

and comforted by an abiding faith and the Holy Spirit in the days, weeks, and months ahead.

CRITICAL IMPORTANCE OF DIVERSITY, EQUITY AND INCLUSION (DEI)

HON. JOYCE BEATTY

OF OHIO

IN THE HOUSE OF REPRESENTATIVES

Friday, March 22, 2024

Mrs. BEATTY. Mr. Speaker, I rise today to underscore the critical importance of diversity, equity, and inclusion (DEI) across America—a subject deeply personal to me, as a Black woman.

Generations of separate and unequal education, housing, employment, and compensation have left Black Americans at a persistent disadvantage. DEI holds our Nation accountable for this unjust and unequal treatment that began with slavery and segregation and continues with policies and practices that persist in discriminating against Black people denying them equal opportunity and treatment.

The statistics are stark: non-white school districts receive \$2,226 less per student on average, contributing to an achievement gap that reduces Black students' college attendance and lifetime earnings by 65 percent. Even with advanced degrees, African American women earn significantly less than their white male counterparts and still less than white males with less education. African American women holding advanced degrees, such as a master's, earn \$7 less per hour than Caucasian men with a bachelor's degree, and \$17 less per hour than their Caucasian male peers.

Furthermore, systemic biases persist in financial systems, where Black families earning substantially more than white families are still less likely to qualify for loans. A Black family earning \$157,000 per year is less likely to qualify for a loan than a white family earning \$40,000. DEI efforts must continue to level the playing field and establish a meritocracy reflecting our national values.

While correcting for the injustice of the past and present, DEI is a tool of intention, shaping our national protector. It compels us to strategically engage all our country's talent to compete in the global marketplace of today and tomorrow.

In today's fiercely competitive global economy, America's innovation, and adaptability hinge on our ability to harness the talents and perspectives of all our citizens. By cultivating diverse talent pipelines and fostering inclusive practices, we not only enhance our competitiveness but also lead in the global arena. Companies embracing DEI outperform their peers, with McKinsey studies showing a significant profitability gap between leading DEI practicing organizations and those lagging. Companies in the fourth quartile of both gender and ethnic diversity were 27 percent more likely to underperform on profitability than all other companies in their peer group.

Despite the proven benefits of DEI, right-wing conservatives seek to dismantle these efforts, perpetuating racial hostility and discrimination. Workplace discrimination lawsuits have surged, and hate crimes continue to rise to record levels year after year, in their wake, underscoring the urgent need for DEI to counter-

act these trends and increase awareness of each other's humanity and perspective.

The DEI journey we have embarked upon is not just about numbers or statistics; it's about the fundamental values that define who we are as a Nation and our ability to thrive economically.

Let us recommit to DEI policies not only for the Black community but for all marginalized groups. Our diversity is our greatest asset, and by embracing it, we can forge a brighter, more prosperous America for all.

PERSONAL EXPLANATION

HON. DANNY K. DAVIS

OF ILLINOIS

IN THE HOUSE OF REPRESENTATIVES

Friday, March 22, 2024

Mr. DAVIS of Illinois. Mr. Speaker, I was unable to cast votes on March 11, 12, 13, and 19. Had I been present, I would have voted Aye on the following Roll Call votes:

Roll Call No. 79, March 11, 2024: On Motion to Suspend the Rules and Pass, as Amended—H.R. 1752, E-BRIDGE Act; Roll Call No. 80, March 11, 2024: On Motion to Suspend the Rules and Pass, as Amended—H.R. 886, Save Our Seas 2.0 Amendments Act; Roll Call No. 83, March 12, 2024: On Motion to Recommit, H.R. 6276—USE IT Act; Roll Call No. 87, March 19, 2024: On Motion to Suspend the Rules and Pass, as Amended—H.R. 4723, Upholding the Dayton Peace Agreement through Sanctions Act; and Roll Call No. 88, March 19, 2024: On Motion to Suspend the Rules and Agree—H. Res. 149, Condemning the illegal abduction of children from Ukraine to the Russian Federation.

I would have voted No on the following Roll Call votes:

Roll Call No. 81, March 12, 2024: On Ordering the Previous Question—H. Res. 1071, Providing for consideration of the bill (H.R. 6276) USE IT Act, and providing for consideration of the resolution (H. Res. 1065) denouncing the Biden administration's immigration policies; Roll Call No. 82, March 12, 2024: On Agreeing to the Resolution—H. Res. 1071, Providing for consideration of the bill (H.R. 6276) USE IT Act, and providing for consideration of the resolution (H. Res. 1065) denouncing the Biden administration's immigration policies; Roll Call No. 84, March 12, 2024: On Passage—H.R. 6276, USE IT Act; Roll Call No. 85, March 12, 2024: On Agreeing to the Resolution—H. Res. 1065, Denouncing the Biden administration's immigration policies; and Roll Call No. 86, March 13, 2024: On Motion to Suspend the Rules and Pass, as amended H.R. 7521—Protecting Americans from Foreign Adversary Controlled Applications Act.

RECOGNIZING THE CAREER OF
MARC MOTLEY

HON. H. MORGAN GRIFFITH

OF VIRGINIA

IN THE HOUSE OF REPRESENTATIVES

Friday, March 22, 2024

Mr. GRIFFITH. Mr. Speaker, I rise in recognition of Carroll County High School Girls Head Basketball Coach Marc Motley. Coach

Motley is stepping down from his head coaching position after two decades.

Coach Motley graduated with a BS from Radford University in 1996. He is a Physical Education and Driver Education instructor at Carroll County High School.

Coach Motley amassed a win total of 433 victories in his twenty-two seasons with the Carroll County Cavaliers, winning more than 76 percent of his contests during that time-frame.

In addition to coaching in thirteen state tournaments, Coach Motley led the Cavs to back-to-back Class 3 state championships in 2022 and 2023. During those championship-winning seasons, Coach Motley recorded a 52–3 record. For these accomplishments, he was recognized both seasons as the Class 3 Girls Basketball State Coach of the Year.

He has developed countless players, putting some in positions to take their athletic talents to collegiate institutions.

Coach Motley has fostered relationships with many of his fellow teachers, students and parents. Former players routinely return to Carroll County to celebrate Coach Motley's milestones and accomplishments.

While Coach Motley's accolades are significant, it is important to recognize his sacrifices. The number of hours required of a head coach of any high school program is great. The job pulls one away from other important engagements and restricts time away from loved ones and friends.

Congratulations to Coach Motley on a job well done. Under his leadership, Carroll County has been put on the map for high school basketball. I know that his colleagues and students greatly appreciate his dedication to the educational and athletic progress of his players. Coach Motley's impact on Cavalier basketball is to be commended.

CONGRATULATING THE
MANASQUAN HIGH SCHOOL'S
AMAZING BIG BLUE WARRIORS'
BASKETBALL PROGRAM

HON. CHRISTOPHER H. SMITH

OF NEW JERSEY

IN THE HOUSE OF REPRESENTATIVES

Friday, March 22, 2024

Mr. SMITH of New Jersey. Mr. Speaker, I take this opportunity to congratulate and commend the athletes, managers, staff members and outstanding fans of the Manasquan High School Big Blue Warriors' Basketball Program.

The 2023–2024 season had moments of great excitement and profound heartbreak, but there is no doubt that both the boys and girls teams demonstrated true grit and sportsmanship to the delight of sports fans across the Garden State—and perhaps the entire country.

First, let me congratulate the members of Manasquan's girls Group 2 state-wide championship team. In a rout, on March 9th the Warriors defeated Madison with a nearly 2–1 victory of 47–26.

Coach Lisa Kukoda led her fiery squad to the championship title with the Warrior team after wrapping up a tremendous 26–5 wins over losses on the season.

Likewise, the boys team, under the leadership of Coach Andrew Bilodeau, had a tremendous win-loss record on the season—finishing with 23 wins to 7 losses.

The players on both teams displayed talent, dedication, tenacity, skill and the hearts of champions.

But this year the boys team was challenged to go to the highest levels of sportsmanship, humility and grace—and they met the challenge.

Despite clear and compelling video evidence proving the timeliness of a Warrior's game-winning shot—at the buzzer in the semifinals—the refs reversed their call and gave the game away. Ultimately, they denied the Warriors their rightful advancement to the state finals—an unbelievable turn of events.

At some point in his or her career, every athlete must wrestle with the agony of defeat. Few, however, are called upon to deal with a blown call that crowns a wrongful winner in the semi-finals.

Today, no one believes that Manasquan lost that game. Yet when the powers that be refused to right the wrong, the Manasquan Warriors remained unfairly “boxed out” of their rightful victory.

Especially worthy of note is this team's actions at the subsequent championship competition later that week

Despite the great disappointment and emotion from players, family, fans and the community that the New Jersey State Interscholastic Athletic Association (NJSIAA) would not overturn what it acknowledged as an officiating error, Coach Bilodeau and his persevering Warriors attended the state finals game, showing the highest character and class. They congratulated Camden High—the inadvertent benefactors of the officiating miscue—and gave them a standing ovation upon their victory in the championship game.

Such civility and strength of character is deeply admired, and it will serve these Warriors well in any and every future endeavor.

Mr. Speaker, I believe I speak for all of my constituents in Manasquan when I say that we could not be prouder of the way both the girls and boys teams acted on and off the courts. To have both teams in the playoffs in the same year, in the same sport, in the same final days offered spectacular and legendary memories for fans and players alike.

The Manasquan boys team's handling of the costly and admitted referees' error was remarkable and admirable. Still, reforms are needed at the NJSIAA who issued an apology but offered no justice.

I strongly support the efforts at the state level, including by my good friend and Manasquan's Assemblyman Sean Kean, to help maintain the integrity of high school sports.

Assemblyman Kean's legislation aims to prevent a similar situation from occurring again by prompting the use of instant replay in NJ playoff tournament basketball games. The National Federation of High School Sports guidelines allow state high school associations to use video replay during basketball championships. States other than NJ have done so since 2015.

Mr. Speaker, both the Manasquan High School girls and boys teams give us reason to celebrate their achievements. Well done to all of the players, coaches and managers who make us proud.

The 2023–2024 Manasquan High School Girls Basketball Varsity Program Members:

Players Katie Collins, McKenna Karlson, Carlie Lapinski, Hope Masonius, Shea Don-

nelly, Shannon Heine, Grace Love, Olivia Shaughnessy, Ava Frith, Jordyn Hollowell, Lily Johnson, Shannon Looney, Logan McCarthy, Rose Latesta, Managers Kristina Walthall, Juliann Martell, Kylie Rothery, Kathy Minchala-Ramirez, Paige Donnelly, Caroline Watson, Findleigh Tuite, Head Coach Lisa Kukoda; Assistant Coaches Keara Homan, Rich Kirk, Sarah Kurtz, Joe Roman, Bill Shaughnessy.

The 2023–2024 Manasquan High School Boys Basketball Varsity Program Members.

Players Ryan Frauenheim, Alex Konov, Jason Larned, Ryan Mulvaney, Luke Roy, Mike Nitta, Julian Walthall, Dan McManus, Griffin Linstra, Matteo Chiarella, Brandon Kunz, Keegan Hertel, Jack O'Reilly, Jack Lattimer, Logan Cleveland, Rey Weinseimer, Managers Rylie Eldridge, Sophia Bilodeau, Reagan Prime, Lily McKiever, Charlotte Michko, Head Coach Andrew Bilodeau, Assistant Coaches Ryan Ritchey, Colin Eldridge, Sean Fitzgerald, Ed Breheny, Jack Heenan, Bob Wright.

Under the direction of Manasquan Superintendent of Schools Dr Frank Kasyan, High School Principal Robert Goodall, Athletic Director Donald Bramley, and Athletic Trainer Kevin Hyland.

HONORING ROBERT NEMER

HON. ELISE M. STEFANIK

OF NEW YORK

IN THE HOUSE OF REPRESENTATIVES

Friday, March 22, 2024

Ms. STEFANIK. Mr. Speaker, I rise today to honor and congratulate Robert Nemer, who has been selected by the Adirondack Regional Chamber of Commerce to receive the 35th Annual J. Walter Juckett Community Service Award.

Robert embodies the philanthropic spirit of the award's namesake. Since moving to the North Country in 1970 to assist his father with the operations of his car dealership, he and his brother have transformed the enterprise into a successful business with several locations across Upstate New York. Robert's community is something he cherishes deeply, and throughout his life, he has gone above and beyond to give back.

As a former teacher, the needs of young students are a matter of special concern for Robert. Alongside the Tri-County United Way and the Post Star, he founded the Kids with Packs program to ensure that students have the supplies they need to start each school year strong. In keeping with this devotion to education, Robert and his wife Francine have also helped to facilitate various youth enrichment programs run by the Hyde Collection.

Equally remarkable is the commitment Robert has shown to the North Country hospitals and doctors. Through the Nemer Auto Group, he has granted considerable financial support to the Glenn Falls, Saint Peter's, and Saratoga hospitals while simultaneously serving on the board of the Hudson Headwaters Health Network. In his spare time, Robert may be found either volunteering with these very same institutions or working for another cause close to his heart: the preservation of his beloved Lake George. The Lake George Association simply would not look the same without Robert's efforts.

Over the years, Robert Nemer has proven himself to be a consistent force for good in his

adopted home state. On behalf of New York's 21st District, I thank Robert for his contributions to the life of our district and congratulate him on this richly deserved award.

IN MEMORY OF MRS. ADA M.
JACKSON LEE

HON. SANFORD D. BISHOP, JR.

OF GEORGIA

IN THE HOUSE OF REPRESENTATIVES

Friday, March 22, 2024

Mr. BISHOP of Georgia. Mr. Speaker, I rise today to honor a devoted wife, loving mother, doting grandmother, community servant, and Civil Rights icon, Mrs. Ada M. Jackson Lee. Family, friends, and community leaders will celebrate the Fourth Anniversary of her passing and 100th birthday on April 6, 2024, at Ada Lee Park in Warner Robins, Georgia.

The journey of the remarkable life of Ada Lee began on March 6, 1924, when she was born to the union of the late Mr. Lewis D. Jackson and the late Mrs. Annie B Jackson in Wellston, Georgia.

A lifelong and persistent learner, Mrs. Lee graduated from Booker T. Washington High School and the Culinary Arts Program at The Fort Valley State University. She went on to work as an Urban Renewal specialist where she later retired.

She was married to the late Sylvester Lee and to this union three children were born. Daron Lewis Lee, Virey Anne Ferguson and Dorothea Rita Scott. Mrs. Lee was a woman after God's own heart who served her community with distinction and pride. “It has been said that service is the rent that we pay for the space that we occupy here on this earth.” Mrs. Lee paid her rent, and she paid it well. She was nothing short of a trailblazer with several historic firsts for the Warner Robins community—first Director of the Warner Robins Day Care Center, she formed the first Girl Scout Troop for African-American girls and the first Director of the Head Start Program in Warner Robins.

When Mrs. Lee saw a need in the community, she made sure that it was addressed. When she saw a need for a safe space for children to play, she approached the mayor and made it happen. Now that same park is named in her honor. She was a strong advocate for her community and for women. She truly believed in the words of Shirley Chisholm, “if they don't give you a seat at the table, bring a folding chair.” Because of her lifetime service she was recognized with many awards to include The Jacqueline Kennedy Onassis for Outstanding Volunteer Services, The NAACP Trailblazer Award, Ms. Senior Warner Robins as well as one of the fifty Influential Women in Middle Georgia.

She gave her time, talent, and treasure to many organizations to include Board Member of the Family Support Alliance for the Mentally Ill, Warner Robins Housing Authority, Houston County Democratic Advisory, Warner Robins Day Care Center, NAACP, SCLC and served as a member of the Christian Women United Association and the Georgia Council on Human Relations. She was also an honorary member of the Order of Eastern Star, Cinderella Chapter No. 406.

But more important than all of these accolades and memberships, Mrs. Lee was a