

The Bush Presidency and Development and Debate Over Civil Rights Policy and Legislation

Examine the legal and political controversies that followed the Civil Rights Act into the 1990s

Date Range: 1989-1991 (small number of materials from 1981-1989)

Content: 133,499 pages

Source Library: George H. W. Bush Presidential Library

Item #	Title	Source	Detail	Collection
1	Bush Presidential Records: Staff And Office Files, Counsels Office, Arnold Forster Files, 1977 Folder 09 Memo To Lipscomb, Robert Re: Implications Of Interpreting Title VII Of The 1964 Civil Rights Act As Amended By The Equal Employment Act Of 1972, As Applies To The White House Office [OA ID 450260]	Bush Administration and Civil Rights, 1989-1993 Collection	N.A. 5pp.	The Bush Presidency and Development and Debate Over Civil Rights Policy and Legislation Full Text PDF View Document Full Citation About this Collection
2	Bush Presidential Records: Staff And Office Files, Counsels Office, Nelson Lund Files, Civil Rights Files, Civil Rights, Kennedy-Hawkins And Committee Bills [2] [OA ID 45417]	Bush Administration and Civil Rights, 1989-1993 Collection	N.A. 345pp.	The Bush Presidency and Development and Debate Over Civil Rights Policy and Legislation Full Text PDF View Document Full Citation About this Collection
3	Bush Presidential Records: Staff And Office Files, Counsels Office, Nelson Lund Files, Civil Rights Files, Civil Rights, Jewish Groups [OA ID 45410]	Bush Administration and Civil Rights, 1989-1993 Collection	N.A. 94pp.	The Bush Presidency and Development and Debate Over Civil Rights Policy and Legislation Full Text PDF View Document Full Citation About this Collection
4	Bush Presidential Records: Staff And Office Files, Counsels Office, C. Boyden Gray Files, Subject File: Civil Rights-131-431.1 [1] [OA ID 45064]	Bush Administration and Civil Rights, 1989-1993 Collection	N.A. 186pp.	The Bush Presidency and Development and Debate Over Civil Rights Policy and Legislation Full Text PDF View Document Full Citation About this Collection
5	Bush Presidential Records: Staff And Office Files, Counsels Office, Fred Nelson Files, Civil Rights Working Files, Civil Rights Act Of 1990 [1] [OA ID 45454]	Bush Administration and Civil Rights, 1989-1993 Collection	N.A. 215pp.	The Bush Presidency and Development and Debate Over Civil Rights Policy and Legislation Full Text PDF View Document Full Citation About this Collection
6	Bush Presidential Records: Staff And Office Files, E. Calle Files, Civil Rights Commission [OA ID 000]	Bush Administration and Civil Rights, 1989-1993 Collection	N.A. 4pp.	The Bush Presidency and Development and Debate Over Civil Rights Policy and Legislation Full Text PDF View Document Full Citation About this Collection
7	Bush Presidential Records: Staff And Office Files, Dyer Files, Civil Rights [OA ID 08451]	Bush Administration and Civil Rights, 1989-1993 Collection	N.A. 98pp.	The Bush Presidency and Development and Debate Over Civil Rights Policy and Legislation Full Text PDF View Document Full Citation About this Collection
8	Bush Presidential Records: WHORM Subject Files: 190506CU, Equality	Bush Administration and Civil Rights, 1989-1993 Collection	N.A. 159pp.	The Bush Presidency and Development and Debate Over Civil Rights Policy and Legislation Full Text PDF View Document Full Citation About this Collection
9	Bush Presidential Records: WHORM Subject Files: 228063CU, Equality	Bush Administration and Civil Rights, 1989-1993 Collection	N.A. 148pp.	The Bush Presidency and Development and Debate Over Civil Rights Policy and Legislation Full Text PDF View Document Full Citation About this Collection
10	Bush Presidential Records: WHORM Subject Files: FG323, Scanned: Case Numbers 162038CU, Equal Employment Opportunity Commission	Bush Administration and Civil Rights, 1989-1993 Collection	N.A. 15pp.	The Bush Presidency and Development and Debate Over Civil Rights Policy and Legislation Full Text PDF View Document Full Citation About this Collection
11	Bush Presidential Records: Staff And Office Files, Counsels Office, Jeffrey Heimstead Files, Environmental Subject Files, Civil Rights [OA ID 45123]	Bush Administration and Civil Rights, 1989-1993 Collection	N.A. 74pp.	The Bush Presidency and Development and Debate Over Civil Rights Policy and Legislation Full Text PDF View Document Full Citation About this Collection
12	Bush Presidential Records: WHORM Subject Files: FG323, Scanned: Case Numbers 289195CU, Equal Employment Opportunity Commission	Bush Administration and Civil Rights, 1989-1993 Collection	N.A. 10pp.	The Bush Presidency and Development and Debate Over Civil Rights Policy and Legislation Full Text PDF View Document Full Citation About this Collection
13	Bush Presidential Records: Staff And Office Files, National Service, Miscellaneous Files, Unfiled Material And Publications: Private Sector, Volunteerism, Black Enterprise, Annual Report, Values, United Way, Etc., [1] [OA ID 02436]	Bush Administration and Civil Rights, 1989-1993 Collection	N.A. 2514pp.	The Bush Presidency and Development and Debate Over Civil Rights Policy and Legislation Full Text PDF View Document Full Citation About this Collection
14	Bush Presidential Records: WHORM Subject Files: FG693, Unscanned: Case Numbers 368014CU	Bush Administration and Civil Rights, 1989-1993 Collection	N.A. 5pp.	The Bush Presidency and Development and Debate Over Civil Rights Policy and Legislation Full Text PDF View Document Full Citation About this Collection
15	Bush Presidential Records: WHORM Subject Files: FG693, CF: Case Number 071756	Bush Administration and Civil Rights, 1989-1993 Collection	N.A. 37pp.	The Bush Presidency and Development and Debate Over Civil Rights Policy and Legislation Full Text PDF View Document Full Citation About this Collection
16	Bush Presidential Records: WHORM Subject Files: FG234, Scanned: Case Number 001773, Presidents Committee On Employees Of People With Disabilities	Bush Administration and Civil Rights, 1989-1993 Collection	N.A. 5pp.	The Bush Presidency and Development and Debate Over Civil Rights Policy and Legislation Full Text PDF View Document Full Citation About this Collection
17	Bush Presidential Records: WHORM Subject Files: FG258-38, Civil Rights Organization, Task Force [EMPTD]	Bush Administration and Civil Rights, 1989-1993 Collection	N.A. 1pp.	The Bush Presidency and Development and Debate Over Civil Rights Policy and Legislation Full Text PDF View Document Full Citation About this Collection

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The Civil Rights Act of 1991 represented the first effort since the passage of the Civil Rights Act of 1964 to modify some of the basic procedural and substantive rights provided by federal law in employment discrimination cases. It afforded the right to trial by jury on discrimination claims and introduced the possibility of emotional distress damages, while limiting the amount that a jury could award.

The 1991 Act added a new subsection to Title VII, codifying the disparate impact theory of discrimination and essentially putting the law back as it had been prior to the notable Wards Cove labor dispute of 1989. The Act also provided employment discrimination protection to employees of Congress and some high-level political appointees. Lastly, Title VII and ADA coverage was extended to include American and American-controlled employers operating abroad.

While *The Bush Presidency and Development and Debate over Civil Rights Policy and Legislation* offers a wide range of information relevant to civil rights, several White House documentary collections stand out for essential political and legal research. Files from various White House Staff Offices and the entire White House's central correspondence file subject category on Human Rights (HU) has been included in this collection. In addition, three central correspondence files collections from FG017 (Department of Justice), FG026-01 (Civil Rights, Office of [Department of Education]), and FG093 (U.S. Commission on Civil Rights) offer substantial documentation on civil rights application and debate during the Bush Administration.

Primary source content includes memoranda, talking points, correspondence, legal briefs, transcripts, news summaries, draft legislation, statements of administration policy and more covering a broad range of civil rights issues.

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The Bush Presidency and Development and Debate Over Civil Rights Policy and Legislation

Many of the documents in this collection are from the White House Counsel's Office Files of Nelson Lund, Fred Nelson, Lee Liberman and C. Boyden Gray:

- Lund's files contain correspondence between Senator John Danforth and White House officials detailing his attempts to broker a compromise between Senator Ted Kennedy and the White House in an effort to avoid a presidential veto of the Civil Rights Act of 1990
- Nelson's files focus on the "business necessity" language of the Civil Rights Act of 1990, which became a major point of disagreement between Senator Kennedy and the White House
- Liberman's files chronicle the development of the Bush administration's civil rights policy and detail administration objections to the proposed Civil Rights Act of 1990
- Gray's files contain Senator Danforth's negotiations with the White House and discussion of the administration's civil rights strategy

Other areas of interest include:

- The files of Marianne McGettigan in the Office of Policy Development and the file of Claudia Butts, Willa Hall Smith, and Joe Watkins in the Office of Public Liaison
- The Quayle Vice Presidential Records, which focus on competitiveness and the impact of certain legislation on the business community
- The Federal Records of Ann Wallace and Bonnie Guiton, which concern trips made to address organizations on the Bush administration's civil rights policy and initiatives

