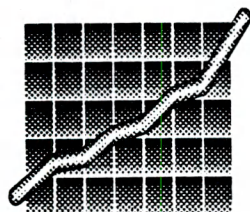


Please Comment to
Steve Silverman

WOMEN-OWNED BUSINESSES: BREAKING THE BOUNDARIES

THE PROGRESS
AND ACHIEVEMENT
OF WOMEN-OWNED ENTERPRISES



**The National
Foundation for
Women Business
Owners
and
Dun & Bradstreet
Information
Services**

April 1995

A R E P O R T

The emergence of women-owned businesses as an increasingly potent economic force has been one of the defining trends of the past decade. This report demonstrates the continued progress and growth of women-owned firms in this country. For me, as a woman entrepreneur, there is a sense of pride and excitement at the level of achievement and economic contribution which these statistics document.

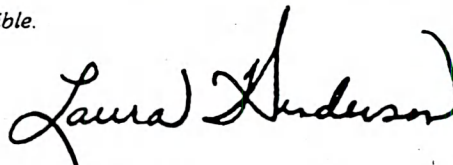
Today, there are 7.7 million women-owned businesses in the U.S., providing over one-third more jobs in the U.S. than the Fortune 500 companies provide worldwide. Women-owned businesses are soaring beyond the curve, exhibiting above-average growth rates in numbers of firms and employment. Further, this report shows that these businesses are as financially sound and creditworthy as all U.S. firms.

In 1992, the National Foundation for Women Business Owners' first report of statistics on women-owned businesses stunned the business world by documenting women-owned firms' economic force and began changing the way these businesses are viewed. Economic policy makers, financial decision makers and corporate leaders started to focus on women-owned businesses.

Our hope is that this report will further strengthen the recognition of the vital role women-owned businesses play in the present and future health of our country's economy, thus creating opportunities for every woman business owner.

On behalf of all the women business owners whose accomplishments are documented in this report, we thank Dun & Bradstreet Information Services for collaborating with us. Certainly access to their business database, the most comprehensive in the U.S., was essential. More important, their substantive collaboration in the economic analysis and report preparation demonstrates their recognition of the seriousness and significance of women-owned businesses.

Our gratitude also goes to two corporations which have supported every major National Foundation for Women Business Owners' research project over the last four years, AT&T and IBM. Thanks to them the body of knowledge about women-owned businesses has grown significantly. Their generosity has made this report possible.



Laura Henderson

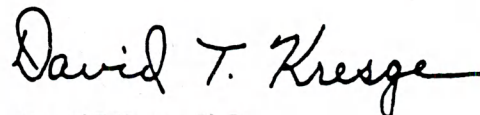
Chair, The National Foundation for Women Business Owners
President and CEO, Prospect Associates

Dun & Bradstreet Information Services is proud to partner with the National Foundation for Women Business Owners (NFWBO) to produce this comprehensive, empirical study on the state of women-owned businesses in the United States. The idea for the study was the Foundation's, and the organization has been an outstanding partner throughout its development. We are pleased to have produced together a study that documents the power of women-owned businesses in the nation's economy.

The study's powerful results, which are captured in this report, "Women-Owned Businesses: Breaking the Boundaries," are important to a wide range of groups in the business community—from bankers and marketers to potential suppliers and partners. This study documents the enormous progress that women-owned businesses have made in the past few years.

The study and its findings are also important to Dun & Bradstreet. As the world's largest provider of business-to-business financial, credit and marketing information, we take pride in the integrity and usefulness of the records we maintain on more than 38 million businesses around the world.

We are pleased that, by providing access to our information and participating in the study's analysis, we have contributed to the production of this report. And we know that the NFWBO's dedication to supporting and advancing women-owned businesses will ensure that this information will be widely disseminated to help us all better understand the achievements and significance of women-owned businesses.



David T. Kresge, Ph.D.

Senior Vice President, Analytical Services

Dun & Bradstreet Information Services, North America

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EXECUTIVE SUMMARY



Women-Owned Firms Are Growing

■ Women-owned firms are growing in number and in economic power. The National Foundation for Women Business Owners now estimates that there are 7.7 million women-owned businesses in the U.S., employing 15.5 million people and generating nearly \$1.4 trillion in sales.

■ With these 15.5 million workers, women-owned businesses now employ 35% more people in the U.S. than the Fortune 500 companies do worldwide.

■ Employment growth in women-owned firms exceeds the national average by a substantial margin. From 1991 to 1994, employment grew by 11.6% among commercially active women-owned firms in the U.S. compared with 5.3% among all firms. Employment growth in women-owned firms exceeds the national average in nearly every region in the country and in nearly every major industry.

Women-Owned Firms Continue To Diversify

■ Women-owned firms are continuing to diversify, expanding beyond the boundaries of what has popularly been considered "traditional" industries. In the 1980's, women moved into wholesale trade, agriculture, manufacturing and transportation/communications at a higher rate than into any other industries. That trend continues today. The number of women-owned construction and manufacturing firms increased by 19.2% and 13.4%, respectively, between 1991 and 1994. Over that same period, the overall number of firms in those industries actually declined

by 0.8% and 2.0%. Women-owned businesses in transportation/communications, wholesale trade, and finance/insurance/real estate grew by nearly 20%; twice the rate of increase in those industries as a whole.

■ Though women-owned businesses continued, between 1991 and 1994, to expand into "non-traditional" industries, they still maintained their solid base in retail trade and services. Fully 72.5% of women-owned firms in the U.S. are in these two industries.

Financial Strength Of Women-Owned Firms Matches National Average

■ Women-owned businesses are just as financially strong and creditworthy as all U.S. firms, with similar performance on bill payment and similar levels of credit risk. Fully 92% of women-owned firms pay their bills within 30 days of their due date; not significantly different from the 93.6% for all U.S. firms. In addition, based on Dun & Bradstreet's Credit Score, 40.5% of women-owned firms are at risk of becoming delinquent in paying their bills, compared to a somewhat higher 44% of all U.S. firms. Finally, according to Dun & Bradstreet's Financial Stress Score, 14.7% of women-owned firms have a relatively high risk of failure, not significantly different than the 13.7% among all firms in the U.S.

Women-Owned Firms Have Staying Power

■ Women business owners have tenacity. They are **more likely** to have remained in business over the past three years than the average U.S. firm. Nearly three quarters (72.2%) of the commercially active women-owned firms in existence in 1991 are still in

business today, compared to two-thirds (66.6%) of all businesses in the U.S.

■ Women-owned businesses are no longer a new phenomenon. In fact, the age distribution of women-owned firms is close to that of all U.S. firms. Just over one-third of commercially active women-owned firms (35%) are less than 4 years old, compared to 39% among all commercially active U.S. firms. At the other end of the age spectrum, 28% of women-owned firms have been in business 12 years or more, compared to 30% of all U.S. firms.

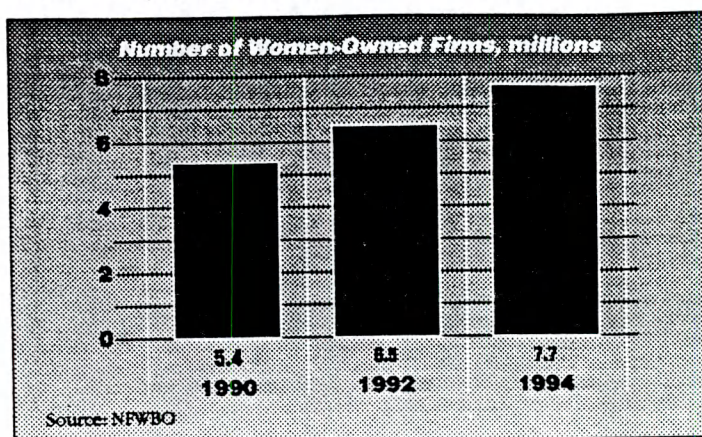
■ Women-owned businesses are not only growing older, many are also growing larger. Women-owned firms with 100 or more employees, though still less than 1% of the business population, are growing more visible and playing a more important role in the economy. The number of women-owned firms with 100 or more employees has grown by 18.3%, compared to 9.1% among all women-owned firms. Employment in these larger firms has increased by an impressive 32.5% from 1991 to 1994, compared to a 11.6% increase in all commercially active women-owned firms.

WOMEN-OWNED BUSINESSES: BREAKING THE BOUNDARIES

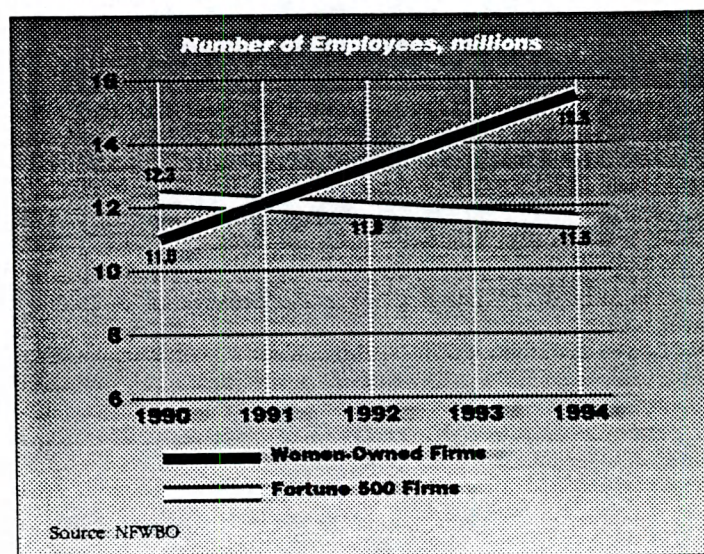
Over the past decade, women-owned businesses have become increasingly recognized as a powerful economic and social force. More information on a timely basis is needed in order to keep up with the fast-paced growth of this key sector.

This is the second National Foundation for Woman Business Owners (NFWBO) report on the status of women-owned businesses in the U.S. These regular reports supplement the Economic Census of Women-Owned Businesses published by the U.S. Census Bureau, filling in areas which the Census does not address. First, NFWBO has gathered all of the relevant national level statistics from publicly available sources in order to estimate the number, size and economic force of women-owned businesses nationally, as of 1994. Secondly, in this report Dun & Bradstreet Information Services collaborates with NFWBO to provide detailed up-to-date information on the status of commercially active women-owned businesses by size, industry and geographic location, including important trends over the past three years.

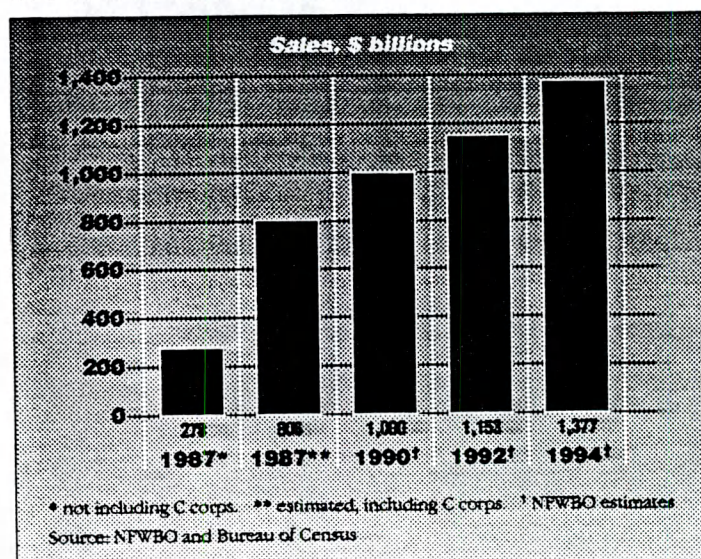
THE NUMBER OF WOMEN-OWNED FIRMS HAS GROWN 43% SINCE 1990, HAS NOW REACHED 7.7 MILLION



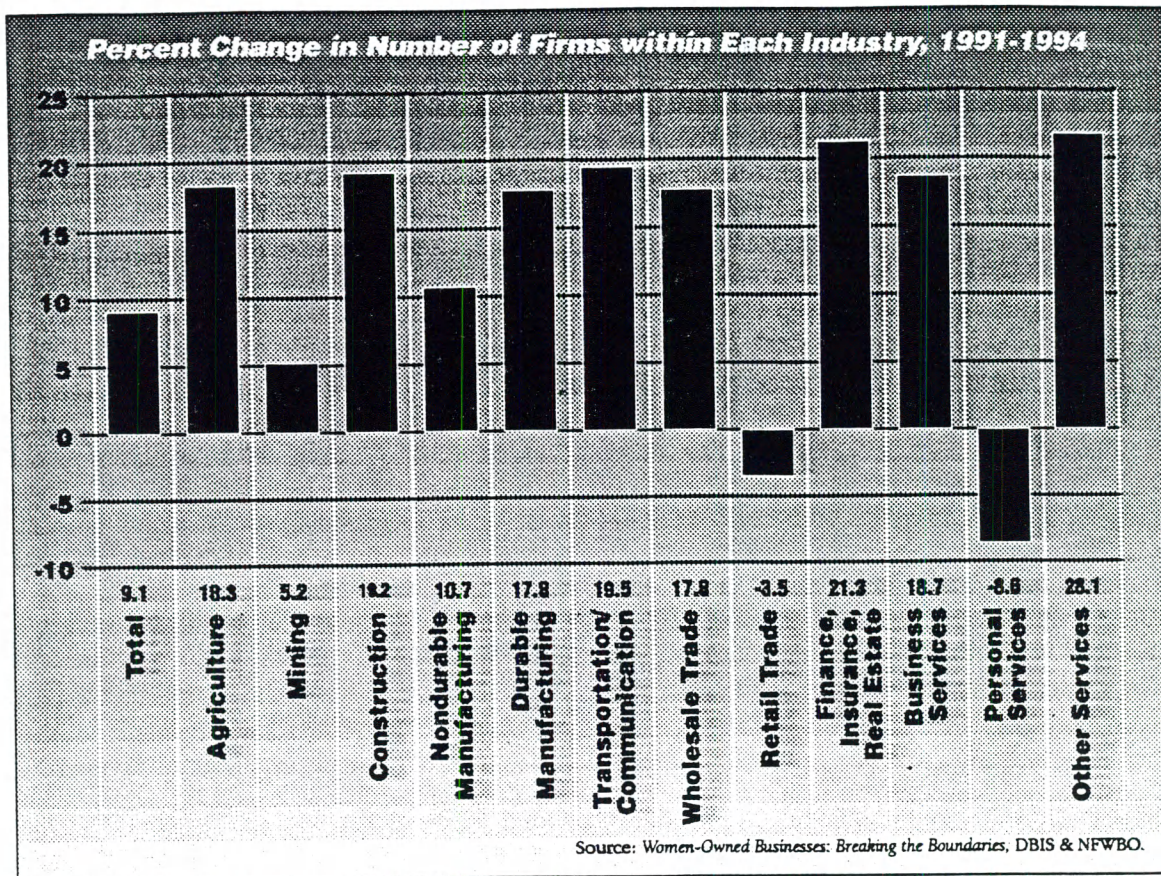
WOMEN-OWNED FIRMS IN THE U.S. EMPLOY 35% MORE WORKERS THAN THE FORTUNE 500 DOES WORLDWIDE



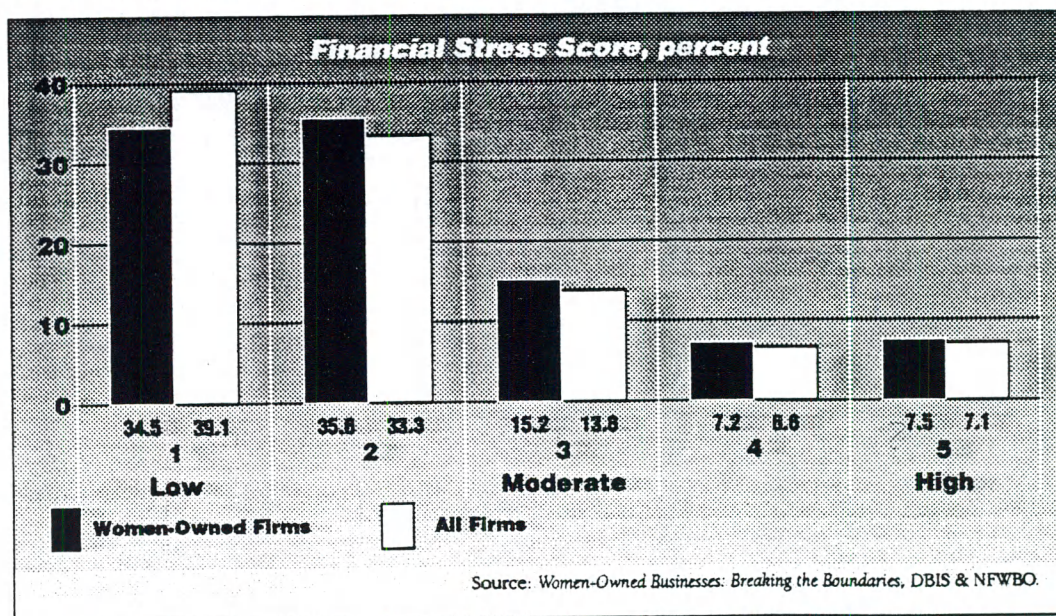
WOMEN-OWNED FIRMS CONTRIBUTE OVER \$1 TRILLION IN SALES TO THE ECONOMY



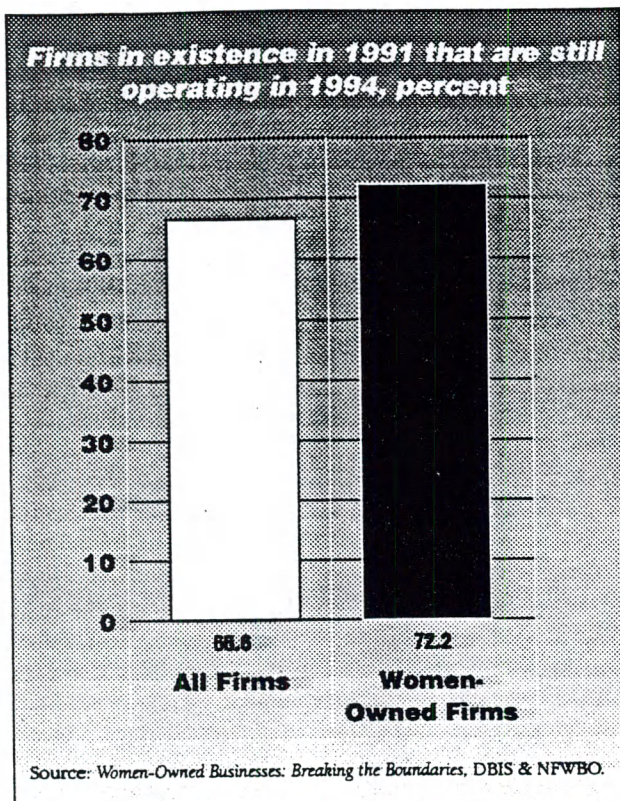
WOMEN-OWNED FIRMS CONTINUE TO DIVERSIFY INTO NON-TRADITIONAL SECTORS



WOMEN-OWNED FIRMS ARE AS FINANCIALLY SOUND AS ALL U.S. FIRMS



**WOMEN-OWNED FIRMS HAVE TENACITY:
TWO-THIRDS OF ALL FIRMS IN EXISTENCE IN 1991
ARE STILL OPERATING TODAY; THREE-FOURTHS OF
WOMEN-OWNED FIRMS ARE STILL OPERATING**



ORDER FORM

WOMEN-OWNED BUSINESSES: BREAKING THE BOUNDARIES

A REPORT ON THE PROGRESS AND ACHIEVEMENT OF WOMEN-OWNED ENTERPRISES

In 1992, the National Foundation for Women Business Owners (NFWBO) issued a seminal analysis of the growing strength of women-owned businesses in the U.S.—estimating them to number 6.5 million and to employ more workers than the Fortune 500. Now the NFWBO, with Dun & Bradstreet Information Services, has issued a new report, updating and expanding upon that earlier analysis. In *Women-Owned Businesses: Breaking the Boundaries, A Report on the Progress and Achievement of Women-Owned Enterprises*, NFWBO and D&B document the continued growth and economic vitality of the nation's now 7.7 million women-owned firms.

Included in this report is new information on the number, sales, and employment of women-owned firms nationwide, as well as detailed information on women-owned firms by industry, region and state. The report contains 13 charts, over 30 pages of statistical tables, and comparative information on growth from 1991 to 1994. You'll want to have this report as a reference tool and information guide. Use this form to order one or more copies today.

Price: \$29.95 for 1-4 copies/\$24.95 for 5 or more copies;

NAWBO members & NFWBO corporate partners: \$19.95 for 1-4 copies/\$14.95 for 5 or more copies.

Postage: Included for single copy orders. For 2-5 copies, please add \$5.00 for postage; for 6-10 copies, add \$10.00; for 11 or more, add \$20.00.

Yes!

Please send me _____ copies of the report *Women-Owned Businesses: Breaking the Boundaries*, for a cost of \$_____ plus \$_____ for postage.

Name _____

Company _____

Address _____

City/State/Zip _____

Phone _____ Fax _____

Payment: ☐ Check ☐ MasterCard ☐ VISA

Card Number _____ Exp. Date _____

Signature _____ Charge Amount \$ _____

Mail or fax order form with payment to:

National Foundation for Women Business Owners
1100 Wayne Avenue, Suite 830
Silver Spring, MD 20910
301-495-4975/ FAX: 301-495-4979

OFFICE OF CABINET AFFAIRS

THE WHITE HOUSE

WASHINGTON

FAX

TO:

Amy Robbins

DATE:

3/8

PHONE:

NO. OF PAGES

8

(Including cover)

FAX:

219-5529

PRIORITY:

Y

N

FROM:

Jennifer O'Connor

PHONE:

(202) 456-2572

FAX:

(202) 456-6704

MESSAGE:



Office of the U.S. Permanent Representative
to the United Nations

FAX Cover Sheet

UNCLASSIFIED

Date: 3/7/95 Classification: _____

To: Phil Kaplan

Office: WH - Cabinet Affairs

Fax Number: 456-6704

From: Elaine K. Shocas, Chief of Staff

MESSAGE

Phil - I've been told you cannot locate this document which we sent you in January. So here it is again. Call me so we can discuss. Thanks

Elaine

Page 1 of 8 (including cover sheet)



THE REPRESENTATIVE
OF THE
UNITED STATES OF AMERICA
TO THE
UNITED NATIONS

January 23, 1995

UNCLASSIFIED
MEMORANDUM

TO: White House Cabinet Affairs

FROM: Elaine K. Shocas *EKS*
Chief of Staff

SUBJECT: 1995 Women's Issues Report

Ambassador Albright has ensured that women's issues are at the forefront of U.S. planning and activities in a number of important United Nations fora throughout the coming year. In 1995, the 50th anniversary of the United Nations will be celebrated. Issues relating to women will be among those highlighted during the commemorations as well as at the UN Fourth World Conference on Women in Beijing. The Clinton Administration has - and is - making special efforts to ensure that women are leaders and well-represented on all U.S. delegations to UN conferences and meetings.

ACCOMPLISHMENTS

- * Appointment of Ambassador Albright to UN: only woman among permanent Security Council members; currently only woman on Security Council; one of only five women ambassadors to UN (185 nations)
- * Organized women leaders in the United Nations, including women ambassadors (permanent representatives)
- * Leader in establishment of War Crimes Tribunal on former Yugoslavia: efforts to prosecute rape and abuses of women
- * Appointment of Judge Gabrielle Kirk McDonald as Judge on the War Crimes Tribunal
- * Appointment of Geraldine Ferraro as U.S. Representative to the UN Human Rights Commission
- * Appointment of Marian Wright Edelman as the U.S. Representative to UNICEF

- 2 -

- * Leader in reform efforts on issues relating to the treatment of women in the UN Secretariat, including hiring and sexual harassment issues

PRINCIPALS/SURROGATES

- * Ambassador Madeleine K. Albright, U.S. Ambassador to the United Nations, Member of the President's Cabinet and the National Security Council
- * Ambassador Geraldine Ferraro, U.S. Representative to the UN Human Rights Commission
- * Ambassador Marian Wright Edelman, U.S. Representative to UNICEF
- * Judge Gabriel Kirk McDonald, Judge, UN War Crimes Tribunal, The Hague, Netherlands
- * Elaine K. Shocas, Chief of Staff, U.S. Ambassador to the UN
- * Carolyn L. Willson, Deputy Legal Counsel, U.S. Mission to the UN

UN CONFERENCES AND MEETINGS

In 1995, the following conferences and meetings will be held. They are listed in chronological order and a description of each meeting is attached.

- * UN Commission on Human Rights (UNHCR), Geneva, 1/30-3/10
- * UN World Summit for Social Development (WSSD), Copenhagen, 3/11-3/12
- * UN Commission on the Status of Women (CSW), New York 3/15-4/4
- * UN Fourth World Conference on Women, Beijing, 9/4-9/15

REFORM EFFORTS: WOMEN IN THE UN SECRETARIAT

The United Nations has a poor record of recruiting, hiring and promoting women in the Secretariat, particularly in senior policy level and decision-making positions. Recently, the UN has taken steps to address this shortcoming in the treatment of female employees.

- 3 -

The Administration, through the U.S. Mission, has launched a campaign of its own to bring about reform within the Secretariat. Last December, the Mission hosted a lunch for several permanent representatives and most of the senior women UN employees. That gathering produced a commitment to think about ways that member states could press the Secretariat for substantial improvements. The Mission will continue to host such meetings and expects that these efforts will result in a specific proposal for action.

The UN has also approached the Mission for assistance in seconding qualified women from the USG for senior positions and in identifying qualified women from outside the USG. We have urged the Secretariat to aggressively recruit and we are assisting in these efforts.

REFORM EFFORTS: ELIMINATION OF SEXUAL HARASSMENT

The Administration has urged the UN to make the elimination of sexual harassment a priority. Ambassador David Birenbaum, U.S. Representative for UN Management and Reform, has pressed the UN to establish regulations that are transparent and effective while providing protection for persons who bring complaints. The Secretariat has established a task force and issued regulations to address the sexual harassment issues. We have stressed that a comprehensive remedy for sexual harassment must include training for managers and the hiring of more women in senior positions.

The Administration has also led in the establishment of the UN Office of Internal Oversight Services, which has the authority to investigate sexual harassment allegations. NOTE: The USG has not taken a position on individual sexual harassment complaints at the UN.

Attachment:

1995 UN Conferences and Meetings

1/23/95

1995 UN CONFERENCES AND MEETINGS
(in chronological order)

UN Commission on Human Rights (UNHCR)
Geneva, 1/30 - 3/10

Under the leadership of Ambassador Geraldine Ferraro, the United States began initiatives in 1994 to highlight women's issues by examining each of more than 97 resolutions considered by the commission and inserting language as appropriate to ensure that the rights of women are taken into account in the implementation of the resolutions.

At the same session, the U.S. co-sponsored a resolution on integrating the rights of women into the UN human rights mechanisms. As a concrete result of this resolution, the commission created the position of Special Rapporteur (a type of UN investigator) on violence against women.

At the Commission's 51st session in 1995, the U.S. delegation will be vigilant in consolidating the gains made in 1994. We will pay special attention to the report of the Special Rapporteur. We will endeavor to ensure that all resolutions passed by the UNHRC contain appropriate references to the rights of women, so that other special rapporteurs in various thematic areas consider the situation of women when they carry out their investigations and make their reports.

Other important women's issues addressed at the UNHRC are "rape and abuse of women in the former Yugoslavia" and "traditional practices affecting the health of women and children."

UN World Summit on Social Development (WSSD)
Copenhagen, 3/11 - 3/12

This summit meeting, the first on this theme, will bring together over 100 heads of state to discuss the extremely comprehensive and complex issue of "social development." One reason for slowed development in many lesser-developed countries is the secondary role to which women are relegated. In recognition of this fact, and as a matter of strong principle, the U.S. delegation to the WSSD's preparatory meetings has been in the lead in making sure that the key role of women in the area of social development is recognized and that women's issues are given priority attention in all appropriate sections of the final document.

The U.S. has insisted successfully up to this point -- overcoming initial resistance -- on the inclusion of a draft formal "commitment" for signature by the leaders at the WSSD to

- 2 -

"achieving full equity and equality between women and men and to recognizing and enhancing the participation of women in social progress and development."

Major themes advanced by the U.S. for the WSSD to consider are empowerment of women, full participation of women in all sectors and at all levels of society, including enhancing gender balance in decision-making processes at all levels, paying special attention to the health needs of women, including reproductive health and family planning, and education and training of women with a view to enable them to fulfill their potential and obtain meaningful employment. The draft commitment has a separate subsection pledging effective measures to eliminate exploitation, abuse, and violence against women.

UN Commission on the Status of Women (CSW)

New York, 3/15 - 4/4

The CSW usually meets for eight working days, but will meet for 15 working days this year because it is serving as the final prepcom for the Fourth World Conference on Women. This prepcom will be the first where governments begin either accepting or bracketing language in the draft Platform for Action. Other CSW agenda items include: equality in economic decision-making; promotion of literacy, education and training, including technological skills, and women in international decision-making.

Although the United States will not be a member of the CSW in 1995, this fact will in no way affect our active participation in the UN preparations for Beijing. United States election to the CSW for a four-year term beginning January 1, 1996 is already assured thanks to an agreement with other Western countries secured by USUN.

CSW preparations for the World Conference will take place in a Committee of the Whole, which meets concurrently with the regular meeting of the CSW. All UN member states, regardless of membership status in the CSW, participate equally in the Committee. As at past CSW preparatory meetings, we expect the CSW to approve the Committee's recommendations by consensus.

Ambassador Arvonne Fraser served as the U.S. Representative to the UN Commission on the Status of Women (CSW) until December 31, 1994 when the United States lost its seat. As the U.S. Representative, Fraser headed all delegations to preparatory meetings for the Conference. The White House will name the head of the U.S. delegation to the March prepcom and the Beijing Conference.

In addition, three private individuals, selected by the White House as permanent public delegates, have participated in virtually all preparatory meetings for the Conference. They are Lynn Cutler of Washington, D.C.; Dorothy Lamm of Denver; and Arthenia Joyner of Tampa. They will be members of the U.S. delegation to the New York preparatory meeting as well as the Conference.

- 3 -

The Beijing conference will be an opportunity for the U.S. to pursue goals along the lines outlined under WSSD above, but with the added advantage of the WSSD experience, and a much sharper focus on women.

UN Fourth World Conference on Women

Beijing, 9/4 - 9/15

In September 1995, the United Nations will convene a World Conference on Women, in Beijing. This Fourth World Conference on Women comes ten years after the close of the UN's Decade for Women -- a decade that was dedicated to advancing the status of women. The third conference, held in Nairobi, Kenya in 1985, closed the decade with the adoption of the Nairobi Forward Looking Strategies, a plan of action for the years 1985 - 2000 that was designed to remove obstacles and achieve the goals outlined under the broad categories of equality, development, and peace.

In calling for a Fourth World Conference, the UN General Assembly recognized that "the pace of implementation of the Forward Looking Strategies must be improved in the crucial last decade of the 20th century." The purpose of the 1995 Conference is to review and appraise the advancement of women since 1985 and to adopt a plan of action that will mobilize women and men in governmental and non-governmental organizations, in policy-making positions and among the citizenry, to achieve the objectives.

As with the past world conferences on women and other major UN conferences, such as the recent ones in Rio on the environment, in Vienna on human rights and in Cairo on population and development, this conference will be accompanied by an overlapping NGO (non-governmental organization) Forum. Between the two events, it is expected that 30,000 people, among them thousands of American women, will go to Beijing.

American women, as individuals sometimes but mainly through non-governmental organizations, have helped to develop our policies and goals. There is high interest in the conference, as indicated by attendance at the ten U.S. regional preparatory conferences jointly sponsored by the Department of State and the Department of Labor. Women see a stake in the conference for themselves and their domestic agenda as well as for women in the developing world. A coalition of women's, human rights and development organizations, has formed a network to prepare for the conference.

The broad range of concerns that have been identified to date in UN regional preparatory conferences include: the feminization of poverty; education; health and related services; violence against women; access to and participation in the economy; the sharing of power and decision-making; insufficient mechanisms to promote the advancement of women; women's human rights; effects of armed or other kinds of conflicts on women; and women's role in managing natural resources and safeguarding the environment.

30
18

Fri Mar 16

Eric Eve
Black/Hispanic
w/ liaisons
Tommy Rogers

pic
♀ events

Donsia Strong

WW Count
substantive report
latter fodder - survey & res
re workplace
to role
↳ charged w/ it, by policy
picnic
↳ 75th anniv - celebration
way to acknowledge

list of diggs for Lee Satterfield

Peggy Lewis

noon

167

- who's on ♀ list
- who is on list
- cover bases; our constituencies
tough to do by event w/o doing that
- can you pay - \$75,000

Melanne, Lynn Cutler, Anna Lewis,
Ellen Malcom & Emily's list

Kevin O'Keefe's list - pullout ♀

Ask Jack Quinn

where are they in list making
process

May 19

Ask Quinn if VP can do it May 19
→ Patty - HRC on schedule.

list

→ 1000 max

cost estimate

THE WHITE HOUSE

WASHINGTON

February 27th, 1995

file
♀
events

MEMORANDUM FOR BARBARA WOOLEY

FROM: JENNIFER O'CONNOR *JO*

SUBJECT: Women's Events for the President

Attached is a scheduling request for a Presidential event on the Violence Against Women Act. It has to be done in March. Can you please circulate it as appropriate and let me know if I should send it to Billy.

Thanks!

Yes
Barbara



U.S. Department of Justice
Office of the Associate Attorney General

Deputy Associate Attorney General

Washington, D.C. 20530

FACSIMILE TRANSMITTAL COVER SHEET

DATE:

2-24-95

TO:

Kitty Higgins

FACSIMILE NO.

456-6704

TELEPHONE NO.

FROM:

Nancy E. McFadden

Deputy Associate Attorney General

FACSIMILE NO.

202--514-0238

TELEPHONE NO.

202--514-9700

NUMBER OF PAGES (INCLUDING COVER SHEET):

4

COMMENTS:

Presidential Scheduling
Request

*Jim -
Pls handle -
can we coordinate
w/ other units
for women?
Women's
Day?
with?
f*



U.S. Department of Justice
Office of the Associate Attorney General

Deputy Associate Attorney General

Washington, D.C. 20530

February 24, 1995

MEMORANDUM

TO: Kitty Higgins
Assistant to the President and
Secretary to the Cabinet
The White House

FROM: Nancy E. McFadden
Principal Deputy Associate Attorney General *NSM*

SUBJECT: Presidential Scheduling Request

Attached is another copy of the Justice Department scheduling request for a Violence Against Women announcement in March. This would be an announcement of the Violence Against Women Director for the Administration, the Advisory Council being established jointly by Secretary Shalala and the Attorney General and the first grants to be made under the Violence Against Women Act.

The appeal of involving the President in such an announcement is evident but if you want expanded persuasive prose, I will provide them.

Attachment

Schedule Proposal

Date:

____ ACCEPT

____ REGRET

____ PENDING

TO:

Billy Webster
Assistant to the President and
Director of Scheduling and Advance

FROM:

Kitty Higgins
Assistant to the President and
Secretary to the Cabinet

REQUEST:

Press Announcement

PURPOSE:

The event would give the President an opportunity to reach out to women, show his strong support for the Violence Against Women Act, and to publicize actions taken by his Administration to move forward with implementation of the Act. The President would announce the appointment of the Director of the Violence Against Women Program within the Department of Justice, introduce the membership of the Advisory Committee on Violence Against Women, and possibly announce the award of the first grants to states under the Violence Against Women Act.

BACKGROUND:

The Violence Against Women Act was passed with broad, bi-partisan support in both the House and Senate. From all indications, the Violence Against Women Act continues to hold popular support in Congress and is expected to be funded as authorized in the upcoming year. The President's 1996 budget request asks for nearly full funding of the programs under the Violence Against Women Act.

PREVIOUS PARTICIPATION:

N/A

DATE AND TIME:

March, 1995

DURATION:

20 minutes

LOCATION:

White House or Justice Department

PARTICIPANTS:

Attorney General, Secretary Shalala, Director of the Justice Department Violence Against Women Program, and approximately 30 Advisory Committee Members. The audience could include members of Congress (e.g., Biden, Boxer, Morella, Hatch) and persons from the women's community.

OUTLINE OF EVENTS:

Flexible

REMARKS REQUIRED:

Brief remarks will be drafted for each speaker.

MEDIA COVERAGE:

Open Press

1st LADY'S ATTENDANCE:

She may want to come

VICE PRES. ATTENDANCE:

Not necessary

2nd LADY'S ATTENDANCE:

She may want to come

RECOMMENDED BY:

*Alexis Henry
Melanne Voder*

Attorney General Janet Reno

Secretary Shalala

Associate Attorney General John R. Schmidt

CONTACT:

~~Nancy E. McFadden
Principal Deputy Associate Attorney General
Office of the Associate Attorney General
U.S. Department of Justice
202-514-9700~~

dist sub Cabinet Group

Alexis

Melanne

Gracia Hellman

etc

Point People on Women's Issues

State: Gracia Hillman
Senior Coordinator, International Women's Issues
Office of the Under Secretary for Global Affairs
G-Room 7526
Department of State, USA
2201 C Street, NW
Washington, DC 20520
(202) 647-9358

Treasury: (Surrogates Only)

Defense: Primary DoD: Mr. Fred Pang
Assistant Secretary of Defense for Force Management Policy

Secondary DoD: Lieutenant General Samuel Ebbesen, USA
Deputy Assistant Secretary of Defense for Military
Personnel Policy

Policy Committee Member: Ms. Sue Ann Tempero
1995 Chair of DACOWITS
Vice President of Human Resources, Des Moines
Register

Justice:

Interior: Theresa Trujeque
Deputy Assistant Secretary for Human Resource

USDA: Anne F. Thomson Reed
Deputy Assistant Secretary for Administration
720-3590 / Fax: 720-2191

Commerce: Gloria Gutierrez
Deputy Assistant Secretary for Administration

Labor: Karen Nussbaum
Director, Women's Bureau

HHS: Sarah Kovner
Special Assistant to the Secretary
690-6347

Nora Andrews
Policy Coordinator, Office of the Executive Secretary

690-7160

HUD: Mindy Turbov, Director
Public Housing Partnerships Division, Office of Distressed and Troubled
Housing Recovery, Public and Indian Housing Division (PIH)

Jackie O'Neill
Federal Women's Manager

DOT: (Surrogates Only)

Energy:

Education: (In the process of hiring a Special Assistant for Gender Equity for the
Department) Until then direct inquiries to the Office of the Deputy Secretary
at (202) 401-1000.

VA: Joan A. Furey, Acting Director
Center for Women's Veterans

EPA: Jean C. Nelson, General Counsel

OMB: (Surrogates Only)

CEA:

UN:

USTR: (Surrogates Only)

ONDCP:

SBA: Betsy Myers, Assistant Administrator
U.S. Small Business Administration
Office of Women's Business Ownership
409 Third Street, SW, Sixth Floor
Washington, DC 20416
(202) 205-6673 / Fax (202) 205-7287

FEMA:

DPC:

OPM: Carmen Lomellin, Director
Office of International Affairs

Chair of OPM's Diversity Council

USIA: Martha Brown, Special Projects Officer
260-6511 / Fax: 401-5618

GSA: Joan Parrott-Fonseca, Associate Administrator
Office of Enterprise Development

To: Jennifer O'Connor
cc:
From: Amy S. Liu @ HUD_OS
Date: 02/27/95 10:21:19 AM
Subject: Comments on Women's Issues

HUD had no comments on the women's issues document.

file
7 folder

February 28, 1995

MEMORANDUM FOR MIMI CASTALDI

FROM: JENNIFER O'CONNOR

RE: DEPARTMENTAL ACHIEVEMENTS CONCERNING WOMEN'S ISSUES

First I would like to thank you very much for taking over this task for us. We need two things to be done:

- (1) The corrections provided by the departments need to be made to the original document.
- (2) Then you need to highlight what you believe to be the most important accomplishments and create a document of just those.

I have given you five folders and one disk with all of the necessary materials.

- In the green folder are all of the original documents that were sent to us from the departments.
- The black folder is the original documents as sent from the Department of education.
- In the blue folder is one copy of the document as it currently stands and all of the correction requests that we have received.
- The yellow folder has all of the fax cover sheets and what was faxed so that you can know who was sent what and when.
- In the red folder is a sheet describing the status of which corrections have been received.

The following are still outstanding:

- State has not sent their corrections.
 - Treasury has not sent their corrections.
 - HUD has not sent their corrections.
 - EPA has not sent their corrections.
 - UN is sending us an original so that we can integrate it into our document.
- Also in the red folder is a list of all of the Cabinet members' chiefs of staff, whose office you should contact to receive these outstanding pieces.

- The red folder also contains a list of "point people" on women's issues that needs to be tightened up a bit.
- There are also some additional documents in the red folder which will help you to complete this project sufficiently.

Please refer any questions to Matthew Ross at 456-2572.

Thank you again.

9

Point People on Women's Issues

State: Gracia Hillman
Senior Coordinator, International Women's Issues
Office of the Under Secretary for Global Affairs
G-Room 7526
Department of State, USA
2201 C Street, NW
Washington, DC 20520
(202) 647-9358

Treasury: (Surrogates Only)

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Director, Women's Bureau

HHS: Sarah Kovner
Special Assistant to the Secretary
690-6347

Nora Andrews
Policy Coordinator, Office of the Executive Secretary

690-7160

HUD: Mindy Turbov, Director
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Office of Enterprise Development

Draft

February Constituency Outreach Matrix

04

Constituency	White House Principal	Administration Officials	Volunteers	DNC Counterpart	Surrogates	Media	Priority States	Events
COLLEGE ED. WOMEN	POTUS, VPOTUS, FLOTUS, MRS. GORE	Madeleine Albright, Ruth Bader Ginsburg, Hazel O'Leary, Doris Matsui, Alice Rivlin, donna shalala, Laura Tyson, Carol Browner, Alexis Herman, Ginger Lew, Janet Reno, Shsirley Sagawa, Isabelle Tapia, Maggie Williams, Kitty Higgins, Karen Nussbaum, Melanne Verveer, Carol Rasco	Kathy Bonk Marcia Greeberger, Iris Jacobson, Judy Lichtman, Celinda Lake, Eleanor Louis, Ellen Malcom, Amelia Parker, Linda Tarr-Whelan, Lynn Cutler, Bob Shrum, Ann Wexler		Susan Hager, Judy Lichtman, Anne Bryant, Anita Miller, Anne Cohn donnelly, Linda Tarr-Whelan, Marcia Greenberger, Judy Lichtman, Ann Wexler, Lynn Cutler, Marian Wright Edleman	List of Women's Editors (41); Media Advisory Group; TV Talk Show; Radio;	CA, MA, PA, FL, NY, IL, NH, IA, MI, NJ, WI, OH,	March 95 Count Event, Washington, DC; April ?, May 19, 1995, Picnic on White House Lawn; June, 95, White House Teleconference, SBA;
NOTES:								

Draft

February: Constituency - Legislative/Policy Outreach

Constituency	Key Policy Issues	Current Issues	Administration Message	NEC Contact	DPC Contact	NSC Contact
COLLEGE ED. WOMEN	Affirmative Action; Minimum Wage; Health Care; Welfare Reform; Job Security; Economic Opportunity; Crime; Children and Families; Education; Rights of Women; Tax Credits; Educational Loans; Training Vouchers; IRAs;	Foster Nomination; Abortion; Affirmative Action; Economy; Block Grant; Rescission Bill;	The Administration message must repeatedly speak out about the importance of economic self-sufficiency of women as a key to the economic stability of families. We must raise the visibility of working women's issues as mainstream concerns of the middle class, demonstrate that the federal government has a role to play in solving problems facing women and their families, and give us an opportunity to translate economic and employment policies into "kitchen table talk" that women and their families can relate	Laura Tyson	Carol Rasco, Bill Galston, Jennifer Klein, Karen Guss, Mike Schmidt	Madeline Albright, UN; Gracia Hillman, State;
NOTES:						

February Constituency Outreach Matrix

Constituency	White House Principal	Administration Officials	Volunteers	DNC Counterpart	Surrogates	Media	Priority States	Events
Single/Married Non-College Ed Women	POTUS, VPOTUS, FLOTUS, MRS. GORE	Madeleine Albright, Ruth Bader Ginsburg, Hazel O'Leary, Doris Matsui, Alice Rivlin, donna shalala, Laura Tyson, Carol Browner, Alexis Herman, Ginger Lew, Janet Reno, Shsirley Sagawa, Isabelle Tapia, Maggie Williams, Kitty Higgins, Karen Nussbaum, Melanne Verveer, Carol Rasco	Kathy Bonk Marcia Greeberger, Iris Jacobson, Judy Lichtman, Celinda Lake, Eleanor Louis, Ellen Malcom, Amelia Parker, Linda Tarr-Whelan, Lynn Cutler, Bob Shrum, Ann Wexler		Susan Hager, Judy Lichtman, Anne Bryant, Anita Miller, Anne Cohn donnelly, Linda Tarr-Whelan, Marcia Greenberger, Judy Lichtman, Ann Wexler, Lynn Cutler, Marian Wright Edleman	List of Women's Editors (41); Media Advisory Group; TV Talk Show; Radio;	CA, OH, PA, NJ, IL, NY IA, NH, MI	March 95 Count Event, Washington, DC; April ?; May 19, 1995, Picnic on White House Lawn; June, 95, White House Teleconference, SBA;
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Draft

February: Constituency - Legislative/Policy Outreach

Constituency	Key Policy Issues	Current Issues	Administration Message	NEC Contact	DPC Contact	NSC Contact
SINGLE, MARRIED NON-COLL EGE ED. WOMEN	Affirmative Action; Minimum Wage; Health Care; Welfare Reform; Job Security; Economic Opportunity; Crime; Children and Families; Education; Rights of Women; Tax Credits; Educational Loans; Training Vouchers; IRAs;	Foster Nomination; Abortion; Affirmative Action; Economy; Block Grant; Rescission Bill;	The Administration message must repeatedly speak out about the importance of economic self-sufficiency of women as a key to the economic stability of families. We must raise the visibility of working women's issues as mainstream concerns of the middle class, demonstrate that the federal government has a role to play in solving problems facing women and their families, and give us an opportunity to translate economic and employment policies into "kitchen table talk" that women and their families can relate	Laura Tyson	Carol Rasco, Bill Galston, Jennifer Klein, Karen Guss, Mike Schmidt	Madeline Albright, UN; Gracia Hillman, State;
NOTES:						

AGENDA

file
♀
event

WOMEN'S SUB-CABINET GROUP

TUESDAY, FEBRUARY 28, 1995

ROOM 100

3:00 PM

- * Women's Strategy
 - Outline plan for coordinated outreach to women and get feedback
 - Discuss the economic/family message for reach women
 - Events
 - Policy Issues
 - Hot Button Issues
- * Events — ♀ Bureau's working ♀ Count — ~~March~~ April
- * Reports
- * Other Women Group Meetings
 - Media Advisory Group
 - Cabinet Liaison
- * Set Monthly Meeting Date
 - Guest for April: Media type
- * Next Meeting
 - Friday, March 10, 1995
 - Celinda Lake, Pollster
 - Roosevelt Room
 - 4:00 pm - 5:00 pm

Viol V ♀ / Mar 15/16 discussion
picnic May
tv event ~~May~~ fall
SBA teleconference June

Cabinet lunch
reception - get good lists - Barbara will propose it
surrogates
media

Schedule of proposed women's events for the upcoming months.

- * March, 1995. National Women in History Month
- * March, 1995. Press Event on the Violence Against Women Act.
- * March 10, 1995. Internal White House Working Group meeting, 4:00 pm-5:00 pm.
- * March 6-18. American Women's Economic Development Corporation 15th Annual Conference for Women in Business, New York City.
- * March 9, 1995. External Working Group (Leadership Group) dinner.
- * March 10, 1995. Media Advisory meeting.
- * March, 1995. White House Event or Business Site Event announcing recommendations based on the Working Women Count Report.
- * March 30-31. National Association of Women Business Owners Economic Summit and National Conference, Raleigh, NC.
- * April 25-28. Girls Incorporate Annual Conference, New York, NY.
- * April 27. Take Your Daughter to Work.
- * April 30. Small Business Week. White House Reception.
- * First Week in May. Center for Policy Alternatives Semi-Annual Dinner.
- * May 15. American Working TV Show.
- * May 17-21. Association of Junior League's Annual Conference, San Francisco, CA.
- * May 19, 1995. Picnic on the White House Lawn to Celebrate the 75th Anniversary of the Women's Bureau.
- * May 20, 1995. Nine-to-Five National Summer School. Washington, D.C.
- * May 22, 1995. NARAL will present Justice Blackmun with Lifetime Achievement Award.
- * June, 1995. National Women's Teleconference sponsored by AT&T "Women and the Economy." Address from the Oval Office (proposed).

- * June 2, 1995. General Federation of Women's Clubs, Seattle, Washington.
- * June 10-13. League of Women Voters' Annual Conference, Washington, DC.
- * June 12-15. National P.T.A., Annual Conference, Orlando, FL.
- * June 12-16. White House Conference on Small Business.
- * June 23. Avon Women of Enterprise Awards, Washington, DC.
- * June 23. Women's Legal Defense Fund's Annual Luncheon, Washington, DC
- * June 24-27. American Association of University Women Biannual Convention, Orlando, FL
- * July 1995. SBA's announcement of Women's Demonstration Programs Sites.
- * July 15-18. Business and Professional Women's Annual Conference, Tulsa, OK.
- * October, 1995. Interagency Report to President Due.
- * November, 1995. National Women's Law Center's Annual Dinner, Washington, DC.

SUB-CABINET WORKING GROUP ON WOMEN

1. Core Group
 - Meets once a month
 - Keep informed
 - Define segments of Women we are targeting.
 - Identify what the administration needs to do between now and 96 from an issues perspective to reach these women.
 - Develop the message the Administration needs to communicate to reach these women.
 - Vet scheduling requests.
 - Develop targeted state strategy.
 - Monitor all of the above to make sure plans are on track and integrated into the White House and administration wide systems.
2. Message/Media Strategy
 - Media Advisory Group - external/volunteer
 - March 10 meeting
 - Develop media visibility for presidential appointees
 - Tie in Issues/Surrogates/Media/Political Appointees
3. External Surrogates/Volunteers
 - Surrogates
 - Volunteers
4. Substance
 - Women's Bureau - make sure we are all on script.
 - Policy Initiative/Plan-supports White House strategy and vets schedules of principles.
5. Hot Button Issues
 - Identify. Karen Hancox, Karen N., Betsy, Barbara W.

Draft

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March 10 / 4-5 People Room

Media meeting
tv talk shows
radio

After May, ♀ Bureau will coordinate
surrogate scheduling

5-3002 - alumni