issues surrounding race at their schools.

Council of the Great City Schools, Detroit, MI. On October 17, Mike Wenger, Deputy Director for Outreach, participated in the Council of Great City Schools meeting which included a town hall meeting to discuss race and urban education. He elaborated on the goals of the Initiative and stressed the importance of our public schools in bridging our racial divisions. He encouraged the superintendents of public schools to become engaged in the Initiative and discussed ideas for how we can work as partners in carrying out Initiative activities and achieving Initiative goals.

Carnegie Foundation Meeting. On October 15, I spoke to a group of approximately 35 people, including Advisory Board member Governor Kean, who have been provided funding from the Carnegie Corporation to implement studies and programs which explore interracial and interethnic youth relations. I briefed them about the goals and progress of the Initiative and asked them to author papers based on their findings for use in our research.

Associated Press Managing Editors Association Conference. I was the keynote speakers at the ACME luncheon on Thursday. Approximately 275 members of the media were in attendance. I spoke at length about the role of the media in not only the Initiative but also in fostering and promoting racial harmony. I shared examples of newspapers from around the country that published articles focusing on the state of race relations in their communities and challenged those newspapers that have not yet

developed articles on race relations to do so. I also cited information from a survey which shows that many newsrooms reflect the racial schism which plague America and urged them to find ways to close the divide within their own work environment.

U.S. Hispanic Leadership Conference, Chicago, IL. On October 11, I participated on a panel on race relations in America. I spoke to approximately 700 current and future leaders from the Hispanic community. I shared key demographic data about the nation's growing diversity and the implications of the data for our country if we do not bridge our racial divide. I suggested specific ways for the Hispanic community to take part in the Initiative and the dialogue on race and encouraged them to reach out to other communities as well as in their own communities where racial stereotypes and myths also reside.

PROMISING PRACTICES

1. Pottery should go there

Fairfax School District. In following up on your suggestion that we examine the Fairfax School District as a possible model, we contacted the Department of Education and obtained their commitment to assist in undertaking a case study of the district as a laboratory for One America in the 21st Century. The Census Bureau also will be assisting us by compiling general demographic information on the whole County of Fairfax. Linda Chavez Thompson has agreed to monitor this project on behalf of the Advisory Board and to report on the findings.

Hope in Cities. At Chris Edley's suggestion, we met with a representative of the Hope in Cities Program based in Richmond, Virginia. We discussed their dialogue program and are researching whether it is a promising practice that the Initiative should highlight.

RESEARCH AND POLICY PLANNING

He - show the good facts too eg. Declining Hispanic in H.S. grad. rates minority

Condensed Fact Book. We are continuing to meet with the heads of various statistical agencies to develop a condensed fact book that would include economic and social indicators and measures of success and will be broken down by race. We are in the process of determining which are the best indicators and measures to be included in the condensed fact book.

COMMUNICATION

On Wednesday, October 15 Linda Chavez-Thompson and Claire Gonzales met with staffers for members of the Congressional Hispanic Caucus (CHC). The meeting was coordinated by Esther Aguilera, Executive Director of the CHC. During the meeting, Ms. Chavez-Thompson expressed her desire to develop a regular meeting time to

ensure that the CHC voice was heard throughout the Initiative. Our division met with Kevin Moran to further discuss the PIR's web site. In coordination with Kevin, we developed a products list for the web site.

Two articles were published this week on the Initiative: Oct. 12 by Stephen Holmes of The New York Times; and Sept. 29 "Indian Leaders Object to Exclusion," Indian Country Today. In the Oct. 9 edition, Mike Wenger was featured in the article "Race effort is about walking 'in someone else's shoes'," St. Louis Post-Dispatch.

WORK TEAMS

Members of the Initiative and the White House staff have been working together in joint working groups. The teams met this week to refine further their workplans for the year and to develop a more specific timeline for initiating and completing activities. The following is a summary of their other activities for the week.

YOUTH OUTREACH.

This team will ensure that all activities have a youth outreach component. They will work to engage youths ages 13-25 in the Initiative and in working for racial reconciliation and racial justice.

The Youth Outreach Taskforce has scheduled the first Federal Agency Youth Task Force meeting Monday, October 20. It is in the process of preparing a draft of the President's "Call Young America To Action" letter which is due for review by October 20. They have also targeted November 14 as the date for a White House briefing for members of the media who specifically target Young America.

PROMISING PRACTICES.

This team will identify, verify, and highlight promising practices of racial inclusion and reconciliation currently used in communities around the country, and disseminate as many promising practices as possible through various channels to spur dialogue and action. A short term goal is to disseminate through the Internet promising efforts and initiatives in racial inclusion and reconciliation that have been initiated or reinvigorated because of your Initiative. A long term project is to publish a compendium or list of promising practices, and thereby promote the use of these practices across the nation as part of the on-going dialogue.

CABINET AFFAIRS.

The goal of this work team is to coordinate initiative activities with the Federal

See the
DC. Initiative
I feel better
you use
show us
on the
school
workplan
I think
(also to
Dawson, GSA,
Proposed)

✓ agencies in five areas: outreach, policy, data collection, promising practices, and management practices. The team will also encourage and track each agency's efforts on the Initiative, and identify strategic opportunities for the Cabinet and Sub-Cabinet to amplify the key messages of the Initiative.

COMMUNICATIONS/PRESS.

The Communications work team will work to ensure the Initiative's success by coordinating media involvement and attention to the Initiative in all areas of activity. They will monitor and enforce consistency of message and accuracy of information. The content of communications products will be developed directly from information generated by the other work teams. It will work to convey your message to the American public on the progress of the Initiative and to provide information that encourages a national dialogue on race by implementing creative communication activities that attract the national media and use various press tactics to reach members of the public who might not otherwise be interested.

The team has developed a list of proposed short term, mid-term, and long term products for the Initiative. It also developed a plan for modifying the web site to better engage the public by making the site more interactive and dynamic.

POLICY.

This work team will develop and announce concrete policies and actions related to the Initiative, focusing on education and economic opportunity, but also including crime, health care, and civil rights enforcement.

This week the work team refined its proposed work plan for the year. They determined processes for proceeding as a group, flushed out policy proposals, and set a time line for accomplishments.

RECRUITING LEADERS/OUTREACH.

The goal of this work team is to recruit and nurture leaders who will sustain and expand the process of racial reconciliation begun by your Initiative.

It set goals and time lines for developing a set of proposed criteria for designating leaders, a process for vetting potential leaders, and a list of activities in which to encourage leaders to engage.

DIALOGUE IN COMMUNITIES.

This work team will focus on planning and executing town hall meetings, advisory

board meetings, and other events that will create national dialogues on race. The team will work with other teams, such as Cabinet Affairs, to coordinate strategies for dialogue by Cabinet and Sub-Cabinet level personnel.

The team is planning the first Presidential Town Hall meeting. It is undertaking research on potential themes, sites, and participants. Also, the team is developing a set of proposed activities for the remainder of the Initiative year and establishing time lines for completing these activities.

ADVISORY BOARD.

This work team will plan and coordinate advisory board activities. It will work to engage the Advisory Board more fully in Initiative activities.

It is conducting research to identify sites for future Advisory Board meetings and developing a schedule for the remaining meetings.

TOUGH MESSAGES.

✓ This work team is identifying the tough issues and hard questions that you and the Advisory Board will raise and address and the messages that should result from raising those tough issues.

LIVING REPORT.

This work team is responsible for developing an outline and subsequent drafts of your report to the American people at the end of the Initiative year. This team will also ensure that you are receiving appropriate updates about the activities of the Advisory Board members, Initiative staff, and other working and contributing to the goals of the Initiative.

FEDERAL AGENCY ACTIVITIES

DEPARTMENT OF DEFENSE

Equal Employment Opportunity Research Symposium: DoD will hold the second biannual Equal Opportunity/Equal Employment Opportunity (EO/EEO) Research Symposium from December 2-4 in Cocoa Beach, FL. The symposium includes researchers and EO/EEO professionals in and outside of DoD and will focus on race/ethnic issues. The symposium's objective is to build a network of social science professionals with interest in EO/EEO issues, share research results, and map strategic directions for future research in this area.

16-20-97

Celebrating Diversity in the Armed Forces: DoD will also sponsor a World-Wide Equal Opportunity Conference July 26-29, 1998, in Birmingham, AL. This conference celebrates the 50th Anniversary of Executive Order 9981, which directed racial integration of the armed forces. It will address the historical and future development of military race initiatives, race issues in the military and broader society, and the President's Initiative on Race.

DEPARTMENT OF ENERGY

Secretary Pena gave the closing address at the American Council of Education Conference on October 18. In that address he stressed the importance of diversity in education and the need for participants to work toward racial reconciliation and racial equality.

DEPARTMENT OF JUSTICE

The Attorney General will address the North Carolina Racial Reconciliation Conference: Charlotte, NC on October 27.

DEPARTMENT OF COMMERCE

✓ **Census Bureau Awards Census 2000 Ad Contract:** The Census Bureau announced the award of its paid advertising contract for Census 2000. The contract went to Young and Rubicam (Y&R) and a consortium of four partner agencies: The Bravo Group, a Y&R firm specializing in Hispanic outreach; Mosaica, a Y&R company expert in advertising to Asian audiences; J.Curtis & Company, a firm that targets African American audiences; and Gray and Gray, a Native American company.

DEPARTMENT OF LABOR

*series being
copy of
Herman's
proposal*

• **Race Reconciliation Initiative:** One of Secretary Herman's major goals is to provide and promote equal opportunity workplaces. To ensure that the Department of Labor has a diverse workforce in which all employees feel that they have an opportunity to succeed, the Secretary has established a Diversity Task Force comprised of senior-level officials whose task will be to: (1) assess the status of the Department's efforts in achieving a diverse workforce; (2) identify issues/challenges that may arise in achieving the Department's goals; and (3) present recommendations to the Secretary on how and what improvements are needed to achieve greater diversity and equal employment opportunity to the Department of Labor. The Diversity Task Force held its first meeting on October 9.

DEPARTMENT OF HOUSING AND URBAN DEVELOPMENT

HUD Supports President's *One America* by Continuing Crack Down on Housing Discrimination On October 13th, HUD announced the successful resolution of four Fair Housing complaints in Alabama, Pennsylvania, Arizona, and California. At the President's direction, HUD has pledged to double the number of enforcement actions from 1,085 to 2,170 during the President's second term.

The following enforcement agreements were obtained by HUD after individuals filed complaints alleging violations of the Fair Housing Act: A Realtor in Maplesville, AL agreed to pay \$5000 to Patricia Wilson. Wilson filed a complaint after a real estate agent asked her race when Wilson called to inquire about buying a home. A bank in Roslyn, PA agreed to pay Reed and Cora Brown \$10,000. The couple -- who had a good credit record -- filed a complaint when bank refused to allow them to submit a mortgage application and referred them to another lender that specializes in offering costly loans to homeowners with bad credit. A loan company in Phoenix, AZ agreed to pay Consuelo Salas \$4,000. Salas filed a complaint accusing the lender of charging her additional fees for her mortgage because she is Hispanic. Finally, a lender in Los Angeles, CA agreed to pay Johnnie Meadows \$3,000. Meadows filed a complaint accusing the lender of charging him an excessively high interest rate on a loan to repair earthquake damage to his home, because his home is located in a mostly black neighborhood.

DEPARTMENT OF TRANSPORTATION

African Aviation Initiative: On October 8, Secretary Slater announced an African aviation initiative at a round table meeting in Washington DC. At the round table, the Secretary amplified the messages related to the President's African Initiative. The Secretary was interviewed by USIA's Voice of America and its African wire service, the first of several planned to help promote DOT's African trade mission scheduled for December. *Jet* magazine, a leading African American monthly, also covered the day's events.

Update on Coast Guard Efforts: The Coast Guard has identified 40 interventions in support of its Work Force Cultural Audit that will help eliminate barriers and perceived inequities. Many of these interventions are already in progress, including diversity awareness training for the Coast Guard Auxiliary, enhanced leadership development programs, and civilian performance management assessments.

\$2 Million Partnership between Texaco, Inc., and Minority Natural Gas Business: On October 19, 1997, Texaco's CEO, Peter Bijur, will sign a partnership agreement with Helen Crawley, CEO of C&L Petroleum, a natural gas company, and founding member of DOE's Minority Oil and Gas Outreach Program. Under the terms of the partnership

agreement, Texaco has committed to providing the minority business with \$2 million in capital, developmental assistance, and other necessary support. Within the next few weeks, Secretary Peña will host a meeting with Mr. Bijur and Ms. Crawley to acknowledge this important new partnership.

DEPARTMENT OF EDUCATION

DC Limited-English-Proficient Plan: On October 8, DOEd executed an agreement with DC Public Schools (DCPS) under which DCPS agreed to overhaul its programs for limited-English-proficient students.

VETERANS AFFAIRS

President's Initiative on Race: The Department of Veterans Affairs (VA) was represented by the Director, Affirmative Employment Service, at the Federal Agency Liaisons meeting held on October 7, 1997. VA is currently developing a plan which will involve all VA organizational elements in this initiative. VA has also appointed a representative for the Federal Agency Youth Task Force. The charge of this task force is to identify ideas and initiatives for young people that can be addressed by the President's Initiative on Race.

On October 15, Kathy Jurado, Assistant Secretary for Public and Intergovernmental Affairs, attended the U.S. Department of Interior, National Park Service Salute to Hispanics in the Military in Washington, DC. She discussed the President's Initiative on Race and the Administration's efforts to increase Hispanic employment in the Federal government.

SMALL BUSINESS ADMINISTRATION

Lending Initiatives. SBA has an annual process for setting loan production goals for each of our 69 field offices. This year, with the advent of the Government Performance Results Act strategic plans, federal agencies are focusing on longer term goals. Administrator Alvarez has decided to set very aggressive goals – not only for are lending programs, but also for our procurement programs, our counseling and training programs, and for our welfare to work initiative. SBA will seek to increase opportunities for all small businesses, but it will also set aggressive sub-goals for business communities who are under served by the private markets or by SBA programs. Last month, SBA announced a marketing campaign aimed at increasing the participation of Hispanic Americans in our programs at a meeting of the U.S. Hispanic Chamber of Commerce in Houston. The campaign included partnerships with major Hispanic business and civic groups and marketing materials in Spanish. We plan to roll out similar marketing and outreach initiatives for African American businesses, women-owned businesses, and Native American-owned businesses over the next two

months. SBA would plan second event to highlight the Hispanic American Initiative.

Minority Enterprise Development Week. SBA's Office of Minority Enterprise Development and the Commerce Department's Minority Business Development Agency will cosponsor a conference November 20, 21, and 22 on minority enterprise development as part of the celebration of minority enterprise development week. We have put in a scheduling request to the President for this event.

OFFICE OF PERSONNEL MANAGEMENT

The President's Initiative on Race: On October 26, Acting Director LaChance will outline the Administration's actions on behalf of Hispanic-Americans at a conference of the Hispanic Association of Colleges and Universities in San Antonio. She will talk in particular about efforts to bring greater Hispanic representation to the federal workforce.

GENERAL SERVICES ADMINISTRATION

GSA to Celebrate Hispanic Heritage Month: On Oct. 14, GSA celebrated Hispanic Heritage Month. The theme this year is Excellence in Education: Opportunities for Our Youth. Keynote speakers will be Nelson Alcalde, RA, National Capital Region, and Raphael Borras, RA, Region 3.

Region 2 Sponsors Pre-Proposal Conference for African Burial Ground Design Competition - On October 6, Region 2 sponsored a pre-proposal conference for the design competition for the African Burial Ground Interpretive Center. Over 30 individuals from across the nation participated. Prospective entrants were also invited to a symposium at the Cooper-Hewitt Design Museum in NY City co-hosted by the NY Coalition of Black Architects and the American Institute of Architects, Minority Resources Committee.