

She has done so, not only through classroom instruction, but also through participation in various extracurricular endeavors. Judith has worked to improve the departmental curriculum, participating in departmental meetings, becoming involved in various training programs, and holding an active role in major committees, such as the technology committee. Over the years, Judith has worked to provide her students within an excellent education, and she has been rewarded as many of her students return to thank her for the work ethic she instilled in them.

Mary Tanis has been a Social Studies and English teacher at Kahler Middle School in Dyer, Indiana for 24 years. Throughout her career, Mary has designed a variety of creative projects in her classroom, which have sparked the interest of her students and fellow teachers. She has, for instance, implemented Arbor and Earth Day projects in her classroom. 16 years ago, she created a genealogy project, which is still used to teach children about their different heritages. Mary has also been a forerunner in keeping students apprised of technological resources available to them, and she was one of the first teachers in her school corporation to use the Internet as a classroom tool for instilling in students an interest in current events, history, and the weather. Mary's efforts to focus her young students on current affairs has led several of her former students to run for political office.

Mr. Speaker, I ask you and my other distinguished colleagues to join me in commending these outstanding educators on their receipt of the 1998 Crystal Apple Award. The years of hard work they have put forth in shaping the minds and futures of Northwest Indiana's young people is a true inspiration to us all.

BANKBOSTON SHOWS HOW DIVERSITY SHOULD WORK

HON. BARNEY FRANK

OF MASSACHUSETTS

IN THE HOUSE OF REPRESENTATIVES

Wednesday, May 6, 1998

Mr. FRANK of Massachusetts. Mr. Speaker, I was very pleased to receive from Chairman Charles Gifford of BankBoston an excellent report on the diversity program of the bank. BankBoston shows beyond dispute how an intelligent, supportive approach to diversity is fully compatible with a successful business in America today. Because the inclusion of gay and lesbian workers in diversity programs is unfortunately not yet as wide spread as it should be, I was especially pleased to note the recognition Mr. Gifford and BankBoston have given to this important aspect of a comprehensive diversity program. Given the prejudice against gay men and lesbians that still exist in many areas of our economy and society, I am grateful to Mr. Gifford and BankBoston for taking a leading role in this area. When a highly successful and very well respected institution such as BankBoston steps forward in this way, the lessons for society as a whole are profound. Because of this, I ask that the page from that diversity report illustrating the importance of inclusion of gays and lesbians in diversity programs be printed here. I do so not to suggest that the other aspects of the diversity program are unimportant, but because BankBoston is particularly de-

serving of praise for its willingness to take on this one prejudice which so many other entities fear to confront.

OUR COMMITMENT TO DIVERSITY: A STATEMENT FROM CHAD AND HENRIQUE

We are deeply committed to building a diverse workforce, and are confident that we can and must effectively manage our diversity. But, when BankBoston chose diversity as one of Our Values, many of us in executive management immediately foresaw some challenges.

First, we need to educate our workforce, so we all recognize diversity as the critical business issue that it is. Second, we need to use that understanding and appreciation to leverage diversity as an integral instrument in providing value for customers and shareholders. And third, we must hold ourselves accountable and determine whether we have achieved this vital goal.

Like most business people, we live by the motto that "what gets measured gets managed." This focus on measuring performance quantitatively encourages structure, discipline and accountability. At BankBoston, we use many processes to measure our performance against goals. We survey customers to see how well we are meeting their expectations. We chart our financial performance to determine whether we are hitting our Managing for Value targets. We even use a detailed Performance Development Process to ensure that we manage employees' development.

Some goals, however, do not lend themselves as easily to numbers and graphs. In fact, when you try to measure success in managing diversity through only numerical means, you risk missing the broader and deeper picture. For example, if you meet your targets at hiring more people of color, but you don't create a safe and supportive environment in which their talents and abilities flourish, you will ultimately fail. Even if employees don't physically leave the organization, they may fall short of their potential without sufficient recognition and development.

Diversity is also a moving target. As cultures and demographics shift, diversity itself takes on new meaning. Just 20 years ago, diversity was seen as the need to hire and promote more women and people of color. Today, it is commonly accepted that we must think more broadly than race and gender. We must harness the diverse talents and perspectives of all employees, in our efforts to meet our business goals. This includes changing the way we manage and interact as team members with people who have different styles of learning and working, and managing diversity as a key business advantage in our increasingly multicultural markets. In an evermore diverse and competitive marketplace, we cannot afford to exclude any perspectives.

The costs of not managing workforce diversity are well documented—high turnover, high absenteeism and low productivity. The benefits of managing diversity are also well established—increased creativity and innovation, greater productivity, increased employee satisfaction and loyalty, larger market share and, ultimately, enhanced shareholder value.

This report—focusing on three critical areas of diversity for BankBoston (i.e., investing in our employees, customers and community)—is an example of our sincere commitment. It is one more step in our ongoing journey. We're publishing it to educate our workforce on the value of diversity, to share our successes thus far and to hold ourselves, as an institution, accountable for our progress.

CHAD GIFFORD,

*Chairman and Chief
Executive Officer.*
HENRIQUE MEIRELLES,
*President and Chief
Operating Officer.*

BRIAN BUSH: SETTING THE RECORD STRAIGHT ON GAYS AND LESBIANS

It's the moment of truth for many gay and lesbian employees, the moment you "come out" and be yourself. For Brian Bush, it happened almost two years ago.

The reaction from colleagues and management? "I've received nothing but support," says the head of BankBoston Connecticut's Gay & Lesbian Resource Group. "To know and work with someone who's gay dispels stereotypes. We've very much the same as others. We work hard, care about our careers and have committed relationships."

An assistant vice president in Corporate Lending, Brian can attest to the value of having employees free to focus on their jobs instead of covering up who they are. "Most gays and lesbians wear masks in the workplace and try to act like heterosexuals," he continues. "How do you respond when you receive a personal call at work? What do you say when people talk about their family and social activities? It seems unfriendly not to share details with your coworkers. It takes away from the concept of teamwork. Since coming out, I can focus all my energy on my job."

Brian expects it will be easier for the Bank to generate new business and attract more highly qualified employees, once people learn how supportive the Bank is regarding diversity. "We're very fortunate to have a CEO who has gone out of his way to offer support," he observes. "The Bank's ongoing commitment will show people that our corporate value of diversity is here to stay."

Brian says the recently introduced extended family benefits, which includes domestic partners, "is the icing on the cake. We've made a lot of progress in the last two years, and are way ahead of most companies."

RECOGNITION OF THE PROVIDENCE PUBLIC HOUSING AUTHORITY

HON. ROBERT A. WEYGAND

OF RHODE ISLAND

IN THE HOUSE OF REPRESENTATIVES

Wednesday, May 6, 1998

Mr. WEYGAND. Mr. Speaker, I rise today to commend the Public Housing Authority of Providence, Rhode Island. In ten short years they have managed to turn around some of the most depressing public housing projects in the city, and create a rejuvenated community full of hope and promise for its residents.

In 1986 the board of the Providence Housing Authority had to make some tough choices. At that time the agency was plagued by many problems. Housing residents complained of the poor conditions of their buildings. Stairs within the buildings were crumbling creating safety hazards. Garbage pickup had been neglected. Local banks no longer trusted the agency's checks. The U.S. Department of Housing and Urban Development threatened to cut off funding if the agency's problems were not solved.

When President Franklin D. Roosevelt launched public housing in 1937, the intent was to provide temporary housing for families in financial straits. Screening was strict; tenants had to be employed. After World War II, the character of public housing gradually

changed. Currently, a typical tenant must rely on public housing as permanent housing, and receives public assistance. Public housing projects in recent years have been plagued by a downward spiral of public assistance, lack of job training, and high crime rates.

The Providence Housing Authority decided to face the problem head on. Existing units within the system have been modernized. Repairs have been undertaken ranging from complete rehabilitation to emergency repairs of rotting roofs. Maintenance repair orders are completed swiftly rather than languishing unfinished for months. Security in the Providence properties has improved, allowing residents to build a community. The agency has built up its cash reserves, improving the financial management of the housing authority. Perhaps most important, the Providence Housing Authority has introduced high caliber non-housing services for residents, such as job training, life skills, and youth recreation programs. They have developed after-school programs for children, and self-sufficiency programs for adults.

In recent years, the Housing Authority, which is monitored by HUD, has consistently received higher grades in its annual report-card-type ratings. Since 1991, when HUD started their rating system, the Providence Housing Authority has improved its scores every year. And recently the Housing Authority has achieved "high performer" status, by scoring 97 out of a possible 100 points.

This turn around would not have been possible without the leadership and support of the eleven member Board of Directors of the Providence Housing Authority. These men and women, led by Stephen O'Rourke, have worked hard and persevered in turning around a crumbling system. I ask my colleagues to join with me in congratulating the Providence Housing Authority of a truly remarkable turnaround.

IN MEMORY OF GABE PAUL

HON. DENNIS J. KUCINICH

OF OHIO

IN THE HOUSE OF REPRESENTATIVES

Wednesday, May 6, 1998

Mr. KUCINICH. Mr. Speaker, I rise today to honor the memory of a remarkable man in Cleveland Indians baseball history, Gabe Paul.

Born in Rochester, N.Y., Mr. Paul had a penchant for baseball as a young boy. He was a bat boy for the minor league Rochester Red Wings in 1920 and witnessed the early days of baseball history. His love for the sport grew and he decided to devote his life to it. He joined the Cincinnati Reds as publicity director in 1937 and advanced his way through the Reds' management until he became General Manager in 1949, the youngest GM in baseball history at the time. Paul showed his true passion for the sport when he married his wife Mary on Opening Day, 1939.

Mr. Paul arrived in Cleveland to the posts of general manager, president, and treasurer in 1961. Through 1972 and from 1978 to 1984, he led the Indians through good times and bad times. He maintained until the end of his term that the Cleveland Indians were a "sleeping giant" and would one day emerge from their losing streak as a contender in baseball. Mr. Paul was right and with the construction of Jacobs Field, the team began its current success.

My fellow colleagues, join me in saluting the life of a giant in the baseball industry and a true fan of the game, Gabe Paul.

PERSONAL EXPLANATION

HON. JERRY WELLER

OF ILLINOIS

IN THE HOUSE OF REPRESENTATIVES

Wednesday, May 6, 1998

Mr. WELLER. Mr. Speaker, last night, during the Rollcall vote on Mr. MCGOVERN's amendment to H.R. 6 (No. 124), the Higher Education Amendments of 1998, I inadvertently voted "no" when I wished to vote "aye."

VISIT OF MEMBERS OF THE IRISH DAIL TO THE U.S. CONGRESS

HON. BENJAMIN A. GILMAN

OF NEW YORK

IN THE HOUSE OF REPRESENTATIVES

Wednesday, May 6, 1998

Mr. GILMAN. Mr. Speaker, last night at the Library of the Congress both you and I were honored to welcome members of the Irish Dail here to the Congress, as we opened the second session of the Irish American Inter-parliamentary exchange, you so wisely reinitiated two years ago.

The relations between Ireland and its warm and generous people and our great nation are long, historic and very close. The remarks of the Speaker of the Dail, the Ceann Comhairle Seamus Pattison of Kilkenny which were delivered at the Library were particularly important, and best summarize this long and very important relationship between Ireland and the United States.

At this important moment in Irish history, I believe my colleagues would be particularly interested in the Speaker of the Dail's comments on the U.S./Ireland relationship, and I insert his full and important remarks for the RECORD.

REMARKS BY MR. SEAMUS PATTISON, T.D., CEANN COMHAIRLE AT DINNER HOSTED BY MR. NEWT GINGRICH, SPEAKER, U.S. HOUSE OF REPRESENTATIVES

Mr. Speaker, Ambassador ÓhUiginn, parliamentary colleagues both Irish and American, friends.

I am delighted to respond to your kind remarks and would wish, at the outset, to thank you most sincerely for hosting this dinner in honour of the visit by Irish Parliamentarians. It is a great honour to have dinner here at the Library of Congress and I would like if I may introduce the other members of the delegation: Mr. Desmond J. O'Malley, T.D., Chairman, Joint Committee on Foreign Affairs, Mr. Michael P. Kitt, T.D., Mr. Michael Noonan, T.D., Mr. Alan Shatter, T.D., Mr. Matt Brennan, T.D., Mr. Dinny McGinley, T.D., Dr. Pat Upton, T.D., Mr. Brendan Smith, T.D., and Mr. Thomas Gildea, T.D.

As you know Mr. Speaker, official contacts between the Oireachtas and the U.S. Congress were put on a more formal footing in the early 1980s. The Friends of Ireland group was established in Congress in 1981 and the Ireland/United States Parliamentary Group in the Houses of the Oireachtas in 1983. Under the auspices of those groups a number of exchange visits took place with delegations from the Friends of Ireland visiting

Dublin in 1982 and 1985, with Irish delegations visiting here in 1983 and 1985. Official links between the two groups lapsed, however, by the mid 1980s but contacts did continue on a more informal basis. The question of re-establishing these links were raised on a number of occasions in the early 1990s. My predecessor Seán Treacy raised the issue with you Mr. Speaker leading to a congressional delegation visiting Ireland in February 1997 to confirm our Parliament's interest in reviving formal links.

The formal announcement of the re-launch of the Ireland-U.S. Inter Parliamentary Group was made by you at the St. Patrick's Day lunch in honour of the then Taoiseach John Bruton. We in Ireland were delighted to hear that you had asked two very distinguished Congressmen Ben Gilman and Jim Walsh to co-chair the U.S. side. I want to pay a very special tribute to both of them whom I got to know during the very successful visit to Ireland in November last year for the work they have put into the work of the group since its re-launch last year. I look forward to co-chairing the first session of our meetings tomorrow when we discuss the Irish peace process.

The people of Ireland deeply appreciate the tireless efforts of both the Friends of Ireland and the Ad Hoc Committee on Irish Affairs to bring about a just and lasting peace in Northern Ireland. As Speaker of the Irish House of Representatives and on behalf of the delegation I too wish to express my appreciation for those efforts which has led to the Good Friday peace agreement. The agreement offers a truly historic opportunity for a new beginning within Northern Ireland. It is balanced fair and comprehensive. All parties will find aspects to their liking but will have difficulties with others. However, the reality is that people on the island of Ireland want peace. It is my belief that the requirements of the people have been met and it is my expressed hope that confirmation of this will be a resounding yes vote in the referendum being held on 22 May.

During the current peace process we have had enormous encouragement and goodwill not only from the international community but especially so from the United States. President Clinton and his administration has taken a deep personal interest in the search for a lasting and just peace in Northern Ireland. That commitment was demonstrated through his visit to Belfast in November 1995. He was the first sitting U.S. President to undertake such a visit.

Congress too has played a very important part. A number of those leading Congressmen I have referred to earlier but I also want to include the other co-chairmen of the Ad Hoc, Peter King, Richard Neal and Tom Manton and many others who have been good friends to Ireland and have been active on a range of political and economic issues over the years. Senator Ted Kennedy too has been a true friend of Ireland and I look forward to meeting with him on Thursday morning. I cannot emphasize enough the key role played by Senator George Mitchell, the independent chairman of the talks whose patience and dedication helped to bring the talks to their successful conclusion.

I also want to mention, Mr. Speaker, how much we value your own personal interest and support. I know that your concern is year round, but your generous hospitality in hosting the annual St. Patrick's Day Speaker's lunch on Capitol Hill has been especially welcome. The event in recent years has brought together the main political leaders from north and south. There is no doubt that the opportunity for dialogue which this year's Washington programme afforded the political leaders greatly helped in laying the ground work for their eventual historic agreement on Good Friday.