

that 16 percent of gay and lesbian individuals reported being fired from or denied a job because of their sexual orientation. A study recently released by the Journal of Applied Psychology found that 37 percent of gay and lesbian workers, across the United States, have faced discrimination based on sexual orientation. 10 percent indicated they had been physically harassed, while 22 percent had been verbally harassed. Nearly 20 percent stated that they had resigned from a job or been fired as a result of discrimination based on sexual orientation. This is precisely why I believe that this Congress must act today, to protect the fundamental rights of all American workers.

H.R. 3685, the Employment Non-Discrimination Act of 2007 (ENDA), contains many important provisions that will make important strides toward ensuring workplace equality for all Americans. This legislation prohibits employers, employment agencies, and labor unions from using the sexual orientation of an individual as the basis for employment decisions, including hiring, firing, promotion, and compensation. It extends Federal protections already guaranteed to individuals based on race, religion, sex, national origin, age, and disability to gay, lesbian, and bisexual workers.

This legislation applies to private sector employers with 15 or more employees, as well as employment agencies, labor organizations, joint labor-management committees, Congress, and federal, state, and local governments. It authorizes the same enforcement powers, procedures, and remedies provided under existing Federal employment discrimination laws such as Title VII and the Americans with Disabilities Act.

Today's bill could go further. It could, and in my opinion should, also extend protections to individuals on the basis of gender identity. However, I believe that it is an important and significant step forward, and I look forward to working with my colleagues to enact fully inclusive legislation, to ensure that all Americans will ultimately be protected from workplace and employment discrimination.

I am pleased to support the amendment offered by my colleague, Mr. GEORGE MILLER. This amendment clarifies the religious exemption under ENDA, addressing concerns raised by some religious schools. It makes explicitly clear that religious organizations are given an identical exemption, under ENDA, to the one found in Title VII of the Civil Rights Act of 1964. This provision exempts religious corporations, schools, associations, and societies from religious discrimination claims. Mr. MILLER's amendment clarifies that both denominational and non-denominational religious schools qualify for exemption from ENDA. I thank my colleagues who joined me in supporting this amendment.

In addition, I would also like to express my support for the amendment offered by my colleague, Ms. BALDWIN, and my disappointment that it was not adopted. This amendment would have expanded ENDA's protections to persons discriminated against based on gender identity, defined as the gender-related identity, appearance, or mannerisms or other gender-related characteristics of an individual, with or without regard to the individual's designated sex at birth. This amendment highlighted the activism and dedication of individuals such as Phyllis Randolph Frye, a lawyer in Houston who has struggled for the rights of transgender people for decades. Further, the

language included in Representative BALDWIN's amendment addresses concerns of shared facilities, dress, and grooming standards, stating explicitly that the construction of additional facilities is not required. If this legislation is to truly achieve its goals of equal treatment for all Americans, this amendment is tantamount to that success. I therefore strongly hope that my colleagues will join me in enacting this amendment in the future.

Furthermore, I oppose the motion to recommit on the grounds that it was designed to either permanently derail or at least delay this historic legislation. In addition, the motion to recommit was regarding the definition of marriage, which is utterly separate from workplace discrimination.

Madam Chairman, this non-discrimination legislation is good for America: it benefits American citizens and American companies. Non-discrimination protects the civil rights of individuals, and it has proven good for business in some of our nation's most successful businesses. Our nation is built on the ideals of hard-work and equality, key values that are enshrined in today's legislation.

I urge my colleagues to join me in supporting this legislation, and in ensuring that all American workers enjoy basic employment protections.

WISHING MRS. MAGGIE KATIE BROWN KIDD A HAPPY 103RD BIRTHDAY

HON. DAVID SCOTT

OF GEORGIA

IN THE HOUSE OF REPRESENTATIVES

Thursday, November 8, 2007

Mr. SCOTT of Georgia. Madam Speaker, I rise today to recognize an important milestone in the life of my constituent Mrs. Maggie Katie Brown Kidd. On December 8, 2007, Mrs. Kidd will celebrate her 103rd birthday. Many family members and friends will recognize this momentous occasion with a party in late November.

Maggie was born during President Theodore Roosevelt's second term in office and has lived to see another 16 presidents in her lifetime. Maggie Brown was the eleventh and youngest child born to William (Doc) and Lucy Callahan. She is the sister of Johnny (John S.) Brown, Rosie May Brown, Pearlie Dacia Ann Brown Seals, Jasper Brown, Sally Mack Brown Finch, Evie Brown Robinson, Lena Jane Brown Jewell, Mary Lou Brown, Jewell McNabb, Nora May Brown Barrow, Climma Lee Brown Finch Haynes and James Richard (J.C.) Brown.

At a young age, Maggie united with the Mount Zion Baptist Church in Stephens, Georgia under the leadership of Reverend W.M. Combs, and was baptized by Reverend Henry Gresham. After church, she loved to play baseball on Sunday afternoons with her siblings. She remained with Mt. Zion until she moved to Atlanta, and still feels a connection to her home church.

On November 30, 1940, she married Willie (Dock) Kidd, III, son of Willie Kidd, II and Annie Lou Dalton, and brother of Bernice Kidd Wingfield, Ceola Kidd Jackson, Janie Kidd Jackson and Carrie Kidd Thomas. Mr. and Mrs. Kidd raised two children, John and Rosalyn. She is also a grandmother to four,

and a great-grandmother to three children. As her husband and all siblings have passed away, Maggie is the matriarch of her family.

Maggie still takes long vacation trips with her children and participates in family gatherings and activities outside of Georgia. Maggie is an avid quilter and enjoys a quiet afternoon stitching in her favorite chair.

In closing, Madam Speaker, I ask my colleagues to join me in recognizing the life of Mrs. Maggie Katie Brown Kidd, by wishing her a very happy 103rd birthday.

LANTOS RECOGNIZES YAD VASHEM CEREMONY HONORING ALBANIANS WHO SAVED JEWISH LIVES DURING THE HOLOCAUST

HON. TOM LANTOS

OF CALIFORNIA

IN THE HOUSE OF REPRESENTATIVES

Thursday, November 8, 2007

Mr. LANTOS. Madam Speaker, I would like to call the attention of my colleagues in the Congress to a ceremony that was held on November 1 at Yad Vashem, the Holocaust Martyrs' and Heroes Remembrance Authority in Jerusalem. This ceremony, which recognized the unique role that Albanians played in saving every Jew who either lived in Albania or sought asylum there during World War II, marking the opening of "Besa: A Code of Honor/Albanians who Rescued Jews during the Holocaust." This exhibit by Jewish American photographer Norman Gershman documents the heroism of the rescuers and their families—65 percent of whom were Muslim—who saved more than 2,000 Jews from the ravages of the Nazi Holocaust.

Few people are aware that all Jews who lived in Albania during World War II or sought asylum there were saved from likely death during the Holocaust. Approximately 200 Jews lived in Albania during the early 1930s, while nearly 2000 Jews resided there by the end of the war—making Albania the only nation that can claim that every Jew within its borders was rescued from the Holocaust. When the Italian fascists invaded Albania in 1939, followed by the German Nazis in 1943, the Albanian population hid Jews; furthermore, Albanian government officials refused to comply with the order to provide a list of Jews living in Albania. While many Albanian citizens hid Jews on their own initiative, the rescue operation became more coordinated as the danger increased and "national liberation councils" in towns where Jews were hiding moved them from place to place—either with false passports or disguised as Albanian peasants. Albanians living in Kosova, Macedonia, and Montenegro, then part of the former Yugoslavia, were instrumental in gaining safe passage for Jews into Albania.

Not only were the Albanians isolated from centuries of institutionalized anti-Semitism, Madam Speaker, but they also have a history of religious tolerance based on the Kanun (a set of customary laws developed in the 15th century and passed down through the generations). Its underpinning moral code of besa, which is celebrated in the Yad Vashem photo exhibition, emphasizes a sacred promise to keep one's word as well as to provide hospitality and protection. As the Western concept of "foreigner" does not exist within the Kanun,

Albanians did not see Jews as "foreigners" but rather as "guests" who needed to be protected even at great risk to their hosts.

Information about the safe haven that many Albanians provided to Jews who were being persecuted during the Holocaust was suppressed by the communist regime of Enver Hoxha, who controlled the country for five decades. When former Congressman Joe DioGuardi and I became the first U.S. officials in 1990 to enter Albania in 45 years, Albania's new leader, Ramiz Alia, showed us never-before-seen archives with letters, photographs and newspaper clippings about Albanians who saved Jews during World War II. Congressman DioGuardi sent this material to Israel, where the documents were authenticated by Yad Vashem. In cooperation with former Congressman Ben Gilman and the Albanian American Foundation, Albania was added to the "Righteous among nations" section of the U.S. Memorial Holocaust Museum in 1995.

The Yad Vashem exhibit was created with the help of the Albanian American Civic League and financial support from the Righteous Persons Foundation, the Jewish Communal Fund, the New York State Department of Education, the McBride Family Foundation, and the Albanian American Foundation. It will be on display for two months at Yad Vashem before traveling to museums and Holocaust memorial sites around the world. It will be displayed on January 27, International Holocaust Remembrance Day, at the United Nations headquarters in New York City.

Madam Speaker, as a Holocaust survivor who survived certain death due to the kindness of strangers, I am immensely grateful to the Albanian people for their bravery, selflessness and generosity in risking their lives to hide and protect so many Jews during one of the world's darkest hours. I am delighted that this exhibition is finally giving Albania the recognition it deserves for the vitally important role its citizens played during World War II. I am grateful to my former colleague and friend Joe DioGuardi and the Albanian American Civic League for their efforts in ensuring that this information becomes publicly available. Madam Speaker, I wish to formally recognize the opening of this remarkable memorial and encourage all of my colleagues to visit it where possible.

INDIA HOUSE HOUSTON

HON. TED POE

OF TEXAS

IN THE HOUSE OF REPRESENTATIVES

Thursday, November 8, 2007

Mr. POE. Madam Speaker, America, as a Nation made up of many cultures, has always been one to embrace traditions of the past, while at the same time looking towards the future. Members of the India House organization follow this same time honored philosophy. Their mission to "unite cultures, create bridges, and serve human needs," is a testament towards this group's significance. With over 120,000 Indian-American's residing in the Houston area alone, the importance for community interaction becomes increasingly apparent.

As the Indian population continues to grow throughout South East Texas, so does the need to raise awareness of their increasing

footprint. India House has successfully stepped up to this challenge through diverse organizations provided for all Houstonians. Services ranging from legal advice and financial education to yoga and meditation are made available by the organization.

Yet, until recently the rendering of these positive benefits was somewhat difficult resulting from their dispersed locations. In order to better connect the needs of their increasing community India House recently broke ground on their new facility. At 100,000 square feet it will be the largest of its kind in the Nation, offering over 500 different activities to the community annually.

Phase one of the projects will work towards further educating and assisting Houstonians, allowing them to thrive. This building, most importantly, will work towards meeting both the health as well as financial needs of the Indian-American population. Senior activities areas are also a part of the master plan, hoping to increase their social interaction. Yet perhaps the most important aspect included in this segment, comes with the availability to further ones education. Various classes, such as English, will be provided for members so that they may better become part of society.

Showcasing and promoting Indian culture to the Houston community makes up much of the buildings second phase. The Cultural Arts Center is designed to house performances, relevant retail and craft shows, as well as food related events. By educating neighbors in Indian-American culture, this group takes positive strides towards becoming part of our Nation's future. While the initial construction concentrates on assisting members, this later development is particularly involved with celebrating tradition.

India House recognizes the need to work together as a community, and to discern how to meet the needs of their population. Contemporarily, they are one of the largest legal Asian immigrant groups, with the highest level of educational qualifications surpassing any other ethnic group in America. Their impact on the future of our society is thus undeniable. However, the strides to become a working part of our Nation's economy and society through groups like India House, is unquestionably commendable.

And that's just the way it is.

HONORING FRED KELLEY FOR HIS EFFORTS TO PROMOTE HEALTHY LIVING THROUGH "PEDDLIN' FOR A CURE"

HON. JO BONNER

OF ALABAMA

IN THE HOUSE OF REPRESENTATIVES

Thursday, November 8, 2007

Mr. BONNER. Madam Speaker, there are many unsung heroes throughout our great nation who give selflessly of their time in order to help others. Mr. Fred Kelley, of Monroeville, Alabama, is one of these individuals.

Fred has dedicated his life to helping others by encouraging families to take up bicycling. His tireless efforts to promote healthy living have raised over \$330,000 for the American Cancer Society. Founder of Monroe County's "Peddlin' for a Cure," the largest fundraising event in the American Cancer Society's southeast division, Fred and his team raised an in-

credible \$140,000 at this year's ride for cancer research.

"Peddlin' for a Cure" began almost by accident. In 2004, Fred Kelley and Phill Allen, co-hosts of the Morning Show on Monroeville's WMCF 99.3, made a plea to their listeners to raise funds for the American Cancer Society. Fred challenged his listeners saying, "If we can raise \$1,000 this morning, I'll ride my bicycle from the Monroeville Square to the Battleship Alabama." Within 20 minutes, \$5,000 had been raised and numerous callers had volunteered to ride with Fred, and that morning, "Peddlin' for a Cure" was born. The first ride to the battleship exceeded everyone's expectations raising \$36,000, and in just four years, "Peddlin' for a Cure" has raised \$334,000 for the American Cancer Society's Relay for Life, in addition to other cancer fundraising events throughout the country.

Fred's commitment to his community doesn't end there. He is also a volunteer with the Alabama Obesity Task Force in Montgomery and uses his skills as a commercial pilot to volunteer with Pilot's for Christ, an international organization that uses airplanes for missionary work. With Pilot's for Christ, Fred has flown numerous cancer patients for specialized treatments all of the United States.

Earlier this week, President George W. Bush invited Fred Kelley to the White House to personally thank him for his selfless service to others.

Madam Speaker, I proudly ask you and my colleagues to join me in honoring Fred Kelley for his selfless commitment to helping his community and for inspiring others to do the same. Fred's story serves as an inspiration not only to those of us in southwest Alabama but also to people across the country. Without a doubt, we need more people like Fred Kelley in this world—a true hero.

MRS. BEVERLY HATCHER, PRESIDENT OF THE GOLDEN TRIANGLE MINORITY BUSINESS COUNCIL

HON. TED POE

OF TEXAS

IN THE HOUSE OF REPRESENTATIVES

Thursday, November 8, 2007

Mr. POE. Madam Speaker, today I am proud to recognize a community leader in southeast Texas. Mrs. Beverly Hatcher has worn many distinguished hats, including mother, wife, member of the Junior League of Beaumont; Honorary Member of Delta Sigma Pi Fraternity of Delta Eta Chapter; Beaumont Rotary Club Member; Beaumont M.L. King, Jr. Parkway Commission; Texas PTA Honorary Life Member; Member of the National Association of Parliamentarians; Board Member of the 100 Club of Jefferson and Hardin Counties; Member of Leadership Texas, Leadership America and Leadership Southeast Texas; Vice President of Membership of the Three Rivers Council of the Boy Scouts of America; U.S. Small Business Administration District VI Minority Small Business Advocate of the Year; Port Arthur Weed and Seed Advisory Board; and '04-'06 Senator Kay Bailey Hutchison's Business Leadership Summit.

Since 1990, Mrs. Hatcher has led the Golden Triangle Minority Business Council. As president of the GTMBC, Mrs. Hatcher helps