

and the lawyers who can be found daily in boardrooms and courtrooms. While there are an abundance of organizations working to make the American legal profession more diverse and inclusive, and some progress made, much remains to be done.

For ten years, the Institute for Inclusion in the Legal Profession ("IILP") has been working for "Real change. Now." Its approach has differed from more traditional efforts. It has focused on inclusion rather than just diversity. It has emphasized the supply side over the demand side: making the legal profession more hospitable to diverse individuals, one where anyone with the talent, aptitude, ambition, and determination may enter and rise as high as those abilities will permit. It has grounded its work in research and data that go beyond the anecdotal. It discusses the hard issues and tackles the tough questions that need to be resolved before this profession can truly become more diverse and inclusive. It addresses all types of diversity in all practice settings all over the United States. More importantly, everyone in the legal profession has a home within the Institute for Inclusion in the Legal Profession.

I was honored to give remarks during the inaugural year of the formation of the IILP in 2009 and I am pleased to share these highlights from its first ten years of service. The IILP is continuing to publish its "Review on the State of Diversity and Inclusion in the Legal Profession," the only comprehensive compilation of data, statistics, demographics, and thought leadership essays designed in the country. This report has become an important tool to everyone in the legal profession who is concerned about diversity and inclusion issues. In addition, the IILP presented some 40 Symposia on the State of Diversity and Inclusion in the Legal Profession to lawyers all over the United States. These symposia bring together an extremely diverse group of lawyers who learn about all types of diversity and find synergies that allow them to work across lines of difference. The IILP provided the legal profession with the only hard data available on the business case for diversity in "The Business Case for Diversity: Reality or Wishful Thinking?". The IILP published the series, "Competing Interests," which is the only analysis of the conflict between corporate efforts aimed at economy and efficiency with corporate efforts supporting diversity and inclusion in the legal profession and the impact this has upon minority lawyers. The IILP established the Social Impact Incubator, a group of Millennial lawyers from a wide range of backgrounds and practice settings, who are learning to be thought leaders on diversity and inclusion for their generation. The IILP developed the program, "Diversity and Data Privacy in a Digital World." While much has been focused on data privacy issues, this program is the first to examine those issues through the lens of diversity and inclusion concerns. The IILP conducts programs that offer unique and thought-provoking ways to look at and think about diversity and inclusion, such as "The Ethics of Diversity and the Politics of Inclusion," wherein IILP examined challenges to diversity and political considerations that are impacting inclusion efforts; and "Women and Minorities," studying the root causes and potential strategies to address tensions between white women, women of color, lesbians, and trans women. The IILP presented the first con-

ference outside the United States or United Kingdom that was dedicated to diversity and inclusion issues within the legal profession.

For its 10th Anniversary, the Institute for Inclusion in the Legal Profession is celebrating with another thought-provoking program: "Is ROI (Return on Investment) the Appropriate Measure for D&I (Diversity and Inclusion)?" On behalf of the 7th Congressional District of Illinois, I offer my deepest appreciation for the work that they do and encourage that they continue to find innovative approaches to ensure our legal professionals produce diverse and inclusive workforces.

HONORING THE 2020 WOMEN OF THE YEAR

HON. JOHN GARAMENDI

OF CALIFORNIA

IN THE HOUSE OF REPRESENTATIVES

Monday, November 16, 2020

Mr. GARAMENDI. Madam Speaker, I rise today to honor the 2020 Women of the Year. The honorees represent some of the most outstanding and dedicated women in the 3rd Congressional District. Nominated by their peers, these women and the leadership they have provided are being recognized for playing an integral and crucial role in improving the lives of everyone in their communities. This year, we mark the 100th anniversary of the passage of the 19th Amendment, guaranteeing and protecting women's constitutional right to vote. Since then, our nation has seen women take great strides in every American industry from business to politics to the arts. This progress has not come easy and many women who have come before have worked hard and strived to achieve the independence and rights women have today. Though there is more work to be done to ensure that women have equal pay, flexible work schedules, and affordable education, each of the honorees will be a vital part of the work to get there.

2020's Women of the Year are:

Dawn La Bar is a dedicated public servant who has played a key role in her community's development. She has worked in the Fairfield City Manager's Office since 2011, where she has been at the heart of critical city efforts, such as the development and implementation of the City's Legislative platform, community revitalization projects, and affordable housing programs. Dawn uses her skill and expertise to bring together local and regional stakeholders to increase funding opportunities and further important projects. Recently she has taken on the crucial task of addressing homelessness in the Fairfield area and works tirelessly to provide those experiencing homelessness with the best possible outcomes. As the leader of the City's Homeless Services Division, she brings people together from all levels of government and industry to achieve a common goal. During the COVID-19 pandemic, her work became that much more critical, and she embraced the opportunity to build Fairfield's Project Room Key which secured shelter for so many at-risk individuals. Building on that momentum, Dawn helped lead an initiative to open an emergency shelter and secured additional funding to ensure individuals would have the opportunity to move on to permanent housing. Dawn's work, both throughout her career and during this pandemic, has

had an incredibly positive impact on her community.

Janet Lacy is recognized throughout the region for her musical ability, mentorship, kindness, and dedication to the Orland community. As pianist and organist of the local Federated Church of Orland, Janet has used her musical talents to awe and inspire ever since she came to Orland in the 1980s. Her kindness, patience, and commitment have allowed her to excel at mentoring local youth with an interest in developing their musical abilities. Janet's musical accompaniments can be found at nearly every community wedding or funeral in Orland, while her talent and patience have been foundational to the local community choir, The Glenn Chorale. She also volunteers her time as a docent at the Orland Art Center where she shares her artistic knowledge with visitors. Janet is also a member, and has served as President for several terms, of the Women's Improvement Club. In that role, she has spent her time furthering the group's mission, providing scholarships for local high school seniors, supporting the Orland Fire Department, Library, and Glenn County Senior Nutrition Center. In recognition of her special place in the hearts of her friends and neighbors, Janet has been selected as Orland Citizen of the Year and served as the Grand Marshall in the fall parade. Janet is a treasured member of the community and an indispensable resource for every group she serves. With her vast array of accomplishments and caring spirit, Janet serves as a shining example of philanthropic generosity and passionate service to everyone in her community. Her work on behalf of women, children, and families in her community will have a lasting impact on generations to come.

Kathlan Latimer has dedicated her life to education. Beyond her 27 years as a teacher in the Fairfield-Suisun School District, Kathlan has worked to help other teachers bring quality education to their students. Through her work over the past 12 years as a lecturer at UC Davis, and as a curriculum coach with the California Department of Education, Kathlan has had a positive impact on education programs throughout California. Kathlan's passion for education stems from a desire to improve the lives of every one of her students. She has long been a supporter of science and math educational programs, particularly focusing on underserved communities, working to ensure that all students have equitable access to STEM careers. To this end, Kathlan has worked as a mathematics coach and served on boards of professional mathematics educators at the county, state, and national levels. In addition to her tireless work in support of STEM education, Kathlan has been an invaluable resource to college students interested in pursuing a career in education. Imbuing these students with the same passion that has been the foundation of her career, Kathlan has been a mentor to many aspiring teachers and secured internships for countless more at local schools. Kathlan's career and volunteer work has had an immeasurable impact on the lives of countless students and serves as a model to all future educators.

Leticia Quirarte is a passionate activist dedicated to serving her community. Leticia spends her time as a certified Covered California enrollment counselor with the Winters Healthcare Foundation where she helps residents in her community find the necessary resources to have healthy and long lives.

Leticia's expertise in healthcare advising is most evident through her crucial role in the Winters Healthcare Foundation's Promotora program, actively advocating for the health of local migrant seasonal farm workers. Serving as one of the founders and current president to the Winters Hispanic Advisory Committee, Leticia helps provide health education and devotes her time to helping her community members promote housing that is both inclusionary and affordable. Serving as an organizer for events like the Festival de la Comunidad and Día de los Muertos, Leticia helps to bring 3,000 residents together to rally behind the Hispanic Advisory Committee. Passionate about improving the lives of immigrants, Leticia and the Hispanic Advisory Committee have sponsored annual citizenship programs to help people on the path to becoming a citizen. Leticia's philanthropic leadership in the Hispanic Advisory Committee has enabled the group to sponsor organizations throughout Winters such as AYSO soccer, the Winters Swim Team, Putah Creek Council student internship stipends, and the Winters' Munchkin Camp. Leticia's care and commitment to her community can be felt by many and her work will have a lasting impact for years to come.

Dr. Phuong Luu has served both Yuba and Sutter counties as the bi-county health officer since early January, working tirelessly to ensure the health of the communities in both counties. Dr. Luu began the position of health officer at a time when COVID-19 was still a mysterious virus with infections concentrated in Wuhan, China. As the threat of a global pandemic became apparent, Dr. Luu met with community groups of all sizes to ensure that concerns were addressed, awareness of the disease spread, and to ensure the health of every community under her care. Dr. Luu brought a top tier education and years of public health leadership experience to her role of bi-county health officer, and despite having very little time in the position at the start of the outbreak, she was well prepared to hit the ground running. Dr. Luu had served previously as the Director of Public Health in the Northern Mariana Islands where she oversaw the preparations, response, and recovery effort for the deadly Typhoon Yutu. This high-pressure experience prepared her well to do the work necessary in a global pandemic. Dr. Luu has been instrumental in developing all public health policy in her community, working with community leaders such as parent-teacher organizations, local medical associations, the chamber of commerce, and Beale Air Force Base leadership. Dr. Luu's contributions to both Yuba and Sutter counties will be felt for years to come, not only through her continued efforts to ensure the health of the bi-county area, but also in the lives that she has helped protect throughout this pandemic.

Barbara Mann has been a dedicated community servant for years, bringing time, dedication, and leadership to countless organizations throughout Glenn County. As a former president of the local Parent Teacher Association, she worked to promote the welfare of students in her community. Her passion for education was passed on to her two daughters who became public school teachers. Barbara has also served as treasurer for the Stonyford Horseman's Association and a board member for the historical Willows Lamb Derby, helping to preserve a community tradition over 80 years old. Barbara's work also includes serv-

ing on the Willows Planning Commission, the Glenn County Elections Board, and the Willows Museum Board. Her current work as President of the Glenn County Seniors organization is more vital now than ever, as she helps ensure that seniors in her community have regular access to nutritious meals. Barbara has made an impact on every organization where she gave her time and is known throughout her community as a positive role model to all.

Corkey Mapalo has unparalleled passion and dedication to helping those in need. She has worked at the Yolo County Food Bank for over a decade, both as a dedicated volunteer and an invaluable employee. Having retired from the County of Yolo, Corkey began volunteering at the food bank, where she found a passion for their mission. She is now a dedicated Director of Operations for the Yolo County Food Bank where she works with her colleagues to alleviate hunger and food insecurity throughout her community. Though always important, her work has never seemed more urgent than during the current Coronavirus pandemic. As need for food assistance has increased in recent months, Corkey has met the challenge head on, seeking out any opportunity for increased funding, greater donations, or increased distribution capacity. In just the past six months, Corkey has led the Yolo County Food Bank team to distribute more than five million pounds of food and is responsible for helping to feed over 45,000 residents of Yolo County each month. In addition to food distribution, Corkey has led efforts to distribute other essential items, most recently devoting her weekends to collecting and distributing essential supplies to victims of the LNU Complex fire. Corkey's devoted service is responsible for helping countless seniors, children, and residents of Yolo County.

Julie Martin is a natural leader who has consistently dedicated her time and talent to improving the lives of those in need. The founder of the Yolo County chapter of 100+ Women Who Care, Julie has been instrumental in organizing large-scale philanthropic campaigns, volunteering her time and energy to ensuring that local non-profit organizations receive the funding they need to carry out their missions. 100+ Women Who Care is an organization dedicated to organizing contributions from women in the community into a bulk grant for Yolo County non-profit groups. Though the group's original goal was to maintain a membership of 100 women who could each donate \$100 every three months, it has flourished under Julie's leadership, far exceeding that original benchmark for success. The group has donated hundreds of thousands of dollars over the years to community groups in need, often providing a financial influx at a critical time. Though it would have been easy to allow the group to fall by the wayside when the current pandemic made in-person meetings impossible, Julie and her steering committee realized that the need for their philanthropic work was now more important than ever. Since the onset of the pandemic, 100+ Women Who Care has donated tens of thousands of dollars to STEAC and to the Yolo Food Bank, enabling these organizations to continue their vital work when the community is most in need. Through her work with 100+ Women Who Care and her many other volunteer efforts, Julie has had an immeasurable impact on her own community and beyond.

Alice McBride is a dynamic and gifted community leader who has been empowering others to fulfill their potential for decades. Highly respected throughout the Solano community, Alice is a teacher, preacher, coach, mentor, and consultant who selflessly draws on her own knowledge, experience, and wisdom to grow the lives of others. Her talents and inspirational leadership make her a sought-after speaker. As Founder and CEO of the Angelic Tabernacle of Christ Universal Outreach Ministries, Alice has created numerous other ministries to provide aid to the community, including the Divine Women Walking in Their Divine Destiny Conference, the Men of Valor Conference, Olives Around the Table, and the Kenya Internal Network Outreach. For over 20 years, Alice has done important work through the Youth 18Teen-20 Years program, which seeks to avail young adults in need of resources required to succeed in school. She also selflessly serves as a Volunteer Hospital Chapel Coordinator with David Grant USAF Medical Group at Travis AFB. Here, she brings to bear her extraordinary patience, dignity, and emotional touch to help those who have lost a loved one progress through grief. Alice's grace and professionalism have helped countless people process loss and go on to find strength and fortitude. As a mother of three, grandmother of five, and now a great-grandmother, Alice's family spans five blessed generations. Alice's kindness, generosity, and inspirational leadership will have an impact for generations to come.

Janie Nall is a dedicated community leader who is committed to serving those who serve their country. She is known throughout her community for her knowledge, leadership, and extraordinary achievements. She has given her time and expertise to countless community organizations, including the Yuba-Sutter Arts Council, Chamber of Commerce, Kiwanis Club, Marysville Chinese Community, and the boards for Rideout and Sutter North Health Groups. Her passion for serving our men and women in uniform, combined with her incredible knowledge of issues of national defense have made her an invaluable member of the Beale Military Liaison Council, the California Governor's Military Council, the Air Combat Commander's Group, and the Air Force Civic Leader Group. Those at Beale Air Force Base know Janie to be a patriotic advocate for the base, servicemembers, their families, and the surrounding community. She currently serves as the Chair of the Beale Military Liaison Council, helping to raise over a million dollars for much needed improvements on base. Through her work, she helps raise the morale of the airmen and has a direct impact on base readiness, helping them to carry out their important mission. As a member of the Air Combat Command Commander's Group, Janie has brought invaluable leadership and insight to serious issues of national defense. In this role she also mentored others, helping them to grasp the importance of the Beale Air Force Base mission to the community and the nation. Her work ensures a legacy of leaders who support our men and women in uniform. As Chairman of the House Armed Services Subcommittee on Readiness, I have had many occasions to work with Janie and know the incredible value of her perspective. Janie's work on behalf of her community and her country cannot be overstated and her contributions will leave a lasting impact for years to come.

Betty Nelson is a dedicated and passionate community servant who is driven to leave her community better off than how she found it. Over the years she has instilled this same drive in many young girls through her work as a Girl Scout troop leader. She taught them the importance of giving and serving and led by example. Betty has also worked at the Casa de Esperanza for the past 32 years, where she helps to educate the community and prevent domestic violence and sexual assault. Her unflagging energy and commitment to helping survivors has made her an invaluable member of the team. As a volunteer for Casa de Esperanza, Betty used her experience coming from a military family to pioneer the organization's outreach to Beale and Travis Air Force Bases. As part of this program, Betty trained the bases' First Sergeants and Lieutenants, helping to construct the first Sexual Assault Response Teams on these bases. This work leaves an incredibly important and lasting legacy. Betty now serves as the finance director and volunteer coordinator for Casa de Esperanza where she has trained countless volunteers, helping to expand the role and capabilities of the organization. Betty has provided decades of invaluable leadership and service to her community and her positive impact cannot be overstated.

Jenette Ochsner's dedicated volunteer work has helped to build strong community bonds across cultural divides. Her work with both the Multicultural Women's Dance and the Sutter County Library Literary Services has helped shape the cultural vibrancy of her community. As a volunteer for the Sutter County Library, Jenette has served as a tutor both for the Citizenship Preparation and the Adult ESL classes, using her skills as an instructor to help those in her community become citizens. These classes are not only a steppingstone for citizenship, but for many these ESL classes provide the English skills needed to help with future employment prospects and other important goals. Her commitment to these individuals goes above and beyond her classroom duties, leading her to help many obtain their drivers licenses and take other steps to build independence. Jenette's passion for cultural diversity has led her to volunteer coordinating the Multicultural Women's Dance for the past six years. The Multicultural Women's Dance is a long-running event that encourages participants to share the dances and fashions of their cultures, build friendships across different communities, and promote the importance of diversity. Jenette's work building community for new immigrants and encouraging others to share their cultural heritage is a model of acceptance for all who know her.

Susan Rotchy is a devoted advocate for people with disabilities and has been instrumental in securing increased funding for medical research. After becoming paralyzed from an automobile accident 19 years ago, Susan began her activism at the community college, when she successfully compelled them to become ADA compliant. Realizing her ability to inspire change, she put her unique perspective to work by advocating for important legislative change. Through her work with Californians for Cures, she helped pass the Roman Reed Spinal Injury Research Act of 2000, as well as the Stem Cell Research and Cures Act of 2004. Susan also co-founded the non-profit organization, Research for the Cure, which raises money to fund research into neuro-

logical diseases and conditions. All told, her personal experience of living with a disability, combined with her wealth of experience working with her peers has endowed her with an intimate knowledge of the needs and issues facing disabled individuals. This expertise has enabled her to offer guidance to countless advisory committees and organizations throughout Solano County, including the In-Home Support Services committee, the Solano Transportation Authority for Seniors and Disabilities, and the Consolidated Transportation Advisory. Her dedication was recognized in 2007, when she was named Miss Wheelchair California based on her advocacy, achievement, and representation of Californians living with disabilities. Susan is a vital member of the community whose resiliency and advocacy for others is an inspiration to all who meet her.

Julie Shepherd is a dedicated volunteer and strong leader who has made lasting contributions throughout her community. As treasurer of the Sutter Youth Organization, Julie works to create an active community by helping to maintain facilities for youth sports, recreational activities, and schools. She plays a key role in the organization's fundraising efforts, ensuring a treasured institution will continue serving the city of Sutter. Her work enables the Sutter Youth Organization to remain a core part of the community, providing a central venue for important programs and events to take place. Julie also serves as the treasurer of the Yuba City Type 1 Diabetes Support Group seeking to create a safe space for those living with Diabetes in Yuba City. In addition to these leadership roles, Julie volunteers for several organizations in her community, giving her time and dedication to the annual Bike Around the Buttes event which aims to raise diabetes awareness, leading arts and crafts events with Yuba Sutter 4H, volunteering with Sutter County Friends of the Library, and supporting Brittan School and Sutter Union High School events. Julie's work and volunteerism has touched countless individuals and left a lasting impact on her community.

I congratulate each of them and commend them for their work. I am inspired by them and firmly believe when women succeed, America succeeds!

IN HONOR OF DAVID R. VERNON

HON. JOHN JOYCE

OF PENNSYLVANIA

IN THE HOUSE OF REPRESENTATIVES

Monday, November 16, 2020

Mr. JOYCE of Pennsylvania. Madam Speaker, I rise today to honor David R. Vernon of Huntingdon County for his service in the United States Navy. David is an outstanding Pennsylvanian, and I am grateful for his service to our nation, the Commonwealth of Pennsylvania, and our community.

In Pennsylvania and across the country, our veterans have served and sacrificed for Americans' freedom and our values. They answered the call to serve and fight for us—at a great cost. Truly, our veterans are the best of America.

In Congress, it is my privilege—and my responsibility—to stand up for those who have served our country in uniform, as well as to recognize these brave Americans. As a nation, we are indebted to them. On behalf of the

13th Congressional District, I thank David for his service to our nation and our community.

RECOGNIZING MAJOR JASON
BAHMER

HON. TIM RYAN

OF OHIO

IN THE HOUSE OF REPRESENTATIVES

Monday, November 16, 2020

Mr. RYAN. Madam Speaker, I rise to pay tribute to Major Jason Bahmer for his exemplary dedication to duty and service as an Army Congressional Fellow and Congressional Budget Liaison for the Assistant Secretary of the Army (Financial Management and Comptroller). Major Bahmer is transitioning from his present assignment to continue his service to this nation in the United States Army.

A native of Barnesville, Ohio, Major Bahmer graduated and received his commission from the United States Military Academy at West Point in 2008. MAJ Bahmer holds a Bachelor of Science in Civil Engineering from the United States Military Academy, a Master of Science in Engineering Management from Missouri University of Science and Technology, and a Master of Professional Studies in Legislative Affairs from George Washington University. He is also a registered Professional Engineer in the state of Missouri.

MAJ Bahmer has served in the Corps of Engineers for over twelve years in positions from platoon to corps level. His assignments took him across the country, including Joint Base Elmendorf-Richardson, Alaska; Fort Leonard Wood, Missouri; and Fort Bragg, North Carolina. He has two combat deployments encompassing over 21 months in theater. While deployed he spent 12 months conducting route clearance operations near Kandahar, Afghanistan and nine months as an Aide-de-Camp to an Australian Brigadier, who was serving as the future operations director for the International Security Assistance Forces Joint Command. Both of his deployments were to Afghanistan in support of Operation Enduring Freedom.

In 2018, as an Army Congressional Fellow, I had the privilege of working with Major Bahmer in my office for a year and during his subsequent assignment as a Congressional Budget Liaison for the U.S. Army. Major Bahmer worked tirelessly with Members of Congress and their staffs to accurately articulate the Army's budget positions to the Appropriations Committees. His professionalism, diligence, and commitment to the mission are unmatched, and his work both as a fellow and as a liaison effectively represented the U.S. Army and the Department of Defense to the United States Congress.

The foundation of Jason's military success is his family. Raised in Barnesville by Lowell and Patty Bahmer, particular values were established early as paramount: service, sacrifice, hard-work and compassion. He is a devoted husband to his wife, Jami, and steadfast son-in-law to her parents, Bill and Penny Biedermann. Jason is a committed father to his children; daughter Emery and son Christian. Jami, Emery and Christian provide the foundation for Jason's service. Their attitude of service and care for others permeates every organization and activity they participate in. The Bahmer family are true examples of