



# Clinton Presidential Library

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1200 President Clinton Avenue  
Little Rock, AR 72201

## Inventory for FOIA Request 2008-0308-F

### Records relating to Affirmative Action in 1995

#### Extent

Approximately 533 folders, 49520 pages

#### Access

Collection is open to all researchers. Access to Clinton Presidential Records is governed by the Presidential Records Act (PRA) (44 USC 22) and the Freedom of Information Act (FOIA) (5 USC 552 as amended) and therefore records may be restricted in whole or in part in accordance with legal exemptions.

#### Copyright

Documents in this collection that were prepared by officials of the United States government as part of their official duties are in the public domain. Researchers are advised to consult the copyright law of the United States (Title 17, USC) which governs the making of photocopies or other reproductions of copyrighted material.

#### Provenance

Official records of William Jefferson Clinton's presidency are housed at the Clinton Presidential Library and administered by the National Archives and Records Administration (NARA) under the provisions of the Presidential Records Act (PRA).

#### Processed by

Staff Archivist, 2011. Previously restricted materials are added as they are released.

#### Scope and Content

The materials in FOIA 2008-0308-F are a selective body of documents responsive to the topic of the FOIA. Researchers should consult the archivist about related materials.

On July 19, 1995 President Clinton gave an address in the National Archives Rotunda concerning Affirmative Action. In his remarks President Clinton announced that affirmative action was still needed to right past wrongs. Specifically in his speech he said that the slogan for affirmative action was "mend it, don't end it." He admitted that there had been abuses of affirmative action, but that when done correctly it could be an effective tool to give all Americans an equal opportunity. He also gave specific instructions in a memo to the Heads of Executive Federal Departments and Agencies instructing them that the policy principles of any affirmative action program must be eliminated or reformed if it:

- (a) creates a quota;
- (b) creates preferences for unqualified individuals;
- (c) creates reverse discrimination; or
- (d) continues even after its equal opportunity purposes have been achieved.

President Clinton's speech and memo were the result of a review of affirmative action programs in federal agencies that he had called for in March of 1995. Affirmative action had become a politically divisive issue in large part because of the University of California vote to eliminate all race-based programs in hiring and college admissions, California's Governor Pete Wilson desire to abolish race and gender-based preferences in government employment and education, and the Supreme Court hearing the case *Adarand Constructors, Inc. v. Peña*, 515 U.S. 200 (1995).

President Clinton advised his staff to study all affirmative action programs in federal agencies. He named Christopher Edley as the director of the White House Affirmative Action Review team. Edley worked closely with George Stephanopoulos in the Chief of Staff's office and Deval Patrick of the Civil Rights Division within the Department of Justice, and the White House Counsel's Office in reviewing the affirmative action programs in the federal government. The review team requested that each federal agency compile comprehensive information detailing all the affirmative action programs administered by the agency with detailed analysis of the program strengths and weaknesses. As a result of the review the team created the "Affirmative Action Review Report to the President," dated July 19, 1995.

On June 12, 1995 during the White House's review of affirmative action programs the Supreme Court decided on the *Adarand Constructors, Inc. v. Peña*, 515 U.S. 200 (1995) case that set new standards in federal affirmative action programs. The Supreme Court declared that affirmative action programs needed to be "narrowly tailored," and that they must have a "compelling" need to serve the government's interest. The day following the Supreme Court's decision President Clinton released a statement reaffirming that the Supreme Court had not abolished affirmative action rather that they had set a higher standard for affirmative action. Due to the Supreme Court's decision the White House's affirmative action review team was forced to incorporate the *Adarand* decision into their review. Also, the Department of Justice issued a memorandum on June 28, 1995 to the General Counsels of federal agencies detailing preliminary legal guidance on the implications of the *Adarand* decision.

FOIA request 2008-0308-F contains materials from several offices and individuals including WHORM Subject File and White House Staff and Office Files.

The White House Office of Records Management (WHORM) Subject Categories contains primarily correspondence to and from citizens in reference to their stance on affirmative action.

The White House Staff and Office Files contain draft and final reports, memoranda, correspondence, draft and final speeches, contact sheets, event planning info, newspaper articles and background info. The records come from many offices, including: Cabinet Affairs, Chief of Staff, Communications, Counsel's Office, Domestic Policy Council, First Lady's Office, Legislative Affairs, National Economic Council, President's Initiative for One America, Press Secretary, Public Liaison, Publication's Office, Speechwriting, and Women's Initiative and Outreach. The majority of responsive records are from Christopher Edley's Counsel files. His records were processed in their entirety.

### **System of Arrangement**

Records that are responsive to this FOIA request were found in two collections areas - Clinton Presidential Records: White House Office of Records Management (WHORM) and White House Staff and Office Files.

The White House Office of Records Management (WHORM) contains a variety of series created to organize and track documents and correspondence. The WHORM Alpha file was compiled by the White House Office of Records Management from 1993 – 1996 and is a series of documents arranged by name

of persons, organizations, or events. The WHORM Subject file was compiled by the White House Office of Records Management and is a series of categories designated by a letter/number combination.

Staff and Office files were maintained at the folder level by staff members within their individual offices and document all levels of administration activity.

WHORM files are processed at the document level; whereas, Staff and Office files are processed at the folder level, that is, individual documents are not selected and removed from a folder for processing. While this method maintains folder integrity, it frequently results in the incidental processing of documents that are not wholly responsive to the subject area.

The following is a list of documents and folders processed in response to FOIA 2008-0308-F:

**Box 1**

**Clinton Presidential Records: WHORM: Subject File**

| <b>Category</b> | <b>Case Number</b>     |
|-----------------|------------------------|
| BE003           | 126247SS [OA/ID 21800] |
| FG001-07        | 288846SS [OA/ID 21793] |
| FG001-07        | 288883SS [OA/ID 21793] |
| FG001-07        | 288920SS [OA/ID 21793] |
| FG001-07        | 288924SS [OA/ID 21793] |
| FG001-07        | 288958SS [OA/ID 21793] |
| FG001-07        | 289038SS [OA/ID 21793] |
| FG001-07        | 289053SS [OA/ID 21793] |
| FG001-07        | 289220SS [OA/ID 21793] |
| FG001-07        | 290064SS [OA/ID 21793] |
| FG001-07        | 290662SS [OA/ID 21793] |
| FG001-07        | 290770SS [OA/ID 21793] |
| FG001-07        | 290777SS [OA/ID 21793] |
| FG024           | 117896 [OA/ID 21886]   |
| HU012           | 102279SS [OA/ID 23338] |
| HU012           | 104529SS [OA/ID 23338] |

**Box 2**

|       |                            |
|-------|----------------------------|
| HU012 | 106814SS [OA/ID 23338]     |
| HU012 | 107231SS [OA/ID 23338]     |
| HU012 | 109246 [OA/ID 23338]       |
| HU012 | 116014SS [OA/ID 23362]     |
| HU012 | 118797 [OA/ID 23338]       |
| HU012 | 118056SS [OA/ID 23338]     |
| HU012 | 120182 [OA/ID 23362]       |
| HU012 | 120342SS [1] [OA/ID 23338] |
| HU012 | 120342SS [2] [OA/ID 23338] |
| HU012 | 120742 [OA/ID 23362]       |
| HU012 | 120753 [OA/ID 23362]       |
| HU012 | 120758 [OA/ID 23362]       |
| HU012 | 120772 [OA/ID 23362]       |
| HU012 | 120778 [OA/ID 23362]       |
| HU012 | 121051 [OA/ID 23362]       |
| HU012 | 121094SS [1] [OA/ID 23362] |

## Clinton Presidential Records: WHORM: Subject File (continued)

| Category | Case Number                |
|----------|----------------------------|
| HU012    | 121094SS [2] [OA/ID 23362] |
| HU012    | 121094SS [3] [OA/ID 23362] |
| HU012    | 121246 [OA/ID 23362]       |

### Box 3

|       |                        |
|-------|------------------------|
| HU012 | 121363 [OA/ID 23362]   |
| HU012 | 121411 [OA/ID 23362]   |
| HU012 | 121475 [OA/ID 23362]   |
| HU012 | 121595 [OA/ID 23362]   |
| HU012 | 121738 [OA/ID 23362]   |
| HU012 | 121789 [OA/ID 23362]   |
| HU012 | 121805SS [OA/ID 23362] |
| HU012 | 121807 [OA/ID 23362]   |
| HU012 | 122086 [OA/ID 23362]   |
| HU012 | 122089 [OA/ID 23362]   |
| HU012 | 122105 [OA/ID 23362]   |
| HU012 | 122121 [OA/ID 23362]   |
| HU012 | 122125 [OA/ID 23362]   |
| HU012 | 122146SS [OA/ID 23362] |
| HU012 | 122213 [OA/ID 23362]   |
| HU012 | 122284 [OA/ID 23362]   |
| HU012 | 122644 [OA/ID 23362]   |
| HU012 | 122651 [OA/ID 23362]   |
| HU012 | 123529 [OA/ID 23362]   |
| SO003 | 101975SS [OA/ID 14026] |

## Clinton Presidential Records: White House Staff and Office Files

### Cabinet Affairs

#### Balderstrom, Kris

- Affirm. [Affirmative] Action [1] [OA/ID13190]
- Affirm. [Affirmative] Action Plans [1] [OA/ID 13190]
- Affirm. [Affirmative] Action Plans [2] [OA/ID 13190]

#### Higgins, Kitty

- Box 1, Folder 1: [Affirmative Action – March 20, 1995 to May 22, 1996] [1] [OA/ID 8996]
- Box 1, Folder 1: [Affirmative Action – March 20, 1995 to May 22, 1996] [2] [OA/ID 8996]

### Box 4

- Box 1, Folder 1: [Affirmative Action – March 20, 1995 to May 22, 1996] [3] [OA/ID 8996]
- Box 1, Folder 1: [Affirmative Action – March 20, 1995 to May 22, 1996] [4] [OA/ID 8996]
- Box 1, Folder 1: [Affirmative Action – April 1995 to March 1995] [OA/ID 9875]

Hyde, David; Bibb Hubbard, Katherine; Sanford, Stephanie; Goldberg, Jason  
Affirmative Action [OA/ID 11678]

#### McGuire, Anne

- Affirmative Action Review Report to the President [OA/ID 11542]

## Clinton Presidential Records: White House Staff and Office Files (continued)

### Cabinet Affairs

O'Connor, Jennifer

Affirmative Action [1] [OA/ID 6500]

Affirmative Action [2] [OA/ID 6500]

Affirmative Action [3] [OA/ID 6500]

Affirmative Action Speech and Adarand Decision 7/19/1995 [OA/ID 6500]

### Box 5

Subject File

Affirmative Action – 7/18/95 [July 18, 1995] [OA/ID 9534]

### Chief of Staff

Ickes, Harold

Affirmative Action – 1995 – General [Folder 1] [1] [OA/ID 9162]

Affirmative Action – 1995 – General [Folder 1] [2] [OA/ID 9162]

Affirmative Action – 1995 – General [Folder 1] [3] [OA/ID 9162]

Affirmative Action – 1995 – General [Folder 2] [1] [OA/ID 9162]

Affirmative Action – 1995 – General [Folder 2] [2] [OA/ID 9162]

Affirmative Action – 1995 – General [Folder 3] [1] [OA/ID 9162]

Affirmative Action – 1995 – General [Folder 3] [2] [OA/ID 9162]

### Box 6

Affirmative Action – 1995 – General [Folder 3] [3] [OA/ID 9162]

Affirmative Action – 1995 – General [Folder 3] [4] [OA/ID 9162]

Affirmative Action – 1995 – General [Folder 3] [5] [OA/ID 9162]

Affirmative Action – 1995 – General [Folder 3] [6] [OA/ID 9162]

Affirmative Action – White House [OA/ID 9163]

O'Connor, Jennifer

DOJ [Department of Justice] – Affirmative Action [OA/ID 8162]

Panetta, Leon

[Booklets] – [July 19, 1995 – Affirmative Action Review Report to the President]  
[OA/ID 7758]

Shin, Clara

Affirmative Action Review 1995 (Edley) [1] [OA/ID 23701]

Affirmative Action Review 1995 (Edley) [2] [OA/ID 23701]

### Box 7

Stephanopoulos, George

AA [Affirmative Action] “Carefully Tailored” [OA/ID 5930]

AA [Affirmative Action] POTUS Memo(s) [OA/ID 5930]

AA [Affirmative Action] POTUS Memos (Chron) [Chronological] [1] [OA/ID 5930]

AA [Affirmative Action] POTUS Memos (Chron) [Chronological] [2] [OA/ID 5930]

AA [Affirmative Action] POTUS Memos (Chron) [Chronological] [3] [OA/ID 5930]

AA [Affirmative Action] POTUS Memos (Chron) [Chronological] [4] [OA/ID 5930]

AA [Affirmative Action] – Press Releases/Interviews [1] [OA/ID 5930]

AA [Affirmative Action] – Press Releases/Interviews [2] [OA/ID 5930]

AA [Affirmative Action] – Review Inventory [OA/ID 5930]

AA [Affirmative Action] Review Team – Communications [OA/ID 5930]

AA [Affirmative Action] Work Plan Speech [OA/ID 5930]

AA [Affirmative Action] Work Plans [OA/ID 5930]

Affirmative Action [OA/ID 5846]

## Box 8

### Clinton Presidential Records: White House Staff and Office Files (continued)

#### Chief of Staff

##### Stephanopoulos, George

Affirmative Action [1] [OA/ID 5186]  
Affirmative Action [2] [OA/ID 5186]  
Affirmative Action [3] [OA/ID 5186]  
Affirmative Action [4] [OA/ID 5186]  
Affirmative Action [1] [OA/ID 5682]  
Affirmative Action [2] [OA/ID 5682]  
Affirmative Action [1] [OA/ID 5761]

## Box 9

Affirmative Action [2] [OA/ID 5761]  
Affirmative Action [3] [OA/ID 5761]  
Affirmative Action – Adarand Constructors Inc. vs. Pena [1] [OA/ID 5627]  
Affirmative Action – Adarand Constructors Inc. vs. Pena [2] [OA/ID 5627]  
Affirmative Action – Adarand Constructors Inc. vs. Pena [3] [OA/ID 5627]  
Affirmative Action – Adarand Constructors Inc. vs. Pena [4] [OA/ID 5627]  
Affirmative Action: Affirmative Action [OA/ID 5682]  
Affirmative Action/CCRI [California Civil Rights Initiative] [OA/ID 8036]

## Box 10

Affirmative Action Core 6 [1] [OA/ID 5930]  
Affirmative Action Core 6 [2] [OA/ID 5930]  
Affirmative Action Core 6 [3] [OA/ID 5930]  
Affirmative Action – General [OA/ID 5930]  
Affirmative Action Review Appendices (vol 2) [Binder] [1] [OA/ID 5930]  
Affirmative Action Review Appendices (vol 2) [Binder] [2] [OA/ID 5930]  
Affirmative Action Review Report to the President [book, loose] [OA/ID 5930]  
Affirmative Action Review Team [1] [OA/ID 5930]  
Affirmative Action Review Team [2] [OA/ID 5930]

## Box 11

Affirmative Action Work Plans – “Framework” [1] [OA/ID 5930]  
Affirmative Action Work Plans – “Framework” [2] [OA/ID 5930]  
Affirmative Action Work Plans – “Speech/Rollout” [1] [OA/ID 5930]  
Affirmative Action Work Plans – “Speech/Rollout” [2] [OA/ID 5930]  
DOJ – Deval Patrick – Affirmative Action Package [OA/ID 5627]  
Minority Discharge – Affirmative Action [OA/ID 5848]  
Pete Wilson & Affirmative Action [OA/ID 5846]  
POTUS Directive 6/27 [1] [OA/ID 5930]  
POTUS Directive 6/27 [2] [OA/ID 5930]  
[The Status of Affirmative Action in California] [1] [loose] [OA/ID 5188]  
[The Status of Affirmative Action in California] [2] [loose] [OA/ID 5188]

#### Subject File

Affirmative Action [OA/ID 6421]

## Box 12

#### Communications

Government Documents & Briefing Papers re: Affirmative Action [1] [OA/ID 23978]  
Government Documents & Briefing Papers re: Affirmative Action [2] [OA/ID 23978]  
Government Documents & Briefing Papers re: Affirmative Action [3] [OA/ID 23978]

## Clinton Presidential Records: White House Staff and Office Files (continued)

### Communications

Affirmative Action – Facts & Statistics [1] [OA/ID 23978]  
Affirmative Action – Facts & Statistics [2] [OA/ID 23978]  
Affirmative Action “Mend don’t End” [OA/ID 23978]  
Affirmative Action – Newspaper, Journal & Magazine Articles [1] [OA/ID 23978]  
Affirmative Action – Newspaper, Journal & Magazine Articles [2] [OA/ID 23978]

### Box 13

Affirmative Action – Newspaper, Journal & Magazine Articles [3] [OA/ID 23978]  
Affirmative Action – Newspaper, Journal & Magazine Articles [4] [OA/ID 23978]  
Affirmative Action – Newspaper, Journal & Magazine Articles [5] [OA/ID 23978]

### Baer, Don

Affirmative Action [1] [OA/ID 10131]  
Affirmative Action [2] [OA/ID 10131]  
Affirmative Action [1] [OA/ID 10134]  
Affirmative Action [2] [OA/ID 10134]  
[Affirmative Action Speech Packet (Binder)] [1] [OA/ID 13424]  
[Affirmative Action Speech Packet (Binder)] [2] [OA/ID 13424]  
[Affirmative Action Speech Packet (Binder)] [3] [OA/ID 13424]

### Counsel’s Office

Counsel 1995 Affirmative Action I [1] [OA/ID 18431]  
Counsel 1995 Affirmative Action I [2] [OA/ID 18431]  
Counsel 1995 Affirmative Action I [3] [OA/ID 18431]  
Counsel 1995 Affirmative Action I [4] [OA/ID 18431]

### Box 14

Counsel 1995 Affirmative Action II [1] [OA/ID 18431]  
Counsel 1995 Affirmative Action II [2] [OA/ID 18431]  
Counsel 1995 Affirmative Action II [3] [OA/ID 18431]  
Counsel 1995 Affirmative Action II [4] [OA/ID 18431]  
Counsel 1995 Affirmative Action II [5] [OA/ID 18431]  
[Disk] Affirmative Action Procurement/Performance Evaluations WH Counsel 1995  
[OA/ID 24671]  
[Disk] Background.doc: info on Affirmative Action/PGM at Univ. of Chicago Law  
[OA/ID 24671]

### Castello, James

Adarand [1] [OA/ID 6724]  
Adarand [2] [OA/ID 6724]

### Box 15

Adarand [3] [OA/ID 6724]  
Affirmative Action Vol 2 [1] [OA/ID 6724]  
Affirmative Action Vol 2 [2] [OA/ID 6724]  
Affirmative Action Vol 2 [3] [OA/ID 6724]  
Affirmative Action Vol 2 [4] [OA/ID 6724]

### Cerf, Chris

Affirmative Action [1] [OA/ID 6732]

### Box 16

Affirmative Action [2] [OA/ID 6732]  
Affirmative Action [3] [OA/ID 6732]  
Affirmative Action Cases Overview [OA/ID 6732]

## Clinton Presidential Records: White House Staff and Office Files (continued)

### Counsel's Office

Connaughton, Jeff

Affirmative Action [1] [OA/ID 7442]

Affirmative Action [2] [OA/ID 7442]

Affirmative Action [3] [OA/ID 7442]

Edley, Christopher

Affirmative Action – Adarand/Post-Adarand Implications [1] [OA/ID5747]

Affirmative Action – Adarand/Post-Adarand Implications [2] [OA/ID5747]

### Box 17

Affirmative Action – American Federation of Government Employees/AFL-CIO Programs [OA/ID 5747]

Affirmative Action & Women's Programs [1] [OA/ID 5758]

Affirmative Action & Women's Programs [2] [OA/ID 5758]

Affirmative Action & Women's Programs [3] [OA/ID 5758]

Affirmative Action & Women's Programs [4] [OA/ID 5758]

Affirmative Action & Women's Programs [5] [OA/ID 5758]

Affirmative Action California [1] [OA/ID 5747]

Affirmative Action California [2] [OA/ID 5747]

### Box 18

Affirmative Action California [3] [OA/ID 5747]

Affirmative Action California [4] [OA/ID 5747]

Affirmative Action Case Studies [1] [OA/ID 5747]

Affirmative Action Case Studies [2] [OA/ID 5747]

Affirmative Action Civil Rights [OA/ID 5747]

Affirmative Action - Civil Rights Working Group [1] [OA/ID 5747]

Affirmative Action - Civil Rights Working Group [2] [OA/ID 5747]

Affirmative Action Decisions – POTUS [OA/ID 5759]

### Box 19

Affirmative Action – EEOC [1] [OA/ID 5749]

Affirmative Action – EEOC [2] [OA/ID 5749]

Affirmative Action – EEOC [3] [OA/ID 5749]

Affirmative Action EEOC Research Resource Documents [1] [OA/ID 5749]

Affirmative Action EEOC Research Resource Documents [2] [OA/ID 5749]

Affirmative Action EEOC Research Resource Documents [3] [OA/ID 5749]

Affirmative Action EEOC Research Resource Documents [4] [OA/ID 5749]

Affirmative Action EEOC Research Resource Documents [5] [OA/ID 5749]

### Box 20

Affirmative Action Executive Summary [1] [OA/ID 5759]

Affirmative Action Executive Summary [2] [OA/ID 5759]

Affirmative Action Executive Summary [3] [OA/ID 5759]

Affirmative Action Executive Summary [4] [OA/ID 5759]

[Affirmative Action Materials] [1] [OA/ID 5759]

[Affirmative Action Materials] [2] [OA/ID 5759]

Affirmative Action Military [1] [OA/ID 5759]

### Box 21

Affirmative Action Military [2] [OA/ID 5759]

Affirmative Action Minority Business Development [1] [OA/ID 5751]

Affirmative Action Minority Business Development [2] [OA/ID 5751]

Affirmative Action Minority Business Development [3] [OA/ID 5751]



## Clinton Presidential Records: White House Staff and Office Files (continued)

Counsel's Office

Edley, Christopher

Affirmative Action OFCCP Executive Order 11246 [1] [OA/ID 5752]

Affirmative Action OFCCP Executive Order 11246 [2] [OA/ID 5752]

Affirmative Action OFCCP Executive Order 11246 [3] [OA/ID 5752]

Affirmative Action POTUS Memo(s) – Final [1] [OA/ID 5759]

Affirmative Action POTUS Memo(s) – Final [2] [OA/ID 5759]

### Box 22

Affirmative Action – Presidential Commission [OA/ID 5747]

Affirmative Action Programs – Commission on Minority Business Development [1]  
[OA/ID 5758]

Affirmative Action Programs – Commission on Minority Business Development [2]  
[OA/ID 5758]

Affirmative Action Programs – Commission on Minority Business Development [3]  
[OA/ID 5758]

Affirmative Action Programs – Commission on Minority Business Development [4]  
[OA/ID 5758]

Affirmative Action Procurement [Empty] [OA/ID5752]

Affirmative Action Procurement [1] [OA/ID 5758]

Affirmative Action Procurement [2] [OA/ID 5758]

### Box 23

Affirmative Action Procurement Croson [OA/ID 5752]

Affirmative Action – Procurement Options [OA/ID5759]

Affirmative Action Regulations [1] [OA/ID 5752]

Affirmative Action Regulations [2] [OA/ID 5752]

Affirmative Action Regulations [3] [OA/ID 5752]

Affirmative Action Review – Appendices (Volume 1) [1] [OA/ID 5760]

Affirmative Action Review – Appendices (Volume 1) [2] [OA/ID 5760]

### Box 24

Affirmative Action Review – Appendices (Volume 1) [3] [OA/ID 5760]

Affirmative Action Review – Appendices (Volume 1) [4] [OA/ID 5760]

[Affirmative Action Review Drafts] [1] [OA/ID 5759]

[Affirmative Action Review Drafts] [2] [OA/ID 5759]

[Affirmative Action Review Drafts] [3] [OA/ID 5759]

Affirmative Action Small Business Administration Business Development [OA/ID 5752]

### Box 25

Affirmative Action Treasury Bureaus OCC, RTC [1] [OA/ID 5758]

Affirmative Action Treasury Bureaus OCC, RTC [2] [OA/ID 5758]

Affirmative Action Treasury Bureaus OCC, RTC [3] [OA/ID 5758]

Affirmative Action “Voting Rights” [OA/ID 5747]

American Federation of Government Employees/AFL-CIO [Empty] [OA/ID 5747]

CC for CFE, GS 4/7/95 [OA/ID 5759]

Carefully Tailored [OA/ID 5759]

Communications Tasks [OA/ID 5759]

Congress & Affirmative Action [OA/ID 5747]

Council of Economic Advisors (EOP) Affirmative Action [1] [OA/ID 5747]

Council of Economic Advisors (EOP) Affirmative Action [2] [OA/ID 5747]

Central Intelligence Agency Affirmative Action [OA/ID 5747]

Dept. of Commerce Affirmative Action [OA/ID 5747]

**Box 26****Clinton Presidential Records: White House Staff and Office Files (continued)**

Counsel's Office

Edley, Christopher

Dept. of Defense (Military) Affirmative Action [1] [OA/ID 5749]

Dept. of Defense (Military) Affirmative Action [2] [OA/ID 5749]

Dept. of Defense (Military) Affirmative Action [3] [OA/ID 5749]

Dept. of Defense (Military) Affirmative Action [4] [OA/ID 5749]

Dept. of Education Affirmative Action [1] [OA/ID 5749]

Dept. of Education Affirmative Action [Folder 2] [1] [OA/ID 5749]

**Box 27**

Dept. of Education Affirmative Action [Folder 2] [2] [OA/ID 5749]

Dept. of Education Affirmative Action [Folder 2] [3] [OA/ID 5749]

Dept. of Education Affirmative Action [Folder 2] [4] [OA/ID 5749]

Dept. of Energy Affirmative Action [OA/ID 5749]

Department of Housing and Urban Development 1995 [1] [OA/ID 5750]

Department of Housing and Urban Development 1995 [2] [OA/ID 5750]

Dept. of Interior Affirmative Action [OA/ID 5750]

DOJ Affirmative Action [OA/ID 5750]

Dept. of Labor Affirmative Action [1] [OA/ID 5751]

Dept. of Labor Affirmative Action [2] [OA/ID 5751]

Dept. of Labor Affirmative Action [3] [OA/ID 5751]

**Box 28**

Dept. of Labor/Affirmative Action Review [1] [OA/ID 5760]

Dept. of Labor/Affirmative Action Review [2] [OA/ID 5760]

Dept. of Labor/Affirmative Action Review/OFCCP/EO 11246/Section 503 [1] [OA/ID 5760]

Dept. of Labor/Affirmative Action Review/OFCCP/EO 11246/Section 503 [2] [OA/ID 5760]

Dept. of Labor/OFCCP – EO 11246 – Section 503 [1] [OA/ID 5760]

Dept. of Labor/OFCCP – EO 11246 – Section 503 [2] [OA/ID 5760]

Dept. of Labor/Office of Small Business &amp; Minority Affairs [Folder 1] [1] [OA/ID 5760]

Dept. of Labor/Office of Small Business &amp; Minority Affairs [Folder 1] [2] [OA/ID 5760]

**Box 29**

Dept. of Labor/Office of Small Business &amp; Minority Affairs [Folder 2] [1] [OA/ID 5760]

Dept. of Labor/Office of Small Business &amp; Minority Affairs [Folder 2] [2] [OA/ID 5760]

Dept. of Labor/Office of Small Business &amp; Minority Affairs [Folder 2] [3] [OA/ID 5760]

Dept. of Labor 1995 [Folder 1] [1] [OA/ID 5751]

Dept. of Labor 1995 [Folder 1] [2] [OA/ID 5751]

Dept. of Labor 1995 [Folder 1] [3] [OA/ID 5751]

Dept. of Labor 1995 [Folder 1] [4] [OA/ID 5751]

**Box 30**

Dept. of Labor 1995 [Folder 2] [1] [OA/ID 5751]

Dept. of Labor 1995 [Folder 2] [2] [OA/ID 5751]

Dept. of Labor 1995 [Folder 3] [OA/ID 5751]

Dept. of Labor 1995 [Folder 4] [1] [OA/ID 5751]

Dept. of Labor 1995 [Folder 4] [2] [OA/ID 5751]

Dept. of Labor 1995 [Folder 4] [3] [OA/ID 5751]

Dept. of State Affirmative Action [OA/ID 5758]

**Box 31**

**Clinton Presidential Records: White House Staff and Office Files (continued)**

Counsel's Office

Edley, Christopher

Dept. of Transportation Affirmative Action [OA/ID 5758]  
Digest of Education Statistics [Bound Material] [OA/ID 5749]  
[Draft Options Memo for POTUS] [OA/ID 5759]  
Education HHS [1] [OA/ID 5750]  
Education HHS [2] [OA/ID 5750]  
Education HHS [3] [OA/ID 5750]  
Education HHS [4] [OA/ID 5750]

**Box 32**

EEOC Research Resources Documents [1] [OA/ID 5748]  
EEOC Research Resources Documents [2] [OA/ID 5748]  
EEOC Research Resources Documents [3] [OA/ID 5748]  
EEOC Research Resources Documents [4] [OA/ID 5748]  
EEOC Research Resources Documents [5] [OA/ID 5748]  
Employment [Binder] [1] [OA/ID 5748]  
Employment [Binder] [2] [OA/ID 5748]

**Box 33**

Employment [Binder] [3] [OA/ID 5748]  
Empowerment Contracting [OA/ID 5752]  
FCC Affirmative Action [1] [OA/ID 5750]  
FCC Affirmative Action [2] [OA/ID 5750]  
FCC Affirmative Action [3] [OA/ID 5750]  
Federal Civilian Employment A.A. [Affirmative Action] (EEO) [OA/ID 5750]  
FY 96 Legislation: Affirmative Action [OA/ID 5751]  
GSA Affirmative Action [OA/ID 5750]

**Box 34**

HHS Affirmative Action [Folder 1] [1] [OA/ID 5750]  
HHS Affirmative Action [Folder 1] [2] [OA/ID 5750]  
HHS Affirmative Action [Folder 2] [1] [OA/ID 5750]  
HHS Affirmative Action [Folder 2] [2] [OA/ID 5750]  
HHS Affirmative Action [Folder 2] [3] [OA/ID 5750]  
HHS Affirmative Action [Folder 3] [1] [OA/ID 5750]  
HHS Affirmative Action [Folder 3] [2] [OA/ID 5750]

**Box 35**

HHS Affirmative Action [Folder 3] [3] [OA/ID 5750]  
HHS Affirmative Action [Folder 3] [4] [OA/ID 5750]  
HHS Affirmative Action Review [Folder 1] [1] [OA/ID 5748]  
HHS Affirmative Action Review [Folder 1] [2] [OA/ID 5748]  
HHS Affirmative Action Review [Folder 1] [3] [OA/ID 5748]  
HHS Affirmative Action Review [Folder 2] [1] [OA/ID 5748]  
HHS Affirmative Action Review [Folder 2] [2] [OA/ID 5748]

**Box 36**

HUD Affirmative Action [1] [OA/ID 5750]  
HUD Affirmative Action [2] [OA/ID 5750]  
HUD Affirmative Action [3] [OA/ID 5750]  
Legislation/Affirmative Action [1] [OA/ID 5751]  
Legislation/Affirmative Action [2] [OA/ID 5751]

**Clinton Presidential Records: White House Staff and Office Files (continued)**

Counsel's Office

Edley, Christopher

Legislative Clearance – Affirmative Action [1] [OA/ID 5751]  
Legislative Clearance – Affirmative Action [2] [OA/ID 5751]  
Legislative Clearance – Affirmative Action [3] [OA/ID 5751]  
Major POTUS Options [OA/ID 5759]  
Military (Dept. of Defense) Affirmative Action [1] [OA/ID 5747]

**Box 37**

Military (Dept. of Defense) Affirmative Action [2] [OA/ID 5747]  
Military (Dept. of Defense) Affirmative Action [3] [OA/ID 5747]  
Military (Dept. of Defense) Affirmative Action [4] [OA/ID 5747]  
Military (Dept. of Defense) Affirmative Action [5] [OA/ID 5747]  
National Performance Review [OA/ID 5751]  
Options for “Reform Pkg” [Empty] [OA/ID 5759]  
Other [EEOC] [Binder] [1] [OA/ID 5748]  
Other [EEOC] [Binder] [2] [OA/ID 5748]  
Other [EEOC] [Binder] [3] [OA/ID 5748]

**Box 38**

Procurement [Folder 1] [1] [OA/ID 5760]  
Procurement [Folder 1] [2] [OA/ID 5760]  
Procurement [Folder 1] [3] [OA/ID 5760]  
Procurement [Folder 1] [4] [OA/ID 5760]  
Procurement [Folder 2] [1] [OA/ID 5760]  
Procurement [Folder 2] [2] [OA/ID 5760]  
Procurement [Folder 2] [3] [OA/ID 5760]

**Box 39**

Procurement Contracting (General) [Folder 1] [1] [OA/ID 5752]  
Procurement Contracting (General) [Folder 1] [2] [OA/ID 5752]  
Procurement Contracting (General) [Folder 2] [1] [OA/ID 5752]  
Procurement Contracting (General) [Folder 2] [2] [OA/ID 5752]  
Procurement Contracting (General) [Folder 2] [3] [OA/ID 5752]  
Procurement – Empowerment Contracting [Empty] [OA/ID 5759]

**Box 40**

SBA Affirmative Action Minority Business Development [1] [OA/ID 5752]  
SBA Affirmative Action Minority Business Development [2] [OA/ID 5752]  
SBA Affirmative Action Minority Business Development [3] [OA/ID 5752]  
SBA Affirmative Action Minority Business Development [4] [OA/ID 5752]  
SBA Affirmative Action Minority Business Development [5] [OA/ID 5752]  
Small Disadvantaged Business (SBDs) 6/23 Policy Option(s) [OA/ID 5759]  
Tier Two Options [OA/ID 5759]

**Box 41**

[Untitled Folder] [Education Related Affirmative Action Programs] [1] [OA/ID 5749]  
[Untitled Folder] [Education Related Affirmative Action Programs] [2] [OA/ID 5749]  
[Untitled Binder] [Higher Education – Information on Minority Targeted Scholarships]  
[OA/ID 5749]  
U.S.D.A Affirmative Action [OA/ID 5747]

Kagan, Elena

FCC Affirmative Action [1] [OA/ID 8286]  
FCC Affirmative Action [2] [OA/ID 8286]

**Clinton Presidential Records: White House Staff and Office Files (continued)**

Counsel's Office

Kagan, Elena

FCC Affirmative Action [3] [OA/ID 8286]

FCC Affirmative Action [4] [OA/ID 8286]

FCC Affirmative Action [5] [OA/ID 8286]

Klein, Joel

Affirmative Action [1] [OA/ID 6039]

Affirmative Action [2] [OA/ID 6039]

Affirmative Action [3] [OA/ID 6039]

**Box 42**

Affirmative Action Dept. of Education Minority Fellowships [OA/ID 7036]

Affirmative Action DOJ Piscataway [1] [OA/ID 6039]

Affirmative Action DOJ Piscataway [2] [OA/ID 6039]

Affirmative Action DOJ Piscataway [3] [OA/ID 6039]

Affirmative Action Fair Lending [OA/ID 6039]

Klein, Joel; Letter, Doug

Joel Klein's & Doug Letter's Affirmative Action Background Documents [1] [OA/ID 6462]

Joel Klein's & Doug Letter's Affirmative Action Background Documents [2] [OA/ID 6462]

Joel Klein's & Doug Letter's Affirmative Action Background Documents [3] [OA/ID 6462]

**Box 43**

Joel Klein's & Doug Letter's Affirmative Action Background Documents [4] [OA/ID 6462]

Joel Klein's & Doug Letter's Affirmative Action Background Documents [5] [OA/ID 6462]

Joel Klein's & Doug Letter's Affirmative Action Background Documents [6] [OA/ID 6462]

Joel Klein's & Doug Letter's Affirmative Action Background Documents [Binder 1] [OA/ID 6462]

Joel Klein's & Doug Letter's Affirmative Action Background Documents [Binder 2] [1] [OA/ID 6462]

Joel Klein's & Doug Letter's Affirmative Action Background Documents [Binder 2] [2] [OA/ID 6462]

Joel Klein's & Doug Letter's Affirmative Action Background Documents [Binder 2] [3] [OA/ID 6462]

Joel Klein's & Doug Letter's Affirmative Action Background Documents [Binder 2] [4] [OA/ID 6462]

**Box 44**

Briefing Materials on Affirmative Action [Binder] [1] [OA/ID 6804]

Briefing Materials on Affirmative Action [Binder] [2] [OA/ID 6804]

Letter, Doug

[Affirmative Action Review Materials] [1] [OA/ID 8288]

[Affirmative Action Review Materials] [2] [OA/ID 8288]

[Affirmative Action Review Materials] [3] [OA/ID 8288]

[Affirmative Action Review Materials] [4] [OA/ID 8288]

[Affirmative Action Review Materials] [5] [OA/ID 8288]

**Box 45**

**Clinton Presidential Records: White House Staff and Office Files (continued)**

Counsel's Office

Letter, Doug

- [Affirmative Action Review Materials] [6] [OA/ID 8288]
- [Affirmative Action Review Materials] [7] [OA/ID 8288]
- [Affirmative Action Review Materials] [8] [OA/ID 8288]
- [Affirmative Action Review Materials] [9] [OA/ID 8288]
- [Affirmative Action Review Materials] [10] [OA/ID 8288]
- [Affirmative Action Review Materials] [11] [OA/ID 8288]
- [Affirmative Employment Program for Minorities & Women] [1] [OA/ID 8288]

**Box 46**

- [Affirmative Employment Program for Minorities & Women] [2] [OA/ID 8288]
- Briefing Book for Secretary Henry Cisneros on the History of Affirmative Action [Binder] [OA/ID 8292]
- [Congressional Record of the 103<sup>rd</sup> Congress on 9/14/1993] [OA/ID 8288]
- [Resolution Trust Corporation Completion Act – Conference Report] [OA/ID 8288]
- [US Commission on Minority Business Development] [1] [OA/ID 8288]
- [US Commission on Minority Business Development] [2] [OA/ID 8288]

**Box 47**

Schroeder, Robert (Trey)

- Adarand [OA/ID CF865]
- Affirmative Action [OA/ID CF865]
- Affirmative Action Review [OA/ID CF865]

Domestic Policy Council

Ben-Ami, Jeremy

- Affirmative Action [OA/ID 8360]

Brooks, Kendra

Subject File

- [Education – Affirmative Action] [OA/ID 102285]
- [Education – Lake Research Affirmative Action] [OA/ID 102295]
- [Making the Case for Affirmative Action in Higher Education] [OA/ID 102315]

Bueno, Irene

- Affirmative Action – April 4<sup>th</sup> Speaking Event [OA/ID 17176]

Kagan, Elena

- Race – Affirmative Action [OA/ID 14365]
- Race – Affirmative Action Legislation [OA/ID 14365]
- Race – Affirmative Action Piscataway [OA/ID 14365]
- Race – Affirmative Action: Procurement [1] [OA/ID 14365]
- Race – Affirmative Action: Procurement [2] [OA/ID 14365]

Reed, Bruce

Subject File

- Affirmative Action [OA/ID 101934]

Waldman, Michael

- Affirmative Action Background [OA/ID 6632]

Warnath, Stephen

Civil Rights

- [Affirmative Action] [OA/ID 102151]
- [Affirmative Action] [OA/ID 102151]
- [Affirmative Action] [OA/ID 102151]

**Clinton Presidential Records: White House Staff and Office Files (continued)**

Domestic Policy Council

Warnath, Stephen

[Affirmative Action] [1] [OA/ID 102151]  
[Affirmative Action] [2] [OA/ID 102151]  
[Affirmative Action] [3] [OA/ID 102151]  
Affirmative Action & Immigration [Clippings] [OA/ID 102151]  
[Affirmative Action – Clippings] [OA/ID 102151]  
[Affirmative Action – Clippings] [OA/ID 102151]  
[Affirmative Action – Hopwood] [OA/ID 102151]  
[Affirmative Action] Hopwood [OA/ID 102151]  
[Affirmative Action – Proposition 209] [OA/ID 102151]  
[Affirmative Action] Proposition 209 [OA/ID 102151]  
[Affirmative Action – Proposition 209 – Clippings] [1] [OA/ID 102151]  
[Affirmative Action – Proposition 209 – Clippings] [2] [OA/ID 102151]

**Box 48**

First Lady's Office

Domestic Policy Council

Karen Guss Files, 1994-1995

AFFIRMATIVE ACTION [OA/ID 5931]

Verveer, Melanne

Subject Files: Abortion – Affirmative Action

AFFIRMATIVE ACTION [1] [OA/ID 20017]

AFFIRMATIVE ACTION [2] [OA/ID 20017]

Williams, Maggie

Subject File

Affirmative Action [1] [OA/ID 9475]

Affirmative Action [2] [OA/ID 9475]

Affirmative Action [3] [OA/ID 9475]

Affirmative Action [4] [OA/ID 9475]

Legislative Affairs

Erikson, Janelle

Affirmative Action [OA/ID 11566]

Malden, Al

Affirmative Action 95 96 [OA/ID CF1015]

**Box 49**

Miller, Lorraine

Affirmative Action [1] [OA/ID 5926]

Affirmative Action [2] [OA/ID 5926]

Affirmative Action [3] [OA/ID 5926]

Affirmative Action [4] [OA/ID 5926]

Affirmative Action [5] [OA/ID 5926]

Affirmative Action [6] [OA/ID 5926]

**Box 50**

[Affirmative Action Review – Report to the President] [Loose] [OA/ID 5926]

Millsap, Elisa

Events in WH [White House] March 1995: Affirmative Action Meeting Cabinet Room  
3/17/1995 [OA/ID 6522]

Murguia, Janet

Affirmative Action: Affirmative Action Review [OA/ID 11029]

## Clinton Presidential Records: White House Staff and Office Files (continued)

### Legislative Affairs

Murguia, Janet

Affirmative Action [California Affirmative Action Sourcebooks] [OA/ID 11029]

Affirmative Action: [Defeating H.R. 1909] [OA/ID 11029]

### Subject Files

Affirmative Action [OA/ID 9998]

Affirmative Action [1] [OA/ID 18359]

Affirmative Action [2] [OA/ID 18359]

### Box 51

Affirmative Action [3] [OA/ID 18359]

### National Economic Council

Sperling, Gene

Affirmative Action Review – Report to the President [OA/ID 19175]

### President's Initiative For One America

Miller, Adrian

Affirmative Action Review Report to the President [OA/ID 21653]

### Press Secretary

Affirmative Action Review – Report to the President [OA/ID 14234]

### Public Liaison

Affirmative Action (Prop 209) [OA/ID 14155]

Herman, Alexis; Moy, Ruby

[Affirmative Action] [1] [OA/ID 5916]

[Affirmative Action] [2] [OA/ID 5916]

[Affirmative Action] [3] [OA/ID 5916]

### Box 52

[Affirmative Action] [4] [OA/ID 5916]

[Affirmative Action] [Folder 1]: [Affirmative Action] Af Ac CEO Meeting [OA/ID 7661]

[Affirmative Action] [Folder 1]: [Affirmative Action] Af Ac Rollout [OA/ID 7661]

[Affirmative Action] [Folder 1]: [Affirmative Action] Af Ac Speech [OA/ID 7661]

[Affirmative Action] [Folder 1]: Affirmative Action Education Event [OA/ID 7661]

[Affirmative Action] [Folder 1]: [Affirmative Action Reception] Af Ac Rec Memos [OA/ID 7661]

[Affirmative Action] [Folder 1]: [Women's Affirmative Action] Af Ac [OA/ID 7661]

[Affirmative Action] [Folder 2]: Affirmative Action [1] [OA/ID 7661]

[Affirmative Action] [Folder 2]: Affirmative Action [2] [OA/ID 7661]

[Affirmative Action] [Folder 2]: [Affirmative Action] Af Ac Phase III [OA/ID 7661]

[Affirmative Action] [Folder 2]: Dinner 3/13 on Affirmative Action [OA/ID 7661]

### Box 53

[Affirmative Action] [Folder 3]: Affirmative Action [Folder 1] [OA/ID 7661]

[Affirmative Action] [Folder 3]: Affirmative Action [Folder 2] [OA/ID 7661]

[Affirmative Action] [Folder 3]: [Affirmative Action] Af Ac Civil Rights Mtg [OA/ID 7661]

[Affirmative Action] [Folder 3]: Business [OA/ID 7661]

[Affirmative Action] [Folder 3]: Business CEO Mtg 2/22 [OA/ID 7661]

[Affirmative Action] [Folder 3]: Conference Calls [OA/ID 7661]

Affirmative Action Conference Calls [OA/ID 5903]

Affirmative Action Directive – 7-19-95 [OA/ID 5903]



## **Clinton Presidential Records: White House Staff and Office Files (continued)**

### Public Liaison

Herman, Alexis; Moy, Ruby

Affirmative Action Outlines – Internal/Reviews & Reports on Affirmative Action [1]  
[OA/ID 5915]

Affirmative Action Outlines – Internal/Reviews & Reports on Affirmative Action [2]  
[OA/ID 5915]

### **Box 54**

Affirmative Action Outlines – Internal/Reviews & Reports on Affirmative Action [3]  
[OA/ID 5915]

Affirmative Action Report Outlines (Cont) [1] [OA/ID 5915]

Affirmative Action Report Outlines (Cont) [2] [OA/ID 5915]

Affirmative Action Report to the President/Reviews & Reports on Affirmative Action [1]  
[OA/ID 5915]

Affirmative Action Report to the President/Reviews & Reports on Affirmative Action [2]  
[OA/ID 5915]

Affirmative Action Report to the President/Reviews & Reports on Affirmative Action [3]  
[OA/ID 5915]

### **Box 55**

[Affirmative Action – Speeches, Outreach, & Adarand] [1] [OA/ID 5915]

[Affirmative Action – Speeches, Outreach, & Adarand] [2] [OA/ID 5915]

Background (including Adarand) [OA/ID 5915]

Contacts (Phone Lists/Meetings) [OA/ID 5915]

Deval Patrick – Affirmative Action Draft [OA/ID 5916]

Internal Letters [OA/ID 5915]

Memorandum to the President – Meetings with Jesse Jackson [OA/ID 5903]

Outside Letters/Affirmative Action Programs in Companies [1] [OA/ID 5915]

Outside Letters/Affirmative Action Programs in Companies [2] [OA/ID 5915]

Position & Statements of and by the President [OA/ID 5915]

Press [OA/ID 5915]

### **Box 56**

Speech/Speech Writing/Response to Speech Media & News Summaries [OA/ID 5915]  
Support [OA/ID 5915]

Woolley, Barbara

Affirmative Action Documents 1 [1] [OA/ID 23688]

Affirmative Action Documents 1 [2] [OA/ID 23688]

Affirmative Action Documents 2 [1] [OA/ID 23688]

Affirmative Action Documents 2 [2] [OA/ID 23688]

### Publication's Office

Affirmative Action Review (7/19/95) [OA/ID 8694]

### Speechwriting

Curiel, Carolyn

Affirmative Action [Folder 1] [OA/ID 10991]

Affirmative Action [Folder 2] [OA/ID 10991]

[Minority Business & Affirmative Action] [OA/ID 10995]

Edmonds, Terry

Affirmative Action [OA/ID 10980]

UCSD [University of California at San Diego] Affirmative Action (General Info/Issues)  
[OA/ID 10989]

**Clinton Presidential Records: White House Staff and Office Files (continued)**

Speechwriting

Waldman, Michael

Affirmative Action Articles [Binders] [OA/ID 13648]

Affirmative Action Binder [OA/ID 13647]

Affirmative Action Master2.MW 6/20/95 [Binder] [OA/ID 13649]

Affirmative Action Outline [OA/ID 14454]

Briefing Book for Secretary Henry G. Cisneros on the History of Affirmative Action  
[Binder] [OA/ID 13650]

Women's Initiative and Outreach

Responses – Requests/Aff Act [Affirmative Action] [OA/ID 24077]

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