

Among the several elections that have transpired, the wars we have taken a part in, and the initiatives that have been taken one stands out: The infamous 9/11.

Now being only five years old when this event occurred, I was oblivious to what happened and what would happen next. In the days and weeks following the travesty, America and its citizens as a whole rose up and defeated the immediate challenge to just give up. We came together as a whole when the rest of the world thought we could fall into confusion and anarchy. The rise in patriotism that came after 9/11 created a increase in the military enrollments and many people dropped their jobs and went to fight for their country. This can be seen through Pat Tillman: the man who left the glory and multi-million dollar NFL football career to achieve a new glory while fighting overseas.

This rise in military numbers helped to bolster the US Army, which in turn helped intimidate and suppress their enemies. With all of this great leadership and national pride that came from this travesty there were also minor mishaps that came into play and still affect our nation today. Due to the necessity to act fast to appease the American population, President Bush rushed the USA PATRIOT Act which is becoming more and more controversial today because of the increases in technology and the ease at which the government has the ability to watch over the citizens.

Now, at the time it may have seemed alright in the public's eyes for the government to be able to watch over every move, but there were not enough provisions (because of the rush) that would provide safety nets for the citizens. I'm not going to delve into my view on the topic but the reason the citizens of America dislike the Act is because they feel as though they are being spied on. The government on the other hand only employs this act to attempt to catch, halt, and deter terrorism in the act, so saying that the government spends their money only to spy on the citizens is false.

The United States has been resilient and has continued to change for the past fifteen years due to many events. However, the travesty of September 11, 2001 stands out among the rest because of the outcomes, both good and bad, that transpired after the event.

EQUALITY MEANS BUSINESS' REPORT ON THE LINK BETWEEN ECONOMIC COMPETITIVENESS & WORKPLACE EQUAL OPPORTUNITY IN FLORIDA

HON. ALCEE L. HASTINGS

OF FLORIDA

IN THE HOUSE OF REPRESENTATIVES

Tuesday, April 14, 2015

Mr. HASTINGS. Mr. Speaker, I would like to submit the executive summary of a report conducted by Equality Means Business, a project of Equality Florida and the Equality Florida Institute, organizations dedicated to ending discrimination based on sexual orientation and gender identity. The report demonstrates what we already know to be true—that LGBT discrimination in the workplace is corrosive to both the domestic and global marketplace. We must continue to work diligently to ensure that all citizens are guaranteed equal rights and equal protection under the law.

The full report is available online at http://www.eqfl.org/emb/economic_impact_study.

Florida State laws are negatively impacting business operations and profits to a

much higher level than previously suspected. A groundbreaking study, released by Thinkspot Inc. in March 2015, demonstrates the costly negative impact on Florida's employers from lesbian, gay, bisexual and transgender (LGBT) discrimination.

Equality Means Business, formed to spotlight major employers in Florida that have adopted comprehensive nondiscrimination policies, commissioned Thinkspot to conduct research addressing the economic case for ending discrimination against LGBT people in the Sunshine State.

The study details extensive analysis of published research and findings from in-depth interviews with C-level business leaders. It reveals negative costs realized by individual employees, employers, and Florida's business community. Study findings also illuminate areas of erosion for Florida's competitive position in the global marketplace. This summary provides highlights of the study's findings.

THE COSTS

The costs resulting from lost productivity and employee turnover alone are estimated conservatively to exceed \$362 million annually. Other costs recognized by the state's business community include forgone new business opportunities, product quality degradation, customer loyalty erosion, safety incidents, corporate reputation damage, and lost opportunities to attract talent—particularly among the Millennial generation.

The cost of LGBT discrimination is not isolated to the individual. Discrimination in the workplace negatively impacts the host company, its customers, its industry (e.g., supply chain), and the geo-political areas (i.e., city, county, state) those employers call home. Research demonstrates that the link from employee engagement to profits and competitiveness is direct.

DIMINISHED COMPETITIVENESS

For many companies, a culture of non-discrimination fostered and maintained through policies is a prerequisite for daily operations. Global corporate peers demand their vendors demonstrate "cultural intelligence." Global business opportunities (i.e., revenues) are lost in the absence of workplace discrimination protection.

Responses from business executives reveal that representative companies have interests far beyond the ability to attract and retain the best talent, as well as responding to global customers' demands for inclusion policies as a prerequisite for doing business.

The currently unrealized effort to pass federal legislation providing non-discrimination intensifies the competition between states in realizing the benefits of protection in the workplace. Florida ranks in the middle of the national pack at 25. Florida businesses are at a competitive disadvantage created by the collective perception as being hostile to the LGBT community.

The lack of protections available to LGBT people in a state like Florida stands in stark contrast to the protections available in high-equality states, where state law eliminates these differential costs.

INCONSISTENT POLICIES WITHIN THE STATE

In researching for the report, the authors discovered employers that made significant effort to implement internal policies that protect members of the LGBT community within the office, but felt those efforts were "undercut" by inaction or regressive action of government at the local and state levels. The interviews also revealed a perception that some governments appear to be actively working against companies' ability to create a "safe" and "inclusive" environment and fail to demonstrate critical "cultural intelligence" to industry peers and global partners.

An employer pointed out that the workplace is only one part of the factor—an employee would also need to go home and may have a partner working at a different location without protections and could face any number of other discriminations. One CEO noted where a highly-sought after C-level candidate turned down a very attractive job offer because, although the company was a great fit and provided partner benefits and other protections, the candidate did not feel he would be welcomed in the state and in the community. Potential employees considering work in Florida carefully examine the environment created by the host communities and state.

INTERVIEWS WITH FLORIDA BUSINESS LEADERS

In-depth interviews were conducted with participants representing organizations of varying sizes and sectors, from manufacturing and medical services to Florida's emerging tech sector. They spanned in size of workforce from 18 to 400,000. The interview findings document an overall theme that broad and consistent discrimination protection is a matter of state competitiveness. This is especially evident for critical industries such as technology, tourism, and medical services, and for companies operating or headquartered out of the state while competing within a global market.

For many companies, a culture of non-discrimination fostered and maintained through formal policies is a prerequisite consideration for daily operations and for promoting their own relevancy among global corporate peers who demand their supply chain partners and vendors demonstrate "cultural intelligence".

DAMAGED STATE REPUTATION

Leaders provided continual reference to concerns over Florida's negative reputation, especially related to diversity, inclusion, and discrimination at the state-level. Executives link this reputation issue to the loss of highly sought-after candidates, the direct loss of high-potential incumbent talent, and hesitancy of large global partners considering acquisitions or including Florida companies as supply chain partners, often in a global arena.

Executives noted that when identifying their companies as operating within or headquartered in Florida, responses of industry peers, potential partners, or clients will often be negative and even express doubt about the value and validity of the company itself. Executives linked these responses directly to negative perceptions of Florida's brand as "backwards" and not promoting diversity of ideas and cultures.

Participants repeatedly noted that they had to exert deliberate effort to "overcome" negative reputational issues related with being headquartered or having major operations within Florida. On one account, a company headquartered in a major metropolitan area in Florida noted that their largest competitor (based out of California) had raised questions about how "good your talent could actually be" because they are living and working in Florida "where basic human protections are either not provided or fought against."

AN ECONOMIC DEVELOPMENT IMPERATIVE

Seventy-five percent (75%) of the participants noted plans to expand in the coming 36 months. Several reported that relocation or expansion decisions were made in favor of a location with a public policy climate that promoted diversity and non-discrimination for the LGBT community.

MILLENNIAL EXPECTATIONS

The executives suggest that Millennials are flocking to workplaces where they believe their values are reflected, and suggest

they want a company culture that “treats all people fairly.” Meanwhile, leaders report hearing frequent expressions of frustration and confusion by highly-sought younger workers at why “some older people” make a “big deal” out of non-discrimination (in and outside of the workplace) or speak actively about LGBT issues in negative, cautionary, or bigoted tones. Competing for talent, particularly for members of the Millennial generation now entering the workforce, makes inclusion and diversity a requisite.

SUPPORTING DISCRIMINATION PROTECTION IS
STATUS QUO

Executives suggest that the “battle is over” in corporate America and the boardroom. Supporting discrimination protection is status quo for large companies and for most medium-sized firms, and a requirement for competition in many cases. Business leaders felt their competitive positioning efforts were “undercut” by negative or absent external public policies in local markets and inaction at the state level to support business needs. Some suggested the need for state action to address these issues and eradicate both the negative perceptions of the state and cultural landscape.

COMPLIANCE THROUGHOUT SUPPLY CHAINS

Failing to represent the presence and authentic implementation of a non-discrimination policy can result in real, hard loss of revenue from global clients and partners as well as significant damage to brand reputation.

A PREREQUISITE FOR BUSINESS

For companies to compete for business, they must both have and evidence non-discrimination policies and culture. Another element relates to softer aspects of brand reputation and acceptance among industry peer groups. Leaders express “reputation” as extremely delicate and important, especially in the early stages of competitive opportunities.

PUBLIC SUPPORT AND LEGISLATIVE
EFFECTIVENESS

Public opinion in Florida supports the passage of legal protections from workplace discrimination for LGBT people. Survey results found that 73% of respondents supported passage of this legislation that would have added protections from sexual orientation and gender identity discrimination to existing state law. Three sources of public opinion data indicate that 80% of Florida residents think that LGBT people experience a moderate amount to a lot of discrimination in the state.

The study also shows evidence of the effectiveness of state legislation. Evidence from states with sexual orientation non-discrimination laws indicates that the likelihood of a gay or lesbian employee in those areas even filing a legal complaint is estimated at only 0.01 to 0.08 percent annually.

TRIBUTE TO SIMON PETER
WORDEN, BRIG.GEN., USAF, RET.

HON. ANNA G. ESHOO

OF CALIFORNIA
IN THE HOUSE OF REPRESENTATIVES
Tuesday, April 14, 2015

Ms. ESHOO. Mr. Speaker, I rise today to honor Simon Peter “Pete” Worden as he retires from NASA Ames Research Center at Moffett Field, California as Director.

Pete Worden was born in 1949 in Michigan. He earned his BS degree from the University of Michigan and his Ph.D. in astronomy from the University of Arizona. He was commis-

sioned a Second Lieutenant in the United States Air Force on May 1, 1971, and rose through the ranks to become Brigadier General in September, 2000. He retired from active duty in May, 2004. While on active duty he served in many critical positions, including serving as an advisor in the Executive Office of the President. At the time of his retirement he was Director of Development and Transformation, Space and Missile Systems Center, Air Force Space Command, Los Angeles Air Force Base, California.

After retirement from the Air Force, Pete Worden was a Research Professor of Astronomy, Optical Sciences and Planetary Sciences at the University of Arizona and was a consultant to the Defense Advanced Research Projects Agency.

In May, 2006, Pete Worden became Director of NASA Ames, where he served with great distinction. During his tenure at NASA Ames many small, low-cost satellites were launched and new thrusts in quantum computing were made. Pete can be rightly proud of the revitalization of space biology and the development of synthetic biology, and of Ames’ work on the International Space Station.

I had the opportunity and privilege to work closely with Pete Worden and I know him to be a gracious man of brilliance and integrity. He worked with me and GSA on a competitive bid process that resulted in the selection of Planetary Ventures, LLC as the lessee to restore historic Hangar One and the management of Moffett Federal Airfield. Because of this work, Moffett Federal Airfield will remain a federal facility, managed under a public-private partnership. This Silicon Valley hub for disaster preparedness will be maintained and available as needed for federal purposes and significant taxpayer dollars will be saved.

Mr. Speaker, I ask the entire House to join me in honoring Pete Worden for his extraordinary service to our country which has made us a stronger, better nation.

REMEMBERING WAYNE PROUSE

HON. BRIAN BABIN

OF TEXAS
IN THE HOUSE OF REPRESENTATIVES
Tuesday, April 14, 2015

Mr. BABIN. Mr. Speaker, I rise today to honor a great man and a friend, Wayne Prouse. Wayne passed away on Friday, April 3, 2015 at the age of 69.

Wayne was an amazing man who shared his love of history and our country with thousands of students over a period of thirty-five years as a teacher in Orange County, Texas. Wayne’s passion for history left a lasting impression on all of those he taught and he is remembered by many for his integrity and honor, qualities he strived to instill into his own students as well. He is fondly remembered by many former students whom he sponsored on trips to our nation’s capital where he introduced them to the memorials celebrating the lives and achievements of our founding fathers. Wayne always taught with two goals in mind—to promote the ideals of American democracy and civic responsibility among all of his students.

Wayne’s service to his community didn’t end in the classroom. He proudly shared his love

of history by serving on the Orange County Historical Association and as an active member of the Sons of Confederate Veterans, traveling around the country reenacting famous battles. Wayne also served passionately on the board of directors for the Salvation Army, Orange County Retired Teachers Association, Texas Horseshoe Pitchers Association, and as parliamentarian for the Orange County Republican Party.

I had the pleasure of getting to know Wayne as an important member of my staff who served the constituents of our district faithfully. Most notably, Wayne was responsible for our Veteran’s Video program where he interviewed combat veterans and later filed DVDs of those interviews with the Library of Congress, where they will remain as important reminders of the service and sacrifices of these brave men and women for generations to come.

My prayers and deepest condolences go out to Wayne’s wife, Andrea, his son, Brandon and his grandson, Landon. Wayne will be sorely missed by my staff, our community, and his former students, but his passion for history and the valuable lessons he taught will certainly live on.

HONORING THE PASSING OF MR.
KENDALL FRANKLIN ROWE SR.

HON. ROBERT J. WITTMAN

OF VIRGINIA
IN THE HOUSE OF REPRESENTATIVES
Tuesday, April 14, 2015

Mr. WITTMAN. Mr. Speaker, I would like to recognize the passing of Mr. Kendall Franklin Rowe Sr., of Montross and Richmond. Mr. Rowe passed away peacefully on March 3, 2015. He is survived by his wife; Phyllis G. Rowe, and his children; Kendall F. Rowe Jr., Brenda Rowe Murray, Rebecca R. Graf and his grandchildren, as well as his sister Eleanor R. West. Mr. Rowe was a loving father, grandfather, and family man. Mr. Rowe was also a loyal patriot who served in the U.S. Army as well as the U.S. Coast Guard Auxiliary. Mr. Rowe will be dearly missed by his family and friends.

CONGRATULATING SARA
MCDONALD

HON. ADAM KINZINGER

OF ILLINOIS
IN THE HOUSE OF REPRESENTATIVES
Tuesday, April 14, 2015

Mr. KINZINGER of Illinois. Mr. Speaker, I rise today to honor Sara McDonald, who was named Elementary School Principal of the Year by the Illinois Principals Association on March 5, 2015.

Elementary school represents a vital moment in a child’s education, and hardworking, dedicated educators, like Sara McDonald, are crucial to molding curious students into lifelong learners. As principal of Northview Elementary School, in Peru, Illinois, Mrs. McDonald has continually demonstrated her passion for education and her commitment to serving students. She serves not only as a leader of