Grand daddy's car windows held many campaign signs belonging to various politicians, seeking a vote in the Black community. I suppose it never occurred to Grand daddy that his granddaughters would become a part of the Political Process. He did not know that he was molding me for a successful career with your Congressman Nick Smith. Well, Grand daddy did not live to see the end results of the many rides we shared on Election Day, but I will always be grateful to him. For I did not meet the normal standards. Ladies and Gentlemen, you see, I never attended an Ivy League school. I was educated in a four room schoolhouse. I was not politically connected, nor did they contribute to a campaign committee. The one thing that they did, was to teach me how to seize an opportunity.

That same lesson is equally important today. Too many of us today let opportunity pass us by, because we look for it in a pretty package, delivered to our doors by Federal Express or priority Mail. Often times, when we do seize the opportunity, we take all of the credit and forget that the way was paved by someone else. Laboring and toiled in the fields from sun up to sun down. "Stony the road we trod, bitter the chas- tening rod". I've got mine and you get yours, never stop striving to reach for your goals, to respect each other, to love yourself and to stir up your gifts, to lift up somebody.

Each of you today has a Special Gift to give way off of Welfare and on to Faring Well.

What about Elizabeth Drewey, first African American woman to become Secretary of the Underground Railroad, not reaching back, after seizing the opportunity to become a freed slave. Where would we be had it not been for So-journer Truth, who traveled the country to proclaim to others the truth about slavery. Would we be able to sit in any seat on a bus today, had it not been for Rosa Parks, who refused to move to the back of the bus, when Coloreds were not allowed to ride in the front.

African American women; past, present, and future. What about Dr. Mae Jamison, first African American female astronaut? What about Elizabeth Drewey, first African American Woman elected to the West Virginia House of Delegates? What about Carol Mosley Braun, the first female African American U.S. Senator, and my boss, Hazel R. O'Leary, the first African American to become Secretary of the U.S. Department of Energy, one who has opened many doors to expose Minor- ity in the World of Science. It's about your mother and your mother, strong and courageous African American Women, who made tremendous sacrifices and stood firm, despite the obstacles they faced—despite society's denial; despite low paying jobs; despite prejudice and racism—women who because of their determination, paved the way for the future.

"We have come over a way that with tears has been watered, we have come treading our path thru the blood of the slaughtered. But, I would not, what a pitiful person to gain, if he or she does not reach back to help another? Now that we have arrived, what are we doing to ensure that we will have fair treatment at INS offices.

There are young women in our own neighbor- hoods who need to know that there is a way off of Welfare and on to Faring Well. Each of you today has a Special Gift to give back, so that others can realize their dreams, their hopes, their goals. I challenge you to stir up your gifts, to lift up somebody, to respect each other, to love yourself and to never stop striving to reach for your goals, never give up.

We are African American women, marching on till victory is won. Yet with a steady beat, have not our weary feet, come to the place for which our fathers signed? African American women; past, present, and future.

Poet Maya Angelou sums it up by saying: "I am a woman. I am a mother. I am a worker. I am a farmer. I am a traveler. I am a singer. I am a painter. I am a poet. I am a writer. I am a thinker. I am a fighter. I am a lover. I am a friend. I am a sister. I am a daughter. I am a wife. I am a mother. I am a grandmother. I am aunts. I am nieces. I am nephews. I am a wife. I am a daughter. I am a sister. I am a mother. I am a grandmother. I am aunts. I am nieces. I am nephews. I am a wife. I am a daughter. I am a sister. I am a mother. I am a grandmother. I am aunts. I am nieces. I am nephews. I am a wife. I am a daughter. I am a sister. I am a mother. I am a grandmother. I am aunts. I am nieces. I am nephews. I am a wife. I am a daughter. I am a sister. I am a mother. I am a grandmother. I am aunts. I am nieces. I am nephews. I am a wife. I am a daughter. I am a sister. I am a mother.

TRIBUTE TO CAROL JENIFER

HON. JOHN CONYERS, JR.,

OF MICHIGAN

IN THE HOUSE OF REPRESENTATIVES

Wednesday, March 6, 1996

Mr. CONYERS. Mr. Speaker, that we are so frequently confronted with the troubles and the travails of the Immigration and Naturalization Service, I would like to have the following uplifting article from the May 1995 issue of Management Review inserted into the Record. The article, by Anita Liener, profiles Carol Jenifer, the first African-American woman to manage day-to-day operations in an INS district office. Ms. Jenifer is the District Di- rector of the INS district office at the United States-Canada border located in my hometown of Detroit, Michigan. Ms. Jenifer has said that the INS will continue to attract and promote indi- viduals of Ms. Jenifer's caliber.

Carol Jenifer does not look like a huggable person. She wears her hair in a Marine Corps-style buzz cut and shuns makeup and jewelry. Although she's six feet tall, she seems even taller, carrying herself with a military bearing that reflects her years as a police officer in Washington, D.C. She carries a gold badge that says "District Direc- tor" and has just ordered a Glock handgun to keep in her desk. To get inside her office at the U.S.-Canada border in Detroit, you need to get by a metal detector and armed em- ployees.

So when one of her clients leaps out of a seat in the waiting room at the Detroit branch of the U.S. Immigration and Naturalization Service and gives Jenifer a big hug, it seems somewhat out of place.

"Oh, Miss Jenifer," says Chadia Haidous, a Lebanese immigrant "I just got sworn in today! I'm an American citizen! And now I don't have to worry about my daughter." Jenifer explains that little Alica Haidous, 11, a U.S. citizen.

Sounding like a typical party line routine, Jenifer responds to commands in German. Even so, Jenifer's style is much closer to the tenets of Tough Love.

Moments later, hopping up the back steps to her office that overlooks the Detroit River, Jenifer explains that little Alica Haidous, 11, a Jordanian immigrant whose wife had blurted out during her naturalization interview that she had been "paid to fight" at the front. He also had prior felony convictions and there was an outstanding warrant for his arrest.

When Jenifer explained that she had to limit travel because she attend games, to which Jenifer replied, "You can't believe the things they want me to do!" "Kia, did you finish those dishes?" and "Eboni, give me that assignment notebook to sign." While her girls scurry around, Jenifer keeps her simple mannerisms in check as she talks with wimpiness. In reality, her management style is much closer to the tenets of Tough Love.

Outside, it's 30 degrees and still dark, with a light snowfall. Sounding like a typical mother, Jenifer grumbles that she can't get the girls to wear their ski caps to school and that they keep pestering her to buy a dog.

"When I applied for the job a year ago, I told my supervisors that the girls were a huge part of my life," Jenifer says in the car on the way to work. "I told them I would have to limit travel because I attend games, to participate in policy meetings and to visit my constituents, from American taxpayers who are discouraged by the large number of illegal aliens entering the country, to immigrants who complain about long lines and insensi- tive treatment at INS offices.

One of Jenifer's first management deci- sions was to improve the atmosphere by installing brighter lights in the waiting room. She is considering hiring a custo- mer-service representative to handle com- plaints generated by the 48 million people who pass through INS checkpoints each year, including the Detroit- Windsor Tunnel, the Ambassador Bridge and Detroit Metropolitan Airport. She is also de- ciding whether to hire an English-speaking fluent in Arabic because her client base is 50 per- cent Middle Eastern and no one in the office is fluent in that language.

Jenifer has made it a point to get to know the names—and personal details—of the 254 employees and one drug-sniffing dog who work with her in patrol eight parts of entry along 804 miles of water boundary be- tween the United States and Canada. So far, one of Jenifer's "employee" rela- tionships involves a 12-year-old boy, who is the son of a Mexican mother who shares a border with Jenifer's office. Jenifer had prior felony convictions and there was an outstanding warrant for his arrest.

But to get a real feel for Jenifer, you need to see her in action at 7:30 a.m., as a single parent in Detroit getting her two daughters, Eboni and Kia, both 13 off to school, Jenifer explains that since taking the job last spring, she has been worried about her office is decorated with striking paintings of "buffalo soldiers"—the all-black cavalry who fought and resettled the West. Jenifer explains that since taking the job last spring, she has been worried about
Testifying before a congressional commit-
te last fall on equal employment oppor-
tunity protection and employment practices
at the INS, she described the low points of
er career: a stint undercover in Detroit
12 years ago for an INS analyst position.

"The interviewer seemed more surprised
that I was articulate and a product of the
D.C. schools than with the idea that
one day I would be his `boss' . . . There
remains a perception that my advancement
was due to connections and not based on
merit."

She says she had to struggle for every pro-
motion at the federal agency, at one point
hiring an attorney to present her concerns
about lack of advancement to INS personnel
officials.

Despite those early challenges, Jenifer
says the transition to her new $88,000-a-year
position has been relatively smooth, due in
part to her long INS experience that ranges
from working as an officer in the detention-
and-deportation branch to holding the post
of second-in-command in Detroit before she
got the director's job. Her boss, Carol
Chasse, INS eastern region director, des-
cribed Jenifer as "finishing star."

"She's got it," Chasse says. "She's a prac-
titioner of good human relations. Leadership
in the '90s is about people skills and that's
criticized because we deal with huge vol-
umes of people."

Although Jenifer grew up in Washington,
D.C., she never dreamed of working for the
INS. The blueprint for that career was at the
Federal Bureau of Engraving wanted to be a
firefighter. "But back in those days, women
didn't get to be firefighters," she says. "I
had to hold a real job when I was working
for the INS processing refugees in
Kenya a couple of years ago. It sure gives
you a different perspective on naturaliza-
tion. It makes you look at people's lives you're making decisions about."

Back in her office around 10:15 a.m.,
Jenifer is complimentary about the
complaints start backing up."

Today, about 75 people are assembled
by 9:30 a.m., under disconcerting signs
that say things like Fingerprinting—Now Serving
and Portpass—Now Serving. This traffic
loads the number of people from January 1 to
the present. Still, the signs just seem to
magnify the "Waiting for Godot" atmos-
phere there. The Detroit office serves
about 350 people a day and conducts about
1,300 naturalization interviews a month.

"I need to see how work is progress-
ing at the tunnel and Detroit's Ambassador
Bridge—the largest commercial-vehicle
entry port in the United States—on the
"Portpass" program. Portpass allows pre-
qualified drivers to use express lanes, which
will speed up the flow of traffic.

"Traffic can be my worst nightmare,"
Jenifer says. "We have a federal mandate to
process port traffic in less than 20 min-
utes—and we have to keep it moving or the
complaints start backing up." The INS
inspects people crossing the border, while U.S.
Customs agents inspect things, but the two
cross-train and work together. To the public,
they are virtually indistinguishable."

Touring the Portpass office, Jenifer
is complimentary about the countertops
that will separate staff and cus-
tomers. "Good," she notes, "I like them wide
so nobody can reach across and grab our
people."

She's less sanguine, however, about the
Portpass signs in the traffic lanes at the
tunnel. The signs complain, "I don't know if people will be able to see
them."

At the bridge at noon, Jenifer is still ob-
essed with signage. She tells Norman
Byron, port director for the bridge, that
so are women. "Some things we can't do until the weather gets warmer."

Back in Byron's office, Jenifer banters
with several INS agents and asks for their
recommendations on good places to eat near-
dy. They direct her to a restaurant in De-
troit's nearby Mexican Village that looks
like a dive, but turns out to have decent food.

Jenifer orders the quesadillas and chicken
enchiladas and ends up taking home a doggie
bag of most of the food for her kids. "I'm a
serious cook, so I love leftovers," she admits.

By 1 p.m., she's on her way to Detroit's
Metro airport to check on a request for more
drivers to accept pre-clearance and have desk
stamps to sign, a new feature for international passengers since
1993 due to airline mergers. It's a 45-minute
drive to the airport, and on the way she
thinks about the mundane issues that face single parents, such as getting
the laundry done and whether it's wise to
hire a housekeeper.

"The Art of Cross-
Examining Witnesses
in Cross-Country
Trials" is a book
she's looked at
and have yet to live down the shame."

Jenifer studies the print-
out and tells him she'll
come by his desk and
get him his coffee. She
then, her staff has warned you that
ejenifer often "pulls an Oprah," or gets
people to tell all unwittingly.

At the INS section of the airport, Michael
Freeman, the supervisory immigration
inspector at the airport, prints up a computer
list of how passengers have increased on each
airline since 1990. Jenifer studies the print-
out and tells him she'll consider hiring 10 or
11 new inspectors to ease the crush. Jenifer
looks at Freeman if he's clear and then
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recommendations on good places to eat near-
dy. They direct her to a restaurant in De-

I'm keeping these for blackmail purposes,” she says. The three of them burst out laughing.

By 5:15 p.m., the INS manager who insists that she self-governs and that many are the cornerstones of her personal and professional life, is walking in the side door of her house holding the leftover chicken enchiladas in her free hand.

**UNITED STATES-PUERTO RICO POLITICAL STATUS ACT**

**HON. DON YOUNG**

**OF ALASKA**

**IN THE HOUSE OF REPRESENTATIVES**

Wednesday, March 6, 1996

Mr. YOUNG of Alaska. Mr. Speaker, today, the introduction of the United States-Puerto Rico Political Status Act will, for the first time in nearly a century of U.S. administration, provide a congressionally recognized framework for the inhabitants of Puerto Rico to freely express their wishes regarding the options for full self-government. I want to acknowledge the insightful leadership of Speaker NEWT GINGRICH in working with the committee to formulate a process to advance the United States-Puerto Rico relationship toward a conclusive full self-government. Congressmen and a number of Members have been supportive and instrumental in the development of the legislation, including ELTON GALLEGTY, chairman of the Subcommittee on Native American and Insular Affairs of the Committee on Resources, Ben GILMAN, chairman of the Committee on International Relations, and DAN BURTON, chairman of the Subcommittee on the Western Hemisphere who cochaired with Mr. GALLEGTY the October 17, 1995, joint hearing on the 1993 Puerto Rico status plebiscite. There also has been substantial input from Members on the other side of the aisle.

This matter of tremendous importance to the United States and the nearly 4 million United States citizens in Puerto Rico can only be resolved by adhering to constitutionally and internationally based principles and standards for full self-government, and while many may misconstrue this legislation to be designed to benefit one local Puerto Rico political party over another, it is, in fact, a serious bipartisan effort to enact into law a pragmatic process with the long-term objective of resolving the Puerto Rico status dilemma. The legislation divides the process into three manageable stages which follow historical precedent set by the Congress in providing for final political statuses of territories and trust territories during this century.

The first stage is the initial decision stage in which voters are asked which fundamental relationship they prefer with the United States—one of separate sovereignty leading to independence or free association or under United States sovereignty leading to statehood.

The second and final steps are the transition and implementation stages which follow the historical patterns of enabling and admission acts for territories becoming States and similar measures for insular areas becoming separate sovereigns. If the self-determination process does not result in voter approval of one of the recognized options for full self-government, then by democratic choice of the voters—instead of by Federal mandate—the status quo will continue and Puerto Rico will remain a locally self-governing unincorporated territory under congressional administration.

Under the U.S. Constitution and applicable principles of international law, the three recognized options for full self-government are independent, separate sovereignty, and free association with the United States, and full integration into the United States leading to statehood. In order for Congress to determine how to respond to the aspirations of the people of Puerto Rico regarding a permanent, future political status, Congress must promote and preserves the U.S. long-term national interest, we need to address the status question based on clearly defined principles and standards. This is precisely what the bill does.

Locally conducted plebiscites have been inconclusive, and were unduly influenced by vested interests exploiting the status quo. It is time for the U.S. Congress to meet its responsibility under the Constitution to provide for a self-determination procedure in which the U.S. national interest in resolving the status issue is taken into account, rather than allowing the issue to be dominated by local political rivalries and interference from those who thrive opportunistically on the present territorial status. The United States also has a right of self-determination and this process requires action by both the United States and Puerto Rico in order to advance toward a full self-government relationship.

After 400 years of colonial rule by Spain ended in 1898, it should not have taken another 100 years of American administration for the U.S. Congress to define the options for full and permanent change, rather than allowing the issue to be dominated by local political rivalries and interference from those who thrive opportunistically on the present territorial status. The United States also has a right of self-determination and this process requires action by both the United States and Puerto Rico in order to advance toward a full self-government relationship.

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