

our system. Violence against women is still all too prevalent in our country. Domestic violence is the leading cause of injury among women of child-bearing age. One out of every six American women has been a victim of a rape or an attempted rape. Many rapes go unreported. Only recently have States begun to recognize crimes such as stalking or marital rape.

Outside the United States, the situation for women is often far starker. Last year, the world came to understand the brutal treatment of Afghan women under the reign of the Taliban. Unfortunately, the Taliban regime was just an extreme example of the kinds of repression and denial of basic freedoms that women face in much of the developing world. Women in many places are denied such basic rights as owning property. They are more likely to live in poverty, suffer from malnutrition, and lack access to education. Despite the expansion of women's health care research and practices in the last two decades, women still have unequal access to these services.

Such policies are not only unjust, they are unwise. Numerous studies have shown that one of the best investments a developing society can make is educating its girls. In societies where women are literate, infant mortality is lower and children are healthier and better fed. "Women are critical players in ensuring household food security and nutrition," according to the International Fund for Agricultural Development. "Increasing the economic resilience of the poor is largely about enabling women to realize their socioeconomic potential more fully and improve the quality of their lives. To do so, women need access to assets, services, knowledge and technologies, and must be active in decision-making processes." This is important to keep in mind as we grapple this year with food crises in Africa and elsewhere.

As we contemplate going to war with Iraq, we should bear in mind that women often suffer more than men from armed conflict. Women and girls are among those most affected by the violence, economic instability, and displacement associated with warfare, and they frequently are threatened by rape and sexual exploitation, whether at home, in flight, or in refugee camps. Rape and sexual assault have often been used as weapons of war. The U.N. Security Council passed a resolution on Women, Peace and Security in 2000. Yet the deliberate killing, rape, mutilation, forced displacement, abduction, trafficking, and torture of women and girls continue unabated in contemporary armed conflicts, according to UNIFEM.

Although it is usually men who go off to war, women often bear much of the burden. It is therefore crucial that women be active and respected participants in peace-building and reconstruction.

In peacetime as well, women are often victims of domestic violence and

illegal trafficking for slavery and prostitution. In some countries, women fall victim to "honor killings," a deplorable practice whereby women are murdered by male relatives for actions that are perceived to bring dishonor to the family.

The Senate will likely soon be considering landmark legislation to deal with the global problem of HIV/AIDS, which I hope to be able to support. Here again, women must be at the center of our deliberations. Statistics compiled by UNAIDS show that both the spread and impact of HIV and AIDS disproportionately affect women and adolescent girls who are socially, culturally, biologically, and economically more vulnerable. In 1997, 41 percent of HIV-infected adults worldwide were women. In the latest report, they accounted for half. In North Africa and the Middle East, 54 percent of HIV-positive adults are women; in the Caribbean, 52 percent are. U.N. experts believe that women's empowerment is one of the only AIDS vaccines available today in most of the world, and that gender equality should be a guiding principle in the fight against HIV/AIDS.

I have had the opportunity to travel to numerous countries in Africa and see firsthand the devastating toll that HIV/AIDS and other infectious diseases are taking on the people of that continent. Young women are especially at risk. The United Nations reports that in Africa girls aged 15 to 19 are infected with HIV at a rate of 15 to 23 percent, whereas infection rates among boys of the same age group are 3 to 4 percent.

Mr. President, the protection of women's rights is vital to the success of promoting fundamental human rights. The Senate can work towards protecting women's rights and improve the status of women domestically and internationally by acting upon the United Nations Convention on the Elimination of Discrimination against Women, or CEDAW. CEDAW is the most comprehensive treaty on women's human rights, addressing almost all forms of discrimination in areas such as education, employment, marriage and family, health care, politics, and law. It has been over two decades since the United States signed this treaty, and it still awaits consideration before the Senate. Once again, I urge the Committee on Foreign Relations to take up this treaty and finally allow the Senate the opportunity to offer its advice and consent.

In conclusion, as we honor women everywhere and celebrate their accomplishments and contributions to history, we must recognize that there is still more to be done in the struggle for gender equity. Discrimination and violence against women still exist here at home and abroad. The United States and the rest of the international community must reaffirm their commitment to promote gender equality and human rights around the world.●

#### SHRM LEGISLATIVE CONFERENCE

● Mr. ENZI. Mr. President, I welcome the members of the Society for Human Resource Management, SHRM, to Washington, D.C. for their 20th Annual Employment Law and Legislative Conference. Today, more than 200 SHRM members will visit Capitol Hill to share their views and experiences with issues such as the Fair Labor Standards Act, health care reform, and pension reform.

SHRM is the world's largest association devoted to human resource management. Representing more than 170,000 individual members, the society serves the needs of human resource professionals by providing a comprehensive set of resources. As an influential voice, SHRM also seeks to advance the human resources profession by ensuring that human resources is an essential and effective partner in developing and executing organizational strategy.

As a legislator, as a human resources professional, and as a member of SHRM, I want to congratulate SHRM for recognizing the important role individuals can play in affecting the legislative process. Human resources professionals are crucial to the successful operation of our nation's businesses and organizations. Most importantly they understand the positive impact of meeting with their Senators and Representatives to discuss recent workplace trends, their policy implications, and suggested remedies.

Citizen participation is a crucial component of the legislative process, allowing legislators and their staff the opportunity to hear constituents explain personal experiences as they live and work within our nation's laws. Finally, legislators gain critical knowledge through these conversations, resulting in legislation that's clearly applicable to the workplace and effective for employees and employers.

I sincerely thank the members of SHRM for their commitment to provide value to employees and employers across the United States while contributing an essential component to the political process—practical real world experience.●

#### TRIBUTE TO JEANNIE BRIGHT

● Mr. BUNNING. Mr. President, I rise today to honor and pay tribute to Fort Knox civilian employee Jeannie Bright. As a technical publications editor with Fort Knox's Directorate of Training, Doctrine, and Combat Development, Ms. Bright was recently named the Training and Doctrine Command's Editor of the Year. She will be honored at the Secretary of the Army Awards ceremony in the Pentagon on March 14.

Ms. Bright began her civilian career with the Army in 1974. Over the past 22 years, she has poured over millions of words in search of errors and in pursuit of accuracy in Army publications for

soldiers. She recently said, "Sometimes it can be monotonous stuff, but if we're talking about nuclear, biological, and chemical gear and we go to war, then this is pretty important stuff."

While the Army recognizes the dedicated efforts of Ms. Bright, her award should also serve to acknowledge the vital role that all civilian employees play in our Nation's defense. As we continue to keep our soldiers deployed all around the world in our thoughts and prayers, I rise to also thank the thousands of civilian employees like Ms. Bright who also serve our Nation.

I congratulate Ms. Bright on her tremendous service to the soldiers of Fort Knox, the entire Army and our great Nation. Thank you, Jeannie.●

#### CELEBRATION OF THE 25TH ANNIVERSARY OF MICHIGAN AFSCME COUNCIL 25, AFL-CIO

● Mr. LEVIN. Mr. President, today I commemorate the Michigan American Federation of State, County, and Municipal Employees, AFSCME, Council 25, AFL-CIO for 25 years of dedication to State and local government employees. On March 14, 2003, members and supporters of Michigan AFSCME Council 25 will gather to celebrate the commitment this organization has shown and the support it has provided to working families in my home State of Michigan.

For over six decades, AFSCME and its members have worked to combat adversity in the workplace. What began as an effort to save civil service jobs expanded to become an adaptive and dynamic collective bargaining organization. AFSCME has thrived throughout its history by creatively meeting the difficult challenges that it and its members have faced. Today, the organization is a national leader among organized labor movements.

For the past quarter century, Michigan AFSCME Council 25 has represented and advocated for public employees throughout Michigan. The organization's membership includes employees of State, county, and municipal governments, school districts, public hospitals, and nonprofit agencies. Since the formation of Michigan AFSCME Council 25 by special convention in March of 1978, it has been a strong force dedicated to improving working conditions and advocating for its members.

Today, Michigan AFSCME Council 25 represents over 60,000 public employees and is organized into more than 300 local unions. Workers of virtually all public service occupations find a specialized voice within AFSCME. Because of the unwavering dedication that Michigan AFSCME Council 25 has shown to its community, working families and public employees have seen their working conditions improve and their voices heard.

I know that my Senate colleagues will join me in offering our congratula-

tions to Michigan AFSCME Council 25 and its members as they celebrate their 25 years of unwavering support for Michigan's working families.●

#### MONTE MADNESS

● Mr. BAUCUS. Mr. President, I rise today to express a little home State pride. It was described as "Monte Madness."

For months, Montanans logged on to the Internet to cast their votes. Billboards hailed his name. Communities rallied around him. Montana's political leaders backed him. And our State beamed with pride on January 1 when the University of Montana's Monte the Grizzly was crowned Capital One National Mascot of the Year.

For the first time, mascots across the country competed in an online election for the right to represent their school in national competition. Monte faced stiff competition from mascots like Penn State's Nittany Lion and the University of Florida's Albert the Gator. In the end, Monte won the distinguished title, earning the UM mascot program \$10,000 and a lot of national exposure.

Monte is known for his athletic prowess, his slick dance moves, and his knack for firing up Griz fans. It's easy to understand why Missoula Mayor Mike Kadas declared February 1 as Monte Day.

The highflying mascot is an unsung hero of the University of Montana and a valuable member of the Missoula community. There is no doubt Monte is the hardest working mascot in collegiate athletics. He deserves the national recognition. He is the most spirited, most athletic, hardest hitting, best crowd surfing mascot ever to grace a college campus.

I endorsed Monte during his election because he is a mascot for the right reasons—to win ball games and boost Montana athletics.

But Monte is not only a Montana treasure on the field, he is committed to giving back to our communities. Monte often attends parades, community events, and gives his time to help others. He donated \$1,000 he received from the national exposure to Big Brothers and Big Sisters of Missoula.

Monte makes us all very proud to be Montanans. May he wear his crown for all to see and ride his Griz-colored Harley for many years to come.●

#### CARROLL COLLEGE

● Mr. BAUCUS. Mr. President, I rise today to honor the Carroll College Saints football team and to congratulate them on their NAIA National Championship.

As you can see, Montana has much to be proud of.

Carroll College is a 4-year college located in Helena, MT, and was ranked as the fourth best western regional comprehensive college by U.S. News and World Report.

In a game that became part of Montana sports legend, the Carroll Saints crushed their opponent, the two-time defending national champion Georgetown Tigers 28-7. The Saints pounded the Tigers in Tennessee and the echoes reached living rooms throughout Montana. We love football in Montana and the Saints gave us a team to be proud to cheer for and follow.

Although the game was magical, magic played no part in the Saints' success. Teamwork, amazing leadership from Coach Mike Van Diest, and hard work, in the weight room, on the field, and in the classroom, led this group of honorable young men through a solid season and an incredible string of playoff games.

Montana's college football teams recruit heavily from the state and many Montanan seniors led this legendary team. Darold Debolt from Great Falls, Casey Fitzsimmons from Chestor, Nick Garreffa from Billings, Chris Jones from Helena, Luke Lagomasino from Lincoln, Shane Larson from Miles City, Tyler Maxwell from Helena, Cory Perzinski from Billings, Nick Porrini from Helena, and Heath Wall from Belt, all played their part in creating the unity and teamwork that this team displayed throughout the season.

The National Champion Saints' provided inspiration to all who followed them.●

#### HONORING THE LIFE OF JACK WALDROUP, SR.

● Mr. BAYH. Mr. President, I rise today to honor the life of a fellow Hoosier and a dear friend, Jack G. Waldroup, Sr., who passed away on March 9, 2003.

Those of us who knew Jack were touched by his kind heart and generous spirit. His life was the embodiment of values Americans have cherished since the founding of our democracy: civic involvement, active political participation, and public service.

Jack loved Indiana. Throughout his days, he always remained close to his beloved home of Knox County. Jack graduated from Oaktown High School in 1946 and then spent time working on his family farm. He also served his community as a Chief Deputy in the Knox County Sheriff's Department. Soon after, Jack assumed his longtime position as a contract administrative assistant at United Engineers and Architects.

Jack's service to his party never faltered, and he became known in Indiana as "Mr. Democrat." Jack served ably as Knox County Democrat Chairman from 1970 to 1984, helping to cultivate and guide countless careers in public service. He could always be counted on for sound advice, and you could be sure he would give it to you straight—without any sugar coating. Jack's keen understanding of the political process coupled with his loyalty and honest advice led him to become a fixture in statewide Indiana politics, and a must-