

Mr. Speaker, for several years Business Roundtable, a fine organization that represents CEOs of more than 200 of the country's largest companies, has released a comprehensive Sustainability Report in conjunction with Earth Day. The companies participating in the report—most of the Roundtable's members—submit considerable information about the many ways in which they are striving to take sustainability to an even higher level.

Some companies have focused on drastically reducing the energy they use or increasing their use of renewable energy. Others have cut their waste production while increasing their commitment to reuse and recycle in ever more innovative ways. Still others have built sustainability into their products and workforce policies. Many have made progress on several fronts at once.

The 2015 edition of the Business Roundtable's Sustainability Report, "Create, Grow, Sustain: Leading by Example," is hot off the presses, and it is a pleasure for me to introduce it into the RECORD today. What is most notable—and impressive—to me is that the CEOs themselves contributed to this report through signed letters. These leaders personally attest to the steps taken by their companies and are justifiably proud of them. What a perfect way to mark this Earth Day.

Beyond that, what is most striking about the long list of accomplishments in the area of sustainability by our nation's largest firms is that for the most part, their actions have been taken not because they were forced to by regulations and legislation but because they were good for the bottom line. We see this happening more and more. Companies are using their ingenuity to reduce their impact on the environment, not because they are threatened with government action, but because they consider solid corporate citizenship, including lessening their environmental footprint, to be a major company value.

Mr. Speaker, I hope our colleagues will take the time to review "Create, Grow, Sustain: Leading by Example" so that we all can share with our constituent companies the many lessons that Business Roundtable companies have to offer.

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#### EQUAL PAY DAY

### HON. CAROLYN B. MALONEY

OF NEW YORK

IN THE HOUSE OF REPRESENTATIVES

*Tuesday, April 14, 2015*

Mrs. CAROLYN B. MALONEY of New York. Mr. Speaker, today, roughly three months into the New Year, we commemorate Equal Pay Day—the typical time into the year where a woman's wage catches up to what men were paid the previous year. This day symbolizes the blatant and persistent wage gap between men and women. Even in 2015, women earn only 78 cents to every dollar made by a man. It's time to make equal pay not just a nice slogan but a reality for women and families.

Unequal pay is not just a women's issue—it's a family issue. Our country is evolving and more than ever before families rely on income from two parents. In fact, two out of three families now depend on the wages of working moms. Additionally, women are the primary breadwinners in 40 percent of U.S. households. It is a very real consequence that when

women are discriminated against in the workplace the entire family struggles. This serves as an urgent reminder why we need to work together to ensure equal pay for equal work.

Women have made remarkable strides in workforce participation and higher education. Today women make up nearly half of all workers as compared to 37 percent in 1970 and receive nearly 60 percent of all bachelor degrees granted in the U.S. Yet, regardless of the level of academic achievement, women's median earnings are still less than men's earnings. Sadly, a recent study by the American Association of University Women found that regardless of a woman's college major, occupation, age, geographic region, hours worked and more there is still an unexplainable seven percent wage gap a year after college graduation.

The gap in wages only grows from there, leaving a disproportionate impact on women and their families throughout the rest of their lives. The Joint Economic Committee found that lower earnings "can result in smaller private savings to draw upon in retirement, smaller contributions to employer-sponsored retirement plans, smaller Social Security benefits, and smaller paychecks for those women who continue to work later in life." The disparity is even more devastating when calculated over a course of a woman's career. By the time a woman retires it's estimated that she's lost over \$430,000 to the pay gap.

It is important to recognize that women make tremendous contributions to our nation's economy with potential to make even more. It's estimated that greater pay equity between men and women would produce nearly half a trillion dollars of additional income, stimulating our economy by close to three percent of 2012 Gross Domestic Product. Also, by closing the wage gap between men and women we could cut the poverty rate in half, raising an entire nation to a better standard of living.

Paying women their equal share has many implications. It means that we are a nation that stands for equality. That we are choosing to uplift women and families, reduce poverty and boost our economy. That is why I support the Paycheck Fairness Act, which strengthens the Equal Pay Act by closing loopholes and providing effective remedies to women who are not being paid equal wages for doing equal work. I urge my colleagues to pass this important legislation that confronts discrimination in the workplace. It is time for us to prioritize the long-term well-being of our nation's hardworking women and families.

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#### GIRLS OF STEEL

### HON. MICHAEL F. DOYLE

OF PENNSYLVANIA

IN THE HOUSE OF REPRESENTATIVES

*Tuesday, April 14, 2015*

Mr. DOYLE of Pennsylvania. Mr. Speaker, I rise today to commend the Girls of Steel robotics team on winning the Chairman's Award at the 2015 Buckeye Regional FIRST® Robotics Competition in Cleveland, Ohio.

This is the most prestigious award at FIRST and it honors the team that best represents a model for other teams to emulate and best embodies the purpose and goals of FIRST. The Chairman's Award is presented to the team judged to have the most significant

measurable impact of its partnerships among its participants and community over a sustained period, not just a single build season. The winner is able to demonstrate progress towards FIRST's mission of transforming our culture. I think that winning this award is a remarkable accomplishment that speaks volumes about the dedication these young women have in pursuing Science, Technology, Engineering, and Math or "STEM" careers, along with the hundreds of hours they have spent conducting outreach in the community. They even served to inspire the two female tech characters in the recently released Pixar film, "Big Hero 6".

FIRST, which stands for "For Inspiration and Recognition of Science and Technology," is an organization dedicated to engaging students in STEM fields. Hundreds of thousands of students gain practical, team-based engineering experiences through FIRST every year.

As a founder and co-chair of the Congressional Robotics Caucus, I believe competitions like these are valuable tools for helping our young people explore potential careers in STEM. I've witnessed firsthand the incredible economic growth and development that these fields can produce in my district, and I strongly believe that these fields are crucial to our nation's future prosperity. I want to commend organizations like FIRST for their important work in encouraging young people in these pursuits. The FIRST Robotics Competition allows students to apply creativity and critical thinking in the demanding and competitive field of robotics, all while instilling a strong sense of pride in participants.

Fifty young women from 8th through 12th grades associated with schools located in and around the Pittsburgh area are members of this year's Girls of Steel, and in recognition of their hard work, intelligence, and teamwork, I would like to mention each of these aspiring STEM professionals by name. They are Vishi Agrawal, Sonia Appasamy, Isabella Arnone, Arushi Bandi, Emilia Bianchini, Madeline Butch, Tristan Close-Abuyen, Samantha Eppinger, Adelle Fernando, Mackenzie Ferris, Payton Ferris, Marie Gerges, Kyra Halbert-Elriott, Corinne Hartman, Kristina Hilko, Sydney Hnat, Anna Jablonowski, Alaina Kotchey, Greta Lazzara, Jisue Lee, Sophia Lee, Sylvie Lee, Gayathri Manchella, Clara McCormick, Sree Mekala, Cheyenne Meyers, AJ Molder, Hera Mukhtar, Gigi Nieson, Anne Kailin Northam, Maddie Oppelt, Sanam Parwani, Helen Paulini, Sofia Porter Bacon, Priya Ray, Rachel Sadeh, Isabella Salvi, Lauren Scheller-Wolf, Sarah Seay, Alexa Selwood, Kriti Shah, Makayla Shreve, Annika Urban, Molly Urbina, Becca Volk, Mhairi Webster, Ziya Xu, Alayna Yates, Julia Young, and Natalie Young.

In addition, I want to commend the staff of Carnegie Mellon University's Field Robotics Center, who have mentored the Girls of Steel since 2010. As a result of their efforts, more young women can experience real-world technological challenges and learn from some of the nation's best at solving these problems. These experiences will certainly benefit these young women in the future.

I look forward to hearing about their progress as they advance to the FIRST Championship in St. Louis—the final and largest competition of its kind. This will be their fifth consecutive trip in five years and they will be competing against top teams from all over