

still exist in American society, and there is a cry for systemic change. We must reaffirm our commitment to leveling the playing field and doing what is fair to empower women- and minority-owned businesses to reach parity.

The Disadvantaged Business Enterprise (DBE) program at the Department of Transportation was established in 1980 under Title VI of the Civil Rights Act of 1964, which prohibits discrimination based on race and gender. The intent of the program is to remedy past discrimination in federal transportation contracts by setting goals for awarding contracts to women- and minority-owned businesses.

The long record of discrimination this program seeks to remedy is undeniable. During the Great Depression, President Roosevelt invested extraordinary resources in infrastructure projects as part of the Works Progress Administration. His federal investments came with a tag in the South that said, "No Blacks allowed." The same was true for women, since the jobs were intended for men, who were assumed to be the primary family breadwinner. As a result, many white American households headed by men built themselves out of the depression, while most Blacks and women-led households remained in abject poverty without the means to recover.

Today, if we were to dismiss equity and fairness in our federal transportation contracting, we would see the disparities in unemployment and income grow.

There is indisputable and overwhelming evidence that discrimination still exists in the federal transportation marketplace against women- and minority-owned businesses. Data-driven disparity studies illustrate the need for the DBE program to continue. One study revealed that Black architecture and engineering businesses' receipts are 42 percent and 45 percent lower, respectively, than their white counterparts. Non-minority women-owned architecture and engineering businesses earned 39 and 38 percent less than businesses owned by white men.

Underrepresented businesses achieve better outcomes on construction, architecture, engineering, and other service contracts when goal-oriented programs are implemented to encourage the participation of these business groups in government contracts. Without these goals and measures in place, many of these businesses report that they would be completely shut out of government contracting opportunities.

In this time of reckoning over historic inequities in our country, we must reaffirm our commitment to essential programs like DBE to continue making progress toward a more perfect Union with liberty and justice for all.

CELEBRATING SARAH AND  
GEORGE ROBERTS

**HON. HALEY M. STEVENS**

OF MICHIGAN

IN THE HOUSE OF REPRESENTATIVES

*Tuesday, June 30, 2020*

Ms. STEVENS. Madam Speaker, I rise today to recognize Sarah and George Roberts of Detroit, Michigan on the very special occasion of their first wedding anniversary.

Sarah and George were married on July 20, 2019 in Hague, New York. Surrounded by

friends and family from around the globe, they committed to a lifetime of love and support for one another.

Their nuptials marked the beginning of a journey that I know they will navigate with the same ease that Sarah has guided me with throughout my first term in Congress. The positive impact that Sarah and George make in their professional lives and in their communities cannot be overstated; I cannot wait to see all the good that will continue to result from the partnership of these two dynamic leaders.

As they reflect on their first anniversary, may their commitment grow even stronger to cherish and honor one another for many years to come.

Madam Speaker, I ask my colleagues in the United States House of Representatives to join me in congratulating Sarah and George on this momentous occasion.

PERSONAL EXPLANATION

**HON. BOB GIBBS**

OF OHIO

IN THE HOUSE OF REPRESENTATIVES

*Tuesday, June 30, 2020*

Mr. GIBBS. Madam Speaker, I was unable to be present for the second vote series due to a previously scheduled doctor's appointment. Had I been present, I would have voted NAY on rollcall No. 115.

RECOGNIZING THE RETIREMENT  
OF PHI DELTA THETA FRATERNITY  
CHIEF EXECUTIVE OFFICER  
ROBERT A. BIGGS

**HON. DAVID ROUZER**

OF NORTH CAROLINA

IN THE HOUSE OF REPRESENTATIVES

*Tuesday, June 30, 2020*

Mr. ROUZER. Madam Speaker, I am honored and privileged to recognize Robert A. Biggs in tribute to his 44 years of service to the Phi Delta Theta International Fraternity as well as his lifelong dedication to the collegiate and interfraternal movement.

I have been a very proud member of Phi Delta Theta since joining the North Carolina Delta Chapter in the Spring of 1992 when I attended North Carolina State University and later served as president in 1993.

Phi Delta Theta is a values-based college fraternity with nearly 200 chapters, 12,000 undergraduate members, and more than 280,000 lifelong members.

Robert A. Biggs, outgoing chief executive officer of both the Phi Delta Theta Fraternity and its Foundation, has served the Phi Delta Theta organization since he graduated from Georgia Southern University in 1976. He began his career as a chapter consultant, and later served as director of chapter services for more than a decade until 1990 and has led the Fraternity as its executive vice president since 1991. His decades of leadership as the organization's fourth executive during its 172-year history has provided great stability and bedrock support for its future growth.

Since 2011, Bob has simultaneously held dual leadership posts by leading both the Foundation and the Fraternity. Since its hum-

ble beginnings in 1958, the Phi Delta Theta Foundation has awarded more than \$4.1 million in scholarships and fellowships to outstanding young Phis. The Foundation has also granted nearly \$10 million toward the Fraternity's premier leadership and educational programs, including the Kleberg Emerging Leaders Institute, the Presidents Leadership Conference, the Leadership Consultant Program, and the Alcohol-Free Housing initiative. The Foundation president position has only been held by two individuals during the past 20 years. It was his leadership and work with the Phi Delta Theta Foundation board of trustees that grew the assets of the Foundation from \$4 million in 2011 to more than \$20 million in 2018. Under Bob's watch and leadership, the combination of long-term strategic planning and a focus on the development of financial support blended both organizations into effective and streamlined systems, complementing each and working toward clearly defined, measurable goals.

Phi Delta Theta was one of the first fraternities of its size to implement an Alcohol-Free Housing policy, requiring that all Phi Delta Theta chapter facilities remain alcohol-free to support the health and safety of its members and create an environment of brotherhood without the distractions of alcohol and/or substance abuse. An Alcohol-Free Housing Alliance of several fraternities was formed in the late 1990s. This initiative was one of the most controversial in the organization's history. Bob Biggs and the Fraternity's governing board, the General Council, led this charge with staunch determination and a resolute confidence that this was in the long-term best interest of its members. Bob had to lead in the face of threats, and even lawsuits, to move past a small group of detractors and keep the Fraternity on course. He did so with a positive attitude and clear vision, taking the lead among peer organizations. In 2018, three additional fraternities committed to alcohol and substance-free housing by 2020, bringing positive change to collegiate campuses and Greek communities everywhere.

Along with the decision of Alcohol-Free Housing came an entire overhaul of how the organization would manage its undergraduate chapters, facilities, and volunteer leadership, including the need for fundraising to support the initiative and re-education efforts. As a result of Bob's resolve, the Fraternity was strong enough to not only withstand, but overcome the pressures from inside and outside the organization.

Bob Biggs has been a leader in many fraternal associations, including the North American Interfraternity Conference (NIC), the Fraternity Executives Association, of which he is a past president, the Edgewater Conference, and the Cincinnati Society of Association of Executives. Bob has been a Certified Association Executive since 1986. In each organization, it has been the relationships with his peers that meant the most to Bob, and he continues to nurture and cherish them.

In 2006, Bob was awarded Phi Delta Theta's Legion of Honor Award. This high honor recognizes a member who has made a major contribution of his time, effort and energy to serve the Fraternity and improve its stature, has distinguished himself in representing the Fraternity's principles of friendship, sound learning and rectitude, is widely recognized as a leader of fraternity men and