

Born and raised in Lafayette, Louisiana, Dr. Francis, the son of a barber and a homemaker, first set foot on the campus of Xavier University as a student in 1948 and immediately stood out among his peers as a leader in all areas of academic excellence. Fore-shadowing the legacy he would later build on this very campus, his fellow classmates elected him class president each year of his undergraduate study and student body president his senior year. When he graduated with honors in 1952, Dr. Francis left Xavier knowing that he would return someday.

Later that year, Dr. Francis became the first African American to attend Loyola Law School in New Orleans. After graduating in 1955, he served our country with honor and distinction in the U.S. Army's Third Armored Division. After his honorable discharge, Dr. Francis worked on special assignment with the U.S. Attorney General to help desegregate federal agencies.

Following his completion of this assignment, Dr. Francis found himself at a crossroads. He had a promising legal career ahead of him yet he yearned to be of service in higher education. Choosing the latter, where he thought his talents could be of greater use, Dr. Francis returned to his alma mater, becoming dean of men in 1957. Rising quickly through the ranks, he became the first African American and first layman to serve as president of Xavier University in 1968.

Mr. Speaker, Dr. Francis has revolutionized Xavier University in countless ways during his 47-year tenure as president. Under his leadership, the university's enrollment has more than doubled, its endowment has grown eight-fold, and its campus has expanded from only five buildings to sixteen buildings on more than sixty acres.

These changes are also reflected in the young leaders and model graduates that Xavier continues to produce. Xavier University is recognized as the leading producer of African American undergraduates who go on to complete medical school and one of the top three producers of African American Doctor of Pharmacy degree recipients. Xavier ranks first nationally in the number of African American students earning undergraduate degrees in biology and life sciences, chemistry, physics, and pharmacy.

Dr. Francis' sphere of influence has not been confined to the campus limits of Xavier University. A nationally recognized figure, Dr. Francis has served in advisory roles to eight U.S. presidents on education and civil rights issues. He has also served on 54 boards and commissions. He has received 42 honorary degrees from other universities and numerous awards and commendations in recognition of his leadership in higher education as well as his selfless service to his community and to our nation. In 2006, then-President George W. Bush honored Dr. Francis with the Presidential Medal of Freedom, the nation's highest civilian award.

Mr. Speaker, I ask my colleagues to join me in recognizing Dr. Norman C. Francis for his significant contributions to our nation and for his 47 outstanding years as President of Xavier University of Louisiana. His visionary leadership has helped transform this university for the better to provide students with a fulfilling college experience, a quality education focusing on academic excellence, and the necessary tools with which to live successful and productive lives.

HONORING CHIEF THOMAS LAWS

HON. MARK MEADOWS

OF NORTH CAROLINA
IN THE HOUSE OF REPRESENTATIVES

Wednesday, April 22, 2015

Mr. MEADOWS. Mr. Speaker, I rise today to recognize Chief Thomas Laws, the Fire Chief of Granite Falls, North Carolina. On May 1, 2015, Chief Laws will retire after thirty-two years of successful, dedicated service.

Chief Laws began his service in Granite Falls in 1982 as a firefighter. Just three years later, he was promoted to Chief. During his tenure, Chief Laws maintained a standard of excellence in firefighting equipment, tactics, and training. He was also instrumental in obtaining several program grants that have made the department what it is today. Thanks in large part to Chief Laws' dedication, the local fire department in Granite Falls consistently handled emergencies in a timely and efficient manner.

The exemplary leadership of Chief Laws is something that all of us can admire and respect. As such, I am proud to honor Fire Chief Thomas Laws for his faithful service to the people of Granite Falls and congratulate him on his retirement.

CELEBRATING ZETA PHI BETA SORORITY, INC. GREAT LAKES REGION

HON. JANICE D. SCHAKOWSKY

OF ILLINOIS
IN THE HOUSE OF REPRESENTATIVES

Wednesday, April 22, 2015

Ms. SCHAKOWSKY. Mr. Speaker, I rise today to celebrate 95 years of service by Zeta Phi Beta Sorority and to wish them well as they begin their 81st Annual Great Lakes Regional Leadership Conference tomorrow in Rosemont, Illinois.

The conference, led by Great Lakes Regional Director Michelle Porter Norman, will capture the essence of all that Zeta Phi Beta Sorority, Incorporated embodies . . . to be "A Community Conscious, Action Oriented Organization". Their National Programs, including Z-HOPE, Stork's Nest and Elder Care, provide necessary assistance to members of our communities across the globe, to address societal ills, poverty, and health concerns of the day. It is expected to draw more than 700 members from across seven states—Illinois, Indiana, Kentucky, Michigan, Minnesota, Ohio and Wisconsin.

Zeta Phi Beta Sorority was founded in 1920 at Howard University in Washington, DC, in the belief that the social nature of Sorority life should not overshadow the real mission of progressive organizations. The international organization's more than 100,000 initiated members and affiliates have given millions of volunteer hours to educate the public, provide scholarships, support organized charities and promote legislation for social and civic change. Zeta Phi Beta has more than 800 chapters in the United States, Japan, Germany, England, Belgium, the Republic of Korea, the Caribbean and most recently Dubai, United Arab Emirates.

I send a sincere "thank you" to Zeta Phi Beta for your dedication to promoting aca-

demical excellence and instilling in your members a lifelong commitment to service.

TRIBUTE TO DR. SAUNDRA H. GLOVER

HON. JAMES E. CLYBURN

OF SOUTH CAROLINA
IN THE HOUSE OF REPRESENTATIVES

Wednesday, April 22, 2015

Mr. CLYBURN. Mr. Speaker, I rise today to pay tribute to Dr. Sandra H. Glover on the occasion of her retirement from the University of South Carolina. Serving as Associate Dean for Health Disparities and Social Justice of the Arnold School of Public Health and Director of the Institute for Partnerships to Eliminate Health Disparities (IPEHD), Dr. Glover has devoted her life to fighting inequity in health status and health care.

Dr. Martin Luther King, Jr. famously said at the 1966 National Convention of the Medical Committee for Human Rights: "Of all the forms of inequality, injustice in health care is the most shocking and inhumane." I profoundly agree with that view. While many bemoan the poor health status of many Americans and their lack of access to care, Dr. Glover spent decades working to correct this shocking and inhumane injustice.

In her fight to eliminate health disparities, Dr. Glover has brought to bear a plethora of weapons. She has conducted research, winning millions of dollars in grants and leading efforts to create the Health Disparities Research Network. She has been a prolific author, publishing dozens of articles in academic journals. She has been an educator, working to address the dearth of minority public health professionals and earning the South Carolina Rural Health Association's Excellence in Education Award. She has been a community leader, serving on the South Carolina Department of Health and Environmental Control (DHEC) commissioner's health disparities advisory board and partnering with DHEC's Office of Minority Health on a number of statewide initiatives. In 2010, she was appointed to the Executive Committee of the Congressional Black Caucus Institute 21st Century Council, leading the health policy subcommittee.

In all of these endeavors, Dr. Glover has tackled the complicated problem of health disparities from a wide array of angles. Her publications have covered topics as diverse as HIV, mental health, diabetes, asthma, access to care, and health services delivery. IPEHD, under her directorship, has been engaged in research and community activities that address HIV, cervical cancer, head and neck cancers, prostate cancer, obesity, mental health, autoimmune diseases, musculoskeletal injuries, and environmental health. In all of her work, Dr. Glover has focused on identifying and developing partnerships, engaging vulnerable and underserved communities in research, prevention and intervention activities, and training underrepresented minorities in biomedical and behavioral research.

I am particularly grateful for Dr. Glover's role in organizing the James E. Clyburn Health Disparities Lecture Series. She has taken the lead in developing this annual lecture series to bring together academicians, clinicians, and community partners to share research and best practices on promoting health equity.

Recognizing the importance of turning knowledge into action, Dr. Glover has ensured that this lecture series include follow-up dialogue sessions to identify community-level action steps to address racial, ethnic, and residence-based disparities in HIV and cancer in South Carolina and across the country. The success and growth of these programs would not have been possible without Dr. Glover's leadership.

With all of these accomplishments, it is no surprise that Dr. Glover has garnered numerous honors and awards over the years. The University of South Carolina honored her with the Outstanding Black Alumni Award in 2004 and the Martin Luther King Faculty Social Justice Award for Exemplary Teaching, Research, and Service in 2010. She has also received national acclaim, winning the National Council of Negro Women's Living the Legacy Award in 2011, the Urban League's 2012 Tower Award for contributions to the betterment of humanity, and the Alpha Phi Alpha Fraternity's MLK Community Service Award in 2013. We in South Carolina have been fortunate to have such a distinguished figure serving our community for so many years.

Mr. Speaker, I ask you and my colleagues to join me in congratulating Dr. Glover on her well-deserved retirement. I wish her good health and Godspeed.

INTRODUCTION OF END RACIAL
PROFILING ACT OF 2015

HON. JOHN CONYERS, JR.

OF MICHIGAN

IN THE HOUSE OF REPRESENTATIVES

Wednesday, April 22, 2015

Mr. CONYERS. Mr. Speaker, I am pleased to introduce the End Racial Profiling Act of 2015, along with additional cosponsors. This legislation represents a comprehensive federal commitment to healing the rift caused by racial profiling and restoring public confidence in the criminal justice system at-large. This legislation is designed to enforce the constitutional right to equal protection of the laws by changing the policies and procedures underlying the practice of profiling.

This legislation can be traced back to the data collection efforts of the late 1990's that were designed to determine whether racial profiling was a fact rather than an urban legend. Based upon the work around that legislation, by September 11, 2001, there was significant empirical evidence and wide agreement among Americans, including President Bush and Attorney General Ashcroft, that racial profiling was a tragic fact of life in the minority community and that the Federal government should take action to end the practice.

Moreover, many in the law enforcement community have also acknowledged that singling out people for heightened scrutiny based on their race, ethnicity, religion, or national origin had eroded the trust in law enforcement necessary to appropriately serve and protect our communities.

During our 112th Congress Judiciary Committee hearing on racial profiling, we approached the issue from the perspective of "smart policing" and what makes sense in a time of austerity for protecting public safety. I believe that it became clear during the hearing that enough agreement exists to allow us to re-open the bipartisan dialogue on racial

profiling commenced by President Bush and Attorney General Ashcroft.

Despite the fact that the majority of law enforcement officers perform their duties professionally and without bias—and we value their service highly—the specter of racial profiling has contaminated the relationship between the police and minority communities to such a degree that federal action is justified to begin addressing the issue. While the Department of Justice reissued a series of guidelines in December 2014 which were designed to end the practice of racial profiling by federal law enforcement agencies, these measures still do not reach the vast majority of racial profiling complaints arising from the routine activities of state and local law enforcement agencies.

Further, the guidelines provide no enforcement mechanism or methods for identifying law enforcement agencies not in compliance and, therefore, fail to resolve the racial profiling problem nationwide. In this instance, there is no substitute for comprehensive federal anti-profiling legislation.

The End Racial Profiling Act is designed to eliminate the well documented problem of racial, ethnic, religious, gender, sexual orientation, gender identity and national origin profiling. First, the bill provides a prohibition on racial profiling, enforceable by declaratory or injunctive relief. Second, the bill mandates that training on racial profiling issues as part of Federal law enforcement training, the collection of data on all routine or spontaneous investigatory activities that is to be submitted through a standardized form to the Department of Justice.

Third, the Justice Department is authorized to provide grants for the development and implementation of best policing practices, such as early warning systems, technology integration, and other management protocols that discourage profiling. Finally, the Attorney General is required to provide periodic reports to assess the nature of any ongoing discriminatory profiling practices.

Recent events in the wake of Ferguson, Missouri demonstrate that racial profiling remains a divisive issue in communities across the nation that strikes at the very foundation of our democracy. The deaths of Walter L. Scott—arising from a traffic stop—Michael Brown, Eric Garner, and Antonio Zambrano-Montes—all at the hands of police officers—highlight the links between the issues of race and reasonable suspicion of criminal conduct. Ultimately, these men are tragic examples of the risk of being victimized by a perception of criminality simply because of their race, ethnicity, religion or national origin. These individuals were denied the basic respect and equal treatment that is the right of every American.

Decades ago, in the face of shocking violence, the passage of sweeping civil rights legislation made it clear that race should not affect the treatment of an individual American under the law. I believe that thousands of pedestrian and traffic stops of innocent minorities and needless killings or use of excessive force by the police call for a similar federal response. The practice of using race or other characteristics as a proxy for criminality by law enforcement seriously undermines the progress we have made toward achieving equality under the law. Please join me in supporting this legislation.

IN RECOGNITION OF THE 50TH ANNIVERSARY OF THE JOB CORPS PROGRAM

HON. RICHARD E. NEAL

OF MASSACHUSETTS

IN THE HOUSE OF REPRESENTATIVES

Wednesday, April 22, 2015

Mr. NEAL. Mr. Speaker, I want to take this opportunity to recognize the 50th anniversary of the Job Corps Program. With Westover Job Corps Center in Chicopee, Massachusetts within my district, I would like to say a few words on the successes that Job Corps have had over their distinguished history.

The Job Corps Program was created as a collaboration between the public and private sectors to help poor and unemployed young people gain the skills to enter the job market. Job Corps' educational model allows academic and vocational professionals to create self-paced work plans for their students. With their residential campuses, counselors, instructors, and advisors work with their students on a 24 hours a day, 7 days a week basis to develop the life skills, financial literacy, and responsible citizenship that students require for the future. 80 percent of all Job Corps graduates are able to find employment, move onto higher education, or serve their nation in the Armed Forces. Over their 50 year history, more than 3 million jobless and underemployed people have benefitted from the unique opportunity that Job Corps offers.

Mr. Speaker, Job Corps remains a life-changing resource for thousands of at-risk, jobless, and disenfranchised youths around the country. I have personally seen the improvements that have been made to students' lives at Westover Job Corps Center over my tenure in Congress. I wish them continued success as they continue their great work in the future.

RECOGNIZING THE 80TH ANNIVERSARY OF THE CITGO CORPUS CHRISTI REFINERY

HON. BLAKE FARENTHOLD

OF TEXAS

IN THE HOUSE OF REPRESENTATIVES

Wednesday, April 22, 2015

Mr. FARENTHOLD. Mr. Speaker, I rise today to recognize the 80th anniversary of the CITGO Corpus Christi Refinery. Since 1935, CITGO has been a dedicated leader to the City of Corpus Christi and to the people of Texas.

Driven by commitment to its core values of integrity, respect, and fairness, CITGO has been a shining steward and model example of the community. As a good corporate neighbor who has provided thousands of jobs and innumerable charitable contributions and volunteer work to the people of Corpus Christi, I am very proud to have CITGO here in the 27th District of Texas.

As a company rightly focused on people and opportunity, I encourage us all to take time today on April 15, 2015 to celebrate eight decades of CITGO's commitment to our community and to wish the Corpus Christi Refinery nothing but the best in the upcoming century.