

Withdrawal/Redaction Sheet

Clinton Library

DOCUMENT NO. AND TYPE	SUBJECT/TITLE	DATE	RESTRICTION
001. schedule	Schedule for Hillary Rodham Clinton (partial) (2 pages)	04/28/1999	b(6)

COLLECTION:

Clinton Presidential Records
First Lady's Office
Melanne Verveer
OA/Box Number: 19751

FOLDER TITLE:

Domestic Women's Issues #3 [binder] [3]

2013-0534-S

ry1790

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]

THE WHITE HOUSE

WASHINGTON

March 12, 1999

MILLENNIUM EVENING AT THE WHITE HOUSE WOMEN AS CITIZENS: VITAL VOICES THROUGH THE CENTURY

DATE:	March 15, 1999
LOCATION:	East Room
TIME:	7:30 p.m.
FROM:	Ellen McCulloch-Lovell

I. PURPOSE

You and the First Lady will host the sixth program in our series of "Millennium Evenings at the White House." This evening's discussion is entitled *Women as Citizens: Vital Voices through the Century* and will focus on three themes: women as volunteers and reformers, women's struggle for rights, and women in public/civic life today. We will explore these themes through a panel discussion with three distinguished scholars and educators: historians Alice Kessler-Harris of Columbia and Nancy Cott of Yale will address the first two topics, paying particular attention to the ways women have been active in the political arena and in civic work as volunteers, union members and other reform movements. Dr. Ruth Simmons, the acclaimed President of Smith College, will address the question of how we should educate both men and women to secure and broaden rights in the 21st century. Before proceeding to the East Room for the lecture, you will greet the three speakers, their spouses and guests and representatives from our sponsors.

II. BACKGROUND

"Millennium Evenings at the White House" celebrate creativity and innovation by highlighting the contributions of artists, scholars, scientists and other creative individuals whose ideas help us honor our past and imagine our future as we approach the new millennium. This program coincides with National Women's History Month and will examine the many important roles American women have played in the nation's civic and public life. The twentieth century has been a time of tremendous change and transformation for women, and in our society perhaps no change has been more important than the roles women have created for themselves in the public arena. This Millennium Evening is dedicated to an exploration of women's citizenship in all its many forms.

The individual presentations will be preceded by a short video and followed with a brief question period from the audience. Professor Alice Kessler-Harris will make a short

V. SEQUENCE OF EVENTS

- 7:00 p.m. YOU and THE FIRST LADY arrive the Red Room for briefing.
- 7:15 p.m. YOU and THE FIRST LADY proceed to the Blue Room for meet and greet.
- 7:25 p.m. Ellen Lovell is announced into the East Room and enters from the Green Room on to the stage and briefs and audience.
- 7:30 p.m. YOU and THE FIRST LADY, along with Alice Kessler-Harris, Nancy Cott and Ruth Simmons, are announced into the East Room.

Program Begins.

THE FIRST LADY makes welcoming remarks and introduces the first video.

"Women as Volunteers and Reformers" video plays.

Alice Kessler-Harris makes remarks and takes question from the audience.

Ellen Lovell introduces the second video.

"The Fight for Rights" video plays.

Nancy Cott makes remarks and takes question from the audience.

Ellen Lovell introduces the third video.

"The Practice of Citizenship" video plays.

Ruth Simmons makes remarks and takes question from audience.

YOU make remarks and pose the first question to Alice Kessler-Harris.

Ellen Lovell opens discussion with audience and the Internet.

- 9:00 p.m. YOU make closing remarks and invite guests into the State Dining Room for a reception.
- 9:10 p.m. YOU and THE FIRST LADY have the option to join the guests in the State Dining Room or depart.

VI. REMARKS

To be provided by speechwriters

VII. ATACHMENTS

Bios for guest speakers

Alice Kessler-Harris

Alice Kessler-Harris is a Visiting Professor at Columbia University where she holds a joint appointment in both the History Department and the Institute for Research on Women and Gender. She received her Ph.D. in History from Rutgers University in 1968. Currently, she also holds her appointment as Professor of History at Rutgers, where she directed the Women's Studies Program from 1990 to 1995. She is described as one of the foremost labor historians in the country and has played an important role in the establishment of the discipline of women's studies. Dr. Kessler-Harris has authored and edited over ten books, including: A Women's Wage: Historical Meanings and Social Consequences, and Women in Culture and Politics: A Century of Change. One of her main subjects is how working women have understood their world. She has received fellowships from both the Guggenheim and Rockefeller foundations, and from the National Endowment for the Humanities.

Nancy Cott

Nancy Cott is the Stanley Woodward Professor of History and American Studies at Yale University, where she has taught since 1975. She received her Ph.D. in History of American Civilization from Brandeis University in 1974. Presently, she is spending the year in Palo Alto, California, at the Center for Advanced Studies in the Behavioral Sciences. Her publications include: A Heritage of Her Own: Towards a New Social History of American Women, co-editor; The Grounding of Modern Feminism; A Woman Making History: Mary Ritter Beard Through Her Letters; and numerous articles. Dr. Cott is also the series editor of the eleven-volume Young Oxford History of Women in the United States. She has received Guggenheim, Rockefeller Foundation and National endowment for the Humanities fellowships, and lectures widely at academic conferences and on college campuses. Recently, Dr. Cott appeared as a featured scholar on the PBS special "One Woman, One Vote." Her current research focuses on the history of marriage and public policy in the United States.

Ruth Simmons

Ruth Simmons is President of Smith College, an appointment she has held since 1995. Prior to her arrival at Smith, Dr. Simmons served as Provost of Spelman College, and Vice Provost, Associate Dean of the Faculty and Acting Director of African-American Studies at Princeton University. She received her Ph.D. in Romance Languages and Literature from Harvard University in 1973; her teaching and writing has centered on the literature of francophone Africa and the Caribbean. Throughout her career she has been recognized as a leading practical feminist and educational administrator. She is active in a wide range of educational, charitable, and civic endeavors and holds honorary degrees from a number of colleges and universities, including Amherst, Dillard, UMass Amherst, Dartmouth and Princeton. She also serves on numerous boards, including Clarke School for the Deaf, Pfizer, Inc., and Metropolitan Life Insurance. In 1996, she was named a CBS Woman of the Year, NBC Nightly News' Most Inspiring Woman, and Glamour Magazine's Woman of the Year. In 1997, she was awarded the Centennial Medal from Harvard University.

President's List

MILLENNIUM LECTURE #6 - Monday MAR 15 1999 - 6:30 PM White House - Business - East Visitors Entrance

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THE PRESIDENT AND FIRST LADY

REPORT DATE: March 12, 1999
REPORT TIME: 6:06 PM

Accepts and No Responses

- ✓ **Honorable Catherine Abate**
Senator, Office of Honorable Catherine Abate
Albany, NY
- A **Hon. Neil Abercrombie**
D-Hawaii, House of Representatives
Washington, DC
Guest: Ms. Patricia Itamoto
- A **Ms. Arlene Ackerman and Mr. David Ackerman**
Superintendent, Washington, D.C. Public Schools
Washington, DC
- A **Mr. Stephen J. Acquista**
- A **Ms. Mahnaz Afkhami**
Executive Director, Sisterhood is Global Institute
Bethesda, MD
Guest: Ms. Farah Ebrahimi Ladjevardi
- A **Ms. Brenda Allen**
Associate Professor of Psychology, Smith College
- A **Hon. Virginia M. Apuzzo**
Assistant to the President for Management and Administration, The White House, Office of Management & Administration
Washington, DC
Guest: Ms. Barbara Fried
- A **Ms. Susan McGee Bailey**
Executive Director, Wellesley College
Wellesley, MA
- A **Hon. and Mrs. David J. Barram**
Administrator, U.S. General Services Administration
Washington, DC
- A **Hon. and Mrs. Birch Evans Bayh**
Bayh, Connaughton & Malone
Washington, DC
- A **Ms. Carol Beach**
Column Assistant, The Office of the First Lady
Washington, DC
- A **Dr. and Mrs. Richard Franklin Bebee**
Dean of Perdue School of Business, Salisbury State University
Salisbury, MD
- A **Ms. Carolyn Becraft**
Deputy Assistant Secretary of Defense for Personnel Support, Families and Education, Department of Defense
Washington, DC
- A **Ms. Eve Belfance**
Member, Board of Directors, National Organization Women

REPORT DATE: March 12, 1999
REPORT TIME: 6:06 PM

Accepts and No Responses

- A **Mrs. Sandy Bernard**
Executive Office, American Association of University Women
Washington, DC
Guest: Ms. Nancy M. Zirkin

- A **Mrs. Jacqueline Jordan Blumenthal and Hon. Sidney Blumenthal**

- A **Ms. Myrna Blyth**
Editor in Chief, Ladies' Home Journal
New York, NY

Ms. Cathy Bonner
Texas Department of Commerce
Austin, TX

- A **Hon. (Sen.) Barbara Boxer**
D-California, United States Senate
Washington, DC
Guest: Ms. Nicole Boxer-Rodham

Ms. Margaret Anne Brea
Vice President, Sun Microsystems, Inc.
Menlo Park, CA

- A **Hon. Mary Beth Cahill**
Assistant to the President and Director of OPL, White House
Washington, DC

Ms. Alice Cardona
Flushing, NY

- A **Ms. Cherilyn Cepriano**
Student Body President, Smith College
Northampton, MA

- ✓ **Hon. Una Clarke**
Councilwoman
Brooklyn, NY

- A **Ms. Eleanor Clift**
Contributing Editor, Newsweek Magazine
Washington, DC

- A **Dr. Johnnetta B. Cole**
President, Spelman College
Atlanta, GA

- A **Dr. Rita R. Colwell and Dr. Jack C. Colwell**
Director, National Science Foundation
Arlington, VA

- A **Mr. William Kevin Cook**
Vice President, Central Area, Sun Microsystems, Inc.
South Lyon, MI
Guest: Ms. Tracy C. Lloyd

REPORT DATE: March 12, 1999
REPORT TIME: 6:06 PM

Accepts and No Responses

- A **Ms. Esther Coopersmith**
Washington, DC
- ✓ **Honorable Harriet D. Cornell**
West Nyack, NY
- A **Mr. Joshua Cott**
Charlottesville, VA
- Ms. Nancy F. Cott**
Yale University
- A **Ms. Elizabeth Crow**
Editor-in-Chief, Mademoiselle
New York, NY
- A **Ms. Judsen Culbreth**
Editor in Chief, Working Mother Magazine
New York, NY
- A **Mr. Carl Degler**
Stanford, CA
Guest: Ms. Barbara Vorhees
- Ms. Ann Douglas**
Department of History, Rutgers University
New Brunswick, NJ
- A **Ms. Ellen Dubois**
Los Angeles, CA
Guest: Ms. Mildred Dubois
- A **Ms. Evelyn Dubrow**
Special Assistant to the President, UNITE
Washington, DC
- A **Ms. Doreen Duke**
- A **Ms. Katrina Duke**
- A **Hon. Maria Echaveste**
Assistant to the President & Deputy Chief of Staff, The White House
- A **Ms. Josie Fernandez**
Superintendent, Women's Rights National Historical Park
Seneca Falls, NY
- A **Mrs. Marcie Cohen Ferris (Spouse of: William Ferris)**
- A ✓ **Ms. Barbara J. Fife**
New York, NY
- A **Ms. Ellen Fitzpatrick**
Newtonville, MA

REPORT DATE: March 12, 1999
REPORT TIME: 6:06 PM

Accepts and No Responses

- A **Mr. William P. Flanagan**
Hogan and Hartson, L.L.P.
Washington, DC
Guest: Mr. Thomas F. Sheridan

- Mr. Eric Foner**
Columbia University
New York, NY

- A **Hon. Diane B. Frankel and Dr. Charles L. Frankel**
The James Irvine Foundation
San Francisco, CA

- A **Ms. Betty Friedan**
President, Women, Men, and the New Millennium
Washington DC
Guest: Mr. David Carliner

- A **Ms. Bonnie Fuller**
Editor, Glamour Magazine
New York, NY

- A **Ms. Carol Gilligan**
Author & Founder of the Harvard Project on Psychology, Harvard University
Cambridge, MA
Guest: Mr. Joel Revzen

- A **Ms. Barbara Goldsmith**
New York, NY
Guest: Mrs. Gale Hayman-Haseltine

- Hon. and Mrs. Albert M. Gore**
Vice President of the United States
Washington, DC

- A **Hon. Jamie S. Gorelick and Dr. Richard E. Waldhorn**
Vice Chair, Fannie Mae
Chevy Chase, MD

- Ms. Allison Green**
Canton, OH

- A **Mr. David Greene**
Assistant to the President of Smith College, Smith College

- Ms. Monique Greenwood**
Executive Editor, Essence Magazine
New York, NY

- Ms. Bernadette Grey**
Editor in Chief, Working Woman Magazine
New York, NY

- Ms. Sandra Guzman**
Editor in Chief, Latina Magazine
New York, NY

REPORT DATE: March 12, 1999
REPORT TIME: 6:06 PM

Accepts and No Responses

- A **Ms. Ilona Harris and Dr. Gary Zuckerman**
Highland Park, NJ

- A **Ms. LaDonna Harris**
President, Americans for Indians Opportunities
Bernalillo, NM
Guest: Ms. Barbara Davis Blum

- Hon. Audrey Tayse Haynes**
Chief of Staff to Mrs. Gore, The White House
Washington, DC

- Dr. Dorothy I. Height**
Chair, National Council of Negro Women
Washington, DC

- A **Hon. Alexis M. Herman**
Secretary of Labor, Department of Labor
Washington, DC
Guest: Mr. James Bernard Broadus

- Hon. and Mrs. I. Michael Heyman**
Secretary, Smithsonian Institution
Washington, DC

- A **Mrs. Wilhelmina Holladay and Mr. Wallace F. Holladay**
Chairman of the Board, National Museum of Women in the Arts
Washington, DC

- A **Ms. Keyburn P. Hollister and Mr. John R. Gobel**
Partner, Gobel & Hollister
Pittsfield, MA

- Ms. Dolores Huerta**
Co-Founder; Secretary/Treasurer, United Farm Workers of America, AFL-CIO
Keene, CA

- A **Ms. Barbara Haney Irvine and Mr. Geoffrey Irvine**
Cinnaminson, NJ

- A **Hon. Shirley Ann Jackson**
Chairman, U.S. Nuclear Regulatory Commission
Washington, DC

- A **Ms. Carolyn Jefferson Jenkins**
President, League of Women Voters of the U.S.A.
Washington, DC

- A **Ms. Gloria Johnson**
IUE
Washington, DC

- Ms. Nancy Kassebaum-Baker**
Washington, DC

- ✓ **Honorable Melinda Katz**
Forest Hills, NY

REPORT DATE: March 12, 1999
REPORT TIME: 6:06 PM

Accepts and No Responses

- A **Lt. General Claudia Kennedy**
United States Army
Washington, DC
Guest: Dr. David W. Sink

- Mr. Robert F. Kennedy**
Director, Pace University School of Law
White Plains, NY

- A **Ms. Alice Kessler-Harris**

- A **Dr. Elaine Kim**
Professor, Asian American Study Department, University of California, Berkeley
Oakland, CA

- A **Ms. Sally Koslow**
Editor-in-Chief, McCall's
New York, NY

- Ms. Yanick Rice Lamb**
Editorial Director, Heart and Soul
Washington, DC

- A **Hon. (Sen.) Mary L. Landrieu**
D-Louisiana, United States Senate
Washington, DC

- Ms. Geraldine B. Laybourne and Mr. Lawrence Laybourne**
President, Disney/ABC Cable Networks
New York, NY

- A **Mr. and Mrs. John F. Leahy**
Sun Microsystems

- A **Mr. and Mrs. Ira Leesfield**
Leesfield, Leighton, Rubio
Miami, FL

- A **Hon. Ann F. Lewis and Mr. Michael Sponder**
Assistant to the President & Director of Communications, The White House
Washington, DC

- A **Ms. Judith L. Lichtman and Mr. Elliott Charles Lichtman**
President, National Partnership for Women and Families
Washington, DC

- A **Ms. Theresa Loar**
Director, Department of State
Bethesda, MD

- A **Ms. Jennifer Luray**
White House Womens Office, Director
Washington, DC
Guest: Mr. Steven Goodman

- A **Ms. Molly Murphy MacGregor**
Executive Director, National Women's History Project
Windsor, CA
Guest: Ms. Lissa McLean

REPORT DATE: March 12, 1999
REPORT TIME: 6:06 PM

Accepts and No Responses

- A **Ms. Maureen Mahoney**
Amherst, MA

- Ms. Ellen R. Malcolm**
President, Emily's List
Washington, DC

- Hon. Carolyn B. Maloney**
D/New York, House of Representatives
Washington, DC

- A **Mr. John Edward Marselle**
President, Sun Fed Program Management, Sun Microsystems
McLean, VA
Guest: Ms. Elaine Rogers

- Mr. Brian Michael Martin**
Legal Counsel, Sun Microsystems, Inc.
Newark, CA
Guest: Ms. Terri Lynn Wagoner

- A **Dr. Prema Mathai-Davis**
National Executive Director, Young Women's Christian Association
New York, NY

- A **Hon. Sylvia M. Mathews**
Deputy Director, Office of Management and Budget
Washington, DC

- A **Ms. Edith P. Mayo**
Smithsonian Curator Emeritus
Alexandria, VA
Guest: Ms. Melanie Mayo

- Hon. Carolyn McCarthy**
(D/New York), House of Representatives
Washington, DC

- A **Mr. Scott McCoy**

- A **Hon. Ellen McCulloch-Lovell and Dr. Christopher Lovell**
Deputy Assistant to the President, White House
Washington, DC

- A **Ms. Kathryn B. Medina**
Executive Editor, Random House, Inc.
New York, NY
Guest: Dr. Joel O. Conarroe

- A **Mr. and Mrs. Thomas Charles Merical**
Navy Operations, Sun Microsystems, Inc.
Great Falls, VA

- A **Mr. Juan E. Mestas**
Deputy Chair, National Endowment for the Humanities
Washington, DC

REPORT DATE: March 12, 1999
REPORT TIME: 6:06 PM

Accepts and No Responses

- A **Ms. Page Putnam Miller and Mr. Charles Davis**
American Historical Association
Washington, DC
- A **Mr. and Mrs. Ronald B. Mincy**
Senior Project Officer, Ford Foundation
New York, NY
- A **Hon. Minyon Moore**
Assistant to the President and Director for Political Affairs, The White House
Washington, DC
- A **Ms. Betsy Myers**
Associate Deputy for Entrepreneurial Development and Director of Small Business Welfare to Work, Small
Business Administration
Washington, DC
- A **Ms. Roberta Anne Myers**
Editor-in-Chief, Mirabella
New York, NY
- A **Ms. Barbara Nelson**
Dean and Professor of Policy Studies, University of California, Los Angeles
Los Angeles, CA
Guest: Ms. Katherine A Carver
- A **Ms. Beth W. Newburger and Mr. Richard Schwartz**
Associate Administrator for Public Affairs, General Services Administration
Washington, DC

Supervisor May W. Newburger
Manhasset, NY
- A **Ms. Karen Nussbaum**
Director, Working Women's Department, AFL-CIO
Washington, DC
Guest: Ms. Judy Scott

Ms. Susan R. Oppenheimer
San Antonio, TX
- ✓ **Mrs. Susan Patricof**
Chairman
New York, New
- ✓ **Honorable Mary Pinkett**
Brooklyn, NY
- Hon. John D. Podesta**
Chief of Staff, The White House
Washington, DC
- ✓ **Mrs. Loretta Cottin Pogrebin**
New York, NY
- A **Ms. Ruth Pollak**
Educational Film Center
Annandale, VA

REPORT DATE: March 12, 1999
REPORT TIME: 6:06 PM

Accepts and No Responses

- A **Mr. Paul Regensburg**

- A **Hon. Ann Richards**
Former Governor of Texas; Senior Advisor, Verner, Lipfert, Bernhard, McPherson and Hand
Austin, TX
Guest: Mrs. Lynn Cecile Richards

- A **Ms. Delia Rios**
Newhouse News Service
Washington, DC

- A **Ms. Anna Eleanor Roosevelt**
Wilmette, IL

- A **Ms. Hilary B. Rosen**
President, Recording Industry Association of America
Washington, DC
Guest: Ms. Elizabeth Birth

- A **Mr. Jack Rosenthal and Mrs. Holly Russell**
Editor, The New York Times Magazine
New York, NY

Ms. Deborah Sale
Executive, Hospital for Special Surgery
New York, NY

- A **Ms. Maxine S. Scarbro**
President, General Federation of Women's Clubs
Washington, DC
Guest: Ms. Barbara Henry

- A **Hon. Janice Schakowsky**
D/Illinois, House of Representatives
Washington, DC

- A **Hon. (Rep.) Patricia Schroeder and Mr. James Schroeder**
Association of American Publishers
Washington, DC

- A **Ms. Marsha Semmel**
Executive Director, Women of the West Museum
Boulder, CO
Guest: Mr. David Semmel

Ms. Lesley Jane Seymour
Managing Editor, Redbook
New York, NY

- A **Mrs. Julie Shannon and Mr. John Brian Shannon**
Washington, DC

- A **Ms. Lynn Sherr**
ABC
New York, NY

REPORT DATE: March 12, 1999
REPORT TIME: 6:06 PM

Accepts and No Responses

- A **Prof. Bertram Silverman**
New York, NY

- A **Ms. Devorah Silverman**
Clinical Social Worker, Lower East Site Service Center
New York, NY

- A **Dr. Ruth Simmons**
President, Smith College
Northampton, MA
Guest: Mr. David Greene

- A **Ms. Marva Smalls**
Vice President, Network Relations, Nickelodeon
New York, NY

- Ms. Eleanor Smeal**
Feminist Majority Foundation
Arlington, VA

- A **Mr. and Mrs. James A. Smith**
Executive Director, The Howard Gilman Foundation
New York, NY

- A **Dr. Jane E. Smith**
President & CEO, National Council of Negro Women
Washington, DC
Guest: Ms. Michele Arrington

- Ms. Karen Staser**
Alexandria, VA

- Ms. Gloria Steinem**
Ms. Magazine
New York, NY

- Mrs. Isabel Carter Stewart**
President, Girls, Inc.
New York, NY

- A **Ms. Catharine Stimpson**
Dean of the Graduate School of Arts & Sciences, New York University
New York, NY

- A **Mr. and Mrs. Winston Tabb**
Associate Librarian for Library Services, Library of Congress
Washington, DC

- A **Dr. Deborah F. Tannen and Dr. Michael Macovski**
Author "You Just Don't Understand"
Mc Lean, VA

- Ms. Helen Thomas**
United Press International
Washington, DC

REPORT DATE: March 12, 1999
REPORT TIME: 6:06 PM

Accepts and No Responses

Ms. Cynthia Tucker
Editorial Page Columnist, Atlanta Journal
Atlanta, GA

A **Ms. Susan Turnbull and Mr. Bruce Turnbull**
Chair, Women's Caucus, Democratic National Committee
Bethesda, MD

Ms. Mary Dixon (Substitute for: Rochelle Udell)

A **Ms. Nancy Clark (Substitute for: Susan Ungaro)**
Deputy Editor, Family Circle Magazine
New York, NY

Ms. Susan Van Dyne
Northampton, MA

Hon. (Rep.) Nydia M. Velazquez
D/New York, House of Representatives
Washington, DC

A **Hon. Melanne Verveer and Mr. Philip Louis Verveer**
Assistant to the President & Chief of Staff to the First Lady, The White House
Washington, DC

Ms. Beverly Wetenstein
Columnist, Dallas Morning News

Mr. Louis Jean White
National Parent Teacher Association
Chicago, IL

A **Mrs. Irene Wurtzel and Mr. Alan L. Wurtzel**
Washington, DC

Hon. (Dr.) Janet Yellen
Director, Council of Economic Advisors
Washington, DC

Clinton Presidential Records Digital Records Marker

This is not a presidential record. This is used as an administrative marker by the William J. Clinton Presidential Library Staff.

This marker identifies the place of a tabbed divider. Given our digitization capabilities, we are sometimes unable to adequately scan such dividers. The title from the original document is indicated below.

3/16/99

Divider Title: _____

SCHEDULE FOR HILLARY RODHAM CLINTON
TUESDAY, MARCH 16, 1999

FINAL-REVISED

WASHINGTON, DC

SEVENTEEN MAGAZINE

VOLUNTEER AWARDS

LEAD ADVANCE: MICHELLE KREISS
 301/384-7118 PHONE
 WHCA PAGER

PRESS ADVANCE: CHERI STOCKHAM
 202/456-6419 PHONE
 WHCA PAGER

VITAMIN A LUNCHEON

USAID DEDICATION

LEAD ADVANCE: ROB ROSEN
 202/456-5314 PHONE
 202/607-6204 CELL PHONE
 WHCA PAGER

PRESS ADVANCE: LEIGH FLORES
 703/506-0325 PHONE

FIRST LADIES
LIBRARY DINNER

LEAD ADVANCE: DOUG SMITH
 202/366-9951 PHONE
 202/232-1223 HOME

PRESS ADVANCE: RICHARD STRAUSS
 202/638-0200 PHONE

SCHEDULER: EVAN RYAN
 202/456-6751 PHONE
 202/456-5340 FAX
 202/483-0383 HOME
 WHCA PAGER #4223

PREV RON The White House

12:00 pm- AUDIO TAPING OF ST. PATRICK'S DAY GREETING
12:05 pm FOR PAT KENNEY SHOW AND EXTENDED IRISH AND
 AMERICAN BROADCAST
 Map Room
 CLOSED PRESS/WH PHOTO

CONTACT: Marsha Berry 202/456-2960

**SCHEDULE FOR HILLARY RODHAM CLINTON
TUESDAY, MARCH 16, 1999**

PAGE 2

12:05 pm **DEPART** South Portico
 EN ROUTE National Museum of Women in the Arts

12:10 pm **ARRIVE** National Museum of Women in the Arts

LOBBY GREETERS:

Constance Battle, Executive Director, National
Museum of Women in the Arts
Beth Egan, Event Coordinator, National Museum of
Women in the Arts

PROCEED TO MEZZANINE LEVEL ON ELEVATOR

MEZZANINE GREETERS:

Patti Adcroft, Editor-in-Chief, Seventeen Magazine
Tbd

12:15 pm-
12:25 pm

PHOTOS

New Reception Room
National Museum of Women in the Arts
Hold: Educational Resource Room
Phone: 202/783-7995
Fax: 202/783-3234
CLOSED PRESS/WH PHOTO

PARTICIPANTS:

The First Lady
Aubyn Burnside, award winner
Emily Pearson, award winner
Jennifer Fletcher, award winner
Annie Chau, award winner
Melissa Poe, award winner
Kathryn McKell, award winner
Brandy, singer
Andrea Chambers, Editorial Projects Director,
Seventeen Magazine
David Tanzer, President and CEO, Prime Media
Anne Martin, Marketing Director, Cover Girl
Luke Vachon, husband of Anne Martin
Luren Rubenstein, daughter of Janice Grossman
Lorie Burgess, Publisher, Seventeen Magazine
Patrice Adcroft, Editor-in-Chief, Seventeen
Magazine

**SCHEDULE FOR HILLARY RODHAM CLINTON
TUESDAY, MARCH 16, 1999**

Vickie Lowell, Cover Girl Brand Manager
Jessie Lack, Cover Girl Brand Manager

PAGE 3

12:25 pm **PROCEED TO MAIN LEVEL ON ELEVATOR**

12:30 pm- **SEVENTEEN MAGAZINE VOLUNTEERISM AWARDS**
12:55 pm Main Hall

National Museum of Women in the Arts
Hold: Educational Resource Room
Phone: 202/783-7995
Fax: 202/783-3234
OPEN PRESS

FORMAT:

-The First Lady is escorted to her table by Lorie Burgess, Publisher, Seventeen Magazine.

-Lorie Burgess proceeds to stage and introduces a 6 minute video.

-Lorie Burgess introduces Anne Martin, Marketing Director for Cover Girl.

-Anne Martin makes brief remarks and introduces the First Lady.

-The First Lady makes remarks.

-The First Lady departs stage left.

PARTICIPANTS: 200-225 guests

CONTACT: Andrea Chambers 212/407-9851

1:00 pm **DEPART** National Museum of Women in the Arts
EN ROUTE Ronald Reagan Building

1:05 pm **ARRIVE** Ronald Reagan Building

INSIDE GREETERS:

Karen Anderson, Director, Public Liaison, USAID
Jill Buckley, Legislative and Public Affairs,
USAID
Alicia Bambra, Chief of Staff, USAID

**SCHEDULE FOR HILLARY RODHAM CLINTON
TUESDAY, MARCH 16, 1999**

PAGE 4

1:10 pm-
1:30 pm

DROP-BY VITAMIN A LUNCHEON

Polaris A & B
Ronald Reagan Building
Hold: Polaris C
Phone: tbd
Fax: tbd
CLOSED PRESS/WH PHOTO

FORMAT:

- J. Brian Atwood, Administrator, USAID, introduces the First Lady.
- The First Lady makes brief remarks.
- The First Lady and J. Brian Atwood sign Vitamin A declaration.
- The First Lady departs Polaris A & B.

PARTICIPANTS: 80 guests

CONTACT: Alicia Bambra 202/712-4023

1:35 pm-
1:40 pm

PHOTO with Operation Day Work Kids
Hallway
Hold: Polaris C
Phone: tbd
Fax: tbd
CLOSED PRESS/WH PHOTO

PARTICIPANTS: 25 students

PHOTO with Georgetown School of Foreign Service
Students
Hold: Polaris C
Phone: tbd
Fax: tbd
CLOSED PRESS/WH PHOTO

PARTICIPANTS: 20 students

**SCHEDULE FOR HILLARY RODHAM CLINTON
TUESDAY, MARCH 16, 1999**

PAGE 5

PHOTO with Vitamin A Private Sector Partners

Hold: Polaris C

Phone: tbd

Fax: tbd

CLOSED PRESS/WH PHOTO

PARTICIPANTS: 8 corporate representatives

1:45 pm-

DROP-BY with Dr. Luisa Ejercito Estrada, First

1:50 pm

Lady of the Phillipines

Polaris C

Hold: Polaris C

Phone: tbd

Fax: tbd

CLOSED PRESS/WH PHOTO

PARTICIPANTS:

The First Lady

Dr. Luisa Ejercito Estrada

Dr. Susan P. Mercado, wife of the Secretary of
Defense, The Phillipines

Melanne Verveer

CONTACT: Bill Moore 202/647-2301

1:50 pm

PROCEED to Green Room

1:55 pm

MEET STAGE PARTICIPANTS

Green Room

Ronald Reagan Building

Hold: Polaris C

Phone: tbd

Fax: tbd

CLOSED PRESS/WH PHOTO

PARTICIPANTS: 8 stage participants

2:00 pm-

**LOBBY DEDICATION TO FIRST LADY HILLARY RODHAM
CLINTON**

3:25 pm

Atrium

Ronald Reagan Building

**SCHEDULE FOR HILLARY RODHAM CLINTON
TUESDAY, MARCH 16, 1999**

Hold: Polaris C
Phone: tbd
Fax: tbd
OPEN PRESS

PAGE 6

FORMAT:

-Jill Buckley announces the First Lady, J. Brian Atwood, Senator Patrick Leahy, Congressman Sonny Callahan, Ambassador Edith Sempala, and Hattie Babbitt to stage.

-Procession of children in national dress.

-Jill Buckley opens the ceremony.

-Military Color Guard presents colors.

-Eastern High School Choir sings National Anthem.

-Jill Buckley introduces Senator Patrick Leahy.

-Senator Leahy makes brief remarks.

-Jill Buckley introduces Congressman Sonny Callahan.

-Congressman Callahan makes brief remarks.

-Hattie Babbitt, Deputy Administrator, USAID, introduces Ambassador Edith Sempala, Uganda.

-Ambassador Sempala makes brief remarks.

-Jill Buckley introduces J. Brian Atwood.

-J. Brian Atwood makes remarks and introduces the First Lady.

-J. Brian Atwood and the First Lady unveil bronze plaque honoring the First Lady.

-The First Lady makes remarks.

-Operation Day's Work present gifts to the First Lady.

**SCHEDULE FOR HILLARY RODHAM CLINTON
TUESDAY, MARCH 16, 1999**

-Children present flowers to the First Lady.

-Eastern High School Choir sings.

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-The First Lady departs via 14th Street Lobby to view the First Lady's photo exhibit.

PARTICIPANTS: 2000 guests expected.

CONTACT: Alicia Bambra 202/712-4023

3:30 pm **DEPART** Ronald Reagan Building
 EN ROUTE The White House

3:35 pm **ARRIVE** The White House

3:40 pm- **PRIVATE MEETING**
4:00 pm Map Room
 CLOSED PRESS/WH PHOTO

5:30 pm- **DOWN TIME**
8:20 pm

8:25 pm **DEPART** South Portico
 EN ROUTE Ronald Reagan Building

8:30 pm **ARRIVE** Ronald Reagan Building

GREETERS: N/A

8:35 pm- **FIRST LADIES LIBRARY DINNER**
9:30 pm Atrium
 Ronald Reagan Building
 Hold: Polaris C
 Phone: tbd
 Fax: tbd
 OPEN PRESS

FORMAT:

-Barbara Walters introduces Mary Steenburgen and Jane Alexander.

SCHEDULE FOR HILLARY RODHAM CLINTON
TUESDAY, MARCH 16, 1999

-Mary Steenburgen and Jane Alexander perform One Act readers' theater performance.

-Barbara Walters introduces the First Lady.

-The First Lady makes remarks.

PAGE 8

-Barbara Walters introduces Secretary Albright for special tribute to the First Lady.

-Barbara Walters introduces Senator Barbara Mikulski.

-Senator Barbara Mikulski introduces awardee, Secretary Madeleine Albright.

-The First Lady presents award to Secretary Albright.

-Secretary Albright makes brief remarks.

-Barbara Walters introduces Lura Lynn Ryan, First Lady of Illinois.

-Lura Lynn Ryan introduces awardee, Gwendolyn Brooks.

-The First Lady presents award to Gwendolyn Brooks.

-Gwendolyn Brooks makes brief remarks.

-Barbara Walters introduces Lynda Robb.

-Lynda Robb introduces awardee, Elizabeth Campbell.

-The First Lady presents award to Elizabeth Campbell.

-Elizabeth Campbell makes brief remarks.

-Barbara Walters introduces Congresswoman Maxine Waters.

**SCHEDULE FOR HILLARY RODHAM CLINTON
TUESDAY, MARCH 16, 1999**

-Congresswoman Maxine Waters makes remarks about
awardee, Shirley Chisolm.

-The First Lady presents award to Congresswoman
Maxine Waters, accepting on behalf of Ms.
Chisolm.

PAGE 9

-Barbara Walters introduces Wilhelmina Holladay.

-Mrs. Holladay introduces awardee, Supreme Court
Justice Sandra Day O'Connor.

-The First Lady presents award to Sandra Day
O'Connor.

-Sandra Day O'Connor makes brief remarks.

-Barbara Walters introduces Mrs. Hope Taft, First
Lady of Ohio.

-Mrs. Taft makes brief remarks in memorium, Louise
Timken.

-Barbara Walters makes closing remarks.

-The First Lady remains onstage as awardees and
program participants return to stage for a
group photo.

-The First Lady departs.

PARTICIPANTS: 200 guests.

9:40 pm **DEPART** Ronald Reagan Building
 EN ROUTE The White House

9:45 pm **ARRIVE** South Portico

10:00 pm- **BUDDY AND SOCKS ON-LINE**
10:45 pm Residence
 ON-LINE/WH PHOTO

CONTACT: Shirley Sagawa 202/456-6266

SCHEDULE FOR HILLARY RODHAM CLINTON
TUESDAY, MARCH 16, 1999

RON

The White House

WEATHER FORECAST FOR WASHINGTON, DC: Mostly cloudy and breezy, becoming clear to partly cloudy by early evening. Winds northwest at 10 to 20 knots, becoming west at 8 to 12 knots in the evening. Low 33F. High 41F.

FINISHED TRANSCRIBING – NEEDS TO BE EDITED

Seventeen Magazine/Cover Girl Volunteerism Awards

Remarks by First Lady Hillary Rodham Clinton
National Museum of Women in the Arts
March 16, 1999

I am absolutely delighted to be here for many reasons. First of all, this is one of my favorite places in Washington, and I hope that all of you have had a chance to explore and enjoy the exhibitions here at this wonderful museum. And secondly, because I am so pleased that the partnership between *Seventeen Magazine* and Cover Girl is doing this important work of not only honoring individual young women for their volunteer accomplishments, but making it clear, as the video said in the very beginning, that we need to do a better job of really understanding how terrific America's young people are. We don't know the full story. We don't see beyond the headlines and the images sometimes on television. And I'm privileged to meet with a lot of young people throughout our country, and I always come away encouraged and confident about the future because of what I see them doing and believing. So this is an especially important event for me and I'm very grateful to have been invited.

I want to thank Ann for her introduction and for her leadership of this effort. I also want to thank *Seventeen* magazine's publisher, Lori Burgess, and Editor-in-Chief Patrice Adcroft and the Editorial Projects Director, Andrea Chambers, for your commitment to both educating and challenging young women. Now I confessed to Lori that I—first I had to ask this question to Lori, how long has *Seventeen* been published? And I was relieved to learn longer than I've been alive. There are few things that I find current that you can say that about any longer. But I could tell Lori that I used to read *Seventeen* magazine, and so for me, knowing what it meant to my friends and me, and to the young women whom I knew growing up, I was especially pleased that the editorial content and the stories in the magazine are focusing on all aspects of a young woman's life. And to be here to help join in congratulating these outstanding young recipients of the *Seventeen* Cover Girl Volunteerism Awards, gives me a chance to really say just a few words about why this event is important in and of itself, but why what it represents is even more important. I also want to thank Brandy for being here, and I really enjoyed my opportunity to meet her along with the other young women that I met before the event, but Brandy I want to thank you for your energy and for the kind of commitment that you've made to being a good role model for young women, and I congratulate you.

You know, March is Women's History Month, and last night at the White House we had a millennium event, one of the events that we hold from time to time, to talk about women's lives as we move toward the end of a new century. We watched film clips of women marching for the right to vote, we watched them speaking out on behalf of issues they cared deeply about. We reminded ourselves that

some of the greatest work that has ever been done in our country has been done by women as volunteers-women who were reformers, women who believed that they could make life better for their families and their neighborhoods and their communities, so they decided to advocate on behalf of causes. Women at the end of this last century, the 19th century, were at the forefront of pointing out the injustices that existed at that time. They were the ones who would speak out on behalf of the incredibly difficult conditions of work that women and children were subjected to, who launched campaigns to clean up the streets and get rid of the garbage, things that made a real difference in how people lived and worked. As we listened last night to the scholars that we'd invited to speak to us, I was reminded in a very positive way about the changes in women's lives over the last hundred years, and the theme of our millennial celebration is, "honor the past, imagine the future." Well certainly we honor the past when we pay tribute to those who worked hard and fought for and struggled to obtain the rights that we enjoy as citizens of America, and for women we pay particular tribute to those women and men who stood up year after year, starting in 1848, and said women should be allowed to vote, women should be able to hold office, women should serve on juries, women should be able to own property in their own name.

All of these things, which now seem like part of ancient history, some of them were not resolved until the 1970's, when the last state finally was ordered to let women exercise the right of citizenship and obligation to serve on a jury, for example. So there is a lot of change that has happened in my lifetime and in the lifetime of many of you in this room. So let us honor the past, but equally and probably more important, let us imagine the future. And knowing the past helps us imagine the future. Knowing about not just famous people whose names you might read about in history, but knowing the stories in your own families, helps each of us think about what we can do. You know, Ann was telling some stories about her children, and I was thinking about my own mother's life, someone who was born before women could vote, who had a very difficult upbringing, who didn't have a lot of opportunities that she and my father worked to give to me, and really the story of America is each generation imagining a better future, so that our children and our grandchildren will have the opportunity to enjoy these rights and exercise these responsibilities that we call our right of citizenship here.

By looking at the stories of these six young women, we can imagine the future. And we can think more about what we're all capable of accomplishing. I think often about the kinds of people who inspire us. Now, I never met Seventeen's founding Editor-in-Chief, Helen Valentine, but I have read a little bit about her in preparation for this, and she, even then, encouraged young women to become informed and get involved. Now that was at a time when women's activism had died down. It comes and goes in sort of cycles in our country. And she told young women: "Never for a moment think, I am only a girl in my teens, what can I do? You can do plenty." And urging women to be politically active, and contribute to the war effort, Helen Valentine said, "We expect you to run this world more sensibly than we have."

From its very beginning, Seventeen was more than a handbook on hairstyles and makeup. I'm told that every March issue in the 1940's was dedicated not to what we would wear to prom, but to the Red Cross, and ever since, it has fulfilled that tradition. In recent years, Seventeen has brought to its pages the voices of teen mothers, children who are victims of unfair labor practices

in the Philippines, families rebuilding their lives after the hurricane in Central America, teens whose parents are in prison. Now that may not always be easy reading, but it's important reading. Those stories need to be told. Because if we're going to imagine a better future, we cannot shut our eyes to the suffering nearby and far away. And I'm particularly pleased that in its work, and in its efforts to communicate with young women, that message of Mrs. Valentine's is still being told today. So it shouldn't surprise us that a Seventeen survey found that nine out of ten teens already volunteer. They believe, as we do, that it's part of being an American. So the stories that we heard in this video should make us all stop and think that yes, we're honoring six remarkable young women today, but these young women stand for thousands and even millions of others of young women and men who are trying to do their part to make sure we do build that better future we can imagine.

I want to thank each of the winners. I want to thank Aubyn Burnside. Taking care of foster children has been a very important issue to me for a very long time. I've worked on behalf of foster children, neglected and abused children, children who, once they come into the foster care system, become our responsibility. It's not just the social workers or the judges, it is all of us who have to care for these young boys and girls. And I want to thank Aubyn for doing what she could to give a sense of dignity and respect to these children, some of whom move many, many times in just a very few years of their short lives.

I want to thank Jennifer Fletcher, for understanding how important the arts are in our educational system. Mr. Holland's Opus is one of my favorite movies, Jennifer, and it is because I can remember, although I have not a shred of musical talent, how much I learned in school, starting in my elementary school and going through my high school, because of the classes I was exposed to, because of the opportunities I would have to be in productions—I was always told that if I lip-synched and didn't actually sing, I could be in the chorus with my friends—and I know how significant it is that we keep the arts in our schools and I want to thank you for having the idea of having a benefit concert. Now I believe that it should not take a Jennifer Fletcher to make sure that the arts stay in the schools; every school district should work out a way of doing that.

And I want to thank Annie Chau for her taking on the responsibility of making it possible for young children to be exposed to the arts, again something that we are losing in our school systems, because too many school systems, when budget cuts come, they cut the arts and they cut physical education, two things that I think are essential to what young children should be exposed to. So I want to thank Annie for mobilizing other talented young artists like herself, to be sure that they were given a chance to use their skills and to learn.

And Melissa Poe is someone that I have known for several years, because I happened to be on the board of directors of Wal-Mart at the time that -- and I chaired the environmental committee—at the time that we made a partnership with Melissa to do what we could to make Wal-Mart stores and employees more environmentally conscious, and Melissa was a great help in that. And she's gone on to create an organization that has touched hundreds of young people and influenced adults as well. And the issue of the environment will only continue to become a more important issue in the twenty-first century, that all of us are going to have to face up to and do something about, and

I want to thank Melissa for her leadership.

And Megan Kirschner, I want to thank you, for doing something to try to help a young woman who needed that kind of help. We still do not have health insurance for all the children in our country, and it is heartbreaking, if, like Megan, you know a child who is not able to get all the treatment he or she needs, because that child's parents cannot afford the insurance that would pay for the treatment. It is something that should not be a part of our American life, and I am grateful for Megan's willingness to try to do something to help one young woman.

And Kat McKell, thank you, for your combination of commitment to expanding youth volunteerism and the environment. I love the name Manateens, that's so perfect for Florida, and it is a real symbol of what young people can do together, if given a chance.

So each of these young women are being honored today for what they did, but what they did should, I hope, send a message to all the rest of us about what remains to be done. We should make it possible for all young people to volunteer, and perform service, but we should also learn from the lessons and the models that these young women give to us, that there is a lot of work we need to be doing in partnership with young people, to imagine and then to build that better future.

So I'm honored to be part of this awards ceremony that pays very just tribute to these particular award recipients, and to thank both Seventeen and Cover Girl for their commitment to really exemplifying what volunteerism means. But I think we should not just applaud them, we should be challenged by them, and if we are, we will find even more opportunities for young women and men to give service to their communities, and we will find ways of making it possible to imagine and build a better future for them and all of us.

Thank you very much.

March 15, 1999

SEVENTEEN MAGAZINE VOLUNTEERISM AWARDS

DATE: Tuesday, March 16
TIME: 12:15 p.m. - 1:05 p.m.
LOCATION: National Museum of
Women in the Arts
Washington, D.C.
FROM: Brenda Costello and
Natasha McMahan

I. PURPOSE

To make brief remarks at *Seventeen* Magazine Volunteerism Awards Ceremony which awards scholarships to six "extraordinary" young women who have made outstanding achievements in the fields of volunteerism and public service.

II. BACKGROUND

On Tuesday afternoon, you will make brief remarks at the second annual *Seventeen Magazine/Cover Girl Volunteerism Awards* at the National Museum for Women in the Arts. Six extraordinary young women will receive scholarships for post-high school education for their outstanding achievements in the fields of volunteerism and public service. This year's recipients are Aubyn Burnside (Hickory, North Carolina), Kathryn "Kat" McKell (Bradenton, Florida), Megan Kirschner (Schereville, Indiana), Annie Chau (Foster City, California), Jennifer Fletcher (Portland, Oregon), and Melissa Poe (Nashville, Tennessee).

Tuesday's event is taking place at the National Museum of Women in the Arts, a site of historic significance because it is the first museum dedicated to women in the arts. Following a tradition established during the first annual awards ceremony last year, Members of Congress, heads of all major Washington volunteerism agencies, directors of local museums and major women's political groups have been invited to the event. There will be approximately 200 guests in attendance.

Tipper Gore and Donna E. Shalala, secretary of Health and Human Services were two of the keynote speakers at last years *Seventeen/Cover Girl's* first-ever contests for girls who have made outstanding achievements in the field of public service. In its June 1998 issue, *Seventeen* Magazine highlighted last year's winners, Tipper Gore's participation, as well as the awards ceremony itself that was held in the U.S. Senate.

Seventeen/Cover Girl Volunteerism Awards

Seventeen Magazine and Cover Girl Cosmetics co-host the Annual *Seventeen/Cover Girl* Volunteerism Awards which honors six American young women who have made

extraordinary contributions in the fields of volunteerism and public service. The six young women are between the ages of 12-21 and will receive \$5,000 scholarships for post-high school education for their outstanding achievements.

The Selection Process

Thousands of girls across America enter the contest by sending in essays describing their achievements in public service. Forty semi-finalists are chosen. Among these semi-finalists, there is one first-place and one second-place winner in each of the three age categories. The other semi-finalist receive \$1,000 U.S. saving bonds.

Format

You will arrive at the National Museum of Women in the Arts and will be greeted by Constance Battle, Executive Director of the Museum, Beth Egan, Museum Event Coordinator, Patti Adcroft, Editor-in-Chief of *Seventeen* Magazine, and Anne Martin, Marketing Director of Cover Girl Products Division. You will then proceed to the reception room for a meet and greet/photo-op with approximately 15 invited guests to include awardees, Brandy (singer), and executives from *Seventeen* Magazine and Cover Girl. You will make brief remarks and depart.

III. PARTICIPANTS

-The First Lady
-see attached list

IV. SEQUENCE OF EVENTS

- Following the meet and greet/photo-op, you will be escorted to your seat by Lori Burgess, Publisher of *Seventeen* Magazine.
- Lori Burgess welcomes and introduces video on program and awardees.
- Lori Burgess introduces Anne Martin (Marketing Director, Cover Girl).
- You will be introduced by Anne Martin to the front of the stage.
- You will make brief remarks and depart. (You will not present awards since that will be after lunch at 1:40 p.m.)

V. PRESS

Meet and Greet/Photo-Op
Closed Press/WH Photo.

Awards Ceremony
Open Press/WH Photo.

VI. REMARKS

Provided by Speechwriters.

Seventeen/Cover Girl Volunteerism Awards

****Reno not arriving before HRC departs**

For Photo-Op

6 Awardees (*see names*)

Brandy (singer)

Andrea Chambers, editorial project director of Seventeen Magazine

David Tanzer, President & CEO, Prime Media (owns Seventeen Magazine)

Anne Martin & Luke Vachon (Husband)

Luren Rubenstein (daughter of Janice Grossman-President, PRIMEDIA Magazines)

Lori Burgess, Publisher, Seventeen Magazine

Patrice Adcroft, Editor-in-Chief, Seventeen Magazine

Vickie Lowell, Cover Girl Brand Manager

Jessie Lack, Cover Girl Brand Manager

After Photo-Op

First Lady's Table (from left to right)

The First Lady

Jennifer Fletcher, Awardee

Lori Burgess, Publisher, Seventeen Magazine

Lucke Vachon, Husband of Anne Martin

Anne Martin, Cover Girl Products, Procter & Gamble

Janice Grossman, President, Advertising and Marketing, PRIMEDIA

Tom Lantos, U.S. House of Representative (CA)

Mrs. Lantos, wife of Representative Lantos

Mrs. Chau, mother of Awardee

Mrs. Fletcher, mother of Awardee

Annie Chau, Awardee

PUBLIC FIGURE GUEST LIST

<u>name</u>	<u>organization</u>	<u>state</u>	<u>table</u>
Baldwin, The Honorable Tammy	U.S. House of Representatives	WI	5
Buyer, The Honorable Steve	U.S. House of Representatives	IN	3
Christian-Christensen, The Honorable	U.S. House of Representatives	VI	4
Clayton, The Honorable Eva	U.S. House of Representatives	NC	4
Kelly, The Honorable Sue	U.S. House of Representatives	NY	5
Lantos, The Honorable Tom	U.S. House of Representatives	CA	1
Morella, The Honorable Constance	U.S. House of Representatives	MD	5
Stabenow, The Honorable Debbie	U.S. House of Representatives	MI	8
Wilder, Deborah	Mayor of Foster City	CA	5
Harris Wofford	CEO, Corp. for National Service		

Seventeen/Cover Girl Volunteerism Awards Guest List

As of 3/12/99 - total 193(not including standing)

Name	Company	Table
Carter, Zerlene	ACLU	
DeFrank, Mary Jane	ACLU	
Gattsek, Norma	Alexandria Office on Women	
Stafford, Myra	Alexandria Office on Women	
Hendricks, Tobie	Alexandria Volunteer Bureau	
Lund, Sophia	Alexandria Volunteer Bureau	
O'Donnell, Kimberly	Alexandria Volunteer Bureau	
Sharp, Bridget	America's Voice Television	5
Barnes, Joan	American Cancer Society	
Kilpatrick, Jevita	American Cancer Society	
Wiggs, Wycelia	American Heart Association	
Jordan, Jeanine	American Medical Women's Assoc.	
Isaacs, Amy	Americans for Democratic Action	
Bishop, Laura	Arlington Food Assistance Center	
Anderson, Philmore	Atlantic Records	7
Murray, Chrissy	Atlantic Records	7
Jordan, Joleatha S.	Boys & Girls Club	
Hodges, Portia	Brandy	7
Kimble, Kim	Brandy	7
Morris, Marlene	Brandy	7
Moses, Susan	Brandy	7
Murray, Joan	Brandy	7
Norwood, Sonja	Brandy	7
Silva, Reann	Brandy	7
Martens, Cathy	Capital Children's Museum	
Ash, Kadija T.	Catholic Charities of Washinton	
Baskin, Roberta	CBS News	4
Ganeson, Suba	Center for the Advancement of Public Policy	
Sweet, Lynn	Chicago Sun-Times	5
Davis, Amanda	Children's Defense Fund	
Fouhy, Beth	CNN	4
Tharpe, Marjorie	Coalition for America's Children	
Woody, James	Community of Hope	
Murphy, Tara	Corp. for National Service	
Wofford, Harris	Corp. for National Service	
Burke, Martha	Ctr. for the Advancement of Public Policy	
Chaisson, Rose-Kathryn Young	DC Central Kitchen	
Egger, Robert	DC Central Kitchen	
Wood, Tiandra	DC Coalition Against Domestic Violence	
Ruffin, David	DC Habitat for Humanity	
Green, Janet V.	Democratic National Comm.	
Wood, Dr. Susan	Dept. of Health and Human Services	
Stanley, B.	District of Columbia Arts Ctr.	
Lowenthal, Lucy	Environmental Defense Fund	
Swann, Lisa	Environmental Defense Fund	
Taylor, Fred	For Love of Children	
Scarbro, Maxine	General Federation of Women's Clubs	

Thompson, Jessica	Georgetown University		
Becker, R.	Goodwill Industries		
Scruggs, L.	Goodwill Industries		
Kabler, Cindy L.	Greater DC Cares		
Vener Linsky, Susan	Greater DC Cares		
Amor, Adlai	Greenpeace		
Hamilton, Racine	Greenpeace		
Appel, Gloria	Grey Adv.	4	
Butler, Peg	Grey Adv.	4	
Butler, Shelley	Grey Adv.	8	
Ericcson, Alice	Grey Adv.	8	
Fina, Mark	Grey Adv.	8	
Lo, Patsy	Grey Adv.	8	
O'Brien, Kathleen	Grey Adv.	8	
Smalls, Deidre	Grey Adv.	8	
Casperson, Carol	Habitat for Humanity		
Blumberg, Shirley	Hadassah		
Gilson, Maria	Hadassah		
Palkovitz, Judy	Hadassah		
Senn, Tana	Hadassah		
Farr, Dolores	Healthy Babies		
Songowa, Fatu	House of Ruth - Her Space		
Cade, Charon	Housing Opportunities for Women		
Hartman, Heidi	Institute for Women's Policy Research		
Bumbry, Tomeka	Jumpstart for Young Children, Inc.		
Fig, Janie	Juvenile Diabetes Foundation		
Merino, Laurel	Juvenile Diabetes Foundation		
Jefferson-Jenkins, Carolyn	League of Women Voters		
Jones, Phyllis	Local Initiatives Support Corp.		
Beebe, Miranda	March of Dimes		
Thomas, Stephanie M.	Martha's Table		
Wilder, Deborah	Mayor of Foster City	5	
Swain, Lori	Metro Teen AIDS		
Lowman LaBadie, Nancy	MMC	4	
Maher, Marina	MMC	4	
Orr, Tracy	MMC	5	
Hague, Betsy	N St. Village		
Hochman, Gloria	National Adoption Center		
Prowler, Mady	National Adoption Center		
Beard, Allison	National Audobon Society		
Benaro, Christine	National Civic League		
Foster, Michelle	National Museum of American Art		
Pearson, Cynthia	National Women's Health Network		
Greenberger, Marcia	National Women's Law Center		
Hickerson, Debra	Natl. Assoc. of Women Business Owners		
La Fourest, Judith	Natl. League of American Pen Women		
Clift, Eleanor	Newsweek	5	
Schnegerger, Joanne	Notre Dame Education Center		
Jones, Dr. Wanda	Office of Women's Health (Dept. of Health & Human Services)		
Cimino, Jeannie	Pediatric AIDS/HIV Care		
Handel, Stephanie	Pediatric AIDS/HIV Care, Inc.		

Grossman, Janice	Primedia	1
Rubenstein, Lauren	Primedia	
Tanzer, David	Primedia	2
Baker, Ron	Procter & Gamble Cosmetics	
Barnhill, Mathew	Procter & Gamble Cosmetics	
Bates, Laura	Procter & Gamble Cosmetics	4
Cherneski, Mary	Procter & Gamble Cosmetics	
Davies, Jan	Procter & Gamble Cosmetics	
Gilson, Todd	Procter & Gamble Cosmetics	
Hudgins, Cheryl G.	Procter & Gamble Cosmetics	3
Kassing, Cinda	Procter & Gamble Cosmetics	5
Kavanagh, Mary	Procter & Gamble Cosmetics	
Kent, Linda	Procter & Gamble Cosmetics	
Lack, Jeffrey	Procter & Gamble Cosmetics	5
Lieberman, Dan	Procter & Gamble Cosmetics	
Lockwood, Tricia	Procter & Gamble Cosmetics	
Lowell, Vicki	Procter & Gamble Cosmetics	
Lubbert, Marian	Procter & Gamble Cosmetics	
Martin, Anne	Procter & Gamble Cosmetics	3
Matthews, Twirl	Procter & Gamble Cosmetics	
McIntosh, Becky	Procter & Gamble Cosmetics	
Nelson, Vivian	Procter & Gamble Cosmetics	
Peoples, Greta C.	Procter & Gamble Cosmetics	
Pritchard, Betsy	Procter & Gamble Cosmetics	1
Pritchard, Marc	Procter & Gamble Cosmetics	1
Reynolds, Lisa	Procter & Gamble Cosmetics	
Rosengren, Cynthia	Procter & Gamble Cosmetics	
Sheppard, Rick	Procter & Gamble Cosmetics	
Soderberg, Fredrik	Procter & Gamble Cosmetics	
Stulber, Deborah	Procter & Gamble Cosmetics	
VanNortwick, Melissa	Procter & Gamble Cosmetics	
Vachon, Luke	Procter & Gamble Cosmetics	3
Burford, Lisa	Public Allies, DC	
Dorsey, Michelle	Public Allies, DC	
Rollins, Tracey L.	Rachael's Women Center	
Jackson, Vera	Residential Youth Services	
O'Gilvie, Glen	Robert F. Kennedy Memorial	
Weigman, Wendy	Robert F. Kennedy Memorial	
Abramowitz, Ellen	Seventeen	4
Adcroft, Patrice	Seventeen	2
Applbaum, Barbara	Seventeen	
Burgess, Lori	Seventeen	3
Chambers, Abigail	Seventeen	
Glassman, Sara	Seventeen	
O'Hare, Jackie	Seventeen	8
Chambers, Andrea	Seventeen	2
Brown, Jamie	Sister to Sister	7
Walker, Theresa	Society for the Advancement of Women's Health	
Anderson, Gamnie	Teach America	
Bushman, Anne M.	The Corporation for National Service	
Lewis, Thomas	The Fishing School	

Arnold, Betsy	The Rose Sheet	
Clarke, Suria	The Rowland Co.	
Gates, Dorothy	The Salvation Army	
Fox, Bethane	The Washington AIDS Partnership	
Baldwin, The Honorable Tammy	U.S. House of Representatives	5
Buyer, The Honorable Steve	U.S. House of Representatives	3
Clayton, The Honorable Eva	U.S. House of Representatives	4
Kelly, The Honorable Sue	U.S. House of Representatives	5
Lantos, The Honorable Tom	U.S. House of Representatives	1
Morella, The Honorable Constance	U.S. House of Representatives	5
Stabenow, The Honorable Debbie	U.S. House of Representatives	8
Christian-Christensen, Donna M.	U.S. House of Representatives	4
Link, Heather	U.S. Public Health Services Office on Women's Health	
Vogelsinger, Sue	Vogelsinger Assoc.	
Healey, Mary	Washington Humane Society	
Dobbs, Lina	Wider Opportunities for Women	
Salbi, Zainab	Women for Women	
DeWees, Robyn	Women of Washington, Inc.	
Kickliter, Sarah	Women's Campaign Fund	
Farber, Alyssa	Women's Information Network	
Haberman, Amy	Women's Information Network	
Brown, Cathlene	World Vision	
Colbertson, Stephen	Youth Service America	
McCabe, Michael	Youth Service America	
Adams, Antoinette	YWCA	
Brandy		3
Burnside, Aubyn		3
Burnside, Dale		3
Chau, Annie		1
Chau, Leah		1
Clinton, Hillary Rodham		1
Fletcher, Jennifer		1
Fletcher, Lori		1
Freeland, Ellen		2
Kirschner, Don		3
Kirschner, Leslie		3
Kirshner, Megan		3
Lantos, Annette		1
McKell, Adrienne		2
McKell, Kat		2
Poe, Melissa		2
Poe, Trish		2
Reno, Janet		2

PROFILES OF WINNERS:

AGE CATEGORY 12-14

At the age of 10, Aubyn Burnside was deeply touched by the sad stories her older sister, who worked with foster kids, would share with her about the trials and tribulations these children faced on a daily basis. Aubyn was shocked to hear that foster children were forced to move from home to home with nothing but garbage bags. With this in mind, she launched the program "Suitcases for Kids," which in three short years has flourished into a national program providing suitcases to foster children across North America. To date, Aubyn has personally distributed more than 11,000 suitcases across four states and plans to continue expanding the program to reach around the world.

When four-year-old Emily Pearson was diagnosed with a rare form of spinal cancer, Megan Kirschner, her favorite babysitter, was devastated. As Emily grew sicker, her parents sought experimental medical treatments not covered by insurance. Megan felt that if she could help raise enough money for the treatments, she might be able to save Emily's life. She sold lollipops at school, persuaded several organizations in her town to donate money for Emily's treatment, and convinced the Ty Company to donate a Beanie Baby in Emily's honor that Megan auctioned off. Even though Emily lost her battle, Megan continues to raise money for cancer research, and recently pulled in nearly \$10,000 for the University of Chicago Children's Hospital, where Emily was treated.

AGE CATEGORY 15-17

Inspired by the filming of "Mr. Holland's Opus" at her school (U.S. Grant High in Portland, OR) and the loss of funding for arts programs in the city's schools, Jennifer Fletcher, age 16, was motivated to make a difference. Jennifer raised money for the programs by staging a benefit concert for the arts. She reached for the stars and approached her favorite singer, Jackson Browne. After Browne said yes, she was left to handle all the details, from ticket sales to securing the Portland Concert Hall and cars and hotels for the band. On October 29, 1998, Jennifer pulled it off -- the concert was a huge success, sold out in just three days and raised a total of \$94,000. Jennifer established the "Arts Alive!" program to determine allocation of the money and plan future fundraising events. Jennifer has aligned with the Portland Public Schools Foundation and is already planning an art auction in March and another concert for the fall.

- y. In October 1997, Annie Chau started "Artspan" -- an after-school art enrichment program for underprivileged kids in San Mateo County, CA. Annie's mission statement highlighted her goal to assemble a group of trained volunteers and bring art not only to elementary schools, but also to the local YMCA Youth-at-Risk program and to a home for mentally challenged children. Within a two-month period, each institution agreed to provide space for the program and to help recruit potential students. Annie, then age 17, designed program brochures, developed a lesson plan, made presentations and wrote grants to fund art supplies (so every child could participate at no cost). "Artspan" has expanded to serve students in three programs run by local agencies. Annie also arranged to showcase the artwork throughout the community. Today "Artspan" serves over 200 youths with the help of over 20 high school volunteers.

GE CATEGORY 18-21

Inspired by an episode of "Highway to Heaven" focusing on the bleak future of our environment, Melissa Poe was not ready to accept the proposal that we might one day have to wear gas masks in order to breathe. Melissa wrote a letter to President George Bush and persuaded a local billboard company to mount the letter. The letter was later posted on 250 billboards nationwide, for free. Next, she founded Kids For a Clean Environment (FACE,) which now has 300,000 members and 2,000 chapters worldwide. Melissa's most recent program initiative is the "One in a Million Campaign," which plans to have one million kids plant one million trees by the year 2000. Now a student at Wake Forest University, Melissa has stepped down as CEO of FACE, but remains on board as an active president and spokesperson for the organization.

At age 16, Kathryn "Kat" McKell founded the ManaTeen Club to promote youth volunteerism. ManaTeen was launched along with "Painteen," a program in which kids donate their time to paint houses for people in need. After the launch, Kat established an Adopt-a-Grandparent program, held fundraisers and built a system in which teens are assigned to volunteer agencies within the county. Today, ManaTeen has more than 8,000 members providing 500,000 hours of community service in South Florida annually. Kat, who aspires to be a doctor, spends more than 20 hours a week speaking publicly on the club's behalf and is currently developing a temporary shelter program for homeless women and children.

###

daring

Last summer we told you about the **seventeen • Cover Girl Volunteerism Awards**—our first-ever **contest** for girls who have made **outstanding achievements** in the field of public service—and thousands of you entered. After poring through all the wonderful essays, we selected **one first- and one second-place** winner in each of the three age categories. They were awarded a three-day trip to Washington, D.C., *plus* our top prizes: \$20,000 (first place) and \$10,000 (second

Amber Lynn Coffman

Helper for the homeless

When Amber Lynn Coffman was eight years old, she visited a homeless shelter in Baltimore, where her mom was volunteering. Witnessing the plight of the homeless firsthand deeply moved Amber. Two years later, after reading a biography of Mother Teresa, Amber was spurred into action. "I wanted to do something for people in my community. I knew I couldn't provide shelter [for the homeless], so I decided to make lunches," she explains. As a result Amber started Happy Helpers for the Homeless, serving up 50 lunches a week.

Six years later Happy Helpers—which boasts a 50-member-strong volunteer army—dishes up some 600 lunches a week to the homeless in Baltimore. (The ingredients are donated by local stores and restaurants.)

But lunch, it turns out, was just the first course. Amber has expanded Happy Helpers to include clothing giveaways, special haircutting days, mass birthday parties (complete with pizza, cake and hundreds of presents). In addition, Happy Helpers is launching a mentoring program for low-income and homeless kids who fall be-

hind academically because they don't make it to school every day or they can't study. "We'll work with kids once a week—helping with homework, keeping up with reading and math, and taking them on field trips," Amber says. "That way they can catch up with other kids." On top of all this, Amber, now 16, travels around the country advising kids and adults about starting community-service organizations of their own.

What really rocks Amber's world is seeing her idea blossom. Six other Happy Helper organizations have started up in Maryland, and the program is expanding into 43 states throughout the country as well as into Canada and Guam. "My dream was to see it grow, which it has," says Amber. "It's changed the lives of everyone who has gotten involved." Most of all, it's changed her own.

—Gayle Forman



Amber reaches out to the needy—big and small.

Amity Weiss

Lifeline to a far-off land



Amity's motto: Kids should reach out and help kids.

It was a cold February Monday in 1995 when Amity Weiss, then 11, first read the e-mail that her father, a professor, had received from a group of children in Bihac, Bosnia. "We are alone," it began. "Thunders and destruction are everywhere. As you run, play, eat or sleep, we die. Will the thought of us ever hurt you? Please help us now!"

"The e-mail was so striking, really painful," Amity says. "Before, the war was just something I had seen on the news, but all of a sudden, I realized that Bosnia needed help."

So Amity formed the fifth-grade

Bosnia Committee, which organized a series of fund-raisers for Bihac, including a citywide march and rally in her hometown of Ithaca, New York. When Amity hit the seventh grade, she expanded her efforts to help Bosnian children by founding KIDSREACH. As coordinator of this kid-run organization, Amity raised more than \$45,000 and spearheaded efforts to buy and transport to Bosnia a used ambulance that was filled with 400 pairs of shoes.

As the war in Bosnia wound down, Amity's efforts increased. Under her leadership, KIDSREACH broadened its mission to fight for causes all over the world. The 12-member group has raised money for AIDS and breast cancer

research, and has organized a demonstration to increase awareness of Gulf War Syndrome. These days Amity and her team are busy with a series of youth seminars on a wide range of topics, including the environment and suicide prevention.

Amity, now 14, plans to stay active in KIDSREACH until it's time for college, and after that, she says, she'll get involved in something else. Activism will always be a part of her life—it's as necessary to her as air and food are. "Bad things happen when good people do nothing," says Amity. "If I didn't volunteer, I'd feel as if I were taking too much from the world and not giving anything back."

—G.F.

to care

place) cash scholarships for post-high school education. And we gave 24 other girls (featured in the Cover Girl Honor Roll, page 176) \$1,000 U.S. savings bonds. On the following pages, we tell you about **our incredible top winners, their D.C. trip**, and the exciting awards ceremony that was held in the U.S. Senate with guest speakers Tipper Gore; Donna E. Shalala, secretary of Health and Human Services; and Cover Girl model Tyra Banks. Their message: **Volunteerism is awesome.**

Gillian Kilberg

Ray of sunshine for needy kids

When Gillian Kilberg's grandmother died two years ago and left her \$20,000, the 17-year-old from McLean, Virginia, didn't make a beeline for Bloomingdale's. Nor did she treat herself to a fresh set of wheels. Instead Gillian, now 19, sought to do "something special" in memory of her grandmother. "I love kids. I have worked as a summer camp counselor and used to babysit a lot, so I knew I wanted to put the money toward helping children," says Gillian, who just completed her freshman year at Duke University in North

Carolina. After tossing ideas around with her mom, Gillian decided to establish a camp for underprivileged children. "Kids don't think they can make a difference, but that's not true," she says. "One person can make a difference in another's life, and you're never going to know that unless you do it yourself."

Grandma Rita's Children, the name Gillian gave to her camp, is now a six-week summer program. The campers, 52 kids (ages 5 to 13) from a local housing project, go on two to four field trips a week. Last year

they went to an Orioles game, checked out the Capitol and met with Supreme Court Justice Clarence Thomas. The outings, Gillian believes, "help show the kids what's out there in the world, what the possibilities are, so that maybe they can do amazing things one day."

Gillian herself leads the trips, accompanied by volunteer counselors and chaperones, including members of the local sheriff's office. During the winter months she concentrates on fund-raising and planning; she hopes that the camp will eventually be



Gillian, here with two campers, works year-round to make her program special.

nationwide. It's hard work, Gillian says, but extremely rewarding: "My campers say thank you and give me hugs. But the thing I like the most is their smiles, their laughter. When they're happy, I'm happy."

—Marlien Rentmeester

Christin Brown

Champion of farm safety

If you grow up in a rural community, almost every young person will live or work on a farm or visit one during childhood," says Christin Brown, 17, whose grandfather is a farmer. "And you learn that life on the farm can turn into tragedy." Christin used to watch her grandfather shovel corn into a machine with his hands. "If a string from his glove had gotten caught, he could have lost his arm. I didn't want to see someone I love get hurt." Then three years ago a family member lost three fingers in a farm accident. "It really hit home," says the eleventh grader from Wisner, Nebraska.

So at age 14, Christin organized a farm-safety program at a local county fair. She began by calling and writing to state and local farm-safety experts, asking them to talk about issues like lawn-mower and large-equipment safety, and proper control of livestock. "At first they were reluctant to take me seriously because

of my age," she says. But Christin prevailed. Not only did she get the experts to come and talk, but she put together her *own* demonstration, using her grandmother as an example.

Since then, she has conducted three farm-safety "camps," as these half-day programs are called, in local elementary schools—so far, she has educated 400 students. "Young kids won't be aware of the dangers of a farm unless we educate them early," she says. Christin's hard work isn't going unnoticed: Her camp is rated as one of the best in the nation and she was selected, with two others, from 150 camp coordinators to sit on the Progressive Farmer Farm Safety Camps Advisory Council. "We now look to Christin to give us a teen's viewpoint on many issues," says Susan Reynolds of Progressive Farmer.

Christin, who dreams of becoming a pilot, plans to attend college in Nebraska. That way she can keep up the camps, which give her enormous satisfaction. She's particularly pleased when she receives letters saying things like, "Hey, I got a seat belt for my tractor after attending your camp. Now I'm more careful." —M.R.



Christin explains how improperly handling grain can cause suffocation.

Lindsay Neil

Promoter of education

In 1993, when Lindsay Neil's grandmother suggested that Lindsay come along on a cultural exchange trip to Teotecacinte, Nicaragua, the high school student (from Glenwood Springs, Colorado) figured it would be a cool way to spend part of the summer. She never expected the experience to change her life—or that of others. However, that summer, while helping build a medical center, Lindsay saw firsthand a world very different from her small mountain town—a world where adults and children lived in poverty, and no one was educated beyond seventh grade. So the next year, when a representative from the cultural exchange group the Friendship City Exchange came to Lindsay's school, she listened intently to his plea: Was there someone who would lead a campaign to raise \$10,000 to build a secondary school in Teotecacinte? Lindsay reacted

as only someone who had witnessed such suffering could respond: She went running up after the assembly to volunteer.

With the support of teachers, community members and the exchange group, Lindsay, now 21, initiated a million-penny campaign to raise the money. To get people to crack open their piggy banks, she had to educate her peers about the challenges of a place that most had never even heard of. For Lindsay, the reasons to help were clear: "I think there are needy people everywhere. You shouldn't ask who; you should just help, because everything is interconnected." Using a very hands-on approach, Lindsay spoke at assemblies at area schools and church groups and organized fund-raisers (including dances and a picnic—"picnicaragua"). During the next year and a half, she slowly collected donations, often one penny at a time, until she

raised the million pennies. After that, Lindsay enlisted other students to help her get books and supplies donated to the school. And if that weren't enough, Lindsay traveled back to Nicaragua to meet with the Ministry of Education and help establish guidelines for the building of the school.

When the time came to break ground, Lindsay was there with other volunteers to build the school. And now there stands in remote Teotecacinte a rectangular building with tile floors, a tin roof and three square classrooms. The first year 156 kids attended the school, and enrollment for the current year is up to 215 pupils.

But Lindsay's mission didn't end there. Today, five years (and five trips for Lindsay to Teotecacinte) later, the school is still financially bound to Glenwood Springs. Lindsay and the town continue to collect money to pay staff, buy pencils and textbooks,



In Nicaragua, Lindsay has found special friends—and a life's mission.

and support the students. And while Lindsay is focusing on life as a senior at the University of Northern Colorado in Greeley, she maintains her connection with the school by giving fund-raising speeches and personally sponsoring several students. She is also studying Spanish intensively and hopes to work as a Latino community organizer someday.

So will Lindsay ever give up the Teotecacinte cause? "Sometimes I think I should move on—but the people, the town and the school have such a huge place in my heart, and they've changed me so much, that there's no way I ever could."

—Sara Glassman

La-Keé-A Lowry

Crusader for literacy

If someone wrote a book about La-Keé-A Lowry, much of it would be set at the Walt Whitman Branch Library, right around the corner from the housing project where she grew up in a rough section of Brooklyn, New York. From the time she was six, La-Keé-A spent hours at the library every day after school. Then in 1990, when La-Keé-A was in high school, she was shocked to see a sign alerting the community of the library's expected closing due to budget cuts. What's a teen to do? Well, La-Keé-A knew that she had to do *everything* she possibly could to keep the library doors open.

So she got busy. Working with an organization called Friends of Libraries, USA, La-Keé-A circulated a petition around her school, and asked friends and teachers to sign it. And once she got started, La-Keé-A didn't stop. She organized a sit-in in front of the Walt Whitman branch and also took her cause to other libraries, seeking support from patrons and writing letters to the mayor of New York, the President and members of Congress.

Along the way, La-Keé-A had to handle matters in her own backyard. "There was a lot of opposition from the guy gangs in my neighborhood about what I was doing," La-Keé-A remembers. "They'd say stuff to my older brother. I was scared. My grandmother [with whom La-Keé-A lived for a time] told me to let it go. But I told her it was just as much *my* community as theirs, and I had a right to do what I wanted to do."

Finally, all her hard work and determination paid off big time. Her campaign was so successful that a year and half after she began, not only was the library open, it was also getting new computers and books. "When I started, I had no idea what kind of impact I'd have," observes La-Keé-A. She was recognized for her work by being invited to the White House and meeting with literacy advocate Barbara Bush. Plus she got involved with Reading



During a visit to Brooklyn, New York, La-Keé-A is all smiles in front of the doors of Walt Whitman Branch Library, which she helped keep open.

is Fundamental, an organization that actively promotes literacy.

Today La-Keé-A is a senior at Immaculata College in Immaculata, Pennsylvania, and is preparing for a career in broadcast journalism. Despite her geographic separation from her library, she stills feels connected and drops in every time she's in the neighborhood. "It's my library, even today," she says. But she's also very involved in her new community. La-Keé-A helps build houses for the needy with Habitat for Humanity and is features editor of her school newspaper. She's also president of the campus' NAACP chapter, which she helped found. La-Keé-A considers her work a model for today's youth. "Through my volunteerism," she says, "I inspire them [teenagers] to believe that with hard work and dedication, you can accomplish your goals."

—S.G.

D.C. cool

It was a jam-packed, fun-filled time for the six winners of the **seventeen • Cover Girl Volunteerism Awards**, who descended on Washington, D.C., to be **honored** for their accomplishments. Amid all the **touring** (the White House, the Capitol, the monuments) and the **festivities** (a show at the Kennedy Center, dinner at Planet Hollywood), the girls found time to **volunteer** before accepting their awards at a ceremony featuring speakers **Tipper Gore, Donna E. Shalala** and **Tyra Banks**.

day 1



Day 1: Political aspirations? The winners pose on the White House grounds (1) before heading inside for a private tour of the Oval Office and Cabinet Room. At Planet Hollywood (2), Amity and Christin admire movie memorabilia. In the White House Press Room, the girls get a chance to sound off (3). Amity blows out the candles on the cake for her 14th birthday (4).

day 2



Day 2: National treasures: Gillian, Lindsay and Amber take in the Washington Monument (1). At Martha's Table, a community center for the homeless and disadvantaged, Christin talks about life on the farm to wide-eyed city kids (2). Amber stirs the 85-gallon pot of soup (3), and Lindsay and her new friend Ana read a science book together (4).

day 3



Day 3: La-Keé-A gets the Cover Girl treatment as all the winners are treated to professional makeovers (1). After pausing outside the Capitol (2), the girls head inside (and up the steep steps to the dome). Lindsay admires the view of the rotunda (3). Amity gets an autograph from Cover Girl model and volunteerism pro Tyra Banks at the awards ceremony (4).

—Gayle Forman

girl power, government-style

We sat down with two **major** Washington, D.C., players: **Tipper Gore**, wife of the vice president and **tireless advocate for the homeless and the mentally ill**; and **Donna E. Shalala**, secretary of Health and Human Services and a lifelong **public servant**. Here's what they had to say about **reaching out** to help others.

Tipper Gore

Today is the Vice President's 50th birthday, and we hear he's going to participate in a hands-on volunteer project—building a Habitat for Humanity house for a low-income family. Will you join him?

Yes. This is a tradition that we started a few years ago on my birthday, and we try to continue it whenever possible. It hasn't really been publicized. It's just something we do quietly. Today I'm going to help put up drywall. And it's really kind of selfish because I feel good when I do it. I get a sense of fulfillment.

You do a great deal of volunteer work.

How do you fit it into your busy schedule?

I've always found time for volunteerism because it's a really important component of my way of living and a significant part of our society. I've often thought that if all Americans decided to give something to their community, we'd have an even stronger nation.

What would you tell a teenager who says, "My life is too busy with school, homework and extracurricular activities."

How can I find time to volunteer?

Make time. Just simply *make time*. Everybody's busy, and it's not going to get any better. Your life is always going to be filled with things other than volunteerism unless you say to yourself, I think it's important that I give something back [to society]. It doesn't matter if it's an hour a week. It's a start, and do it regularly.

How do you find the right volunteer activity?

Ask yourself what interests you, what motivates you and what are



The supervolunteers (from left): Tipper Gore, Amber, Lindsay, Christin, Tyra, Gillian, La-Keé-A, Amity and Secretary Shalala.

your favorite subjects in school. Then try to apply those to the volunteer opportunities out there. Perhaps you want to be a teacher: Why not mentor children in shelters or work in a remedial reading program? Maybe you help out a grandparent at home: Why not spend some time at a nursing or retirement home? It's really important that what you do *resonates* with you, that you just don't go volunteer in a rote fashion. You want it to come from the heart.

What if you're not comfortable with "in the trenches" volunteerism?

You know, there are so many ways to help. If you're not comfortable working directly with homeless people or poverty-stricken children or AIDS patients, you can reach out in *other* ways. You can arrange for medical supplies or prescription drugs to be donated or you can work in environmental restoration. Just figure out whether you're more of a hands-on person or a "concept" person, and *do it!* We all have gifts to share.

—Andrea Chambers

Donna E. Shalala

How can volunteerism help empower young girls?

It gives them the confidence to know that they can do something outside of their own immediate family and outside of their school. It makes them part of something bigger than themselves. By doing something—often small—to help others, and most often people they don't know, teens feel like they're making a contribution.

Did you volunteer when you were young?

I did in college. It was the 1960s; I think we were all involved in the Civil Rights Movement and in helping organizations like the NAACP. After I graduated, I went off to the Peace Corps for two years, which was the most extraordinary experience of my life. I taught English in a mud village in southern Iran. I felt like I was making a contribution to my country and to myself.

How did being in the Peace Corps influence you?

It made me a citizen of the world and made

me understand that a balanced life was a combination of making contributions to your community and doing whatever you're going to do as a profession.

The Civil Rights Movement was such a catalyst in getting an entire generation involved. Does today's youth need a cause like that to truly motivate them into action?

We can't guarantee one [a cause] for every generation. But a generation of young people who make contributions to their community is as good training for responsible citizenship as anything I know of. I think that today's young people are the best we've ever had because more of them are volunteering—because more of them do



care. If I can get them not to smoke and not to be involved in so many risky behaviors, they'd be perfect. I want them to be perfect. **Are there specific areas where teens should be volunteering?**

No, and that's the point. What's brilliant about the young people you're honoring is that they found their own niches. They understood their communities well enough to find a place where they could make a contribution. I

think the point about the entrepreneurial spirit is that it comes from the bottom up. It's not for a senior government official to identify a specific place where young people getting organized could help. It's young people in their own communities getting together and saying, "There's need here, and we can help."

—G.F.

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HEADLINE: STREAMING AUDIO: Grammy Winner Brandy Joins First Lady to Honor Females of the Future

BODY:

Grammy winner, actress and Cover Girl model Brandy joined First Lady **Hillary** Rodham **Clinton** and Attorney General Janet Reno in honoring future female leaders of the next millennium.

Six young **women** (ranging in age from 14-22) were awarded the Seventeen/Cover Girl Volunteerism Award on March 16 in Washington, D.C. The award recognizes those young **women** who have exemplified an outstanding commitment to making the world a better place to live. Listen to streaming audio which contains comments from Brandy and two of the winners at <http://www.newstream.com/r99-71.shtml>

Procter & Gamble ticker: (NYSE:PG)

Keywords: Young Women Community Volunteerism Scholarships Awards Cover Girl Cosmetics Seventeen Magazine

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THE WHITE HOUSE

March 17, 1999

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TALKING IT OVER

HILLARY RODHAM CLINTON

March 17, 1999

▶ President &
First Lady

Vice President &
Mrs. Gore

Record of
Progress

The Briefing
Room

Gateway to
Government

Contacting the
White House

White House
for Kids

White House
History

White House
Tours

In 1900, near the end of a lifetime spent fighting for women's rights, Susan B. Anthony described her bold vision for the future: "The woman of the 20th century will be the peer of man. In education, in art, in science, in literature; in the home, the church, the state; everywhere, she will be his acknowledged equal. ... All hail to the 20th century." How prophetic these words sound today.

Early in this century, the full participation in civic life that women now take for granted remained out of reach. Women were constrained in their rights to own property, testify in court, file a lawsuit and serve on a jury. By law, a woman's husband was assumed to be the guardian of her children, and in many states, a married woman could not open a bank account. Most remarkably, women could not exercise the most fundamental symbol of citizenship -- the right to vote.

My own mother was born before women could exercise this basic privilege. Yet, now, it's all too easy to take for granted how far we've come. Many of us forget what life was like before the invention of the vacuum cleaner, the dishwasher and frozen food. From winning the right to vote to gaining access to the halls of academia, corporate boardrooms and playing fields, our lives have changed in ways that even Susan B. Anthony could never have imagined.

As we move into the next century and the next stage of our journey toward full participation in public life, we who remember the struggle that our mothers and grandmothers -- and even some of our fathers and grandfathers -- undertook to secure the rights women enjoy today must cherish and preserve these memories for the generations that will follow.

Talking It Over:
1999

December 15, 1999

December 8, 1999

December 1, 1999

November 24, 1999

November 17, 1999

November 10, 1999

November 3, 1999

October 27, 1999

October 20, 1999

October 13, 1999

October 6, 1999

September 29, 1999

September 22, 1999

September 15, 1999

September 8, 1999

September 1, 1999

August 25, 1999

August 18, 1999

August 11, 1999

August 4, 1999

July 28, 1999

July 21, 1999

July 14, 1999

July 7, 1999

June 30, 1999

June 23, 1999

June 16, 1999

will follow.

The President and I have invited all Americans to join us in "honoring our past and imagining our future" as the turning of the millennium approaches. This week, as part of our celebration of National Women's History Month and our series of Millennium Evenings at the White House, we honored the contributions of women in the last century and imagined the changes that lie ahead.

We were joined by three distinguished feminist scholars. Historian Alice Kessler-Harris talked about women as volunteers and reformers -- a role that grew out of their exclusion from formal citizenship rights. Women like pioneer feminist Charlotte Perkins Gilman and anti-lynching crusader Ida B. Wells Barnett stepped beyond their households to bring social justice to the disadvantaged. Spurred by examples such as these, millions of women organized anonymously to promote change and build social institutions around issues they cared about, including public safety, health and education.

Professor Kessler-Harris ended on a cautionary note, wondering who will become volunteers and social activists as women move in even greater numbers into the workplace. "This is an important moment," she noted, "to reflect on how we can sustain the values and the visions that have motivated women's citizenship over the past century, use them to strengthen democracy in the United States and extend the boundaries of social justice for us all."

Yale historian Nancy Cott took us on a tour of the struggle for political rights from the days when female waitresses weren't allowed to work at night through the battle to win the vote and the effort to pass the Equal Rights Amendment. She, too, reminded us that knowing about our past can help us imagine a day when we will enjoy even more inclusive rights.

Finally, Smith College President Ruth Simmons used one phrase to sum up the dramatic changes that have taken place in the lives of women in the last 100 years. She said, "Today, they are able to choose their path." She went on to predict: "Women of the next century will be molders of their future and proprietors of their fate. Provided that society continues to protect that freedom, women will have that most precious thing -- ownership of themselves."

Every woman in this country who struggles to

June 9, 1999
June 2, 1999
May 26, 1999
May 19, 1999
May 12, 1999
May 5, 1999
April 28, 1999
April 21, 1999
April 14, 1999
April 7, 1999
March 31, 1999
March 24, 1999
March 17, 1999
March 10, 1999
March 3, 1999
February 24, 1999
February 17, 1999
February 10, 1999
February 3, 1999
January 27, 1999
January 20, 1999
January 13, 1999
January 6, 1999

balance work and family, who has to decide whether the benefits of taking a promotion outweigh the costs to her children, or who worries about how she'll pay her bills if she divorces her husband knows that our work is not done. But inspired by the memory of those who came before us, we can muster the courage to take the next step. After all, as Susan B. Anthony said in her final public speech, "Failure is impossible."

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SCHEDULE FOR HILLARY RODHAM CLINTON
WEDNESDAY, APRIL 7, 1999
FINAL

WASHINGTON, D.C.

SCHEDULER: MOLLY BUFORD
202/456-5315 PHONE
202/456-5340 FAX
202/244-2125 HOME
WHCA PAGER #4452

PREV RON Washington, D.C.

1:25 pm PROCEED to Presidential Hall, Old Executive Office Building

GREETERS:

Professor Nancy Hopkins, panelist
Sanya Tyler, panelist
Patricia Higgins, panelist
Carolyn Gnatt, panelist

1:30 pm- EQUAL PAY EVENT [w/POTUS]
2:30 pm Presidential Hall
OPEN PRESS/WH PHOTO

FORMAT:

- Off-stage announcement of the President and the First Lady, accompanied by Secretary Alexis Herman.
- The First Lady makes brief remarks and introduces the President.
- The President makes remarks and takes his seat at the table.
- Secretary Herman introduces the panelists and begins the discussion.
- Upon conclusion of the discussion, the President and the First Lady depart.

PARTICIPANTS: Approx. 160 guests to attend.

2:40 pm- VIDEOS
3:00 pm Room 459, Old Executive Office Building
CLOSED PRESS/NO WH PHOTO

VIDEOS:

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-Pell Awards for Excellence in the Arts
-Women's Conference of the Americas Plenary
Meeting
- "Beat the Odds" Event, Children's Defense Fund
-Second Annual Mary Higgins Clark Gala
-Ninth National Conference on Children and the Law
-Birthday Greeting for Seamus Heaney's 60th
Birthday

CONTACT: Noa Meyer 202/456-2787

3:15 pm- STAFF PHOTO FOR ENTERTAINMENT BOOK
3:25 pm Grand Foyer
CLOSED PRESS/WH PHOTO

PARTICIPANTS:
The First Lady
Approx. 70 staff members

3:30 pm- PARADE PHOTO SHOOT
4:15 pm Sculpture Garden
CLOSED PRESS/WH PHOTO

PARTICIPANTS:
The First Lady
Approx. 12 Hillaryland Children

CONTACT: Marsha Berry 202/456-2960

4:20 pm- ENTERTAINMENT BOOK COVER PHOTO
4:50 pm Second Floor Dining Room
CLOSED PRESS/WH PHOTO

PARTICIPANTS:
The First Lady

CONTACT: Shirley Sagawa 202/456-6266

5:20 pm- BUDDY AND SOCKS PHOTO SHOOT
5:50 pm South Lawn
CLOSED PRESS/WH PHOTO

SCHEDULE FOR HILLARY RODHAM CLINTON
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PAGE 3

PARTICIPANTS:
The First Lady
Buddy
Socks

CONTACT: Shirley Sagawa 202/456-6266

RON Washington, D.C.

THE WHITE HOUSE
Office of the Press Secretary

For Immediate Release

April 7, 1999

REMARKS OF THE PRESIDENT AND FIRST LADY
AT ROUNDTABLE ON EQUAL PAY

Presidential Hall

1:53 P.M. EDT

MRS. CLINTON: Thank you and welcome to the White House. Please be seated. We are delighted to have you here this afternoon to help commemorate Equal Pay Day, which is tomorrow. I'm glad to see so many both new and old faces in the fight for equal pay. And we know that this is a struggle that has taken some time. We've made a lot of progress, but I hope that we'll eventually see the end of Equal Pay Day, because the goal will have been achieved and we won't have to have any sessions like this, where we continue to talk about it.

We know that women who walk into the grocery store are not asked to pay 25 percent less for milk. They're not asked by their landlords to pay 25 percent less for rent. And they should no longer be asked to try to make their ends meet and their family incomes what they should be by having 25 percent less in their paychecks.

Many people have worked for the goal of equal pay over the years, and I want to thank some who are here, starting with our wonderful Secretary of Labor, Alexis Herman; as well as a great advocate for equal pay and women's rights -- has nothing to do with the wife he has or the daughters he's raised -- but Senator Tom Harkin, who is a real champion. (Applause.) Also Congresswoman Eleanor Holmes Norton is here with us. (Applause.) EEOC Chairwoman Ida Castro. (Applause.) And I want to thank two local officials who are here, Lewiston Mayor Callie Tara (phonetic) and Georgia Representative Sharon Beasley for their contributions, as well.

I also want to say a special word of appreciation to Linda Chavez Thompson in the AFL-CIO; Gail Schaefer (phonetic) in the Business and Professional Women; Susan Bianchi-Sand (phonetic) in the National Committee on Pay Equity. Together, these groups have helped lead the fight for pay equity, and they will be organizing hundreds of grass-roots events around the country tomorrow.

In a few minutes, we're going to hear from our four panelists. They will be able to tell you in their own words why they are here. But when you have heard from Professor Nancy

Hopkins, Sanya Tyler, Carolyn Gantt and Patricia Higgins, you will appreciate -- as I think all of us who've ever been in the world of word do -- the struggles and the challenges and the victories that they have faced, and the way they represent so many other women.

One of my staff members was home for the holidays last week, and there was a cartoon stuck up on the refrigerator in her house. I mean, that's where everybody keeps all of their reminders, their namesakes, their children's drawings, and all the important documents, at least in my experience. And her mother, without knowing anything about this day and this particular commemoration, had cut out a cartoon which showed six people sitting around a conference room table, all in suits, all wearing glasses, all men. And one of them announces, gentlemen, we must cut our expenses in half, so I'm replacing each of you with a woman.

Now, clearly, things are not as bad as the cartoon. You know, they have to exaggerate to get our attention. And things clearly have improved. As a recent Council of Economic Advisors report makes clear, the gap between women's and men's wages has narrowed since 1963. But women still bring home only about 75 cents for every man's dollar.

And I think it's important that, despite this long-time inequity, there are still those who claim that this is a made-up problem, that any wage gap between men and women can be explained away by the choices that women make. And we all know that individual women, thank goodness, make different choices -- that women, for personal reasons, or other professional reasons, may choose a particular career or work pattern that results in lower wages. But this is not an accurate finding, and those who promote it should look at the entire picture and the studies that have been repeatedly which demonstrate the contrary.

Women at all ages, when you adjust for differences in education, experience and occupation -- as a recent CEA study report reminds us -- there is still a sizeable gap between men's and women's salaries that can best be explained by one phenomenon, the continuing presence and the persistent effect of discrimination -- sometimes in very subtle ways. And we'll hear about some of that from one of our panelists.

In fact, recently, an important report issued by the Massachusetts Institute of Technology - which one of our panelists will discuss -- looked at pay equity among tenured faculty and found that women at the School of Science were discriminated against in diverse areas, including hiring, awards, promotions, committee assignments and the allocation of resources such as lab space and research dollars. This report showed that even women who supposedly break through the glass ceiling and reach the highest echelons of their professions still find themselves bumping up against some gender discrimination.

So I think it's fair to say that when you have some of the best scientists in the world taking a look at this issue in one institution and coming to these conclusions, and then that, in turn, supports the broader findings that have been derived from looking at society at large, we know that we do have a wage gap that we have to address. And it's not just a gap in wages, it's a gap in our nation's principles and promises.

So it's a great pleasure for me to be here with the Secretary of Labor and the panelists whom you'll hear from, and it's a particular pleasure to introduce the President, who reminded Senator Harkin in my presence a few minutes ago that until he became President, I always made more money than he did, and the wage gap went the other direction in our family. (Laughter.) But since I've been a full-time volunteer now for six and a half years -- (laughter) -- the gap is narrowing, even in the Clinton family.

So, please join me in welcoming the President.

THE PRESIDENT: That is the truth. (Laughter.) But Hillary didn't tell you the rest of the story. Senator Harkin, whose wonderful wife, Ruth, was also a part of our administration for several years, she has often made more money than her husband. And so we decided that maybe we should become part of a small, but vocal radical caucus saying we shouldn't stop at equal pay; we like it when our wives make more money than we do. We have enjoyed the benefits of that.

I would like to thank Senator Harkin and Eleanor Holmes Norton for being here and for being longtime champions of this cause. I thank Ida Castro, our EEOC Chair, the local officials who are here and Secretary Herman, who bares a lot of the responsibilities for what we are trying to achieve for her work.

I'd like to make just a few brief points. Hillary has made most of the points that need to be made, and we all know here we're preaching to the saved in trying to get a message out to the country. But I'd like to point out as I tried to do in the State of the Union that the time in which we are living now in terms of our economic prosperity is virtually unprecedented. We had 4.2 percent unemployment last month.

I remember a meeting I had and a huge argument I had in December of 1992 when I had been elected but not inaugurated President, about how low we could get unemployment before inflation would go up. And all the traditional economists said, man, when you get below six percent, you know, you will just see what will happen. And the American people turned out to be a lot more productive, a lot more efficient; technology turned out to be a lot more helpful; we were in a much more competitive environment. So now, we have 4.2 percent unemployment, lowest rate since 1970, lowest peacetime unemployment since 1957, 18 million new jobs.

But we still have some significant long-term challenges in this country. We have pockets of America -- in rural America, in urban America; our medium-size industrial cities; our Native American reservations -- which have not felt any of the impact of the economic recovery. We still have substantial long-term challenges to Social Security, to Medicare. And we still have a significant fact of inequality in the pay of women and men.

And the central point I would like to make is that we should not allow the political climate or anything else to deter us from concentrating our minds on the fact that this is a precious gift that the American people have received, even though they have earned it. Countries rarely have conditions like this. If we can't use this moment to deal with these long-term challenges, including the equal-pay challenge, when will we ever get around to it?

That is the message I want America to send back to Washington. Yes, have your disagreements. Yes, have your fights. Yes, conduct your campaigns. Yes, do all this. But for goodness sakes, realize that this is, at a minimum, the opportunity of a generation, maybe more. And every single problem that we can take off the table for our successors and for our children is an obligation we ought to show them and get the job done. That's what this is about.

And those of us who are old enough to remember what the economy was like in the 1970s and the long gas lines, what it was like in the 1980s when we had the so-called bicoastal economy and my state and Senator Harkin's state had double-digit unemployment in county after country -- I'm telling you, when times get tough and then you go run and try to talk to people about problems like this, their eyes glaze over because even the people who would benefit, they're just trying to keep body and soul together. They're worried about holding on to what they have.

We have an opportunity now to make a better America for our children, for all of our children.

The second point I want to make is the one I made jokingly in the story about Tom and me having the privilege of living with women who make more money than we do. And that is that this is not just a women's issue. The women who are discriminated against often are in families, raising children with husbands who are also hurt if their wives work hard and don't have the benefits of equal pay. A lot of the women who are single mothers are out there working and they have boy children as well as girl children. This is not just a gender issue and men should be very interested in this.

I can say furthermore that I believe that it would be good for our overall economy. You know, you hear all these problems that they say it will cause the economy if you do this. All that stuff is largely not true. I mean, every time we try to make a change to have a stronger society, whether it's a raise in the minimum wage or cleaning up the environment or passing the Family Leave law, the people that are against it say the same thing. And we now have decades of experience in trying to improve our social fabric.

And America has had a particular genius in figuring out how to do these things in a way that would permit us to generate more economic opportunity and more jobs and more advancement. I'd like to note, too, a third point not in my notes, but Hillary made me think of it. There are all these people now who are out there saying, well, there really isn't much of an equal pay problem because it's almost exclusively confined to women who have children. And women

who have children have to have more intermittent periods in the work place -- you've heard all the arguments -- and once you factor that out, well, there's no problem.

Well, I have two reactions to that. First of all, if you take that argument to its logical conclusion, we would be depopulating America before you know it. No one else has really figured out any way to bring children around, as far as I know.

Secondly, if that is true, it still doesn't make it right. If you give the people the entire argument -- which I don't think the analysis supports -- but if you did, what does that mean? It means that an important part of the equal pay battle should be strengthening the Family and Medical Leave law, for example -- something I've been trying to do without success ever since we signed the first bill. It ought to apply to more companies, it ought to be more extensive, it ought to cover more situations. We've proved that we can do this without hurting the economy.

And if you believe that having children is a significant factor here, and if you believe as I do that's the most important work of any society, then why shouldn't we continue with something that's done so much good, this Family Leave Law -- to find other ways to do it, to find other incentives for flex-time, all kinds of things we could be doing if this is a problem.

Now, finally, let's talk a little bit about what I think we can do about this right now. Earlier this year, I asked Congress to pass two measures to strengthen our wage discrimination laws and to boost enforcement of existing ones. I asked Congress again to pass the \$14-million Equal Pay Initiative that's in our balanced budget to help the EEOC identify and respond to wage discrimination, to educate employers and workers about their rights and responsibilities. You'll hear some pretty impressive people talk about that on our panel in a moment. And to help bring more women into better-paying jobs.

Again, I ask the Congress to pass the Paycheck Fairness Act sponsored by Senator Daschle and Congresswoman DeLauro, which would put employers on notice that wage discrimination against women is just as unacceptable as discrimination based on race or ethnicity. Under current law, those who are denied equal pay because of race can receive compensatory and punitive damages. This new legislation would give women the same right; it will make a difference. It would protect employees who share salary information from retaliation. It would expand training for EEOC workers, strengthen research, establishing an award for exemplary workers.

We can do more. Today, I'm pleased to announce that we want to strengthen our legislation by requiring the EEOC to determine what new information on workers' salaries they need to improve enforcement of wage discrimination laws, and to find a way to collect that information. The new provision would call on the EEOC to issue a new rule within 18 months to gather, in the most effective and efficient way possible, pay data from companies based on race, sex and national origin of employees.

Addressing wage discrimination takes courage, as our panelists can tell you. It takes courage as an employee to speak out, to gather evidence, to make the case. It takes courage as an employer to recognize problems in pay equity, and take steps to remedy them.

Just recently -- let me just mention the experience of one of our panelists -- we saw this courage among the administrators and women scientists at MIT, one of our country's most outstanding institutions of higher education. Together, they looked at the cold, hard facts about disparities in everything from lab space to annual salary. They sought to make things right, and they told the whole public the truth about it, which is a rare thing. And I appreciate what they did. I commend them. I hope their success and their example can be replicated throughout our country.

Now, again I say, this should not be a partisan issue. It should be an American issue. And as you argue through these matters this year, I ask you, every time you are in contact with any person in a position to vote on this in Congress or influence a vote in Congress, ask them this simple question: If we don't deal with this now, when will we ever get around to it?

Thank you very much.

SECRETARY HERMAN: Thank you, Mr. President and Mrs. Clinton for your stirring words; but, especially, we thank you today for your leadership. Once again, the First Family is putting families first. And I know that all of us would agree that the issues of equal pay and employment opportunity are clearly family issues. In my mind, my way of thinking about this issue, the whole question of the Equal Pay Day is really a day about paychecks and reality checks. And the reality is that we still have pay discrimination in our country.

It is wrong, as we go into the new century, for women to still earn 75 cents for every dollar that is earned by a man. And I must tell you, as the First Lady was making her opening comments, I couldn't help but think to myself, I have yet to go into a grocery store to pay a dollar for a loaf of bread and to have the store clerk look at me and say, "Oh, excuse me, you're a woman, you only have to pay 75 cents." It just doesn't work that way. I think we all know that.

The fact of the matter is, women in this country have to pay the same amount for goods and services, so we should be paid the same amount for the work that we do. We all know that we need to have stronger enforcement of our laws. And what the President has announced today will clearly put us on a more direct path to do that. But we also need to build awareness, because this is not an abstract challenge. This is a very real issue; it is as real as the women who are with us today, the stories that we will hear.

And I want to begin this dialogue, on behalf of the President and the First Lady, by asking each of our panel members today to give us a very brief comment as to why this issue is important to you, from your perspective. And I'd like to begin the dialogue with you, Nancy.

Nancy Hopkins is a professor from the Massachusetts Institute of Technology.

PROFESSOR HOPKINS: Thank you very much, and thank you so much for this opportunity. I am a molecular biologist and a professor at MIT. And over the past five years, I was very fortunate to be involved with 15 other tenured women in the School of Science in an extremely successful and collaborative, and happy, effort to address the question of equity, including salary equity, for women.

And what was remarkable about it, as Mr. and Mrs. Clinton said, was that in contrast to many of these stories, they addressed it in a very positive way, turning people's lives around. And it has had an impact that we never thought about at all. We were just thinking about our own problem.

SECRETARY HERMAN: Thank you very much, Nancy.

Mrs. Gantt, can we turn to you? Carolyn Gantt is a clerk with one of our senior programs here in the nation's capitol.

MRS. GANTT: My name is Carolyn Gantt, and I am a retired mother of seven children. I found inequity in pay between men and women doing the same job, with the same education and experiences, have made it necessary in my golden years to work part-time in order to survive. I saw men who started out with me, at the same level. They received more promotions, more pay, and more training, than I did.

SECRETARY HERMAN: Thank you very much, Mrs. Gantt.

And Trish Higgins is here from Cleveland, Ohio. Trish is a nurse from Cleveland. Trish?

MS. HIGGINS: It's really, really great to be here. As you've just been told, I'm a nurse. I work in Cleveland; I've had 23 years of nursing experience, in geriatrics, pediatrics. I currently work in rehab nursing, primarily with spinal cord-injured patients, and the care of these patients and their families is complex. There are many medical and social issues, and that requires, from all of us nurses, a pretty extensive background of knowledge and skills, and we bring this to our work every day.

I think that the work we do is obviously key to the care hospitals provide. It can't be done without us, and yet I think that our work has been traditionally undervalued, and underpaid. And that's why I'm here today.

SECRETARY HERMAN: And lastly, Sanya Tyler. Sanya is the head of the women's basketball team, she's the coach at Howard University here in Washington, D.C. Sanya, thank

you for coming in.

MS. TYLER: I must apologize, I'm very hoarse. I think it was the change in weather from California back to Washington. But in 1991, I filed a Title IX discrimination lawsuit against Howard University. And it's just not about Howard University. It's about being in an untraditional sport, and being a head coach and to have, at that time, an opportunity to be successful -- which we were -- and to not be rewarded for it.

Not only was I not rewarded for it, it was ignored. Ignored to the point of my counterpart being hired and being paid four times the salary that I was making. And I think somehow I made the same excuses that many women make when they're too embarrassed to identify with inequity. We somehow feel it's our fault or something we didn't do, or some accomplishment we didn't reach, or some value we didn't possess. But that's not the case.

And I'm here today with my hoarse voice because this is so important an issue not just to coaches, but to the nation, to women; not just a protected population, but all population. And we have a real issue -- the President has indicated that we have a real national issue that has to be addressed. I addressed it, and as a result of the lawsuit I had the landmark decision, an award by jury of \$2.39 million. Fortunate for me I'm still at the same institution and the situation is so much better now.

THE PRESIDENT: I would like to just start. We're going to do a little roundtable and just give the participants a chance to answer a few questions and amplify on their remarks. And taking account of Sanya Tyler's voice problems, I still want to ask her one question, because obviously the situation at Howard and the situation at MIT were resolved in different ways.

After you won the lawsuit, did you feel that the administration treated you and other people who were in the same situation fairly? Did you feel like that the work environment was worse, and did you believe that the program also began to get more support, as well as on the wages? Was Title IX and the other efforts you made, did you get more support for the program as well as for income?

MS. TYLER: Well, I can say and I'm very proud of what Howard University has done since the lawsuit. We did take the push to get us on our feet. But since then, the administration, even though it has changed, did begin a process of healing itself. And we added new sports, we fortified the sports that existed. We came into a new era under our current president who, clearly, from day one made it exceptionally clear to all that women had a place in his administration, that females at his campus had a significant role in the development, growth and the leadership pattern of the university. And our program has grown. I have grown as an employee of the university, and we have now reached what I consider to be a plateau of footing.

Are we where we should be? I don't think there is an institution in the nation that is where they should be. But we are so much further down the line than we were at that time.

MRS. CLINTON: I'd like to follow up on that, since we're talking about higher education, and ask Dr. Hopkins, could you describe how this came about? You know, when both the President and I were speaking, we said that there are some who say that these are all choices and that there is no institutional, really, basis for considering pay equity as a problem, other than individual preferences. And once you've made that decision what you did during these five years and your recommendations and the results --

PROFESSOR HOPKINS: Yes. Well, I think that in terms of is this the result of choices that people make, I think what's unusual about our group of women is we had only 15 tenured women at the time we started five years ago. So after 25 years of affirmative action in the School of Science -- which is six departments -- there were 15 tenured women and 194 tenured men. So this was not terrific, okay? (Laughter.) But one of the things was that about half these women didn't even have children, so that certainly wasn't an issue. Many were not married, they had made a choice to have this particular life for whatever reason. So that really wasn't the thing.

And so the question was, you know, how did this come about and how did we get started. And what happened is that these women are so serious about science that they really didn't have much time for anything else. They were very unpolitical people. And the other thing is they're enormously successful. So if you were to look from the outside at these people you'd say, well, what's wrong here, because many of these women are members of the National Academy of Sciences, the American Academy -- 40 percent of them are, in fact. So these are the top of the line, so you wouldn't think there was a problem.

And most young women entered MIT as junior faculty believing there was no problem. And people, even myself, thought civil rights and affirmative action solved all that. So it was a very slow awakening of these 15 people as they progressed through their careers at MIT that something wasn't quite right. And what it was was a very subtle thing, you could hardly point to a single incident and say, that's it.

But what happened was that myself, one day I got very upset about a particular incident, and finally, after 15 years of watching what was happening to other women you finally realize something was wrong and it was this, it was this gender thing. And so I wrote a very strong letter to our president and I said, you've got to do something about this. And it was so strong that I thought I better run it by another woman and get her opinion -- (laughter) -- have her just delete a few of those extreme statements I tend to make sometimes by mistake.

So she read this letter and she said, I'd like to sign that letter and I'll go with you to see the president. And I said, you will? Wow. So then, I thought that was really -- so we decided we'd go and poll the others -- there were only 15 of them, so it was pretty easy to do the polling. (Laughter.)

And when we went to poll them, to our amazement, we'd start the story and they'd say, where do I sign, before we finished. So something was wrong. But what I think, then, was amazing to us was, we then, being scientists, wanted to collect data to see whether the data would

support what we sort of had really come to realize through our life experience to be true. But we didn't know whether it would, you know.

But the next thing we did that was really helpful was, we went to the higher administration of MIT and asked them to help us do this. And that was a very tense moment, and that was the defining moment. So there were two key moments: one was the group having power, this group of women, because this was all they had, this was us. And then the question was, how would the administration respond. And President Vest (phonetic) and Dean Birgeneau who was supposed to be here, but his plane was cancelled, he was going to come -- were just fantastic and supportive. And they said, just do it.

So I think it was a group of scientists as administrators and a group of women approaching a problem in a similar way. We went out, we got all the data, we measured everything up, we got the space, the lab space, the resources, we added data tables full of tables, lots of data. (Laughter.) And we had -- the President said to me the other day, he said, we're scientists, we looked at the data -- what could we say, but go with the data? (Laughter.)

So it is a very remarkable story. As soon as they have the data down in writing, down on the table, Dean Birgeneau immediately began to fix things and very quickly changed these people's lives. I mean, it was so easy to do once you had this thing happen. And you sort of wonder why didn't we do this before, and can this be a model for the rest of MIT, which is what MIT is now looking at.

MRS. CLINTON: You know, one of the reasons why the MIT story is so important and the way Nancy just described it is so telling is that a lot of these issues that we're talking about really are subtle, and they aren't immediately apparent. It's just that sense of unease or unfairness that you can't quite shake off, but you're almost embarrassed to follow up on what some of the other panelists have said to raise it because it is so subtle and you can't quite put your finger on it.

So the kind of work that was done by the 15 women scientists, with the support of the MIT administration, made a very important contribution to this whole debate, because they were able, with their scientific method, to get below the surface and really figure out what it is that was going on.

And I really want to commend MIT for doing that. And I hope it serves as a model not only for the rest of higher education, but for employers in all kinds of institutions around the country.

THE PRESIDENT: You know, the question that I wanted to ask, because this MIT thing is so unusual, is, do you believe that they knew it was going on before? And if they didn't know it was going on before, but all the women you went to had immediately related in the same way you did and signed up, how did it happen? Because I think this is something that data may not tell you. But I think this is what is really important, because there may be a lot of organizations out there where this sort of just creeps in, but the people now running these organizations don't

know it.

And what I'm hoping is that -- it's not like -- it may not be as overt as it was when Carolyn was in the work force, so how do you think this happened? It's very impressive that the President said, okay, let's go do the right thing. But that raises the question of how did it happen in the first place?

PROFESSOR HOPKINS: Great question. And if everybody could understand what you just said, you would advance the cause of women a decade. And, in fact, I mean I think this is the last frontier of the civil rights/affirmative action process. We all thought that was going to take us to the top. And it didn't. It got us in the door, and took us to a certain point, but at the top, where the power really resides in these organizations, women haven't broken into that. And it's true in the universities, and it's true in the law firms, I believe, and it's true in many areas of life that we've heard from the people responding to us, which was overwhelming.

So I think, absolutely, it wasn't conscious, and I think part of it -- even the women themselves weren't aware of it. So, in our case, you know, you have one woman in your department, how can you judge what happens from a single case? Everything looks like her specific problem. It was when you had 15 who had lived through it, and the Dean of Science, who is Dean Birgeneau, who looked over the six departments and looked at these 15 -- he could see the pattern. When he talked to the individual department head, they couldn't see the pattern, because they were just dealing with an individual, because the numbers were so small.

But it's a really subtle thing, and it's a sort of unconscious gender bias that is small in each instance, but it accumulates to real pay. So even though it was very subtle, it added up to 20 percent pay.

THE PRESIDENT: Let me ask a specific question. Do you think -- if there was no deliberate policy to hire all these people at a lower salary, and then not to raise them at some point to a comparable salary -- and there was never a systematic policy, do you believe -- here's what I'm trying to get at -- is there a still, sort of in the minds of at least the men who are making these hiring or pay decisions, this notion that there's a marketplace out there, and it's a big deal for a woman to be a tenured professor at MIT? And, therefore, this was a market-based decision, this is what I can get this talent for, and this is what I'm going to pay? Is that what you think happened? And if not, what is it that you think happened?

PROFESSOR HOPKINS: I think that when that man goes into that room and determines those salaries, that he has a different view of it than if you put a woman in the room and determine the salaries. You have to have women share the power and determine the salaries with the men. (Applause.)

MRS. CLINTON: I want to move from MIT and Howard, and the world of higher education, to the world in which most women are working, and that is in jobs that are not often as well-paid or well-respected, and are not given the kind of support that the women who hold

them deserve.

And so I wanted to ask Mrs. Gantt, you said in your opening remarks that you could see or you now know that throughout your working life men with the same or lesser qualifications, doing the same or a lesser job were given more salary and benefits than you were. Could you explain that to us and how you came to be aware of that?

MS. GANTT: Well, I had been on the particular job, the first one that I'm thinking about, I had been on that job for a couple years. I worked in the community so I knew a few of the people that were in power, the boards, what have you. And a couple of them showed me data, like they were, see what we do, this is what we do when we go to meetings. And, of course, I'm the nosey kind, so I read everything. (Laughter.)

So I read it and in those days they used to put your name down and your salary -- not the position, your name. So immediately once I looked at that -- and it was a small organization -- I knew, hey, he and I started together, I know his background and everything, and how come he -- huh? I'm doing the same thing, you know. (Laughter.) You know, you go through it. And that's how I really discovered the truth.

But then, like they say, when you get it, you don't really know what to do with it at first. You think about it and you sort of internalize it, and what am I doing wrong, maybe I need to go back to school, maybe I need to do this.

But eventually -- it took me about -- I was raising Cain, believe me. I was talking about it all the time. But I just got to the point where I actually insisted on going to the full board, since management wasn't doing anything, and saying, hey, I've been here, I did what you asked me to do, I did some things you didn't ask me to do, but they turned out beneficial to this organization -- and I wanted to know why I hadn't had a raise, promotion or anything and, yet, I see people come in -- and I don't like to knock anybody, but I know some of them are not doing what I'm doing and they're getting more money. Why?

And I got the promotion. But then you get to realize these people I'm talking about were five years ahead of me. Plus that, I became a pariah. And then when I went to another organization later on, in the District government, it happened, too. And it's very subtle in the District government. You really have to look at it hard. (Laughter.) And they try to make you think. You know, like, we have all these people here and all these women and they're not -- why are you. You know, like I'm something wrong? There's nothing wrong with me. I can understand. (Applause.)

THE PRESIDENT: Let me just this remarkable woman's case as an illustration of a point I made in my remarks, that this is something that imposes great economic cost on the society as a whole.

You have seven children, right?

MS. GANTT: I still have seven, but they're grown. (Laughter.)

THE PRESIDENT: And you're still working part-time? And how old are you?

MS. GANT: Do you really want me -- (Laughter.)

THE PRESIDENT: Let me ask you this. Let me ask you another question. You are -- I know I shouldn't have asked. The reason I ask you is because you look so much younger than you are. (Laughter.) But let me ask -- the point I wanted to make is, she has been for sometime eligible for Social Security. Here's the point I want to make about the issue. You know we're having this big Social Security debate here now, and we're in an argument in the Congress about how to save Social Security. Why? Because the number of people over 65 are going to double between now and the year 2030. And the trust fund runs out of money in 35 years.

And for it to be stable, it needs to last for 75 years, but in addition to that, we need to lift the earnings limit for people who work when they're over 65, I think, so they can still draw their Social Security, number one. And number two, we need to have a remedial program to deal with the fact that the poverty rate among single elderly women is twice, almost twice the general poverty rate among seniors in this country.

Why? A lot of it is because of stories like this. So you've either got people like this remarkable lady who is healthy enough and, as you can see, more than quite alert, and on top of things, an energetic to continue to work on and on, or you have people who can't do that, and they are twice as likely to be living in poverty even when they draw Social Security.

This is another of the consequences of this. And so the rest of you are going to have to pay to fix this unless you just want to let it go on, and I don't think since we have some money to fix it now, I presume none of us want to let it go on, and we'd like to fix it.

But we should understand that none of this -- this kind of discrimination is not free to the rest of us as well. Just because you haven't felt it directly doesn't mean that you're not weakened and lessened because of the quality of life, the strength of your society, the fabric of it is not eroded by this. And that's the point I wanted -- I didn't want to embarrass her about her age, but I think it's important that you understand that this is a cost imposed on the whole society. And one of the big efforts we're going to make this year in this saving Social Security is to do something about this dramatic difference in the poverty rate. And it would be much, much lower if no one had ever had the experiences you just heard described.

SECRETARY HERMAN: Mr. President, if I could just add to that, as you talk about the pension gap, when you talk about 75 cents for every dollar, but the reality is when we look at the

pension dynamics, you're talking about half of that. I mean, if you're lucky enough as a woman to have a pension -- by the way, only 40 percent of women have pension coverage -- you're only getting half of what a man gets if you're lucky enough to even get a pension. And so it's a very important issue, as you pointed out.

MRS. CLINTON: I'd like now to move to Mrs. Higgins, who has been a nurse for 23 years and I know from the work that I've done and my own experience with nursing that the nurses are often the ones on the front lines who determine the outcome of patient care. And we've seen a lot of cutbacks and downsizing when it comes to nurses, we've seen a lot of trained nurses being replaced by much less trained personnel. So there's been a big turmoil going on in the nursing world, and you add to that the difficulties that confront many nurses in terms of the pay and the respect that they deserve for the job they do for the rest of us.

It's a very complicated situation, and I'd appreciate it, Mrs. Higgins, if you could share your experience and observations about that.

MS. HIGGINS: One of the things that just struck me, listening to Professor Hopkins, I knew when I came here today that my issues were not my issues, they were bigger issues. But the similarities in our stories are really remarkable, really striking. And I've talked a lot about this over the last couple days, thinking about this discussion today. I went into nursing with a lot of idealism, and it certainly wasn't to get rich. I never expected it. And it was only after years of kind of looking at subtle things, and realizing over time that -- here I am with two bachelor's degrees, and quite a bit of training, on-the-job training, and ongoing education, and really much of what we do on a daily basis. I mean, the nurses in my hospital are on Lifelight. They're in the emergency room. They're in intensive care. They're in labor and delivery.

I happen to be in rehab, we're at the other end of the spectrum, but those issues, with increased acuity levels in hospitals tend to involve more complex medical issues than they did. And of course, in spinal cord injury, we're dealing with a very devastating, life-changing event that affects not just one person, but the whole family and, in many cases, the workplace, and we're dealing with a disabled individual who then has to go on with their life.

And I think we as nurses are very much on the front line, not only dealing with acute issues, but with the long-term education issues and support issues that families need. And I just have, as I've gotten older and raised my own children and looked at their futures and my husband and I think about retirement -- gee, I don't have that much socked away.

I've begun to realize, why shouldn't I be compensated for what I do at the same rate that men are for similar jobs with similar backgrounds and similar responsibility? It's kind of a scary thing to do at first. It went against everything that I was trained as a nurse to believe -- we did this out of dedication. Well, dedication is great, but, you know, the bottom line is I've got a mortgage and I've got a family and I've got a daughter who has now chosen to go to nursing

school. And I would love to see something better for her. She's a heck of a kid. She'll be a wonderful nurse. But I'd like her to be recognized for what she does. (Applause.)

SECRETARY HERMAN: One of the other questions that I wanted to ask, Mr. President, you raised earlier what's going on today in terms of the mind-set inside many of our institutions. And one of the things that we know is the oftentimes we have policies in place today -- that's the good news, we didn't have that 20 years ago.

But what we're finding is that the practices inside these institutions don't necessarily support the policies and procedures. And so a lot of people have blinders on because they know now they have policies and procedures there that didn't exist before. So they think it's all working. But we know from the work that we're doing that the procedures aren't really being followed. And so it's the practices. And that's why the leadership from MIT and other institutions, to get in there and to do these self-audits to see how they line up is very, very important.

But maybe one final question that would be helpful, one of the things that we're proposing in the legislative effort is also tightening up on that it's okay to share salary information and not to have fear of reprisals from employers because of that. To what extent was this an issue for you, Sanya, for others who have talked about just how you got the data. The First Lady asked the question about how all of this got started -- but how much is the fear of actually sharing of the data and getting the information, how much does that still play into it? And what we're proposing legislatively, do you think that's going to make a big difference?

MS. TYLER: I do know that in my case the information was never really revealed until we went to court. I knew that the kind of individual that came in had to have an attractive salary because he came from the NBA. And I didn't really look at the comparison between he and I as being plateaued to college and professional until I was told that I had not played in the NBA. (Laughter.) And I said, well, is this the Wonder Woman syndrome, because if I did I would have had to have been the only one. (Laughter.) And if I had to be the only, then what are we talking about.

I found that fair-minded people make fair-minded decisions, but the one thing no institution is really kept sacred from is the mind-set of people who work there. If they bring those limited thoughts -- the limited scope, the lack of vision, the discriminatory, the biases -- they will bring them in and they will taint the most sacred of institutions.

And what I was doing with them -- you have to understand, I'm an alumnus of my school. You cut me, I will bleed blue and white. (Laughter.) The First Lady will bleed blue and white now, too. (Laughter.) That's right.

But I wasn't going to let them -- the individuals involved -- be my institution. I knew I was dealing with people issues. I knew once the umbilical cord was cut, that we were looking at real issues, employment issues. I didn't have to play in the NBA. I was a college coach. His NBA

experience was not going to garnish him anything at the collegiate level.

I found that many of these people who came from professional ranks needed to be reoriented, because you can't waive college players. You can't cut them like that. You know, you have to retrench their thinking about education. We're building, at Howard, leaders for America and the global community. I took that sacredly.

So I'm not building NBA players, and neither are our men. What we're building is people who can go out and make a difference, whatever they do. And I felt that because I had been successful -- and I don't have the average program. Women's basketball at my institution is the most successful program at that institution, and has been from day one. (Applause.)

All I wanted -- for the first time, I used the word, I hadn't used it since I was a child -- and it was fair. You know, when you're playing tag, you can't cheat when you're little, because it's not fair. What was happening wasn't fair, and I couldn't find an adjective, a descriptive phrase, that could say it any better. What you're doing is not fair. And once fair was not going to be addressed and I wasn't going to get into a mud-slinging, I don't think going to the media and raining all over the place that you are is the answer, I felt that everybody has a respect for an institution. And I took them to the institution I thought they respected most, and that was the court. (Laughter and applause.)

But I can clearly tell you this in defense of Howard, because Howard is just a microcosm of what's happening in the real world. There were so many coaches, Mr. President, that benefited from this lawsuit. There were many who kept their jobs, there were many who were allowed to practice at Howard that weren't extreme, like early in the morning or late at night. There were student athletes whose ratio with their coach was reduced from 15 to 1 to three to five to one. There were coaches who now did not have to rely on handshake or how their boss felt that morning as to whether they can stay employed; they now have contracts and have benefits in their contracts.

They now have incentives in their contracts. For the first time, athletics at major institutions across the nation was an employment practice. We no longer had to go with the practices of people, but the employment practices of institutions. And if that lawsuit generated anything, it generated more than concern, more than awareness, it generated real dollars. (Applause.)

SECRETARY HERMAN: Well, I think anything on the note of real dollars is a good way to end what's been a very stimulating panel discussion. I said at the beginning it's about paychecks and reality checks, and I think, Mr. President, we've had very important reality checks here today in the presence of these distinguished women and their stories. (Applause.)

THE PRESIDENT: Thank you very much. Let me say on behalf of all of us, we're delighted that you're here. We especially thank Senator Harkin and Congresswoman Eleanor

Holmes Norton for their leadership, and we thank our panelists. They were all terrific. Thank you very much. (Applause.)

April 6, 1999

EQUAL PAY EVENT AND ROUND TABLE

DATE: April 7, 1999
LOCATION: Presidential Hall
BRIEFING TIME: 1:10 pm - 1:25 pm
EVENT TIME: 1:30 pm - 2:30 pm
FROM: Bruce Reed, Mary Beth Cahill

I. PURPOSE

To announce a new wage data collection provision in the pending legislation which would strengthen enforcement of the Equal Pay Act and to meet with working women to highlight the issue of equal pay and to emphasize the need for Congress to pass this legislation.

II. BACKGROUND

This event is an opportunity for you to announce the new data collection provision for wages in the Paycheck Fairness Act, which is sponsored by Senator Daschle. In addition, it is an opportunity for you and the First Lady to hear first-hand from working women the problem of wage discrimination and issues of equal pay.

One of the panelists highlights the issue of "comparable worth," where a job in a female-dominated profession is "equivalent" to a job in a male-dominated profession but is paid less. This panelist is included because the Administration recently has been urged by Senator Harkin, Congresswoman Norton, the women's groups, and the unions to support Senator Harkin's comparable worth legislation that requires companies to equalize wages between "equivalent jobs," which is defined in the legislation as jobs that may be dissimilar, but whose requirements are equivalent when viewed as a composite of skills, effort, responsibility, and working conditions. While we cannot support this legislation, in a compromise to the above persons and groups, we agreed to include a panelist that highlights the comparable worth problem, but not the solution proposed in the legislation. However, you should not use the words "comparable worth," and should merely emphasize that this woman's story highlights the need for women to be paid equally with men.

Before beginning the roundtable, you will announce the following:

Paycheck Fairness Act with New Data Collection Provision

You again will urge Congress to pass legislation called "The Paycheck Fairness Act," introduced by Senator Daschle and Congresswoman DeLauro, to strengthen laws prohibiting wage discrimination. The legislation will be reintroduced with a new data collection provision added. The highlights of this legislation include:

- **New Pay Data Collection Provision.** This provision would require the EEOC to complete a survey of data currently available for use in enforcing federal wage discrimination laws and to identify additional data collections that would enhance enforcement of these laws. In addition, the provision would call upon the EEOC to issue a regulation, within eighteen months, to provide for the collection of pay information data from employers described by the race, sex, and national origin of employees.
- **Increased Penalties for the Equal Pay Act (EPA).** The legislation would provide full compensatory and punitive damages as remedies for equal pay violations, in addition to the liquidated damages and back pay awards currently available under the Equal Pay Act. This proposal would put gender-based wage discrimination on equal footing with wage discrimination based on race or ethnicity, for which uncapped compensatory and punitive damages are already available.
- **Non-retaliation provision.** The bill would prohibit employers from punishing employees for sharing salary information with their co-workers. Many employers are currently free to take action against employees who share wage information. Without the ability to learn about wage disparities, it is difficult for employees to evaluate whether there is wage discrimination.
- **Training, Research, and Pay Equity Award.** The bill would provide for increased training for EEOC employees to identify and respond to wage discrimination claims; research on discrimination in the payment of wages; and the establishment of an award to recognize and promote the achievements of employers in eliminating pay disparities.

Equal Pay Initiative

Previously, you have announced a new \$14 million Equal Pay Initiative as part of your Fiscal Year 2000 budget. The Initiative includes \$10 million for the EEOC to increase compliance with equal pay laws by providing training to EEOC employees to identify and respond to wage discrimination, increasing technical assistance to businesses on how to meet legal requirements, and launching an equal pay public service announcement campaign to inform employers and employees alike of their rights and responsibilities. The Initiative also includes \$4 million for the Department of Labor, primarily for a program to assist contractors in recruiting and retaining qualified women in non-traditional occupations.

III. PARTICIPANTS

Briefing Participants:

Secretary Alexis Herman
Bruce Reed
Elena Kagan
Karen Tramontano
Jenny Luray
Nicole Rabner
June Shih

Event Participants:

The First Lady
Secretary Herman
Dr. Nancy Hopkins, Molecular Biologist, Massachusetts Institute of Technology
Sanya Tyler, Head Coach, Women's Basketball, Howard University
Carolyn Gantt, Retiree from District of Columbia Government
Patricia Higgins, Nurse, MetroHealth Medical Center, Cleveland, OH

IV. PRESS PLAN

Open Press.

V. SEQUENCE OF EVENTS

- **YOU** will enter the room where each of the roundtable participants will be seated.
- The First Lady will make remarks and introduce **YOU**.
- **YOU** will make brief remarks and take your seat at the roundtable.
- Secretary Herman will facilitate a brief introduction from each roundtable participant.
- **YOU** will invite the participants to speak by posing a question to each person.
- **YOU** will first call on Dr. Nancy Hopkins, a professor at the Massachusetts Institute of Technology, who spearheaded a study on the status of women professors there.
- **YOU** and the First Lady will pose questions to each of the participants, and Secretary Herman will conclude the panel discussion.
- [*SEE ATTACHED SCRIPT]
- **YOU** will make brief informal closing remarks and depart.

VI. REMARKS

Provided by Speechwriting...

VII. ATTACHMENTS

- Sequence of panel speakers and suggested questions.
- Bios of panelists.
- NY Times article about the M.I.T. study.
- Newsweek article by George Will disputing that there is a wage gap.

Sequence and Suggested Questions for Panel Discussion

- The Secretary of Labor will begin by calling on panelists to briefly introduce themselves.
- You will lead the discussion by asking any of the below questions, starting with Professor Nancy Hopkins.
- You will close the panel discussion.

Questions for POTUS/FLOTUS

Nancy Hopkins, Professor of Molecular Biology, Massachusetts Institute of Technology.

- How did you become involved with the status of women professors at M.I.T.?
- What did the recent study at M.I.T. find regarding the status of women professors, and what did it recommend? How are you working with M.I.T. to followup?

Carolyn Gantt, Clerk, Retired Senior Volunteer Program, Washington, D.C.

- When you were working, did you ever experience a situation where men with less education and experience received better jobs and were paid differently?
- While you were working full-time, was it difficult to support your family and save for your retirement?
- When you left full-time employment, were you able to quit working and live on your retirement benefits?

Patricia Higgins, Nurse, MetroHealth Medical Center, Cleveland, Ohio.

- As a nurse, would it be difficult, on your salary alone, to support your family and provide for college education for your children?
- How do think the services that nurses provide relate to the pay and the respect that they receive?

Sanya Tyler, Head Women's Basketball Coach, Howard University.

- What were your experiences at Howard University that led you to file suit under the Equal Pay Act and Title IX?
- How has your work experience been since your case was resolved?
- Do you think the problem of wage discrimination has been solved?

Panel Participants for Equal Pay Event

Professor Nancy Hopkins, molecular biologist, Massachusetts Institute of Technology

Professor Hopkins was the initiator of the effort at M.I.T. to study gender discrimination in the School of Science. At the beginning of her career at M.I.T, Professor Hopkins felt that she was treated equally with the male faculty members. However, even after learning somewhat fortuitously that she was 20 percent underpaid, she did not really believe that she was being discriminated against, albeit unintentionally. However, in 1994 after seeing how other women were treated, Professor Hopkins joined forces with the only 14 other tenured women faculty vs. 194 tenured male faculty in the School of Science to see whether their situations were unique. These woman found that they shared common experiences, and the university agreed to set up a committee to study how female faculty were treated in the School of Science. The committee found that senior female faculty members were marginalized; were not given sufficient space or resources for their research; and were not paid equally. Recently, M.I.T. published the report of the committee and has made concerted efforts to correct these disparities. Professor Hopkins believes that the success of this initiative stemmed, in large part, from the collaboration between the school and the professors in trying to identify and solve the problem. Professor Hopkins continues to try to expand this effort to the entire university.

Sanya Tyler, Head Women's Basketball Coach, Howard University

Ms. Tyler is the head women's basketball coach at Howard University. Ms. Tyler sued Howard University under Title IX and the Equal Pay Act and won. Ms. Tyler claimed that her program received fewer resources such as locker room facilities and equipment and that she made less money than the men's basketball and football coaches. Ms. Tyler has worked at Howard for 24 years, and has coached there 18 years, winning many championships and being voted coach of the year several times.

Patricia Higgins, Nurse, MetroHealth Medical Center, Cleveland, Ohio

Ms. Higgins, 50, has been a nurse for 25 years and has worked at MetroHealth Medical Center, a public hospital, in Cleveland for 16 years. She is currently involved in an AFSCME union drive and feels very strongly that nurses are underpaid and undervalued. She has three children -- a son who is 30 years old, a daughter in college who wants to be a nurse, and a son who is 20 and disabled. It was only when her daughter indicated that she wanted to be a nurse that Ms. Higgins became more vocal about trying to get more pay for nurses. Ms. Higgins admitted that if she did not have her husband's salary it would have been very difficult to raise her children and that she certainly could not have paid for her daughter's college tuition.

Carolyn Gantt, Clerk, Retired Seniors Volunteer Program (a senior program), Washington, D.C.

Ms. Gantt is 74 years old, African American, and has seven children. She worked for the D.C. Housing Department between 1976 and 1980, and again between 1985 and 1992. Ms. Gantt, who has a G.E.D., admitted that when she worked for the D.C. government she was paid low wages and that men who had less education than she (high school drop outs) received better positions and more training. Ms. Gantt retired in 1992 and hoped that she would be able to relax, travel, and take some classes. However, she realized that she could not make ends meet on her

social security check, and she, therefore, took a position where she works as a clerk for a senior program, RSVP. (She is actually paid by the National Black Caucus).

Questions And Answers on Equal Pay
April 7, 1999

Q: What did the President announce today?

A: The President announced a new provision to collect pay data that will be added to the Paycheck Fairness Act, sponsored by Senator Daschle and Congresswoman DeLauro, that will direct the Equal Employment Opportunity Commission (EEOC) to determine what additional data is needed to enforce effectively and efficiently the federal wage discrimination laws, and to issue a regulation to provide for collecting this data. The President and First Lady also held a roundtable discussion with working women to highlight the need to ensure that every working American receives equal pay and equal opportunities. The President urged prompt passage of the Paycheck Fairness Act, which would strengthen wage discrimination laws; provide for additional training and public education efforts on this important subject; and ensure that pay data is collected. Finally, the President urged Congress to provide \$14 million in funds for the Equal Pay Initiative in his Fiscal Year 2000 budget.

Q: What will the new provision on data collection do?

A: This provision would require the EEOC to complete a survey of data currently available for use in enforcing federal wage discrimination laws and to identify additional data collections that would enhance enforcement of these laws. In addition, the provision would call upon the EEOC to issue a regulation, within eighteen months, to provide for the collection of pay information data from employers described by the race, sex, and national origin of employees.

Q: Why is collection of data related to wages needed?

A: Currently, the federal government does not collect wage data that can be used to monitor and enforce employer compliance with laws that prohibit wage discrimination, with the exception of higher education. This data collection provision will provide an important source of data that will help to end the gender pay gap.

Q: How large is the wage gap?

A: According to the Department of the Labor, in 1998, the average woman who worked full-time earned about 75 cents for each dollar earned by the average man. For women of color, the gap was even wider. Based on weekly wages in 1998, the median earnings of a black woman who worked full-time were only 65 cents, and the median earnings of an Hispanic woman were only 55 cents for each dollar earned by the median white man. Some wage differences exist due to differing levels of experience, education, and skill. However, a recent Council of Economic Advisors (CEA) study shows that even

accounting for differences in education, experience, and occupation, there is still a significant wage differential between women and men.

Q: What about recent reports that there is no longer a wage gap?

A: While these studies are correct that women's wages and educational attainment have been rising in recent years, there is still a sizeable gender wage gap that cannot be explained by observable characteristics. According to the Council of Economic Advisors, in 1997, the gender pay ratio was about 75 percent, leaving a gap between men's and women's wages of approximately 25 percent. The most recent detailed longitudinal study found that in the late 1980s about one-third of the gender pay gap was explained by differences in the full-time experience that women bring to the labor market and about 28 percent was due to differences in industry, occupation, and union status among men and women. Accounting for these differences raised the female/male pay ratio in the late 1980s from about 72 percent to about 88 percent, leaving around 12 percent as an "unexplained" difference. Applied to 1998 data, that leaves a gap of about 10 percent still unexplained. The 98 percent figure cited by these other studies is based on data narrowly limited to women and men aged 27 to 33 who have never had children.

A recently released report by the Massachusetts Institute of Technology (M.I.T.), "A Study on the Status of Women Faculty in Science at MIT" also refutes the notion that there is no longer gender discrimination or a wage gap. The report documents a pattern in the M.I.T. School of Science of sometimes subtle -- but substantive and demoralizing -- gender discrimination. Examination of data revealed that many tenured women faculty feel marginalized and that this marginalization is often accompanied by differences in salary, space, awards, resources, and response to outside offers between men and women faculty with women receiving less despite professional accomplishments equal to those of their male colleagues. The M.I.T. report also found that the percentage of the School of Science faculty who are women, 8 percent, remained virtually unchanged for at least 10 and probably 20 years. In another recent report, the American Association of University Professors found that although women grew from 23 percent in 1975 to 34 percent of faculty nationwide currently, the gap between salaries of male and female professors actually widened in that period. The federal government currently collects some wage data at post-secondary institutions, and the EEOC will look at this data in the course of its survey of data for use in the enforcement of federal laws prohibiting pay discrimination.

Q: What does the Paycheck Fairness Act do?

A: The legislation, sponsored by Senator Daschle, seeks to improve the enforcement of wage discrimination laws and to strengthen the remedy provisions in the Equal Pay Act by permitting victims of wage discrimination to seek compensatory and punitive damages. Currently, women who are the victims of wage discrimination receive only backpay and liquidated damages, which may not fully compensate them for their loss. This change

will mean that the penalties for sex-based wage discrimination will be the same as those for race-based wage discrimination. In addition, the legislation contains a non-retaliation provision that prohibits employers from penalizing employees for sharing information about their salaries with co-workers. The bill also provides for training for EEOC employees on matters involving the discrimination of wages, research on discrimination in the payment of wages, and the establishment of an award to recognize and promote the achievements of employers that have made strides to eliminate pay disparities. Finally, the new data collection provision will call upon EEOC to issue a regulation to provide for collecting pay information to enhance efficiently and effectively the enforcement of the federal laws prohibiting pay discrimination.

Q: What's wrong with the current scheme for collecting damages under the Equal Pay Act?

A: Currently, the Equal Pay Act allows only for liquidated damages and backpay awards. Liquidated damages usually are awarded in an amount equal to backpay. Such awards may not fully compensate a woman for real losses, such as damages for pain and suffering. In addition, employees bringing a claim under the Equal Pay Act cannot receive punitive damages for wage discrimination, no matter how intentional and egregious the employer's conduct. The legislation the Administration is endorsing will ensure that women are fully compensated and will be able to receive punitive damages if an employer's conduct is particularly egregious.

Q: Why isn't the Administration supporting comparable worth?

A: The Daschle-DeLauro bill is a significant step forward in solving the problem of unequal pay. The Administration believes there is no excuse for not taking these obvious steps towards providing better training and fuller remedies to help ensure women receive equal pay, while building a consensus on other ways to make sure all people receive the pay they deserve. The Administration is focusing on legislation that can be passed during this congressional session.

Questions on the Federal Work Force

Q: What are some of the specific accomplishments of the Clinton Administration with respect to women appointees?

A: Here are some specific accomplishments:

- **Appointed More Women than Any Other President** --40 percent of Administration appointees are women.

- **Women Hold 29 Percent of the Top Positions** --29 percent of the positions requiring

Senate confirmation (PAS) are held by women. Additionally,

- ▶ 35 percent of Presidential appointments, including boards and commissions, are held by women.

40 percent of non-career Senior Executive Service positions are held by women.

56 percent of Schedule C positions are held by women.

• **Appointed the First Women Ever to Serve as Attorney General, Janet Reno, and Secretary of State, Madeleine Albright.** Including the Attorney General and Secretary of State, women make up 32 percent of the Clinton Cabinet: Alexis Herman, Secretary of Labor; Donna Shalala, Secretary of Health and Human Services; Carol Browner, Administrator of the Environmental Protection Agency; Janet Yellen, Chair of the Council of Economic Advisors; and Charlene Barshefsky, United States Trade Representative all serve in the President's Cabinet.

• **30 Percent of All of the President's Judicial Nominees Are Women.**

• **Nominated the Second Woman to Serve on the Supreme Court.** During his first year in office, President Clinton nominated Ruth Bader Ginsburg to the United States Supreme Court. Justice Ginsburg is only the second woman to serve on the nation's highest court.

1/99

Q: What is the representation of women in the federal work force?

A: Women represented 42.9 percent of the Federal permanent workforce in 1998 compared to 46.3 percent of the Civilian Labor Force, a difference of a -3.4 percentage points.

Q: What is the average salary of female political employees versus that of male appointees? How does that average compare to comparable figures in the previous Administration?

A: In 1992, under President Bush, women made up 40 percent of the political ranks, and the average female political appointee's salary was 75 percent of the average male appointee's salary. In 1998, in the Clinton Administration, the percentage of women appointees increased to 44 percent, and the average woman's salary increased to 86 percent of the average man's.

Number and Average Salary of Political Appointments (by Gender): 1992 (Pres. Bush) Compared to 1998 (Pres. Clinton)				
Gender	1992 (Bush) Appts	1998 (Clinton) Appts	1992 (Bush) Avg. Pay (\$)	1998 (Clinton) Avg. Pay (\$)
Women	1,361	1,292	\$61,554	\$72,329*
Men	2,055	1,629	\$82,490	\$84,023*

TOTAL	3,416	2,921	NOTE: Total Political Appointments exclude Ambassadors but include Noncareer SES, Schedule C and Other.
Pct. Women	39.8%	44.2%	

* Rendered in constant (FY 1992) dollars
Source: Office of Personnel Management

PRESIDENT AND FIRST LADY HOLD ROUNDTABLE ON EQUAL PAY AND URGE PASSAGE OF PAYCHECK FAIRNESS ACT WITH NEW WAGE COLLECTION PROVISION

At a roundtable discussion with working women and business leaders, the President and First Lady will discuss the need to ensure that every working American receives equal pay and equal opportunities. A recent Council of Economic Advisors report found that, although the gap between women's and men's wages has narrowed substantially since the signing of the Equal Pay Act in 1963, there still exists a significant wage gap that cannot be explained by differences between male and female workers in labor market experience and in the occupation, industry, and union status of jobs they hold. The President will urge prompt passage of the Paycheck Fairness Act, which would strengthen wage discrimination laws and provide for additional training and public education efforts on this important subject. Senator Daschle, the chief sponsor of the Paycheck Fairness Act, has indicated he will include a new data collection provision in the bill. That provision will direct the Equal Employment Opportunity Commission (EEOC) to determine what additional data is needed to effectively and efficiently enforce the federal wage discrimination laws, and to issue a regulation to provide for collecting this data. Finally, the President will urge Congress to provide \$14 million in funds for the Equal Pay Initiative in his Fiscal Year 2000 budget.

Paycheck Fairness Act with New Data Collection Provision

The President again will urge Congress to pass legislation called the "The Paycheck Fairness Act," introduced by Senator Daschle and Congresswoman DeLauro, to strengthen laws prohibiting wage discrimination. The legislation will be reintroduced with a new data collection provision added. The highlights of this legislation include:

- **New Pay Data Collection Provision.** This provision would require the EEOC to complete a survey of data currently available for use in enforcing federal wage discrimination laws and to identify additional data collections that would enhance enforcement of these laws. In addition, the provision would call upon the EEOC to determine the most effective and efficient means possible to collect pay information from employers and issue a regulation, within eighteen months, to collect pay data identified by the race, sex, and national origin of employees.
- **Increased Penalties for the Equal Pay Act (EPA).** The legislation would provide full compensatory and punitive damages as remedies for equal pay violations, in addition to the liquidated damages and back pay awards currently available under the EPA. This proposal would put gender-based wage discrimination on an equal footing with wage discrimination based on race or ethnicity, for which uncapped compensatory and punitive damages are already available.
- **Non-Retaliation Provision.** The bill would prohibit employers from punishing employees for sharing salary information with their co-workers. Many employers are currently free to take action against employees who share wage information. Without the ability to

learn about wage disparities, it is difficult for employees to evaluate whether there is wage discrimination.

- Training, Research, and Pay Equity Award. The bill would provide for increased training for EEOC employees to identify and respond to wage discrimination claims; research on discrimination in the payment of wages; and the establishment of an award to recognize and promote the achievements of employers in eliminating pay disparities.

Roundtable with Working Women and Business Leaders

The President and First Lady will hold a roundtable discussion with working women, including a university professor, a senior citizen, a nurse, and a college basketball coach. This roundtable will provide an opportunity for the President and the First Lady to listen to the concerns of working women regarding the important issue of equal pay and to urge Congress to pass the soon-to-be reintroduced "Paycheck Fairness Act."

Equal Pay Initiative

Previously, the President has announced a new \$14 million Equal Pay Initiative as part of his Fiscal Year 2000 budget. The Initiative includes \$10 million for the EEOC to increase compliance with equal pay laws by providing training to EEOC employees to identify and respond to wage discrimination, increasing technical assistance to businesses on how to meet legal requirements, and launching an equal pay public service announcement campaign to inform employers and employees alike of their rights and responsibilities. The Initiative also includes \$4 million for the Department of Labor, primarily for a program to assist contractors in recruiting and retaining qualified women in non-traditional occupations.

M.I.T. Acknowledges Bias Against Female Professors

By CAREY GOLDBERG

CAMBRIDGE, Mass., March 22 — In an extraordinary admission, top officials at the Massachusetts Institute of Technology, the most prestigious science and engineering university in the country, have issued a report acknowledging that female professors here suffer from pervasive, if unintentional, discrimination.

"I have always believed that contemporary gender discrimination within universities is part reality and part perception," the university's president, Charles M. Vest, said in comments to be published in the faculty newsletter within days and already posted on the World Wide Web. "True, but I now understand that reality is by far the greater part of the balance."

Dr. Vest's comments introduced a report about discrimination against women in the School of Science, one of M.I.T.'s five schools. Five years in the making and initiated by some female faculty members, the report documents a pattern of sometimes subtle — but substantive and demoralizing — discrimination in areas from hiring, awards, promotions and inclusion on important committees to allocation of valuable resources like laboratory space and research money.

Such discrimination, national experts say, continues and in some ways has worsened at institutions across the country, despite the growing number of professors who are women. In a report issued last month, the American Association of University Professors found that though women grew to 24 percent of faculty nationwide now from 22 percent in 1975, the gap between salaries for male and female professors actually widened in that period.

Female faculty members involved with the M.I.T. report, the findings of which were posted on the World Wide Web on Friday and reported in The Boston Globe on Sunday, say they do not believe that the institute discriminates more than other top-flight universities; it is simply more willing to admit it and address the problem. A hard push to increase the number of tenured professors who are women is well under way, the report says, along with other efforts to redress inequities in the allocation of resources. Efforts to perform similar discrimination research university-wide are also under discussion.

The administration's comments on the report "are the most forward-looking statements on gender discrimination that I've read by a high-ranking administrator in one of these elite institutions in the 25 years I've been a faculty member," said Nancy Hopkins, a prominent molecular biologist and an initiator of the committee that issued the report.

Robert J. Birgeneau, dean of the School of Science, said today that he believed the university was unique in its willingness to make such a document public. He also noted in his written comments: "I believe that in no case was this discrimination conscious or deliberate. Indeed, it was usually totally unconscious and unknowing. Nevertheless, the effects were real."

Real, but hard to pin down until three tenured female professors in the School of Science started to compare notes in the summer of 1984. As the report describes, they quickly decided to poll their other female colleagues, which was not difficult because in the entire School of Science, there were only 15 tenured women, compared with 194 men.

In fact, the report notes, the percentage of the School of Science faculty who are women, 8 percent, has remained virtually unchanged for perhaps 20 years. And that, too, seemed a problem.

By August 1984, the School of Science women proposed creating an initiative to improve the status of women in the school — to which Dean Birgeneau readily agreed, and they began to collect data, on everything from the allocation of laboratory space to the amount of research money professors had to apply for themselves instead of being handed by the university.

"It was data-driven," Dean Birgeneau said of the report, "and that's a very M.I.T. thing."

The report found, for example, that in 1984 in biology, undergraduate women numbered 147, compared with 142 men, but the sex balance shifted as students advanced through graduate school so that by the time the report looked at the highest level, faculty, there were only 7 women to 42 men. In math, the numbers went from 53 women undergraduates and 123 men to only 1 female professor compared with 47 male professors.

Other studies at other schools have looked at questions of salary and promotion and found women consistently paid and promoted less, said

Martha E. West, a professor of law at the University of California at Davis and a member of the American Association of University Professors' committee on the status of women. But, she said of the report, "what's amazing about this is the president's acknowledging that there is a 'scientific' basis for our continual perception that things are not good for us. And my perception is that things have been getting worse, not better, for women over the last 10 years."

Mary Gibson, chairwoman of that committee on the status of women, called the M.I.T. administration's support for the report "absolutely remarkable."

Dean Birgeneau said that participants in the report had not examined its legal implications.

Laying the statistical basis for the report involved fact-finding that uncovered some phenomena participants found striking. For one, junior female faculty tended to feel well taken care of and untouched by discrimination; it was only as they became senior faculty that they felt themselves increasingly marginalized and overlooked by male-dominated networks; and that did not seem to improve with time, the report found.

Report committee members, both men and women, also described their dawning comprehension as they gathered data that they really were seeing a pattern of discrimination, not a set of individual cases involving special circumstances.

Committee members say each little slight to a woman might involve an assumption that did not seem overtly discriminatory, say, that a single woman might seem to need a raise less than a family man, or that a woman might be less likely to seek an outside job offer to propel her promotion, or that it might seem implausible that a woman with children could work hard enough for a given job. But they all added up.

Some aspects of discrimination, like the tendency of men to overlook women's comments in a meeting, can also be somewhat intangible, said Jacqueline Hewitt, a professor of physics and a committee member. "These things, like how much of a voice you have in the decision-making process, are not so easily quantified," she said.

The tenured women faculty and the dean, the report says, "found that discrimination consists of a pattern of powerful but unrecognized assumptions and attitudes that work systematically against women faculty even in the light of obvious good will. Like many discoveries, at first it is startling and unexpected. Once you 'get it,' it seems almost obvious."

"Do other elite universities 'get it' better than M.I.T.?" the report, which is posted on the Web at <http://web.mit.edu/fsl/women/women.html>

continues. "No, and indeed a common defense for M.I.T.'s small number of women faculty is that 'Cal Tech and Harvard are doing just as badly.' But to be as bad as these unenlightened institutions is not a defense we should take!"

M.I.T. officials and faculty members involved in the report met today to consider their next steps. Loretta Baily, the chairwoman of the faculty and an expert on workplace equality, said the group had discussed trying to spread similar initiatives to the rest of the university.

The report recommended continued vigilance, noting that in the School of Science there had never been a female department head or associate head. It made many other recommendations, including a yearly collection of "equity data" and the dismissal of administrators who knowingly discriminated.

It also pointed out that there was still a long way to go.

"I think what was accomplished here was extraordinary," Dr. Hopkins said. "However, the number of people involved in this initiative was tiny, and the number of years it took us to understand it as well as we do is five years, and most of the people at M.I.T. have still barely heard of it."

"The challenge now," she said, "is what can you do so that this wonderful thing that has happened can become automatic and institutionalized?"

The New York Times

TUESDAY, MARCH 23, 1993

LIES, DAMNED LIES AND ...

Statistics, such as the '74 cents' factoid used to prove pervasive sex discrimination

BY GEORGE F. WILL

WITH THE DOW AVERAGE NEARING A FIFTH DIGIT, Americans are cheerful. However, soon the women's division of the Great American Grievance Industry will weigh in, saying women remain trapped beneath the "glass ceiling" and in the "pink ghetto." Brace yourself for a blizzard of statistics purporting to prove that women are suffering a "wage gap" primarily caused by discrimination that requires government actions like affirmative action, quotas and set-asides.

But a counterblizzard has blown in from Diana Furchtgott-Roth and Christine Stolba, authors of "Women's Figures: An Illustrated Guide to the Economic Progress of Women in America." Furchtgott-Roth is a fellow at The American Enterprise Institute and Stolba is a historian living in Washington, and both had better mind their manners. Feminists are not famous for their sense of humor and may frown at the authors' dedication of their book to their husbands "who have always appreciated our figures."

The National Committee On Pay Equity and other participants in the theatrics of Equal Pay Day will not appreciate the figures Furchtgott-Roth and Stolba marshal. The premise of Equal Pay Day is that women work from Jan. 1 until early April essentially for no pay because women earn only 74 cents for every dollar men earn. That uninformative number is the basis for the allegation that the average woman loses approximately \$420,000 in wages and benefits during her working life. The 74 cents factoid is *prima facie* proof of "the demeaning practice of wage discrimination," according to President Clinton, who opposes everything demeaning to women.

Furchtgott-Roth and Stolba argue that the 74 cents statistic is the product of faulty methodology that serves the political agenda of portraying women as victims needing yet more government intervention in the workplace. The authors demonstrate that income disparities between men and women have been closing rapidly and that sex discrimination, which has been illegal for 30 years, is a negligible cause of those that remain, which are largely the result of rational personal choices by women.

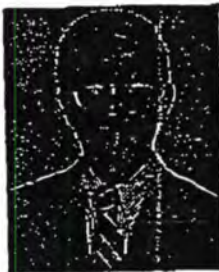
Between 1960 and 1994 women's wages grew 10 times faster than men's, and today, among people 27 to 33, women who have never had a child earn about 98 cents for every dollar men earn. Children change the earnings equations. They are the main reason that meaningful earnings contrasts must compare men and women who have similar experience and life situations. Earnings differentials often reflect different professional paths that are cheerfully chosen because of different preferences, motivations and expectations.

The "adjusted wage gap," adjusted for age, occupation, experience, education and time in the work force, is primarily the product

of personal choices women make outside the work environment. Eighty percent of women bear children and 25 percent of working women work part-time, often to accommodate child rearing. Many women who expect to have children choose occupations where job flexibility compensates for somewhat lower pay, and occupations (e.g., teaching) in which job skills deteriorate slower than in others (e.g., engineering). And it is not sex discrimination that accounts for largely male employment in some relatively high-paying occupations (e.g., construction, oil drilling and many others) which place a premium on physical strength. (Workers in some such occupations pay a price: the 54 percent of all workers who are male account for 92 percent of all job-related deaths.)

Still, between 1974 and 1993 women's wages have been rising relative to men's in all age groups, and most dramatically among the youngest workers. The rise would be more dramatic if many women did not make understandable decisions to favor family over higher pay and more rapid job advancement purchased by 60-hour weeks on the fast track.

Some victimization theorists say the fast track is pointless for women because they are held down by the "glass ceiling" that limits their rise in business hierarchies. In 1995 the government's Glass Ceiling Commission (the propagandistic title prejudged the subject) saw proof of sex discrimination in the fact that women were only 5 percent of senior managers at Fortune 1000 industrial and Fortune 500 service companies. But Furchtgott-Roth and Stolba note that typical qualifications for such positions include an M.B.A. and 25 years' work experience. The pool of women with those qualifications is small, not because of current discrimination but because of women's expectations in the 1950s and 1960s. In 1970 women received only 4 percent of all M.B.A. degrees, 5 percent of law degrees.



Which lends support to the optimistic "pipeline" theory: women are rising in economic life as fast as they pour from the educational pipeline—which is faster than men's. Since 1984 women have outnumbered men in undergraduate and graduate schools. Women are receiving a majority of two-year postsecondary degrees, bachelor's and master's degrees, almost 40 percent of M.B.A. degrees, 40 percent of doctorates, more than 40 percent of law and medical degrees. Education improves economic opportunities—and opportunities encourage education, which has higher rewards for women than for men because men without college degrees or even high-school diplomas can get those high-paying, physically demanding—and dangerous—jobs.

The supposed "pink ghetto" is where women are, in the Glass Ceiling Commission's words, "locked into" low-wage, low-prestige, dead-end jobs. Such overheated rhetoric ignores many women's rational sacrifices of pay and prestige for job flexibility in occupations in which skills survive years taken off for raising children. Women already predominate in the two economic sectors expected to grow fastest in the near future, service/trade/retail and finance/insurance/real estate.

The 74 cents statistic and related propaganda masquerading as social science are arrows in the quivers of those waging the American left's unending struggle to change the American premise, which stresses equality of opportunity, not equality of outcomes. Furchtgott-Roth and Stolba have better figures.

EXPLAINING TRENDS IN THE GENDER WAGE GAP

June 1998

**A Report by
The Council of Economic Advisers**

EXECUTIVE SUMMARY

- Although the gap between women and men's wages has narrowed substantially since the signing of the Equal Pay Act in 1963, there still exists a significant wage gap that cannot be explained by differences between male and female workers in labor market experience and in the characteristics of jobs they hold.
- After hovering at about 60 percent since the mid-1950s, the ratio of women's to men's median pay began to rise in the late 1970s and reached about 70 percent by 1990. The gender pay ratio is currently on the rise again, surpassing 75 percent in 1997.
- The gender gap has narrowed faster among younger women and among married women with children. The data that permit disaggregation by demographic groups show the overall gender pay ratio rising from 57 percent in 1969 to 68 percent in 1996 (the last year for which these data are available). In contrast, among women under 40, the gender pay ratio rose from 58 percent in 1969 to 74 percent in 1996. Among married women with children, the gender pay ratio (relative to all male workers) rose from 53 percent in 1969 to 68 percent in 1996. Relative to all male workers, wage gains have been faster for non-Hispanic black and non-Hispanic white women than for Hispanic women.
- The most recent detailed longitudinal study found that in the late 1980s about one-third of the gender pay gap was explained by differences in the skills and experience that women bring to the labor market and about 28 percent was due to differences in industry, occupation, and union status among men and women. Accounting for these differences raised the female/male pay ratio in the late 1980s from about 72 percent to about 88 percent, leaving around 12 percent as an "unexplained" difference.
- Over the last twenty years, increases in women's accumulated labor market experience and their movement into higher-paying occupations have played a major role in increasing women's wages relative to men's. Changes in family status, in industry structure and in unionization also worked to narrow the gender pay gap, while increasing economic benefits from skills and increasing wage inequality would have, by themselves, widened the pay gap. In addition, the decrease in the pay gap that remains "unexplained" after controlling for measured differences between men and women has been a large contributor to the narrowing of the pay gap.
- The evidence is that labor market discrimination against women persists, although it is difficult to determine precisely how much of the difference in female/male pay is due to discrimination and how much is due to differences in choices or preferences between women and men. One indirect and rough measure of the extent of discrimination remaining in the labor market is the "unexplained" difference in pay. Some studies have tried to measure discrimination directly by looking at pay differences among men and women in very similar jobs or by comparing pay to specific measures of productivity. These studies consistently find evidence of ongoing discrimination in the labor market and support the conclusion that women still face differential treatment on the job.

I. INTRODUCTION

Thirty five years ago, President Kennedy signed the Equal Pay Act into law, making it illegal to pay men and women employed in the same establishment different wages for "substantially equal" work¹. At that time, the ratio of women's to men's average pay was about 58 percent.² Although the gap in average pay between men and women has decreased since then, the "gender gap" in pay persists. Decreases in labor market discrimination towards women may be partly responsible for these improvements, but continued discrimination may also contribute to the remaining earnings gap.

The long-standing differences in the average pay of men and women in the labor market are the result of many forces, including differences in the characteristics (such as average labor market experience) that men and women bring to their jobs, differences in the characteristics of the jobs in which men and women work, and differential and discriminatory treatment of women by employers and co-workers.

All of these factors interact in complex ways. Hence it is difficult to determine precisely how much of the difference in female/male pay is due to discrimination and how much is due to differential choices and preferences by female workers. For example, if women have less experience than men, they may choose occupations where extensive experience is less necessary. If women consistently choose different occupations than men, stereotypes about women's abilities may be reinforced and discriminatory behavior by employers may be perpetuated. If employers make it difficult for women to enter certain occupations, women's incentives to invest in training for those occupations may be reduced.

Women and men differ, both in terms of the jobs in which they work and in their responsibilities for children (which affect work at home and in the market). Nevertheless, over time, women's skills have become more similar to men's. The occupations and industries in which men and women work have also become more similar. But, as of the late 1980s, the date of the most recent detailed study, there were still large differences between men and women in personal and job characteristics that influenced their relative wages. And even when all of these differences were taken into account, a significant gender wage gap remained. As we discuss below, this suggests that there is continuing discrimination against women in the labor market.

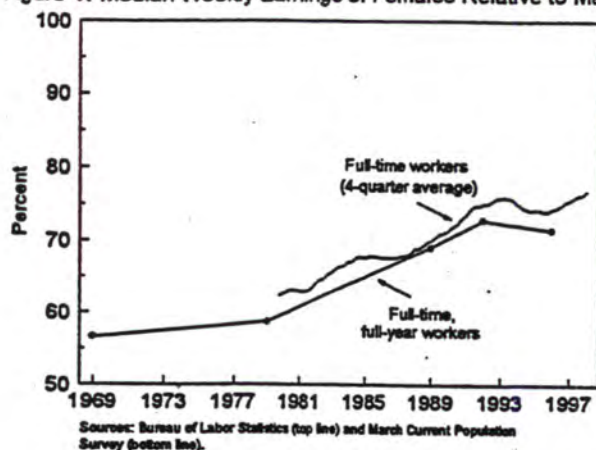
¹*Schultz v. Wheaton Glass Co.*, 421 F.2d 259 (3rd Cir. 1970).

²Based on calculations from the March 1964 Current Population Survey (Bureau of the Census). Data are for weekly wages of full-time, year-round workers aged 25-64.

II. TRENDS IN THE GENDER WAGE GAP

Trends in the overall gap

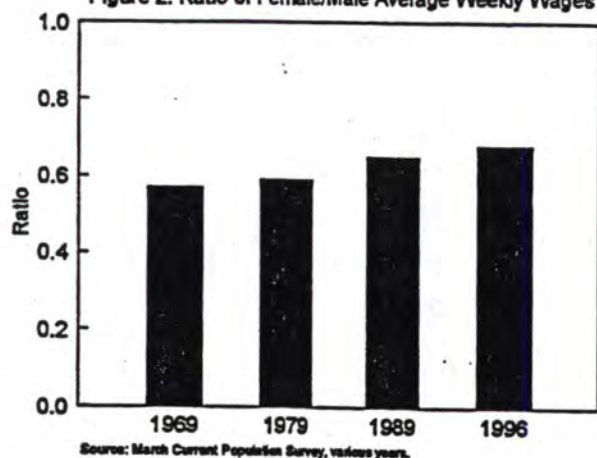
Figure 1. Median Weekly Earnings of Females Relative to Males



After hovering around 60 percent since the mid-1950s³, the ratio of women's to men's pay began to rise in the late 1970s, surpassing 70 percent by 1990 (see bottom line of figure 1). After a pause in the mid-1990s, the gender pay ratio has begun to rise again, reaching more than 75 percent in 1997 (see top line of Figure 1).⁴ Although the size of the gender pay gap varies across countries, many industrial economies have seen a narrowing of the gap over the last two decades.⁵

Trends in the gender gap by demographic characteristics

Figure 2. Ratio of Female/Male Average Weekly Wages



In order to compare trends in the gender pay ratio across different demographic groups, a data series is needed that permits such disaggregation. Figure 2 shows the aggregate gender pay ratio in this data series, based on a

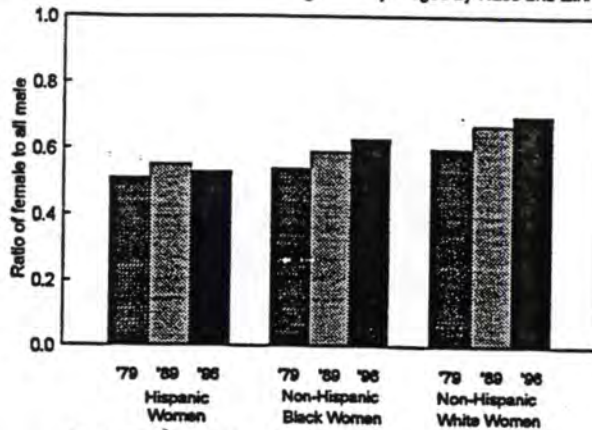
³Goldin, Claudia. 1990. *Understanding the Gender Gap*. New York: Oxford University Press.

⁴The data shown in the top line of the figure are ratios of median weekly wages for full-time workers aged 25 to 54, published quarterly by the Bureau of Labor Statistics since 1979. The bottom line shows the ratios of median weekly wages of full-time, year-round workers aged 25 to 54, calculated from the March Current Population Survey data files. Unfortunately, the former series is not available before 1979, and the latter series is not currently available after 1996.

⁵Waldfoegel, Jane. 1998. "Understanding the 'Family Gap' in Pay for Women with Children." *Journal of Economic Perspectives* 12(1):137-56.

slightly different group of workers.⁶ Although the level of the gender pay gap in Figure 2 is slightly different from that in Figure 1, the overall trends are similar.

Figure 3. Ratio of Female/Male Average Weekly Wages by Race and Ethnicity



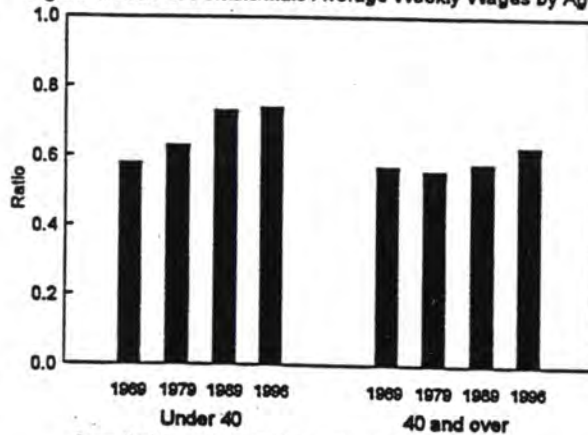
Source: March Current Population Survey, various years.

Figure 3 shows pay ratios for women workers by race and ethnicity, relative to all male workers. Relative to all male workers, wage gains have been faster for non-Hispanic black and non-Hispanic white women than for Hispanic women.

Women of all ages and education levels experienced gains in pay relative to their male counterparts. The gender gap varies little across education groups⁷ but is substantially smaller for younger women (see figure 4). This was not always the case. In 1969, the gender gap narrowed much faster for younger women. The larger gap among older women may be a generational effect, indicating that the current younger cohort of women has made choices more similar to those of men and/or is not facing as much discrimination as the cohort before them. Alternately, the gap for older women could reflect growing differences in accumulated work experience as women age or a "glass ceiling" effect by which women achieve smaller pay gains over time. Indeed, the bipartisan Federal Glass Ceiling Commission found that "in the private sector, equally qualified and similarly situated citizens are being denied equal access to advancement into senior-

gap was similar for those under and over age 40.

Figure 4. Ratio of Female/Male Average Weekly Wages by Age



Source: March Current Population Survey, various years.

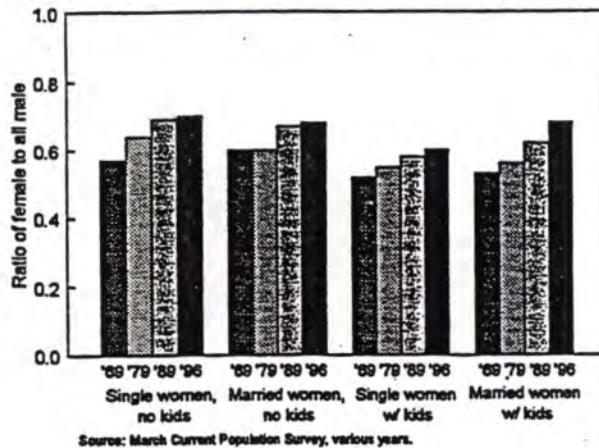
level management on the basis of gender, race, or ethnicity."⁸

⁶Data in figures 2 through 5 are based on tabulations from various years of the March Current Population Survey (Bureau of the Census). The data refer to full-time, year-round workers aged 25 to 64.

⁷Blau, Francine. 1998. "Trends in the Well-Being of American Women, 1970-1995." *Journal of Economic Literature* 36: 112-65.

⁸U.S. Department of Labor Glass Ceiling Commission. 1995. "Good for Business: Making Full Use of the Nation's Human Capital," March. Washington DC.

Figure 5. Ratio of Female/Male Average Weekly Wages by Family Status



Traditionally, women with children have had lower wages than childless women. However, gains in average pay have been greatest for married women with children (see figure 5). It is worth noting that this is also the group of women among whom labor force participation has increased the most since 1970. Although their pay relative to men has climbed, single mothers continue to have the lowest average rate of pay.

Gender gaps in fringe benefits

The male-female difference in wages is also visible in fringe benefits, which currently make up about 30 percent of total compensation. As with wages, some of this gap is related to differences between men and women in human capital and job characteristics, and some remains unexplained. Among younger workers, the gender gap in total compensation appears to be smaller than the gap in wages.⁹ Much of the female-male gap in pension coverage can be accounted for by differences in their labor market histories and is much smaller among younger workers. In addition, among those who have pensions, the gender gap in benefit levels is largely explained by gender differences in income.¹⁰ Therefore, lower wages, and hence lower lifetime earnings, result in lower pension benefits upon retirement. For some women, the lack of coverage or lower benefit levels may not be a problem, since they receive benefits through a spouse. For other women, lack of adequate health or pension benefits from their job is a serious problem. More research is needed to understand the impact of lower fringe benefit coverage on female employees.

III. EXPLAINING THE TRENDS IN THE GENDER GAP

In this section, we examine changes in the relative characteristics of female versus male workers and in the jobs in which they work, and relate these changes to the decline in the gender gap. The next section considers the role of discrimination.

The gender gap has declined both because gender differences in measured characteristics have narrowed, and because the "unexplained" difference in pay (which may be discrimination, as discussed below) has also fallen. Among the measured characteristics, the two most important factors contributing to a narrowing of the gender wage gap between 1970 and 1995 have been improvements in women's relative labor market experience and improvements in their relative

⁹Solberg, Eric and Teresa Laughlin. 1995. "The Gender Pay Gap, Fringe Benefits, and Occupational Crowding." *Industrial and Labor Relations Review*, 48(4): 692-708.

¹⁰Even, William and David Macpherson. 1994. "Gender Differences in Pensions," *Journal of Human Resources*, 29(2):555-587.

occupational status. Changes in unionism also benefitted women relative to men, but have played a smaller role. Although substantial, shifts in employment across industries have had relatively little effect on the gender pay gap. Increases in the returns to skill and increasing wage differences across occupations and industries -- particularly in the 1980s -- dampened women's relative wage gains, since women were disproportionately represented among the less-skilled and in lower-paying occupations.

The Role of Human Capital

Human capital, which includes education and labor market experience, is often viewed as the most important determinant of wages. An additional year of schooling is estimated to increase wages by 5 to 15 percent.¹¹ An additional 25 years of work experience increases wages by an estimated 80 percent.¹²

Differences in labor market experience between men and women are far greater than differences in their educational attainment. But in the 1980s, the difference between men and women workers in average labor market experience began to fall. The increase in women's relative experience by itself would have reduced the pay gap by about 3.5 percentage points over the 1980s. Still, as of the late 1980s, when such data were last analyzed, remaining differences in work experience between men and women were found to explain about one-third of the pay gap that existed at that time.¹³

The Role of Family Status and Children

The relationship between family status and pay is different for men and women. While married men, most of whom have children, typically earn more in the labor market than unmarried men, for women the relationship is reversed. Children are associated with lower wages for women but not for men, in part because children tend to reduce women's work experience and time with their employer.

The pay premium for married men appears to have shrunk during the 1970s and 1980s.¹⁴ However, trends in earnings differences between mothers and women without children are less

¹¹Council of Economic Advisers. 1996. "Promoting Economic Growth: Background Briefing Paper." July.

¹²Freeman, Richard and Lawrence Katz. 1994. "Rising Wage Inequality: The United States vs. Other Advanced Countries." In Richard Freeman, ed. *Working Under Different Rules*. New York: Russell Sage Foundation.

¹³Blau, Francine and Lawrence Kahn. 1997. "Swimming Upstream: Trends in the Gender Wage Differential in the 1980s." *Journal of Labor Economics* 15(1, Part 1): 1-42.

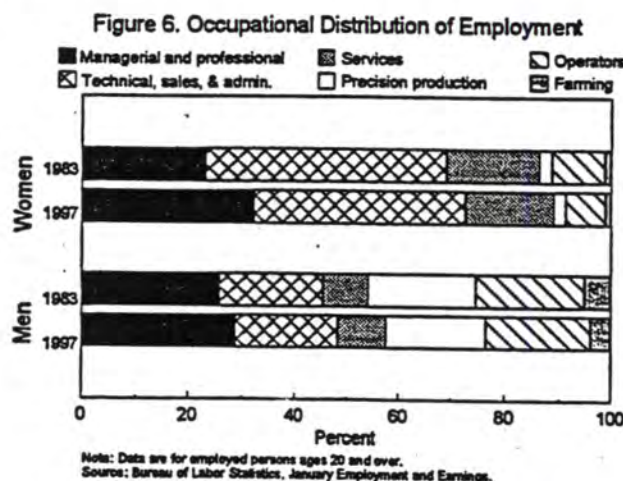
¹⁴Blackburn, McKinley and Sanders Korenman. 1994. "The Declining Marital Status Earnings Differential." *Journal of Population Economics* 7:247-70.

clear. Out of all women, gains in average pay over the last three decades have been greatest for married women with children (see Figure 5). But there is evidence that for younger women, the wage gains for mothers were much less than for non-mothers over the 1980s.¹⁵

The Role of Occupation

Men and women tend to work in different occupations. And wages differ substantially according to the gender composition of the occupation. In particular, men and women who work in predominantly female occupations earn less than comparable workers in other occupations.¹⁶

Figure 6 indicates how men's and women's occupational status have changed over time. Women have increasingly moved into traditionally male occupations. Between 1983 and 1997, the



proportion of employed women who worked in managerial and professional occupations increased from 23 to 32 percent, while the proportion of men in these occupations rose only from 26 to 29 percent.¹⁷ But women are still much more likely to work in service and clerical jobs than men, while men remain more likely to be in blue collar (craft, operator, and labor) jobs.

Occupational segregation by gender began to decline noticeably in the 1970s. Such changes may be due to integration of formerly male or female occupations or to increases in the total

employment share of occupations that have traditionally been more integrated. Movement of women into traditionally male occupations was the predominate cause of the decrease in occupational segregation in the 1970s and 1980s. In the 1980s, growth of overall employment in more integrated occupations was somewhat more important than it had been in the 1970s.¹⁸ The decline in occupational segregation alone in the 1980s would have reduced the gender gap by about three percentage points.¹⁹ Although occupational desegregation has continued in the 1990s, the rate of desegregation through the mid-1990s appears to have been somewhat slower than the

¹⁵Waldfoegel, *op. cit.*

¹⁶Blau, *op. cit.*

¹⁷ Data begin in 1983 due to a major change in the occupational classification system implemented in that year.

¹⁸Blau, *op. cit.*

¹⁹Blau and Kahn, *op. cit.*

rate during the 1970s and 1980s.²⁰

The Role of Unions

Union membership is estimated to boost wages of union members relative to non-union members by 10 to 20 percent.²¹ Men have traditionally been more likely to be union members than women, which helped increase the gender pay gap. The decline over the last 25 years in the fraction of the workforce that is unionized has raised women's relative pay as fewer men receive union wages. In addition, the share of unionized workers who are female has increased as unions have declined less (or even grown) in certain public sector and service-related occupations that have a greater share of female workers.²² These female union members have benefitted from higher union wages. But, overall, the decline of unions has had a relatively small role in the declining gender pay gap; by itself, it would have caused the gender pay gap to decline by about one percentage point over the 1980s.

The Role of Industry

Differences in wages across industries are substantial and persistent. For example, wages for similar workers are 37 percent higher than average in the petroleum industry but about 17 percent lower than average in retail trade.²³ Recent shifts in employment across industries (notably, the decline in the relative employment share of blue-collar jobs, where women are under-represented) have benefitted women relative to men.²⁴ However, the industry shifts had relatively little effect on the gender gap in the 1980s.²⁵

The Role of Changes in the Wage Structure

Trends in the above factors have boosted women's wages relative to men's. However, two major trends have worked to widen the gender gap: increases in the pay premium associated with higher

²⁰Wootton, Barbara, 1997. "Gender differences in occupational employment." *Bureau of Labor Statistics, Monthly Labor Review*, April, pp.15-24.

²¹Freeman, Richard and James Medoff. 1981. "The Impact of Collective Bargaining: Illusion or Reality?" in *U.S. Industrial Relations 1950-1980: A Critical Assessment*, IRRA.

²²Blau and Kahn, *op. cit.* See also Even, William and David Macpherson. 1993. "The Decline of Private Sector Unionism and the Gender Wage Gap." *Journal of Human Resources* 28(2):279-96.

²³Krueger, Alan and Lawrence Summers. 1988. "Efficiency Wages and the Inter-Industry Wage Structure." *Econometrica* 56(2): 259-93.

²⁴O'Neill, June and Solomon Polachek, 1993. "Why the Gender Gap in Wages Narrowed in the 1980s." *Journal of Labor Economics* 11(1): 205-228.

²⁵Blau and Kahn, *op cit.*.

"skills" (i.e., higher levels of education and labor market experience) and increased pay differences across industries and occupations.²⁶ This has served to widen the gender gap because female workers continue to have less labor market experience, on average, than male workers, and are, on average, in lower-paying occupations. The rising wage inequality and increasing economic returns to skills slowed women's progress during the 1980s and alone would have *increased* the gender pay gap by about four to six percentage points.²⁷

The Role of Policy

A number of policies in the 1960s targeted gender discrimination in the labor market. The Equal Pay Act of 1963 proscribes gender-based pay discrimination among employees within the same establishment who do "substantially equal" work.²⁸ Title VII of the 1964 Civil Rights Act (and subsequent amendments) proscribes employment discrimination on the basis of sex in a broader set of categories, including hiring, promotion, and other conditions of employment. Executive Order 11246 (issued in 1965 and amended in 1967 to include sex) requires that non-exempt federal contractors and subcontractors take affirmative action in employment.

Few studies have examined the effects of these policies on the gender pay gap. One difficulty in making such an assessment is that these policy changes took place at a time of enormous changes in gender roles and expectations. Isolating the effects of a single policy change from these broader social and economic changes is difficult. One study estimated the effects of affirmative action on hiring by comparing hiring in firms that are Federal contractors to those that are not (and therefore are not subject to affirmative action provisions). Employment of women increased somewhat faster in contractor firms.²⁹ Although no such studies of the effect of policies on the gender pay ratio exist, it is clear that a role for these policy changes cannot be ruled out in both the increase in the gender pay ratio and the other changes that have served to increase the gender pay ratio.

²⁶Blau, *op. cit.*

²⁷Blau and Kahn, *op. cit.*

²⁸*Schultz v. Wheaton Glass Co. op cit.* The Equal Pay Act, 29 U.S.C. § 206(d) (1), makes it illegal to pay men and women employed in the same establishment different wages for "equal work on jobs the performance of which requires equal skill, effort, and responsibility and which are performed under similar working conditions."

²⁹Leonard, Jonathan. 1984. "The Impact of Affirmative Action on Employment," *Journal of Labor Economics*, October, 2, 439-463.

IV. DISCRIMINATION

What is gender discrimination in the labor force?

Gender discrimination may take a variety of forms, from practices that reduce the chances that a woman is hired to differences in pay for men and women who work side by side doing the same tasks equally well. There are a variety of theories about how and why women face discrimination in the labor market. An employer may dislike female employees or underestimate their abilities; customers may dislike female employees or underestimate their abilities; or male co-workers may resist working with women. These attitudes may not be directed toward all workers but may only focus on women in higher status occupations. For instance, male employees may not object to having women work for them but may object when women are their superiors. In addition, employers may engage in what is called "statistical discrimination," meaning that they assume an individual woman has the average characteristics of all women. For example, because women on average have higher turnover rates than men, an employer may assume that a given female job candidate is more likely to leave the firm than a similar male candidate. Statistical discrimination, like other forms of discrimination, is illegal. An employer is required to base hiring or pay decisions on specific information about an individual, not on presumptions based on gender.

The unexplained portion of the gender gap

Although the gender gap has narrowed since the late 1970s, at 25 percent it is still substantial (see figure 1). And as late as the 1980s, the date of the most recent detailed longitudinal study, a gender pay differential of about 12 percent remained unexplained even after adjustments for gender differences in education, labor market experience, broad occupational and industrial distributions, and union status. According to this study, the gender pay gap ratio in 1988 was 72 percent. Women's lower full-time experience explained roughly one-third of the pay gap, and gender differences in industry, occupation, and union status explained about 28 percent of the pay gap. This left about a 12 percentage point pay gap unexplained. This unexplained differential, after adjustments, declined by half over the 1980s, from about 22 percentage points to about 12 percentage points.³⁰

The unexplained portion of the pay gap is often interpreted as the result of discrimination. In this view, once differences between men and women in the relevant determinants of wages are taken into account, any remaining difference in pay must be due to discrimination. But this explanation may be too simplistic. To the extent that discrimination affects women's educational, job, and family choices, the "unexplained" differential will understate the true effect of discrimination. And, to the extent that an analyst cannot adequately measure all the determinants of wages using available data, there may be significant unmeasured labor market skills that differ between men and women. For instance, if women's labor market experience is less likely to be continuous (for example, due to childbearing), then just controlling for years of work may not fully control for the differential effects of experience on male and female wages. In this case, the "unexplained"

³⁰Blau and Kahn, *op. cit.*

differential will overstate the true effect of discrimination, because it includes the effect of relevant unmeasured factors that influence the relative productivity of male and female employees.

The decline in the "unexplained" portion of the pay gap over the 1980s could either be due to a relative improvement in women's unmeasured labor market skills or a decline in discrimination. Both explanations are plausible. Women's unmeasured skills may have improved relative to men's over the 1980s. (For instance, women have entered elite private universities -- many of which were closed to women before the mid-1970s -- at an increasing rate in recent decades, perhaps increasing the quality of their schooling.) But reductions in discrimination may also have played a role in reducing the "unexplained" difference between men's and women's wages. For example, as women increased their commitment to the labor force and improved their job skills, statistical discrimination against them may have diminished. In addition, reduced discrimination could also have contributed to the decline in the *explained* portion of the pay gap if earlier anti-discrimination efforts encouraged women to invest more in labor market skills and to move into traditionally male occupations.

Studies of gender pay discrimination

Gender pay discrimination under the Equal Pay Act is said to occur when male and female workers employed in the same establishment receive different pay for "substantially equal" work.³¹ A small but growing area of research attempts to collect direct evidence on gender pay discrimination in the labor market in two ways. While none of these studies alone is definitive, taken together they present compelling evidence of the continued existence of gender discrimination in the labor market.

First, a handful of studies have examined whether female workers earn less than comparable male workers within the same establishments and narrowly defined occupational categories. Although evidence is mixed, some studies find substantial pay differences between men and women working in the same narrowly defined occupations and establishments. One recent and thorough study of this kind takes advantage of a unique data set that matches workers in the 1990 Census to information on the establishments in which they work, using the U.S. Census Bureau Standard Statistical Establishment List. Unlike previous studies of this type, the data include workers from all sectors of the economy. The study decomposes the gender gap into a part that is the result of the concentration of women in particular occupations, industries, establishments, and "jobs" (an occupation within an establishment) and a portion due to differences in pay between men and women working in industries, occupations, establishments, and jobs with a similar percentage of female workers. The authors find that a substantial portion -- at least one-quarter -- of the pay gap is the result of differences in pay between men and women working in similar jobs and establishments.³²

³¹*Schultz v. Wheaton Glass Co., op cit.*

³²Bayard, Kimberly, Judith Hellerstein, David Neumark, and Kenneth Troske. 1998. "New Evidence on Sex Segregation and Sex Differences in Wages from Matched Employee-

Second, an even smaller set of studies attempts to measure productivity of female and male workers directly to determine whether gender pay differences can be directly linked to productivity differences. This approach is rarely implemented because it requires information on wages and a reliable (and non-gender-biased) measure of productivity such as physical output per hour or sales. But a recent study of this sort found that pay differences between comparable women and men are too large to be explained by productivity differences: Using a large linked employer-employee data set, it concluded that "at the margin" women were 85 to 96 percent as productive as men but were paid only 66 to 68 percent as much as men.³³

Finally, studies of discrimination in hiring offer additional, albeit indirect, evidence related to the gender pay gap. For example, the introduction of "screens" to conceal the identity of candidates from juries in auditions for symphony orchestras markedly increased female musicians' chances of success in such competitions and raised their odds of being hired.³⁴ An audit study -- in which male and female candidates submitted essentially identical resumes for restaurant jobs -- found that female applicants were less likely than their matched male counterparts to be interviewed or hired as wait-staff in high-price restaurants (this was not true in low-price restaurants).³⁵ There is some informal evidence that earnings tend to be higher in high-price restaurants; therefore this difference in hiring could contribute to gender differences in pay.

V. CONCLUSION

There is both good news and bad news with regard to gender pay differences. The bad news is that there remains a significant differential between women's and men's pay. On average, women earn about 75 percent of what men earn. Even after controlling for differences in skills and job characteristics, women still earn less than men. While there are a variety of interpretations of this remaining "unexplained" differential, one plausible interpretation is that gender wage discrimination continues to be present in the labor market. This interpretation is buttressed by other more direct studies of pay discrimination, which also show continuing gender differences in pay that are not explained by productivity or job differences.

Employer Data." Paper prepared for the U.S. Bureau of the Census' International Symposium on Linked Employer-Employee Data, Washington DC, April.

³³Hellerstein, Judith, David Neumark, and Kenneth Troske. 1996. "Wages, Productivity and Worker Characteristics." National Bureau of Economic Research Working Paper 5626. June.

³⁴Goldin, Claudia and Cecilia Rouse. 1997. "Orchestrating Impartiality: The Impact of 'Blind' Auditions on Female Musicians." National Bureau of Economic Research Working Paper No. 5903. January.

³⁵Neumark, David, Roy Bank and Kyle Van Nort. 1996. Sex Discrimination in Restaurant Hiring: An Audit Study. *Quarterly Journal of Economics*, August.

The good news is that these differences have decreased in recent decades. This is true not only for the "raw" gap in average female/male pay, which has decreased from about 40 percent to about 25 percent over the past two decades, but it is also true for the "unexplained" difference in female/male pay once factors that affect pay are controlled for. This suggests both that women's skills and job choices are becoming more similar to those of men, and that discrimination may be lessening as well.



Chris Britt
The Seattle Times
Copley News Service

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April 8, 1999

LENGTH: 717 words

HEADLINE: THE WHITE HOUSE

President Clinton and First Lady **Hillary Clinton** hold roundtable on equal pay

HIGHLIGHT:

Urge passage of Paycheck Fairness Act with new wage collection provision

BODY:

Today at the White House, President Clinton and First Lady **Hillary Rodham Clinton** will host a roundtable with working **women** and business leaders to discuss the need to ensure that every working American receives equal pay and equal opportunity. A recent report of the President's Council of Economic Advisors found that, although the gap between **women's** and men's wages has narrowed substantially since the signing of the Equal Pay Act in 1963, there still exists a significant wage gap that cannot be explained by differences between male and female workers in labor market experience and in the occupation, industry, and union status of jobs they hold.

The President will reiterate his call for prompt passage of the Paycheck Fairness Act, which would strengthen wage discrimination laws and provide for additional training and public education efforts on equal pay. The President also will announce that Senator Tom Daschle, the chief sponsor of the Paycheck Fairness Act, will include a new data collection provision in the bill. That provision will direct the Equal Employment Opportunity Commission (EEOC) to: (1) determine what additional data is needed to enforce the federal wage discrimination laws effectively and efficiently, and (2) issue a regulation to provide for collecting this data. Finally, the President will urge Congress to provide the \$14 million he requested for the Equal Pay Initiative in his Fiscal Year 2000 budget.

Paycheck Fairness Act with New Data Collection Provision

The President again will urge Congress to pass the Paycheck Fairness Act, legislation introduced by Senator Tom Daschle and Congresswoman Rosa DeLauro, which would strengthen laws prohibiting wage discrimination. The legislation will be reintroduced with a new data collection provision added. This legislation includes:

New Pay Data Collection Provision. This provision would require the EEOC to complete a survey of data currently available for use in enforcing federal wage discrimination laws and to identify additional data collections that would enhance enforcement of these laws. In addition, the provision would call upon the EEOC to determine the most effective and efficient means possible to collect pay information from employers and issue a regulation, within eighteen months, to collect pay data identified by the race, sex, and national origin of employees.

Increased Penalties for the Equal Pay Act (EPA). The legislation would provide full compensatory and punitive damages as remedies for equal pay violations, in addition to the liquidated damages and back-pay awards currently available under the EPA. This proposal would put gender-based wage discrimination on an equal footing with wage discrimination based on race or ethnicity, for which uncapped compensatory and punitive damages are already available.

Non-Retaliation Provision. The bill would prohibit employers from punishing employees for sharing salary information with their co-workers. Many employers are currently free to take action against employees who share wage information. Without the ability to learn about wage disparities, it is difficult for employees to evaluate whether there is wage discrimination.

Training, Research, and Pay Equity Award. The bill would provide for increased training for EEOC employees to identify and respond to wage discrimination claims; research on discrimination in the payment of wages; and the establishment of an award to recognize and promote the achievements of employers in eliminating pay disparities.

Equal Pay Initiative

Previously, the President announced a new \$14 million Equal Pay Initiative as part of his Fiscal Year 2000 budget. The initiative includes \$10 million for the EEOC to increase compliance with equal pay laws by providing training to EEOC employees to identify and respond to wage discrimination, increasing technical assistance to businesses on how to meet legal requirements, and launching an equal pay public service announcement campaign to inform employers and employees alike of their rights and responsibilities. The initiative also includes \$4 million for the Department of Labor, primarily for a program to assist contractors in recruiting and retaining qualified women in non-traditional occupations.

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April 8, 1999, Thursday, PM cycle

SECTION: Business News

LENGTH: 320 words

HEADLINE: President pushes legislation to correct wage inequity

DATELINE: WASHINGTON

BODY:

President Clinton says the United States has "the opportunity of a generation" to establish equal pay for working **women**.

The president, along with first lady **Hillary** Rodham **Clinton** and Labor Secretary Alexis Herman, on Wednesday hosted a discussion with four **women** who told of their battles to address salary disputes with lawsuits as well as on-the-job diplomacy.

The event was held to commemorate Equal Pay Day, which is today.

"There are still those who claim that this is a made-up problem, that any wage gap between men and women can be explained away by the choices women make," Mrs. Clinton said.

"There is still a sizable gap between men's and women's salaries that can best be explained by one phenomenon: the continuing presence and the persistent effect of discrimination, sometimes in very subtle ways," said the first lady, who practiced law in Arkansas while her husband pursued his public service career.

Clinton - who counted himself among "a small but vocal radical caucus" of husbands whose wives have outearned them - said Congress should take advantage of the nation's low unemployment and booming economy and pass the Paycheck Fairness Act introduced last month.

The legislation would allow women to sue their employers for unlimited compensatory and punitive damages, in addition to the limited damages and back-pay awards now available under federal law to remedy pay violations. That would bring women on par with other minorities in wage discrimination matters.

The president's Council of Economic Advisers reported last year that women earn about 75 cents for every dollar a man earns, a narrower gap than in 1963, when President Kennedy signed the original Equal Pay Act. Then, women workers earned 58 cents for every dollar paid to male workers.

As part of his fiscal 2000 budget, Clinton has requested \$ 14 million for efforts to close the wage gap between men and women.

LANGUAGE: ENGLISH

LOAD-DATE: April 8, 1999

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The Patriot Ledger (Quincy, MA)

April 8, 1999 Thursday ROP Edition

SECTION: NEWS; Pg. 04

LENGTH: 320 words

HEADLINE: Clinton renews call for equal pay for **women**

BODY:

WASHINGTON (AP) -- President Clinton renewed his call yesterday for equal pay for working **women**, saying the country has "the opportunity of a generation" to correct the inequity during good economic times.

The president, along with first lady **Hillary** Rodham **Clinton** and Labor Secretary Alexis Herman, played host to a roundtable discussion with four **women** who related their battles to address salary disputes with lawsuits as well as on-the-job diplomacy. The event was held to commemorate Equal Pay Day, which is today.

"There are still those who claim that this is a made-up problem, that any wage gap between men and women can be explained away by the choices women make," the first lady said.

"There is still a sizeable gap between men's and women's salaries that can best be explained by one phenomenon: the continuing presence and the persistent effect of discrimination, sometimes in very subtle ways," she said.

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LANGUAGE: ENGLISH

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April 7, 1999; Wednesday

LENGTH: 781 words

AGENCY: WHITE HOUSE

SIC-MAJOR-GROUP: 09 - General Classification

HEADLINE: PRESIDENT CLINTON AND FIRST LADY **HILLARY** RODHAM **CLINTON** HOLD ROUNDTABLE ON EQUAL PAY AND URGE PASSAGE OF PAYCHECK FAIRNESS ACT WITH NEW WAGE COLLECTION PROVISION

CONTACT: 202-456-7150

BODY:

Today at the White House, President Clinton and First Lady **Hillary** Rodham **Clinton** will host a rountable with working **women** and business leaders to discuss the need to ensure that every working American receives equal pay and equal opportunity. A recent report of the President's Council of Economic Advisors found that, although the gap between **women's** and men's wages has narrowed substantially since the signing of the Equal Pay Act in 1963, there still exists a significant wage gap that cannot be explained by differences between male and female workers in labor market experience and in the occupation, industry, and union status of jobs they hold.

The President will reiterate his call for prompt passage of the Paycheck Fairness Act, which would strengthen wage discrimination laws and provide for additional training and public education efforts on equal pay. The President also will announce that Senator Tom Daschle, the chief sponsor of the Paycheck Fairness Act, will include a new data collection provision in the bill. That provision will direct the Equal Employment Opportunity Commission (EEOC) to: (1) determine what additional data is needed to enforce the federal wage discrimination laws effectively and efficiently, and (2) issue a regulation to provide for collecting this data. Finally, the President will urge Congress to provide the \$14 million he requested for the Equal Pay Initiative in his Fiscal Year 2000 budget.
Paycheck Fairness Act with New Data Collection Provision

The President again will urge Congress to pass the Paycheck Fairness Act, legislation introduced by Senator Tom Daschle and Congresswoman Rosa DeLauro, which would strengthen laws prohibiting wage discrimination. The legislation will be reintroduced with a new data collection provision added. This legislation includes:

New Pay Data Collection Provision. This provision would require

the EEOC to complete a survey of data currently available for use in enforcing federal wage discrimination laws and to identify additional data collections that would enhance enforcement of these laws. In addition, the provision would call upon the EEOC to determine the most effective and efficient means possible to collect pay information from employers and issue a regulation, within eighteen months, to collect pay data identified by the race, sex, and national origin of employees.

Increased Penalties for the Equal Pay Act (EPA). The legislation would provide full compensatory and punitive damages as remedies for equal pay violations, in addition to the liquidated damages and back-pay awards currently available under the EPA. This proposal would put gender-based wage discrimination on an equal footing with wage discrimination based on race or ethnicity, for which uncapped compensatory and punitive damages are already available.

Non-Retaliation Provision. The bill would prohibit employers from punishing employees for sharing salary information with their co-workers. Many employers are currently free to take action against employees who share wage information. Without the ability

to learn about wage disparities, it is difficult for employees to evaluate whether there is wage discrimination.

Training, Research, and Pay Equity Award. The bill would provide for increased training for EEOC employees to identify and respond to wage discrimination claims; research on discrimination in the payment of wages; and the establishment of an award to recognize and promote the achievements of employers in eliminating pay disparities.
Equal Pay Initiative

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REGION: 4th U.S. Circuit Court of Appeals - Virginia, West Virginia, North Carolina, South Carolina, Washington, D.C.

INDUSTRY-CODE: Executive, legislative, and general government, except finance

LANGUAGE: ENGLISH

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April 7, 1999, Wednesday, Home Edition

SECTION: Business; Part C; Page 2; Financial Desk

LENGTH: 91 words

HEADLINE: CALIFORNIA;
PREVIEW / SOME OF THE BUSINESS AND ECONOMIC EVENTS HAPPENING TODAY;
FOCUS ON EQUAL PAY

BODY:

At the White House today, President Clinton and First Lady **Hillary** Rodham **Clinton** will host a discussion on equal pay for **women** and possible changes to the Equal Pay Act. Also in Washington, the Independent **Women's** Forum will hold a news conference to release the book "**Women's** Figures: An Illustrated Guide to the Economic Progress of **Women** in America." Randel Johnson, vice president for labor policy at the U.S. Chamber of Commerce, will discuss "the wage gap myth" and his group's fight against proposed changes to the Equal Pay Act.

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4/28/99

Divider Title: _____

Withdrawal/Redaction Marker

Clinton Library

DOCUMENT NO. AND TYPE	SUBJECT/TITLE	DATE	RESTRICTION
001. schedule	Schedule for Hillary Rodham Clinton (partial) (2 pages)	04/28/1999	b(6)

COLLECTION:

Clinton Presidential Records
First Lady's Office
Melanne Verveer
OA/Box Number: 19751

FOLDER TITLE:

Domestic Women's Issues #3 [binder] [3]

2013-0534-S
ry1790

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.

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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]

SCHEDULE FOR HILLARY RODHAM CLINTON

WEDNESDAY, APRIL 28, 1999

FINAL

WASHINGTON, D.C.

SCHEDULER: WENDY ARENDS
 202/456-7007 PHONE
 202/456-5340 FAX
 202/518-8209 HOME
 WHCA PAGER #4781

SENATE LUNCHEON
LEAD ADVANCE: MOLLY BUFORD
 202/456-5135 PHONE
 202/244-2125 HOME
 WHCA PAGER #4452

SENATE LUNCHEON
PRESS ADVANCE: JOI HILTON
 202/219-8213 PHONE

PREV RON The White House

11:00am- PRIVATE MEETING
12:00pm Map Room
 CLOSED PRESS/WH PHOTO

PARTICIPANTS:
The First Lady

(b)(6)

12:15pm DEPART South Portico
 VIA Motorcade
 EN ROUTE Senate Dirksen Building
 [Drive time: 10 minutes]

12:25pm ARRIVE Senate Dirksen Building

GREETERS:
Senator Diane Feinstein
Len Rubenstein, Director, Physicians for Human
Rights

[000]

SCHEDULE FOR HILLARY RODHAM CLINTON
WEDNESDAY, APRIL 28, 1999
PAGE 2

12:30pm-
1:00pm

PHYSICIANS FOR HUMAN RIGHTS LUNCHEON
G-11
Senate Dirksen Building
HRC Hold: G-58
Phone: 202/224-8129
Fax: 202/228-3585
OPEN PRESS/WH PHOTO

FORMAT:

-The First Lady proceeds to the head table,
greet the guests sitting at the table and
takes her seat at the table.

-Len Rubenstein makes welcoming remarks and
introduces the First Lady.

-The First Lady makes remarks.

-Upon conclusion, the First Lady departs.

PARTICIPANTS: 100 guests

1:00pm

DEPART Senate Dirksen Building
VIA Motorcade
EN ROUTE South Portico
[Drive time: 10 minutes]

1:10pm

ARRIVE South Portico

2:00pm-
3:00pm

PRIVATE MEETING
Map Room
CLOSED PRESS/WH PHOTO

PARTICIPANTS:
The First Lady

(b)(6)

SCHEDULE FOR HILLARY RODHAM CLINTON
WEDNESDAY, APRIL 28, 1999
PAGE 3

3:30pm- MILLENNIUM COMMUNITIES CONFERENCE CALL
4:00pm Residence
REGIONAL POOL PRESS (LISTENING ON-LINE)/NO WH PHOTO

Note: The Operator will call the First Lady.

PARTICIPANTS: Please refer to briefing book
for participants.

4:00pm- PRIVATE MEETING
4:30pm Map Room
CLOSED PRESS/WH PHOTO

PARTICIPANTS:
The First Lady
Dr. C. Everett Koop

4:30pm- DROP-BY with Kari-Pekka Wilska
4:45pm Map Room
CLOSED PRESS/WH PHOTO

PARTICIPANTS:
The First Lady
Kari-Pekka Wilska, President, Nokia
Ulla Kristiina Wilska

4:50pm- DROP-BY THE NATIONAL CAMPAIGN TO PREVENT TEEN
5:05pm PREGNANCY'S HONORS RECEPTION
Indian Treaty Room
Old Executive Office Building
CLOSED PRESS/WH PHOTO

FORMAT:

-The First Lady is greeted by Sarah Brown,
Director, The National Campaign to Prevent
Teen Pregnancy.

-Belle Sawhill, President, The National Campaign
to Prevent Teen Pregnancy, introduces the First
Lady.

-The First Lady proceeds to the podium and
makes brief remarks.

SCHEDULE FOR HILLARY RODHAM CLINTON
WEDNESDAY, APRIL 28, 1999
PAGE 4

-Upon conclusion, the First Lady has the option
to work a ropeline.

-The First Lady departs.

PARTICIPANTS: 150 guests

RON

The White House

April 27, 1999

DROP BY AT TEEN PREGNANCY AWARDS

Date:	Wednesday, April 28
Time:	4:45 PM – 5:00 PM
Location:	Indian Treaty Room
From:	Ruby Shamir

I. PURPOSE

To participate in the third annual honors reception of the National Campaign to Prevent Teen Pregnancy.

II. BACKGROUND

Teen Pregnancy Awards

Each year, the National Campaign to Prevent Teen Pregnancy holds events at the end of April to kick off May as National Teen Pregnancy Prevention Month including an event to honor groups and individuals that have made particular contributions to reduce teen pregnancy. This event will serve to recognize the 1999 honorees.

This year's honorees are:

- YWCA of the USA for preventing teen pregnancy through youth development programs which focus on teaching young people skills, helping them build relationships with adults, and boosting their confidence.
- Pat Fili-Krushel, President of ABC Television Network and Susanne Daniels, President of Entertainment for the WB Network for showing leadership in the media by incorporating teen pregnancy issues and positive messages into their programming. (We are asking Pat Fili-Krushel, who you met in December, to make a commitment from ABC for the Hispanic Convening).
- The Male Involvement Program of the Mexican American Community Services Agency, Inc for involving boys and men in preventing teen pregnancy by teaching young men about sexual responsibility and independent thinking, and offering personal counseling and peer education opportunities.
- Glendale Community Council of Arizona for by holding a carefully structured, community based discussion among groups with very different views about how to address teen pregnancy and trying to build common ground.
- South Carolina Council on Adolescent Pregnancy Prevention and the South Carolina General Assembly for solving problems through state leadership and action by allocating \$10.5 million in TANF funds to support local pregnancy prevention efforts.

National Campaign to Prevent Teen Pregnancy

The National Campaign is a private, non-profit, and non-partisan effort. Former New Jersey Governor Thomas Kean serves as the board chairman, Isabel Sawhill serves as the president and Sarah Brown serves as the director of the National Campaign. Initiated by the President's 1995 challenge to reduce teen pregnancy, the goal of the National Campaign is to reduce the rate of teen pregnancy by one-third between 1996-2005.

New Teen Pregnancy Numbers

On Thursday, the Vice President will announce new HHS data showing that teen birth rates continue to decline in every state, and that the national rate has declined for the sixth year in a row, by a total of 16 percent since 1991. The VP will make this announcement at a White House roundtable discussion with a variety of experts and advocates. Attached is a draft of the HHS press release.

Event Program

Secretary Shalala will host the awards ceremony where Governor Tom Kean will give awards to each of the 1999 honorees. You will arrive after the formal program. Belle Sawhill will introduce you and you will make brief remarks. After you speak Belle Sawhill will formally close the program.

Audience

Approximately 150 people will attend including the 1999 honorees, many of the National Campaign board members, funders, and task force members, as well as teens who are peer leaders in the cause to reduce teen pregnancy.

III. PARTICIPANTS

Speaking Program

- Belle Sawhill, National Campaign Chair
- The First Lady

IV. SEQUENCE OF EVENTS

- You will be greeted by Sarah Brown, National Campaign Director
- Belle Sawhill will introduce you.
- You will make brief remarks.

V. PRESS PLAN

- Closed Press

VI. REMARKS

- Talking Points Attached

PREVENTING TEENAGE PREGNANCY

Overview: Despite the recent decline in the teen birth rate, teen pregnancy remains a significant problem in this country. Most teen pregnancies are unintended. Each year, more than 900,000 pregnancies occur among American teenagers aged 15-19. And almost 190,000 teens aged 17 and younger have children. Their babies are often low birth weight and have disproportionately high infant mortality rates. They are also far more likely to be poor. About 80 percent of the children born to unmarried teenagers who dropped out of high school are poor. In contrast, just 8 percent of children born to married high school graduates aged 20 or older are poor.

In his 1995 State of the Union Address, President Clinton challenged "parents and leaders all across this country to join together in a national campaign against teen pregnancy to make a difference." A group of prominent Americans responded to that challenge, forming the National Campaign to Prevent Teen Pregnancy.

On January 4, 1997, President Clinton announced a comprehensive effort by his Administration to prevent teen pregnancy in this country. The new initiative, led by the Department of Health and Human Services, responds to a call from the President and Congress for a national strategy to prevent out-of-wedlock teen pregnancies and to a directive, under the new welfare law, to assure that at least 25 percent of communities in this country have teen pregnancy prevention programs in place.

Building on the variety of efforts already underway, the national strategy works to prevent out-of-wedlock teen pregnancies and encourage adolescents to remain abstinent. The strategy sends the strongest possible message to all teens that postponing sexual activity, staying in school, and preparing to work are the right things to do. It will strengthen ongoing efforts across the nation by increasing opportunities through welfare reform; supporting promising approaches; building partnerships; improving data collection, research, and evaluation; and disseminating information on innovative and effective practices.

Recent Trends

After rising steadily from 1986 to 1991, the birth rate for teens aged 15-19 declined for the sixth straight year in 1997, from a high of 62.1 per 1,000 teens aged 15-19 in 1991 to 52.3 in 1997. The decline was 16 percent between 1991 and 1997. All 50 states had a decline in their teen birth rates between 1991 and 1997, and 10 of these states had declines of more than 20 percent over this period. In addition, from 1991 to 1995, the pregnancy rate for 15- to 19-year-olds fell 12 percent. Recent declines in both birth and abortion rates indicate that teen pregnancy rates are continuing to fall.

The National Strategy to Prevent Teen Pregnancy

Building on our current efforts to prevent teen pregnancy, the national strategy announced by President Clinton on January 4, 1997 is designed to strengthen the national response to prevent out-of-wedlock teen pregnancies and support and encourage adolescents to remain abstinent:

Implementing New Efforts Under Welfare Reform. Under the welfare law signed by President Clinton on August 22, 1996, unmarried minor parents are required to stay in school and live at home, or in an adult-supervised setting, in order to receive assistance. This approach was proposed by President Clinton in 1994, and incorporated into numerous state demonstration projects approved by the Administration prior to the new welfare law. The law also supports the creation of Second Chance Homes, which will provide teen parents with the skills they need to become good role models and providers for their children, giving them guidance in parenting and in avoiding repeat pregnancies. The welfare law also provides \$50 million a year for five years in new funding for state abstinence education programs. The Balanced Budget Act of 1997 provides funding for a national evaluation of the program. Finally, the new welfare law includes the tough child support enforcement measures President Clinton proposed in 1994, which will send the strongest possible message to young girls and boys that they should not have children until they are ready to provide for them.

Supporting Promising Approaches. The Clinton Administration continues to support innovative teen pregnancy prevention strategies tailored to the unique needs of communities. HHS-supported programs in this area already reach about 30 percent, or 1,410 communities in the United States. HHS programs are based on five principles: parental and adult involvement; strong messages of abstinence and personal responsibility; clear strategies for young people's futures; involvement by all facets of the community; and a sustained commitment to young people.

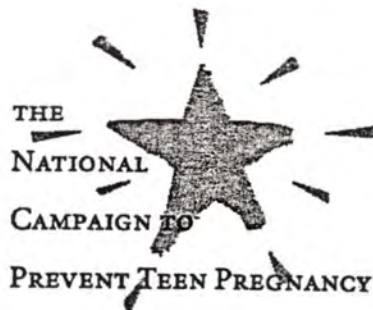
Building Partnerships. As part of the strategy, HHS is working to build partnerships with national, state, and local organizations. HHS is working with national youth-serving organizations to use their networks to promote activities that provide girls and boys opportunities for the future, including encouraging abstinence; with organizations working on behalf of teenagers with disabilities; and with the National Campaign to Prevent Teen Pregnancy, the private-sector group that has responded to President Clinton's challenge on this issue.

Improving Data Collection, Research, and Evaluation. The national strategy is working to improve data collection, research, and evaluation to further our understanding of the magnitude, trends, and causes of teen pregnancies and births; to develop targeted teen pregnancy prevention strategies; and to assess how well these strategies work.

Disseminating Information on Innovative and Effective Practices. Sharing information about promising and successful approaches is critical to expanding teen pregnancy prevention efforts across the country. Through the national strategy, HHS continues to work with its partners to highlight innovative practices at the federal, state, and local levels and to disseminate new research and evaluation findings. The Department is also working to disseminate new information on the developmental needs of youth and on the use of broad-based activities to help teenagers avoid risky behaviors leading to teen pregnancy.

Sending a Strong Abstinence Message. The national strategy places a special emphasis on sending a strong abstinence message. As part of this effort, Secretary Shalala in May 1997 announced two new community grant programs to prevent teen pregnancy and promote responsible behavior. One program is aimed at teenage girls and the other at teenage boys. The grant program for girls is also part of the Secretary's Girl Power! campaign. Each of the grant programs totals about \$1 million per year, and involve public-private partnerships organized by individual communities.

In addition, the national strategy is focusing on boys and young men, by working to increase understanding of motivations for both abstinence and fatherhood and by developing effective prevention strategies for boys. These efforts include working with the Administration's Fatherhood Initiative to ensure that men, including pre-teen and teenage boys, receive the education and support necessary to postpone fatherhood until they are emotionally and financially capable of supporting children. The strategy is also building on existing HHS efforts, such as the Title X Adolescent Male Initiative, that promote responsible behavior among teenage boys.



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WEB: WWW.TEENPREGNANCY.ORG

NATIONAL CAMPAIGN ACCOMPLISHMENTS

Founded in 1996, the National Campaign to Prevent Teen Pregnancy seeks to reduce the teen pregnancy rate by one-third between 1996 and 2005 by supporting values and stimulating actions nationwide consistent with a pregnancy-free adolescence. We are pleased to offer this partial list of our achievements:

Building a Strong Campaign

Little more than three years after its first planning meeting, the National Campaign has grown into a strong organization led by accomplished and influential individuals:

- The distinguished Board of Directors, chaired by former New Jersey Governor Tom Kean, includes business and philanthropy executives; current and former state and national political leaders; community, religious, and volunteer sector leaders; entertainment figures; experts from health care and economics; and leading practitioners in the field of teen pregnancy prevention.
- Four task forces — Media, Religion and Public Values, Effective Programs and Research, and State and Local Action — made up of national and community-based leaders in each field.
- Bipartisan Congressional Advisory Panels, chaired by Mike Castle (R-DE) and Nita Lowey (D-NY) in the House and Joseph Lieberman (D-CT) and Olympia Snowe (R-ME) in the Senate.

Working with the Media

Through its energetic Media Task Force, the National Campaign has developed partnerships with leading entertainment powerhouses to help them reach their audiences with teen pregnancy prevention messages, including: *Teen People* magazine ("Take a Stand Against Teen Pregnancy" PSA contest, readers poll, and extensive editorial coverage of teen pregnancy prevention), *Black Entertainment Television* (a series of *Teen Summit* shows on teen pregnancy issues, PSAs), *ABC Television* (*One Life to Live* story arc on teen pregnancy and PSAs), *People* magazine (luncheon hosts for the Campaign at which First Lady Hillary Rodham Clinton encouraged media, entertainment, and corporate leaders to join the fight to prevent teen pregnancy), *Parenting* magazine (editorial coverage and PSAs), *MTV* (PSAs, briefings on research with youth for pregnancy prevention leaders), *NBC* ("The More You Know About Teen Pregnancy" PSAs and public service contest), *Warner Brothers* and the *WB network* (briefings for television writers and producers), and *Ogilvy & Mather* (strategic advice, posters promoting adult involvement, and a video, *Imagine That*, for use in briefings for media leaders).

Highlighting Cutting-Edge Issues

The Campaign has hosted meetings and published reports on such important issues in teen pregnancy prevention as the roles of boys and men, the challenges of contraceptive use, state-based media campaigns, cultural messages that affect the self-image of girls and their sexual behavior, the roles of youth-serving and youth development programs, the challenges of evaluating abstinence education programs, the teen pregnancy provisions of the 1996 federal welfare reform legislation, and tips and resources for parents, faith community leaders, and teens.

Supporting State and Local Action

In visits by National Campaign leaders to communities in 40 states, we have learned about exciting new initiatives on the front line and have offered technical assistance to help communities and states mobilize local action, respond to welfare reform provisions, create media campaigns, build strong coalitions, and develop successful public relations activities, among other issues important to state and local practitioners. Under the leadership of its State and Local Task Force, the Campaign has also:

- Established a national network of more than 700 key contacts in the teen pregnancy prevention field, who receive regular mailings and updates from the Campaign, as well as access to an electronic discussion forum on teen pregnancy prevention.
- Published useful reports and guides for use at the local level, including the *Welfare Reform Resource Packet*; two editions of *Snapshots from the Front Line*, offering lessons from innovative programs; and directories of state-based media campaigns and of national organizations that provide technical assistance to states and communities.

Getting the Facts Straight

In keeping with our goal of making sure that everyone's efforts are based on the best information available, the Campaign's Task Force on Effective Programs and Research has commissioned several influential research reviews and statistical reports, including:

- *Power in Numbers and Peer Potential*—two papers focusing on the powerful and surprising ways teens influence each other.
- *No Easy Answers*—a definitive guide about what research says works to prevent teen pregnancy.
- *Families Matter*—a review of research on the influence of parents and families on teen pregnancy risk. This research was then translated into concise advice for parents in *Ten Tips for Parents To Help Their Children Avoid Teen Pregnancy*, the Campaign's best-selling publication.
- *Whatever Happened to Childhood?*—outlines the scope of the teen pregnancy problem, its consequences, and what must be done.
- *The Media and the Message*—what research says about the effectiveness of public service media campaigns.
- *A Statistical Portrait of Adolescent Sex, Contraception, and Childbearing*—recent data from surveys of male and female adolescents.

Reducing Conflict

Too often, while the adults are arguing, the teens are getting pregnant. To deal with some of the conflict surrounding teen pregnancy issues, the Campaign's Task Force on Religion and Public Values has, among other things, launched a series of Structured Community Dialogues (SCD), which bring together community leaders with differing points of view to try to find common ground. The first SCD was held in March 1998 in San Bernardino, California; the second took place in Glendale, Arizona, in February 1999. The Campaign also published a primer on conflict reduction entitled *While the Adults are Arguing, The Teens Are Getting Pregnant: Overcoming Conflict in Teen Pregnancy Prevention*. As part of its efforts to involve religious leaders, the Task Force developed a pamphlet, *Nine Tips to Help Faith Leaders and Their Communities Address Teen Pregnancy*, that has been widely disseminated.

Involving Youth

In January 1999, 26 outstanding young people joined the National Campaign as our new Youth Leadership Team. This diverse group of teens from all over the nation are being asked to advise the Campaign on many aspects of our work and to give voice to the unique perspectives and opinions of teens. Already the group has played an integral role in developing two Campaign consumer pamphlets—*Thinking About the Right-Now: What Teens Want Other Teens to Know About Pregnancy* and *Talking Back: What Teens Want Parents to Know About Teen Pregnancy* (both available in Spanish, as are the *Ten Tips for Parents* and *Nine Tips for Faith Leaders* mentioned earlier).

Recognizing Leadership

In May 1997, the National Campaign inaugurated its Annual Honorees program, which recognizes national and community leaders from a variety of fields who have made a real difference in helping teens avoid pregnancy. Among the first year's recipients honored at a White House ceremony with the First Lady were the Planned Parenthood Federation of America; *People Magazine*; the Best Friends Foundation; Black Entertainment Television; Children's Express; *Sex Etc.*; the National Organization for Adolescent Pregnancy, Parenting, and Prevention; the Johnson & Johnson Family of Companies; Tillamook County, Oregon; the educational series Postponing Sexual Involvement; Wade Horn; and Ed Pitt. The 1998 recipients included the Teen Outreach Program; NBC's "The More You Know" Public Service Campaign; Project imPACCT of San Bernardino, California; SADD—Students Against Destructive Decisions; Target Stores; Governor Carper of Delaware; Jerry Tello; and Geoffrey Canada. The 1999 recipients are the Glendale Community Council of Glendale, Arizona; the Male Involvement Program of the Mexican American Community Services Agency; Pat Fili-Krushel, President of the ABC Television Network; Susanne Daniels, President of Entertainment, The WB Network; the South Carolina Council on Adolescent Pregnancy Prevention and the South Carolina General Assembly; and the YWCA of the USA.

Using Technology

The Campaign's website (www.teenpregnancy.org) receives, on average, nearly 3 million hits each year. The increasingly popular site allows users to download selected Campaign publications and order others. It also has an interactive weekly teen survey section, a discussion forum, and such other features as a facts and stats page, a daily message, and a section for the press.

4/99

FIRST LADY HILLARY RODHAM CLINTON
TALKING POINTS FOR NATIONAL CAMPAIGN TO PREVENT TEEN PREGNANCY
HONOREE RECEPTION
INDIAN TREATY ROOM
April 28, 1999

- Welcome to the White House. It's a pleasure to be here with so many friends and heroes in the cause of preventing teen pregnancy and improving the lives of countless young people. I want to thank the National Campaign to Prevent Teen Pregnancy for all of your extraordinary work, particularly for continuing to breathe new life into this important issue and reaching out to new partners, many of whom are gathered here today.
- I want to pay special tribute to: Gov. Tom Kean, Campaign Chair; Belle Sawhill, Campaign president, as well as several other Campaign board members present today. I also want to thank Sarah Brown and the staff of the Campaign for their hard work and dedication. Finally, I'd like to recognize the teens here with us today, who remind us of the theme of this year's event, which is the important positive role that teens can play in influencing other teens to prevent teen pregnancy.
- I particularly want to thank and congratulate this year's honorees. Today, we are gathered to recognize five extraordinary individuals and organizations for their important contributions: (1) the YMCA of the USA; (2) Pat Fili-Krushel (FEEL-LEE CREW-SHELL), President of the ABC Television Network; (3) the Male Involvement Program of the Mexican American Community Services Agency; (4) the Glendale Community Council; and (5) the South Carolina Council on Adolescent Pregnancy Prevention and the South Carolina General Assembly.
- Today's honorees represent the breadth and variety of strategies that we need to employ to continue to be successful in our efforts to reduce teen pregnancy. The honorees – from community-based organizations to leaders in the media to public-private partnerships – demonstrate that every sector of society has a role to play in tackling this important problem.
- Because of efforts like those we are saluting today and in large measure because of the extraordinary work of the National Campaign to Prevent Teen Pregnancy, we are at a turning point in our struggle against teen pregnancy. Fewer teens are getting pregnant; fewer teens are giving birth; and fewer teens are having abortions. And, perhaps the most important and best news of the last several years is that the birth rate for African American teenagers has dropped a full 21 percent.
- In fact, new HHS data that Secretary Shalala mentioned to you earlier tells us that teen birth rates continue to decline in every state, and nation-wide, teen birth rates have declined for the sixth year in a row -- by a total of 16 percent since 1991. Out-of-wedlock birth rates are also declining at record numbers. We should all feel enormously proud of these continuing positive trends.

- To make this success possible, the Administration, in partnership with the Campaign, has worked to use every weapon we have in our fight to prevent teen pregnancy and lift up the lives of our nation's young people. The Campaign has helped put the issue of teen pregnancy on the front covers of teen magazines, in the story lines of soap operas, and in the daily lives of the American people. And the Administration's teen pregnancy strategy includes abstinence education, more after-school programs, access to family planning, more male-focused programs, and a campaign called Girl Power that encourages adolescent girls to stay healthy, stay active and make the most of their lives.
- But of course we must do more. We need to do everything we can -- use every strategy at our disposal -- to try to reach every single teenager. We know that teen pregnancy is linked to poverty and school failure. Yet, as we all know too well, we still have four in 10 young women getting pregnant at least once in their teens, and our nation is still paying an annual cost of \$7 billion related to health and social and other kind of needs. So I thank you for all your important work to date, congratulate today's honorees for this distinction they've received, and ask all of you to join me in redoubling our efforts to ensure that next year we will join again to celebrate more progress and greater success.