

Audra—age 25. Officer Perrine was killed during the supervision of an inmate work crew. During heavy winter storms, he was trying to clear an area with a tractor/grader when it flipped, rolling over on Officer Perrine and killing him instantly.

Senior Correctional Officer D'Atonion "Tony" Washington, Georgia State Penitentiary, Federal Bureau of Prisons, Atlanta, Georgia. Killed December 12, 1994. Surviving: Mother—Delphine and Father Frederick. Officer Washington was alone in a housing unit when he instructed an inmate to move to another area and the inmate assaulted him and beat him to death.

Lieutenant Robert Boud, Essex County Jail Annex, Department of Public Safety, Caldwell, New Jersey. Killed on January 8, 1995. Surviving: Wife, Kathy and four children, Katie—age 17, William—age 15, Matthew—age 10, and Kimberly—age 22. Lieutenant Boud died of a heart attack immediately following an inmate altercation/struggle.

Correctional Officer Leonard Trudeau, Metro/Dade County Department of Corrections, Florida. Killed on January 16, 1995. Surviving: Ex-Wife, Brenda and one child, Christina—age 12. Officer Trudeau was enroute home following his shift when he came upon a vehicle accident. While assisting the involved motorists as a good samaritan, another vehicle happened upon the accident at too high a rate of speed and while trying to avoid hitting the already involved vehicle, the second vehicle hit the guard rail and hit Officer Trudeau.

Mr. Speaker, we owe these people who have made the ultimate sacrifice and their families who must live with the consequences of that sacrifice an unparalleled debt of gratitude. Our hearts go out to the families—the spouses, children, siblings, and parents—and our prayers go up to God in their behalf. May we honor the deceaseds' sacrifice by so living our lives that we each may do our part to make this country a better place in which to live.

AFFIRMATIVE ACTION

The SPEAKER pro tempore. Under a previous order of the House, the gentleman from Texas [Ms. JACKSON-LEE] is recognized for 5 minutes.

Ms. JACKSON-LEE. Mr. Speaker, in light of recent Supreme Court rulings that raise the hurdle of educational and economic opportunity for millions of minority citizens in America, I rise this evening to speak about the philosophical questions now facing this Nation with respect to affirmative action.

Many of us saw the headlines after Adarand was decided, and of course it behooves the national media to claim that affirmative action, or maybe equal opportunity, was dead. But let me begin with the general principles and philosophy of affirmative action by posing the simple yes or no question:

Does American society today provide all, all of its citizens, with an equal opportunity to succeed? I would imagine, if you were truthful, what your answer would be, and if you actually answer this question with a yes, you must be one of the following: unfortunately alarmingly uninformed, or maybe far less than forthright, or sadly a Republican Presidential candidate for office, or some of my Republican colleagues

offering antidiscrimination legislation in this body.

How else could one deny that which we all know in our hearts to be true, and that is that, while we are all created equal, we, by no means, are treated equally in our society.

As initially conceived by the Johnson administration and as put in place by the Nixon administration, bipartisan Federal affirmative action programs were never intended as and have never been applied as a knee-jerk set of quota rules and regulations. Nor have affirmative action programs ever sanctioned the hiring or promotion of unqualified individuals over those who are eminently more qualified. Who would abide by that?

Affirmative action has always been and remains a good-faith effort to help historically underprivileged Americans compete on a more equal footing in the areas of education, business, employment, housing, and finance, simply attaining the American dream. For if we are to ever attain our American ideal of a colorblind society, which many would raise in debates all across this Nation, carrying the flag and suggesting that all they want is a colorblind society, which is where all men and women, boys and girls, are judged solely by the content of their character, not the color of their skin, first stated, by the way, by Dr. Martin Luther King, then clearly we must come to terms with our less-than-egalitarian past.

While we focus on our brutal 400-year legacy of slavery that ended merely technically only some 30 years ago, with the passage of our Civil Rights and Voting Rights Acts, or the "glass ceiling" that has kept women from achieving, like their male counterparts, in the American workplace, it is obvious that we must do more to include a wider variety of our citizens' talents, energies, and potential of all aspects of American life. The Bush administration established the Glass Ceiling Commission to keep track of report on minority employment and trends in American business.

Mr. Speaker as most of my colleagues know, the Commission's February report told us that 95 percent of the top executive jobs in America's top 2,000 corporations are still held by white men, many of whom I have had the opportunity to dialog with, heads of these corporations who have said we are still working and striving to create diversity at the higher levels.

That information can logically lead us to two possible conclusions: Either majority males are naturally superior to all human beings and, therefore, rightfully merit their positions, or there is still troublesome and pervasive discrimination at work in our society.

There are all kinds of discrimination. Let us be realistic. Some is subtle, even subconscious, such as when a majority male executive—who happened to be hired by a majority male executive—has to decide between two similarly qualified job applicants, another

majority male and perhaps a minority female.

By doing what statistics tell us he probably will; that is, hire the majority male, our executives have not necessarily engaged in overt, willful acts of discrimination, racism, or sexism. I am certainly saying and not suggesting that all majority male executives would do any of this. But the effect is the same. It occurs, it happens. Ninety-five percent of those positions are held by majority males.

And I should note, Mr. Speaker, as we all know, there are thousands of acts of overt and willful discrimination occurring every day, and we can bury our heads in the sand and pretend these virulent problems do not exist, or we can openly discuss our lingering racism and sexism in ways to improve and reform our affirmative action programs.

But rather than enter into a reasonable discussion of this critical national issue, many demagogues have chosen their scapegoats and now seek to exploit the economic anxieties of millions of Americans, and that is why the headlines, and the talk shows and the blame game.

The demagogues want Americans who are justifiably worried about a rapidly changing global economy to believe that the minorities are to blame for their economic woes.

They want us to believe that welfare mothers are to blame for all of America's troubles.

That hard-working legal immigrants should be distrusted.

And that all young African-American males are potential criminals and thus incapable of contributing to the strength of America.

This is shameful, this is nonsense. Mr. Speaker, I call upon this House, I call upon the Senate, I call upon the leadership of this Nation and all of the American people to answer the question of equality truthfully. Have we reached it? Absolutely not. Can we do it? Yes, we can. Can we do it together? Absolutely.

I challenge this society and America, Let's do it together and create a true equality for all Americans, real affirmative action.

MY ADVICE TO THE PRIVILEGED ORDERS

The SPEAKER pro tempore. Under the Speaker's announced policy of May 12, 1995, the gentleman from Texas [Mr. GONZALEZ] is recognized for 60 minutes as the designee of the minority leader.

Mr. GONZALEZ. Mr. Speaker, serving in a body as unique as this is in the world, I believe the only such representative body in the world as our House of Representatives reveals, we still have the people exercising the ultimate decision as to whom they want to represent them in this most formidable and auspicious and important body known as our national legislative branch.