

job." He thus became its first Secretary, and the first African-American to head a Cabinet agency.

Following his government service, Weaver was, among various other academic pursuits, a professor at Hunter College, a member of the School of Urban and Public Affairs at Carnegie-Mellon, and the president of Baruch College in Manhattan. Dr. Weaver earned undergraduate, master's and doctoral degrees in economics from Harvard, wrote four books on urban affairs, and was one of the original directors of the Municipal Assistance Corp. designed to rescue financially strapped New York City in the 1970's.

America, and Washington in particular, has lost one of its innovators, one of its creators and one of its true leaders—for Robert Weaver, like so few of leaders today, led not only with his words but more importantly with his deeds.

I ask that an editorial in Monday's Washington Post and an obituary from Saturday's New York Times be printed in the RECORD.

The material follows:

[From the Washington Post, July 21, 1997]

ROBERT C. WEAVER

Native Washingtonian Robert C. Weaver, who died on Thursday in New York City at age 89, had a life of many firsts. Dr. Weaver served as a college president, Cabinet secretary, presidential adviser, chairman of the National Association for the Advancement of Colored People and as a director of the Municipal Assistance Corp., which helped save New York City from financial catastrophe. But his greatest legacy may be the work he did, largely out of public view, to dismantle a deeply entrenched system of racial segregation in America.

Before the landmark decade of civil rights advances in the 1960s, Dr. Weaver was one of a small group of African American officials in the New Deal era who, as part of the "Black Cabinet" pressured President Franklin D. Roosevelt to strike down racial barriers in government employment, housing and education. It was a long way to come for the Dunbar High School graduate who ran into racial discrimination in the 1920s when he tried to join a union fresh out of high school. Embittered by that experience, Bob Weaver went on to Harvard (in the footsteps of his grandfather, the first African American Harvard graduate in dentistry) to earn his bachelor's, master's and doctorate in economics. At another time in America, his university degrees might have led to another career path. For Bob Weaver in 1932, however, those credentials—and his earlier job as a college professor—made him an "associate advisor on Negro affairs" in the U.S. Department of the Interior.

Subsequent work as an educator, economist and national housing expert—and behind-the-scenes recruitment of scores of African Americans for public service—led to his appointment as New York State rent administrator, making him the first African American with state cabinet rank. President John F. Kennedy appointed him to the highest federal post ever occupied by an African American—the Housing and Home Finance Agency. Despite the president's support, however, the HHFA never made it to Cabinet status, because Dr. Weaver was its administrator and southern legislators rebelled at the thought of a black secretary. Years later President Lyndon Johnson pushed through

the Department of Housing and Urban Development and named Robert Weaver to the presidential Cabinet.

For the nation, and Robert Weaver, the appointment was another important first. For many other African Americans who found lower barriers and increased opportunity in the last third of the 20th century, Robert Weaver's legacy is lasting.

[From the New York Times, July 19, 1997]

ROBERT C. WEAVER, 90, FIRST BLACK CABINET MEMBER, DIES

(By James Barron)

Dr. Robert C. Weaver, the first Secretary of Housing and Urban Development and the first black person appointed to the Cabinet, died on Thursday at his home in Manhattan. He was 90.

Dr. Weaver was also one of the original directors of the Municipal Assistance Corporation, which was formed to rescue New York City from financial crisis in the 1970's.

"He was a catalyst with the Kennedys and then with Johnson, forging new initiatives in housing and education," said Walter E. Washington, the first elected Mayor of the nation's capital.

A portly, pedagogical man who wrote four books on urban affairs, Dr. Weaver had made a name for himself in the 1930's and 1940's as an expert behind-the-scenes strategist in the civil rights movement. "Fight hard and legally," he said, "and don't blow your top."

As a part of the "Black Cabinet" in the administration of President Franklin D. Roosevelt, Dr. Weaver was one of a group of blacks who specialized in housing, education and employment. After being hired as race relations advisers in various Federal agencies, they pressured and persuaded the White House to provide more jobs, better educational opportunities and equal rights.

Dr. Weaver began in 1933 as an aide to Interior Secretary Harold L. Ickes. He later served as a special assistant in the housing division of the Works Progress Administration, the National Defense Advisory Commission, the War Production Board and the War Manpower Commission.

#### A BEHIND-THE-SCENES CIVIL RIGHTS STRATEGIST DURING THE 1930'S AND 1940'S

Shortly before the 1940 election, he devised a strategy that defused anger among blacks about Stephen T. Early, President Roosevelt's press secretary. Arriving at Pennsylvania Station in New York, Early lost his temper when a line of police officers blocked his way. Early knocked one of the officers, who happened to be black, to the ground. As word of the incident spread, a White House adviser put through a telephone call to Dr. Weaver in Washington.

The aide, worried that the incident would cost Roosevelt the black vote, told Dr. Weaver to find the other black advisers and prepare a speech that would appeal to blacks for the President to deliver the following week.

Dr. Weaver said he doubted that he could find anyone in the middle of the night, even though most of the others in the "Black Cabinet" had been playing poker in his basement when the phone rang. "And anyway," he said, "I don't think a mere speech will do it. What we need right now is something so dramatic that it will make the Negro voters forget all about Steve Early and the Negro cop too."

Within 48 hours, Benjamin O. Davis Sr. was the first black general in the Army; William H. Hastie was the first black civilian aide to the Secretary of War, and Campbell C. Johnson was the first high-ranking black aide to the head of the Selective Service.

Robert Clifton Weaver was born on Dec. 29, 1907, in Washington. His father was a postal worker and his mother—who he said influ-

enced his intellectual development—was the daughter of the first black person to graduate from Harvard with a degree in dentistry. When Dr. Weaver joined the Kennedy Administration, whose Harvard connections extended to the occupant of the Oval Office, he held more Harvard degrees—three, including a doctorate in economics—than anyone else in the administration's upper ranks.

In 1960, after serving as the New York State Rent Commissioner, Dr. Weaver became the national chairman of the National Association for the Advancement of Colored People, and President Kennedy sought Dr. Weaver's advice on civil rights. The following year, the President appointed him administrator of the House and Home Finance Agency, a loose combination of agencies that included the bureaucratic components of what would eventually become H.U.D., including the Federal Housing Administration to spur construction, the Urban Renewal Administration to oversee slum clearance and the Federal National Mortgage Association to line up money for new housing.

President Kennedy tried to have the agency raised to Cabinet rank, but Congress balked. Southerners led an attack against the appointment of a black to the Cabinet, and there were charges that Dr. Weaver was an extremist. Kennedy abandoned the idea of creating an urban affairs department. Five years later, when President Johnson revived the idea and pushed it through Congress, Senators who had voted against Dr. Weaver the first time around voted for him.

Past Federal housing programs had largely dealt with bricks-and-mortar policies. Dr. Weaver said Washington needed to take a more philosophical approach. "Creative federalism stresses local initiative, local solutions to local problems," he said.

But, he added, "where the obvious needs for action to meet an urban problem are not being fulfilled, the Federal Government has a responsibility at least to generate a thorough awareness of the problem."

Dr. Weaver, who said that "you cannot have physical renewal without human renewal," pushed for better-looking public housing by offering awards for design. He also increased the amount of money for small businesses displaced by urban renewal and revived the long-dormant idea of Federal rent subsidies for the elderly.

Later in his life, he was a professor of urban affairs at Hunter College, was a member of the Visiting Committee at the School of Urban and Public Affairs at Carnegie-Mellon University and held visiting professorships at Columbia Teachers' College and the New York University School of Education. He also served as a consultant to the Ford Foundation and was the president of Baruch College in Manhattan in 1969. His wife, Ella, died in 1991. Their son, Robert Jr., died in 1962. ●

#### CREATING IMPROVED DELIVERY OF CHILD CARE: AFFORDABLE, RELIABLE, AND EDUCATIONAL ACT OF 1997 (CIDCARE)

● Mr. ENZI. Mr. President, I rise today to voice my strong support for S. 1037, the Creating Improved Delivery of Child Care: Affordable, Reliable, and Educational Act of 1997—better known as the CIDCARE Act. I want to commend my colleague from Vermont, Senator JEFFORDS, for his steady work on this important measure and for his commitment to enhancing the quality of child care throughout the Nation. I firmly believe that Senator JEFFORDS

has crafted a measure that would stimulate the demand for higher quality child care and I am proud to join Senator DODD as an original cosponsor of this bill.

Our society has braved a storm of changes during the last five decades. Our Nation's work environment has changed, too, with the introduction of personal computers, high-speed modems, cellular phones, pagers, and fax machines. American suburbanization has created a need for audio and video conferencing, satellite offices, and most importantly, telecommuting. In addition, there has been an influx of women into our nation's work force. According to the Bureau of Labor Statistics, 76 percent of mothers now work. Moreover, 63 percent of two parent households now see both parents working outside of the home. While the number of working women in our country continues to rise, so has the number of children enrolled in child care. Unfortunately, the quality of this care has not risen to match the rapid increase in enrollment. That is why we must modernize the way we provide child care assistance by allocating our scarce resources more efficiently. By doing so, our children will benefit. That is clearly an investment in our Nation's future. Congress must legislate with the times to provide opportunities for our Nation's parents and child care providers to make that investment.

It is often the case with a lot of families that one parent works to pay the bills while the other one works to pay the taxes. A lot of people are working two jobs just to make ends meet, and often, both parents are working two jobs. The resulting increase in the number of employed women in the work force has dramatically expanded the number of child care providers. This expansion is truly beneficial to parents who need available child care, but the ratio of children to providers and the ensuing reduction in the quality of that care when staff and resources are stretched is still troubling. A recent nationwide study indicates that 40 percent of the child care provided to infants poses a potential risk of injury. Moreover, 15 percent of the care at center-based providers is so deficient that a child's health and safety are threatened.

In Wyoming, the quality of the care provided to our children is taken very seriously. Child care providers licensed by the State of Wyoming must have 12 credit hours in education, CPR training, meet fire marshal standards, and have a minimum amount of floor space for the children entrusted to their care. The State ensures that all licensed providers comply with these requirements and would continue to do so if this bill is passed—but they would do so much more effectively. This legislation would provide a \$260 million competitive grant program to assist States in improving the quality of care we provide our children. States must use at

least 30 percent of the grant funds awarded to establish a subsidy program to provide salary increases to licensed child care providers. The remainder of the grant funds awarded could be channeled toward establishing a scholarship program to help child care providers meet the costs of education and training; expanding State-based child care training and technical assistance activities; improving consumer education efforts including the expansion of resource and referral services and child care complaint systems; providing increased rates of reimbursement provided under Federal or State child care assistance for children with special needs; or even for purchasing special supplies, equipment, or meeting other expenses necessary for the care of special needs children. Moreover, this legislation would further expand the Community Development Block Grant to States to help renovate existing child care facilities.

Equitable distribution of resources based on the percentage of income a family uses to meet child care expenses must be represented in any change to the current system. This legislation reduces, but does not eliminate, the dependent care tax credit for upper income taxpayers by changing the way the Child and Dependent Care Tax Credit is administered. The income level for the receipt of the highest percentage of employment-related child care costs would be increased from \$10,000 to \$20,000. The percentage would be decreased at a rate of 1 percent for each additional \$2,500 in adjusted gross income and a minimum percentage of 10 percent would be set for incomes of \$70,000 and above. Employers would be allowed to contribute more to a dependent care assistance plan account. Moreover, families who qualify for the earned income tax credit [EITC] would receive a refund of the child care tax credit on a quarterly basis. The EITC was originally geared to assist families with dependent children—not couples without any kids at all. Clearly, changes are in order.

Small businesses are fighting an uphill battle in meeting the child care needs of their employees. Having played the small business owner role for over 25 years, I can appreciate the need for giving such employers a break. This legislation creates a tax credit for employers providing, or otherwise supporting, child care arrangements for their employees. Fifty percent of the expenses incurred by a business to meet the child care needs of employees would be credited toward the business' Federal tax liability. Included in this provision are startup costs, renovations to meet accreditation standards, professional development for child care providers, general operating expenses, and subsidized child care for lower paid employees. Small businesses need incentives in order to be more involved in meeting the child care needs of employees. After all, Congress is placing more parents into the work force fol-

lowing last year's welfare reform legislation. We should provide some tax incentives to employers who are providing those jobs.

This legislation would also authorize \$50 million a year to establish and operate a technology-based training infrastructure to enable child care providers nationwide to receive the training, education, and support they need to improve the quality of care they provide. We must reap the benefits of the Internet to enhance the quality of child care. We spend a lot of time talking about how the Internet can be harmful to children. Here's a chance to show how it can dramatically help them. By creating a child care training and education interactive network, child care credentialing and accreditation entities for training, skills testing, and other activities needed to maintain child care credentials would be greatly enhanced. Moreover, a no-interest revolving loan fund will be established to enable child care providers to purchase computers, satellite dishes, and other equipment which would enable them to participate in the child care training provided by this technological infrastructure.

The current system for funding child care in our nation yearns for improvement. This legislation does not reinvent the wheel, it changes the tires. States must continue to receive assistance in order to achieve a higher quality of care for our children. This legislation simply provides more efficient and pragmatic methods for administering that assistance. I believe that this legislation provides the proper incentives for enhancing the quality of care we provide our children. Our society's work force is driven by changing trends. I can comfortably argue that our society is one of the most trendy in the world—a fact that has kept America on the leading edge of technological innovation. I hope that before people begin making up their minds on this bill they will take a close look at the language and what it really calls for—better care for our kids. Our Nation's work force is calling for this much-needed change. I urge my colleagues to support S. 1037, the CIDCARE bill.

#### MILWAUKEE VET CENTER

• Mr. KOHL. Mr. President, I rise today to praise the people of the Milwaukee Vet Center. For 17 years now these Wisconsinites have counseled and assisted veterans during the difficult period of readjustment from frontline to homefront.

Fighting a war is a terrible experience, inflicting physical and psychological wounds which few veterans can fully heal on their own. The Milwaukee Vet Center has helped over 8,800 veterans of American missions in their attempts to overcome these psychological battle scars. Originally established for Vietnam veterans, its doors are now open to veterans of every major American engagement since World War II.