

California (Mrs. BOXER), the Senator from New Hampshire (Mrs. SHAHEEN), the Senator from Washington (Ms. CANTWELL), the Senator from Hawaii (Ms. HIRONO) and the Senator from Ohio (Mr. BROWN) were added as cosponsors of S. 2506, a bill to restore statutory rights to the people of the United States from forced arbitration.

S. 2597

At the request of Mr. BROWN, the name of the Senator from New York (Mr. SCHUMER) was added as a cosponsor of S. 2597, a bill to amend title XVIII of the Social Security Act to provide for treatment of clinical psychologists as physicians for purposes of furnishing clinical psychologist services under the Medicare program.

S. 2613

At the request of Mr. GRASSLEY, the name of the Senator from Delaware (Mr. COONS) was added as a cosponsor of S. 2613, a bill to reauthorize certain programs established by the Adam Walsh Child Protection and Safety Act of 2006.

S. 2646

At the request of Mr. BURR, the name of the Senator from Colorado (Mr. GARDNER) was added as a cosponsor of S. 2646, a bill to amend title 38, United States Code, to establish the Veterans Choice Program of the Department of Veterans Affairs to improve health care provided to veterans by the Department, and for other purposes.

S. 2659

At the request of Mr. BURR, the name of the Senator from West Virginia (Mr. MANCHIN) was added as a cosponsor of S. 2659, a bill to reaffirm that the Environmental Protection Agency cannot regulate vehicles used solely for competition, and for other purposes.

S. 2668

At the request of Ms. COLLINS, the name of the Senator from Alabama (Mr. SESSIONS) was added as a cosponsor of S. 2668, a bill to provide housing opportunities for individuals living with HIV or AIDS.

S. 2741

At the request of Mr. BROWN, the name of the Senator from Ohio (Mr. PORTMAN) was added as a cosponsor of S. 2741, a bill to amend the Employee Retirement Income Security Act of 1974 to permit the Pension Benefit Guaranty Corporation and the Secretary of Labor to elect not to recoup benefits overpayments.

S. 2752

At the request of Mr. RUBIO, the name of the Senator from West Virginia (Mrs. CAPITO) was added as a cosponsor of S. 2752, a bill to prohibit the facilitation of certain financial transactions involving the Government of Iran or Iranian persons and to impose sanctions with respect to the facilitation of those transactions, and for other purposes.

S. 2758

At the request of Mr. JOHNSON, the names of the Senator from West Vir-

ginia (Mrs. CAPITO) and the Senator from Massachusetts (Mr. MARKEY) were added as cosponsors of S. 2758, a bill to amend title XVIII of the Social Security Act to remove consideration of certain pain-related issues from calculations under the Medicare hospital value-based purchasing program, and for other purposes.

AMENDMENT NO. 3557

At the request of Mr. FLAKE, the names of the Senator from Maryland (Mr. CARDIN) and the Senator from Oregon (Mr. MERKLEY) were added as cosponsors of amendment No. 3557 intended to be proposed to H.R. 636, a bill to amend the Internal Revenue Code of 1986 to permanently extend increased expensing limitations, and for other purposes.

AMENDMENT NO. 3566

At the request of Mr. CORNYN, the names of the Senator from North Carolina (Mr. BURR) and the Senator from North Carolina (Mr. TILLIS) were added as cosponsors of amendment No. 3566 intended to be proposed to H.R. 636, a bill to amend the Internal Revenue Code of 1986 to permanently extend increased expensing limitations, and for other purposes.

AMENDMENT NO. 3591

At the request of Mr. SESSIONS, the name of the Senator from Utah (Mr. LEE) was added as a cosponsor of amendment No. 3591 intended to be proposed to H.R. 636, a bill to amend the Internal Revenue Code of 1986 to permanently extend increased expensing limitations, and for other purposes.

STATEMENTS ON INTRODUCED BILLS AND JOINT RESOLUTIONS

By Mr. BLUNT (for himself and Mr. REED):

S. 2782. A bill to amend the Public Health Service Act to provide for the participation of pediatric subspecialists in the National Health Service Corps program, and for other purposes; to the Committee on Health, Education, Labor, and Pensions.

Mr. REED. Mr. President, I am pleased to be joining Senator BLUNT in introducing the Ensuring Children's Access to Specialty Care Act.

According to the American Association of Child and Adolescent Psychiatry, there are currently only 8,300 child and adolescent psychiatrists, CAPs, in the United States—many of whom are not practicing full time—far short of the estimated need of over 30,000 CAPs. On average, patients wait almost 2 months to see a CAP, a startling concern given that the incidence rates of mental illness and behavioral disorders among children in the United States continue to grow. Fifty percent of all lifetime cases of mental illness begin at age 14; 75 percent by age 24.

The National Health Service Corps Loan Repayment Program, NHSCLRP, was created by Congress 40 years ago to help recruit and place trained individuals in underserved communities to

provide needed health care services. Licensed health care providers may earn up to \$50,000 toward student loans in exchange for a 2-year commitment at an NHSC-approved site, within 2 years of completing their residency. Accepted participants may serve as primary care medical, dental, or mental-behavioral health clinicians.

NHSCLRP provides critical relief to physicians who have completed pediatrics or psychiatry residency training programs; however, pediatric subspecialists, such as child and adolescent psychiatrists are effectively barred from participating due to the extra training these physicians are required to take after completing their residency. This extra training, which often results in increased student debt, typically consisting of a fellowship, takes place in the 2-year window of eligibility for NHSCLRP. The creation of NHSCLRP preceded the expansion of many pediatric subspecialties, not taking into account the extra years of training required for these physicians.

The Ensuring Children's Access to Specialty Care Act would correct this loophole and allow pediatric subspecialists practicing in underserved areas to benefit from the National Health Service Corps Loan Repayment Program. This bill would increase access to specialty care for children and improve mental health parity for children served by NHSCLRP. Every child with a physical, mental, or behavioral health condition should have access to pediatric health services.

Providers across the spectrum of care support this bipartisan legislation including the American Association of Child and Adolescent Psychiatry, the American Academy of Pediatrics, the Arthritis Foundation, Children's Hospital Association, March of Dimes, and the National Alliance on Mental Illness. I look forward to working with these and other stakeholders as well as Senator BLUNT and our colleagues to pass the Ensuring Children's Access to Specialty Care Act in order to help ensure children have access to the health care they need.

By Ms. HIRONO (for herself, Mr. PETERS, Mrs. MURRAY, Mrs. GILLIBRAND, Mr. BLUMENTHAL, Mr. MARKEY, Ms. CANTWELL, Mr. BOOKER, Mr. SCHATZ, Mr. MERKLEY, and Ms. MIKULSKI):

S. 2784. A bill to ensure that Federal science agencies and institutions of higher education receiving Federal research and development funding are fully engaging the entire national talent pool, and for other purposes; to the Committee on Health, Education, Labor, and Pensions.

Ms. HIRONO. Mr. President, today April 12, is Equal Pay Day. Equal Pay Day means women have to work more than 4 months longer to catch up to what, on average, men made in 2015. This significant pay disparity has been going on for decades—generations—even though it is against the law and

has been against the law since the passage of the Equal Pay Act in 1963.

The gender pay gap persists across all States and nearly all occupations. As we seek to build a 21st-century workforce, more than 73 million working women are at a disadvantage because of pay inequity and other barriers based on gender. While we have come a ways from the days of overt pay discrimination—such as in the 1930s, when the Federal Government, no less, required women to be paid 25 percent less than their male counterparts—the pay gap persists.

It is bad enough that women with equal education and experience get paid less, but it gets worse. A recent New York University study found that when women begin to enter predominantly male occupations, pay in those fields decrease overall. For example, when women began to pursue careers in design, wages dropped more than 30 percent. When they entered careers in biology, wages dropped 18 percent. The study also showed the converse. When men entered fields previously dominated by women, such as computer programming, wages increased.

The bottom line is that these studies show that women's work is less valued than men's work. This discrimination won't change because we don't like it or because we hope it will. It will only begin to change if we take action. That is why I joined Senator MIKULSKI in continuing our call to pass the Paycheck Fairness Act. This legislation would allow women to compare their salaries without fearing retaliation. How can a woman find out if there is pay discrimination going on in her workplace if she can't even find out what others are being paid? The bill would also require employers to prove that differences in pay for men and women doing the same work are not related to gender.

While the gender pay gap affects all women, this morning I want to focus on inequity in the fields of science, technology, engineering, and math—also known as STEM. Nationally, we need to promote STEM to remain competitive in the global economy. STEM careers are among the highest paid positions and are some of the most sought after by employers. In order to keep our country's historical leadership in STEM over the next decade, economists say we need to create a million more STEM careers than we are currently creating. We will lose our competitive edge unless the number of women earning STEM degrees keeps pace with their growing share of the population. But, of course, women in the STEM fields earn less than men. For example, on average, women engineers earn just 82 percent of what their male counterparts earn. Female doctors' starting salaries are almost \$20,000 less than their male counterparts, even after accounting for factors such as specialty and location.

In addition to facing lower wages, women in STEM must often overcome

institutional barriers, cultural stereotypes, and sexual harassment. These barriers permeate every level of the STEM career pipeline. They start as early as middle school and continue throughout one's career and lead to women and minorities disproportionately giving up interest in STEM careers.

At the University of Hawaii at Manoa, men earned more than five times the number of computer science bachelor's degrees as women, and in the College of Engineering, men earned three times as many bachelor's degrees. These kinds of numbers in STEM education are not unique to Hawaii. Even when women overcome the odds and pursue careers in STEM fields, they continue to face gender biases that can affect the hiring, promotion, and career advancement for women in STEM. For instance, researchers found that women in STEM encountered bias judgments of their competence and the ability to be hired. They also received less faculty encouragement and financial rewards than identical male counterparts when negotiating salary packages.

Studies show that when women in STEM decide to become mothers, they are perceived as less competent and less committed to hard work and are offered fewer jobs and lower salaries. In comparison, men are not penalized for being fathers. If that wasn't enough, women in STEM often experience workplace harassment.

Recently, in the New York Times, University of Hawaii geobiology professor Hope Jahren shared an email that was sent to a former student from a male colleague who works in the same lab as the student. This email read in part this:

All I know is that from the first day I talked to you, there hadn't been a single day or hour when you weren't on my mind. That's just the way things are and you're gonna have to deal with me until one of us leaves.

In the age of social media, these kinds of totally inappropriate emails are all too common. According to Professor Jahren, this former student feels that she cannot rely on human resources because she heard stories from female colleagues about how sexual harassment happens "all the time" in their organization and that no action is taken.

These stories are all too common. Again, merely condemning this kind of environment is not enough. Merely hoping that change will occur is not enough. We can and must do more to even the playing field for women in STEM, and that is why I am introducing the STEM Opportunities Act today, so we can combat the systemic issues that can lead to women losing interest in STEM and leaving STEM careers basically in droves.

The STEM Opportunities Act helps Federal science agencies and institutions of higher education identify and share best practices to overcome bar-

riers that can affect the inclusion of women and other underrepresented groups in STEM. The STEM Opportunities Act also allows universities and nonprofits to receive competitive grants and recognition for mentoring women and minorities in STEM fields. Mentoring programs such as the Maui Economic Development Board's Women in Technology Program and the Native Hawaiian Science and Engineering Mentorship Program at the University of Hawaii have seen tremendous success.

The Women in Technology Program supports those like Deanna Garcia, who was first introduced to STEM through Women in Technology and is now a mentor to girls who want to follow in her footsteps.

Deanna said:

Women in Technology gave me the skills, confidence, and support I needed. Because of their networking and strong ties within the community, I was not only able to find an internship, but a career in IT. Because of the Women in Technology program, I can also pay it forward to current students and show them during career days or tours I am a product of the program and hope to inspire them to pursue a path in STEM just like I did.

Deanna's story is just one of many successes that programs like Women in Technology have.

Mr. President, I ask unanimous consent to have the testimonials on the success of existing STEM programs printed in the RECORD.

There being no objection, the material was ordered to be printed in the RECORD, as follows:

SENATOR MAZIE HIRONO—APRIL 12, 2016

EXTENSION OF REMARKS: TESTIMONIALS FROM HAWAII STEM MENTORING PROGRAMS MAUI ECONOMIC DEVELOPMENT BOARD WOMEN IN TECHNOLOGY PROGRAM

Deanna Garcia, TMDS-MSAT Analysis Team Manager, Akimeka LLC, A Subsidiary of VSE Corporation

"Technology and Engineering are known to be male dominated fields, however, the Women in Technology program empowered me to succeed in an IT Career. I got my start almost fifteen years ago because of the WIT program. They gave me the skills, confidence, and support I needed and because of their networking and strong ties within the community, I was not only able to find an internship, then job, but a career in IT. They also lead by example and have strong, driven, impactful women leading the way. Because of the WIT program, I can also pay it forward to current students and show them during career days or tours I'm a product of the program and hope to inspire them to pursue a path in STEM, just like I did."

Kawai Hall, Integrity Applications Incorporated

"Since there are fewer women with technology-related degrees, it is harder for work industries to recruit women in these fields. I think Women in Technology is an amazing project to help bring awareness of STEM-related work opportunities to girls and women, especially here in Hawaii where it is prime. Our company is made of mostly men but I haven't felt the effect of gender in my workplace. Everyone works greatly as a team and helps each other advance in learning. But it would be great to have more females added to our workplace."

Audrey Cabrera, Brown & Caldwell

"After having my second child I've had a hard time finding my balance and feeling like I am fulfilling my roles as employee, mother, and wife. Although we have come so far in terms of women in the professional workforce and specifically STEM careers, the statistics remain that a large portion of women migrate out of their STEM career in their 30's, when they are growing their families. My company is great, with fair pay and good benefits, but I feel that there are some double standards/expectations that probably aren't specific to my company, but in our society in general."

Kimberly Vaituulala, Maui Electric Company (MECO) mentor for Introduce a Girl to Engineering Day (IGED)

"Society has taught young girls to care for their baby dolls or encouraged to play "house" with their Barbie dolls. Meanwhile boys are building structures with Legos and playing outside, messing around with their bikes to see what they can do to make it go faster or make it look and sound cooler as they ride by. This beginning transitions into college where the number of boys dominate science and math courses. For me, the significance of IGED is to show these young ladies that engineering/technology IS cool and it's not just for boys. IGED gives these ladies an opportunity to see real people working in STEM careers, and broadens the horizon for these up and coming females. Igniting a spark of interest in just one of the 15 girls in the group makes this effort completely worth it. . . .

"Women are physiologically and psychologically different from men. In order to solve the engineering problems of this world, the men cannot do it alone. It is vitally important for women (of all ages) to be exposed to and consider a career in engineering. The different perspective that women can bring to forth might be the key to making cold fusion a reality one day.

"In college I was one of three girls in my electrical engineering classes. But I know more girls are getting involved in STEM related fields and careers, and it can be attributed to programs like IGED. Sometimes girls need that extra push. Someone to tell them, "Go! You can do it too!" And as long as we can sustain STEM programs like IGED, this trend for girls will continue on upward."

Native Hawaiian Science & Engineering Mentorship Program (NHSEMP), University of Hawaii at Manoa Kaiho'olulu Rickard, mentee

"[NHSEMP] helped me focus on my studies and set goals. They got me started with a mentor who's been helping me out with choosing good projects to work on . . . I was introduced to [researcher] Lloyd French, and after that I really began to get involved in projects like MMIC, or Monolithic Microwave Integrated Circuit, and JPL, which is the NASA Jet Propulsion Laboratory. . . .

"I've really gotten involved in what I'm doing here. My freshman year, my grades weren't so good. I had about a 2.0 GPA then. So, after I joined the program, I was given my own small office, and working with a mentor, basically helped me pull my GPA up to a 3.0 in two semesters."

Ms. HIRONO. I thank Congresswoman EDDIE BERNICE JOHNSON of Texas. Her legislation laid the groundwork for the STEM Opportunities Act. I also wish to thank Senators PETERS, MURRAY, GILLIBRAND, BLUMENTHAL, MARKEY, CANTWELL, BOOKER, SCHATZ, and MERKLEY for supporting this effort. Working together, I know we can do better, and I know we will ensure that

women who want to pursue STEM careers can do so in a supportive environment without fear of harassment.

On Equal Pay Day, we are reminded of how far we have to go to achieve equality, and I urge my colleagues to support the Paycheck Fairness Act, the STEM Opportunities Act, and other legislation that will help close the gender gap in our workforce.

SUBMITTED RESOLUTIONS

SENATE RESOLUTION 418—RECOGNIZING HAFSAT ABIOLA, KHANIM LATIF, YOANI SÁNCHEZ, AND AKANKSHA HAZARI FOR THEIR SELFLESSNESS AND DEDICATION TO THEIR RESPECTIVE CAUSES, AND FOR OTHER PURPOSES

Ms. COLLINS (for herself and Mrs. FEINSTEIN) submitted the following resolution; which was referred to the Committee on Foreign Relations:

S. RES. 418

Whereas women's leadership in the world is critical to shaping and addressing world events and decreasing global instability;

Whereas women leaders play an integral role in fighting against transnational organized crime, human trafficking, and violence against women, including honor killings, and female genital mutilation;

Whereas changing the trajectory of these dynamics requires empowering women leaders to advance economic opportunity and increase political and public leadership;

Whereas women leaders have selflessly sacrificed, and in some cases placed their lives at risk, to advance causes that will better their communities, their nations, and the world;

Whereas Hafsat Abiola of Nigeria, founder of the Kudirat Initiative for Democracy, campaigns to end violence against women, trains young female leaders, and works to increase civic participation;

Whereas Khanim Latif of Iraq, the Director of Asuda, places her life at risk to provide safe haven to victims of sexual and gender-based violence, and fights threats of honor killings and female genital cutting;

Whereas Yoani Sánchez of Cuba, founder of "Generación Y", created a blog that captures daily life in Cuba as an effort to encourage political change and increase public awareness and engagement;

Whereas Akanksha Hazari of India fights to deliver basic necessities such as clean water and electricity to impoverished communities and to empower the underserved in India; and

Whereas each of these leaders serves as a role model and an inspiration to help change the lives of others: Now, therefore, be it

Resolved, That the Senate—

(1) recognizes Hafsat Abiola, Khanim Latif, Yoani Sánchez, and Akanksha Hazari for their selflessness and dedication to their respective causes; and

(2) commends their efforts to advance economic opportunity, increase political and public leadership, combat violence against women, and empower women to address global instability.

Ms. COLLINS. Mr. President, I rise to honor and congratulate the Vital Voices Global Partnership and the 2016 Vital Voices Award recipients: Hafsat Abiola, Khanim Latif, Yoani Sánchez, and Akanksha Hazari.

The Vital Voices Global Partnership identifies, invests in, and brings visibility to extraordinary women around the world by unleashing their leadership potential to transform lives and accelerate peace and prosperity. Vital Voices equips such leaders with the management, business development, marketing, and communications skills required to expand their enterprises, to provide for their families, and create jobs in their communities. Vital Voices seeks to empower these women leaders to create a better world for us all.

The Vital Voices Global Partnership has trained and mentored over 14,000 women in 144 countries over the last 15 years, in addition to this year's award recipients Hafsat Abiola of Nigeria, founder of the Kudirat Initiative for Democracy, campaigns to end violence against women, trains young female leaders, and works to increase civic participation. Khanim Latif of Iraq, the Director of Asuda, places her life at risk to provide safe haven to victims of sexual and gender-based violence, and fights threats of honor killings and female genital cutting. Yoani Sánchez of Cuba, founder of "Generación Y", created a blog that captures daily life in Cuba in an effort to encourage political change and increase public awareness and engagement; and Akanksha Hazari of India fights to deliver basic necessities such as clean water and electricity to impoverished communities and to empower the underserved in India.

Such leaders, supported by the Vital Voices Global Partnership Fund, and through their selfless efforts and advocacy, continue to advance social justice, support democracy, and strengthen the rule of law across the globe.

With this in mind, I am pleased to offer this resolution with Senator FEINSTEIN.

Mrs. FEINSTEIN. Mr. President, I rise in support of a resolution, submitted by Senator COLLINS, to honor four women recently recognized by the Vital Voices Global Partnership.

This is a global organization that identifies, supports, and highlights women around the world who exhibit leadership to transform their communities.

I am pleased to sponsor this resolution with Senator COLLINS.

The four women honored by this resolution are leaders who have made a true difference in their countries in the face of adversity.

Hafsat Abiola of Nigeria founded the Kudirat Initiative for Democracy to end violence against women in Nigeria and remove barriers for the civic participation of women. She has been actively working on gender equality and women's leadership in Nigeria since she was a teenager, and continues to advance women's rights.

Khanim Latif of Iraq is the Director of Asuda, which works to combat sexual and gender-based violence in Iraq. She has worked on gender-based violence issues in Iraq for over 15 years,