

To Whom It May Concern:

I am writing in support of House Bill 3110. My name is Kathleen Raetz. I am the Co-President of the Portland Branch of AAUW. I also retired from the US Army in 1989 as a Lieutenant Colonel. I am sharing this information because in my career in the military I was always able to see women in the rank of General. This was both a motivator and very affirming that women were valued. These female Generals clearly demonstrated to me that the Army saw women as important partners at the table in decision making.

Diversity in leadership is essential. It is good for business! This provides critical input about talent management practices that lead to increased productivity. It Provides improved ability to attract and motivate other talented employees. This is the only, as well as the best way, to discuss tough issues at a senior level.

Please know the importance of this issue to the wider community! "You can't be what you can't see." This is more than a catchy phrase. Please see this issue through the eyes of a young girl. Role models are vital.