



Select Committee on the Modernization of Congress  
U.S. House of Representatives  
Washington, DC 20515

July 26, 2021

The Honorable Zoe Lofgren  
Chairperson  
Committee on House Administration  
1309 Longworth House Office Building  
Washington, D.C. 20515

The Honorable James McGovern  
Chairman  
House Committee on Rules  
H-312 The Capitol  
Washington, D.C. 20515

The Honorable Rodney Davis  
Ranking Member  
Committee on House Administration  
1309 Longworth House Office Building  
Washington, D.C. 20515

The Honorable Tom Cole  
Ranking Member  
House Committee on Rules  
H-312 The Capitol  
Washington, D.C. 20515

Dear Chairperson Lofgren, Ranking Member Davis, Chairman McGovern and Ranking Member Cole:

In accordance with Section 201(f) of House Resolution 6, One Hundred Sixteenth Congress, and Section 4(e) of House Resolution 8, One Hundred Seventeenth Congress, and consistent with other committee reporting requirements, I am submitting the Select Committee on the Modernization of Congress's (Select Committee) interim status report for Q1 and Q2 of 2021. Pursuant to those requirements, I am including:

- A reporting of expenditures;
- A proposed plan for the next 90 days; and
- Transcripts of the Select Committee's proceedings, along with short summaries.

A copy of this report will be made available, upon request, to each member of the Select Committee.

Sincerely,

Derek Kilmer  
Chair  
Select Committee on the Modernization of Congress

## Reporting of Expenditures – Q1

Included below are copies of the Select Committee’s monthly financial statements for the purposes of providing an “itemized reporting” of the committee’s monthly expenses.

### U.S. House of Representatives Monthly Financial Statement by Legislative Year

Office: 10MD000 SELECT COMM - MODERNIZATION	Authorization Year 2021 2021:117th Congress 1st Session Month: January 2021
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#### Disbursed Summary

Program	Object Class	Budget Object Class	MTD Disbursed	YTD Disbursed
EXPEN	Personnel Compensation	1101 Non-Statutory Compensation	54,911.11	54,911.11
		<b>Total</b>	<b>54,911.11</b>	<b>54,911.11</b>
	General Expenditures	3118 Maintenance / Repairs	207.15	207.15
		<b>Total</b>	<b>207.15</b>	<b>207.15</b>
<b>Total</b>			<b>55,118.26</b>	<b>55,118.26</b>

### U.S. House of Representatives Monthly Financial Statement by Legislative Year

Office: 10MD000 SELECT COMM - MODERNIZATION	Authorization Year 2021 2021:117th Congress 1st Session Month: February 2021
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#### Disbursed Summary

Program	Object Class	Budget Object Class	MTD Disbursed	YTD Disbursed	
EXPEN	Personnel Compensation	1101 Non-Statutory Compensation	54,985.28	109,896.39	
		<b>Total</b>	<b>54,985.28</b>	<b>109,896.39</b>	
	General Expenditures	23 Rent, Communications, Utilities	2320 DC Telecom Equip (TRANSFER)	28.00	28.00
			2321 DC Telecom Serv (TRANSFER)	108.50	108.50
			2322 DC Telecom Tolls (TRANSFER)	819.58	819.58
			<b>Total</b>	<b>956.08</b>	<b>956.08</b>
	Equipment	3118 Maintenance / Repairs		207.15	414.30
			<b>Total</b>	<b>207.15</b>	<b>414.30</b>
	<b>Total</b>			<b>56,148.51</b>	<b>111,266.77</b>

### U.S. House of Representatives Monthly Financial Statement by Legislative Year

Office: 10MD000 SELECT COMM - MODERNIZATION	Authorization Year 2021 2021:117th Congress 1st Session Month: March 2021
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#### Disbursed Summary

Program	Object Class	Budget Object Class	MTD Disbursed	YTD Disbursed	
EXPEN	Personnel Compensation	1101 Non-Statutory Compensation	61,866.67	171,763.06	
		<b>Total</b>	<b>61,866.67</b>	<b>171,763.06</b>	
	General Expenditures	23 Rent, Communications, Utilities	2320 DC Telecom Equip (TRANSFER)	28.00	56.00
			2321 DC Telecom Serv (TRANSFER)	108.50	217.00
			2322 DC Telecom Tolls (TRANSFER)	819.58	1,639.16
			<b>Total</b>	<b>956.08</b>	<b>1,912.16</b>
	Other Services	2572 Web Dev Hst,Email & Rltd Serv		300.00	300.00
			<b>Total</b>	<b>300.00</b>	<b>300.00</b>
	Supplies and Materials	2621 Office Supply (TRANSFER)		11.01	11.01
			<b>Total</b>	<b>11.01</b>	<b>11.01</b>
	Equipment	3118 Maintenance / Repairs		207.15	621.45
			<b>Total</b>	<b>207.15</b>	<b>621.45</b>
	<b>Total</b>			<b>63,340.91</b>	<b>174,607.68</b>

**U.S. House of Representatives**  
**Monthly Financial Statement by Legislative Year**

Office: 10MD000 SELECT COMM - MODERNIZATION

Authorization Year 2021  
 2021:117th Congress 1st Session  
 Month: April 2021

**Disbursed Summary**

Program	Object Class	Budget Object Class	MTD Disbursed	YTD Disbursed	
EXPEN	11 Personnel Compensation	1101 Non-Statutory Compensation	53,205.01	224,968.07	
		<b>Total</b>	<b>53,205.01</b>	<b>224,968.07</b>	
	23 Rent, Communications, Utilities		2320 DC Telecom Equip (TRANSFER)	28.00	84.00
			2321 DC Telecom Serv (TRANSFER)	108.50	325.50
			2322 DC Telecom Tolls (TRANSFER)	825.66	2,464.82
			2350 Postage / Courier / Box Rental	85.03	85.03
			<b>Total</b>	<b>1,047.19</b>	<b>2,959.35</b>
	25 Other Services		2572 Web Dev Hst,Email & Rltd Serv	3,300.00	3,600.00
			<b>Total</b>	<b>3,300.00</b>	<b>3,600.00</b>
	26 Supplies and Materials		2620 Office Supplies (Outside)	243.68	243.68
			2621 Office Supply (TRANSFER)	33.78	44.79
			2623 Software < \$500	116.58	116.58
			<b>Total</b>	<b>394.04</b>	<b>405.05</b>
	31 Equipment		3118 Maintenance / Repairs	207.15	828.60
			<b>Total</b>	<b>207.15</b>	<b>828.60</b>
	<b>Total</b>			<b>58,153.39</b>	<b>232,761.07</b>

**U.S. House of Representatives**  
**Monthly Financial Statement by Legislative Year**

Office: 10MD000 SELECT COMM - MODERNIZATION

Authorization Year 2021  
 2021:117th Congress 1st Session  
 Month: May 2021

**Disbursed Summary**

Program	Object Class	Budget Object Class	MTD Disbursed	YTD Disbursed	
EXPEN	11 Personnel Compensation	1101 Non-Statutory Compensation	0.00	224,968.07	
		<b>Total</b>	<b>0.00</b>	<b>224,968.07</b>	
	23 Rent, Communications, Utilities		2320 DC Telecom Equip (TRANSFER)	0.00	84.00
			2321 DC Telecom Serv (TRANSFER)	0.00	325.50
			2322 DC Telecom Tolls (TRANSFER)	0.00	2,464.82
			2350 Postage / Courier / Box Rental	0.00	85.03
			<b>Total</b>	<b>0.00</b>	<b>2,959.35</b>
	24 Printing and Reproduction		2401 Printing & Reproduction	108.15	108.15
		<b>Total</b>	<b>108.15</b>	<b>108.15</b>	
	25 Other Services		2572 Web Dev Hst,Email & Rltd Serv	0.00	3,600.00
			<b>Total</b>	<b>0.00</b>	<b>3,600.00</b>
	26 Supplies and Materials		2620 Office Supplies (Outside)	0.00	243.68
			2621 Office Supply (TRANSFER)	0.00	44.79
			2623 Software < \$500	0.00	116.58
			<b>Total</b>	<b>0.00</b>	<b>405.05</b>
	31 Equipment		3118 Maintenance / Repairs	0.00	828.60
			<b>Total</b>	<b>0.00</b>	<b>828.60</b>
	<b>Total</b>			<b>108.15</b>	<b>232,869.22</b>

**U.S. House of Representatives**  
**Monthly Financial Statement by Legislative Year**

Office: 10MD000 SELECT COMM - MODERNIZATION

Authorization Year 2021  
 2021:117th Congress 1st Session  
 Month: June 2021

**Disbursed Summary**

Program	Object Class	Budget Object Class	MTD Disbursed	YTD Disbursed
EXPEN General Expenditures	11 Personnel Compensation	1101 Non-Statutory Compensation	68,663.89	358,659.75
		1104 Accrued Leave	2,708.33	2,708.33
		<b>Total</b>	<b>71,372.22</b>	<b>361,368.08</b>
	23 Rent, Communications, Utilities	2320 DC Telecom Equip (TRANSFER)	28.00	140.00
		2321 DC Telecom Serv (TRANSFER)	108.50	542.50
		2322 DC Telecom Tolls (TRANSFER)	837.17	4,122.41
		2345 Recording (Outside)	660.00	660.00
		2350 Postage / Courier / Box Rental	0.00	85.03
		<b>Total</b>	<b>1,633.67</b>	<b>5,549.94</b>
	24 Printing and Reproduction	2401 Printing & Reproduction	0.00	108.15
		2403 Photographic (TRANSFER)	40.00	40.00
		<b>Total</b>	<b>40.00</b>	<b>148.15</b>
	25 Other Services	2503 Consultant Contract Service	0.00	1,500.00
		2572 Web Dev Hst,Email & Rltd Serv	0.00	3,600.00
		<b>Total</b>	<b>0.00</b>	<b>5,100.00</b>
	26 Supplies and Materials	2603 Food & Beverage	9.10	9.10
		2620 Office Supplies (Outside)	631.20	874.88
		2621 Office Supply (TRANSFER)	4.94	80.39
		2623 Software < \$500	0.00	116.58
		<b>Total</b>	<b>645.24</b>	<b>1,080.95</b>
31 Equipment	3118 Maintenance / Repairs	207.15	1,242.90	
	<b>Total</b>	<b>207.15</b>	<b>1,242.90</b>	
<b>Total</b>			<b>73,898.28</b>	<b>374,490.02</b>

## Ninety-Day Plan

As of the date of this interim report, while potentially subject to change, the Select Committee expects the agenda for the next ninety days to include but not be limited to the following hearings and meetings:

**July 20 committee hearing, “Rethinking the Committee and Sharing Best Practices.”** This hearing featured alternative operating rules and procedures, as well as norms, that committees can adopt to encourage collaboration and productivity. It also explored how committees in other legislatures (state and foreign) operate in ways that encourage collaboration across party lines, efficiency, and productivity.

**July 29 business meeting, vote on first package of Select Committee recommendations.**<sup>1</sup>

**Week of September 6, committee hearing titled “Improving the Lawmaking Process & Evidence-Based Legislating.”** This hearing will consider the need for impartial scientific/technology analysis in Congress, and look at reestablishing an office to provide members, committees, and staff with timely, impartial analyses of complicated scientific and technological issues.

**Week of September 20, committee hearing titled, “Modernizing Congressional Support Agencies: CBO/CRS/GAO.”** Congressional support agencies that are tasked with providing members and staff with up-to-date analysis are challenged to keep up. This hearing will consider what modern support agencies would look like and what it would require to transform CRS, CBO, and GAO into agencies equipped to manage the challenges of today and the future. The hearing would also consider how information can be packaged and provided in a more modern, easy to understand way for both public and private consumption.

**Week of September 27, committee hearing titled, “Bolstering Congressional Oversight Capacity.”** This hearing would focus on topics like using the budget process to re-assert congressional power, reforms to lower barriers to oversight, and regaining oversight powers that Congress previously abdicated. Some of this was covered in the SCMC’s January 2020 Article I hearing.

**Week of October 4, committee hearing titled, “How Congress Purchases and Uses Technology.”** This hearing would identify shortcomings in the current approach to the use of technology, and identify best practices in technology adoption, purchasing across offices, training, etc. The goal would be to identify recommendations that ensure Congress is fully conversant with the latest developments in technology, able to anticipate the impact of future developments, and proactively shape policies to manage them.

**Week of October 11, committee hearing, “Strengthening Democracy by Restoring Civic Values.”** In addition to believing that democracy is essential, citizens need to understand how to

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<sup>1</sup> Both the July 20<sup>th</sup> hearing and the July 29<sup>th</sup> markup were held around the time of the preparation and submission of this interim report. To maintain reporting consistency, the next 90-day interim report will include final details, including transcripts, for both.

build, operate, maintain, fix, and adapt democracies. Through classes on U.S. government, civics, and the problems and promise of democracy, citizens (including high schoolers and adults) can learn the value of understanding different perspectives and how to use their voices to meaningfully participate in the democratic process.

**Week of October 28, committee hearing titled, “Rethinking Civic Engagement (Part 2 of a Civic Engagement Series).”** The Select Committee’s final report for the 116th addressed the issue of improving civic engagement in the report’s conclusion. This hearing would feature several groups that are using new technologies and other means to connect citizens and lawmakers.



## **Transcripts of Committee Proceedings – Q1 and Q2**

On March 25, 2021, the Select Committee held a virtual listening session with members of the “Fix Congress Cohort,” to receive testimony and ideas on issues to be considered in the 117<sup>th</sup> Congress. At the beginning of the session, the Committee adopted its rules for 117<sup>th</sup> Congress. The video of the proceeding can be found [here](#).

On April 15, 2021, the Select Committee held a full committee virtual hearing to receive testimony from members of Congress on priority issues for consideration in the 117<sup>th</sup> Congress. The transcript of the committee proceedings can be found here: [Member Day Hearing](#).

On April 29, 2021, the Select Committee held a virtual hearing titled, “Professionalizing and Enriching the Congressional Internship Experience and Fellowship Experience.” The Committee received testimony on how Congress can better recruit interns and fellows, and improve the overall internship learning experience. The first panel of witnesses examined Congress’s current procedures for recruiting, training, and compensating interns, and offer recommendations for how Congress might improve the overall intern experience. The second panel featured experts from the non-profit and corporate sectors sharing best practices for establishing and running successful internship programs that emphasize a professional learning experience. The full transcript of the hearing can be found here: [Professionalizing and Enriching the Congressional Internship and Fellowship Experience](#).

On May 6, 2021, the Select Committee held a virtual hearing titled, “Congressional Staff Capacity: Improving Staff Professional Development, Increasing Retention and Competing for Top Talent.” The hearing considered the various factors that make a long-term career in Congress difficult for staff and was designed to elicit recommendations for how to modernize benefits and programming available to staff. The first panel of witnesses focused on boosting professional development and training opportunities. Witnesses on the second panel focused on staff pay, benefits, and retention. Retaining experienced staff and providing them with the tools they need to do their jobs well will strengthen Congress as a whole, making it more efficient and effective for the American people. The full transcript of the virtual hearing can be found here: [Congressional Staff Capacity: Improving Staff Professional Development, Increasing Retention, and Competing for Top Talent](#).

On May 13, 2021, continuing the theme of strengthening staff capacity and diversity, the Select Committee held a virtual hearing titled, “Recruiting, Empowering and Retaining a Diverse Congressional Staff.” The hearing began with a broad overview of staff diversity in Congress, based on survey and focus group data gathered by the Office of Diversity and Inclusion in 2020. Witnesses shared their experiences in working to build networks for staffers from diverse backgrounds and the role that mentoring can play in helping to retain staff. The hearing also considered steps offices can take to build a more inclusive environment, as well as steps that managers can take to foster inclusion and improve staff retention. Retaining experienced, diverse staff and providing them with the tools they need to do their jobs well will strengthen Congress as a whole, making it more representative and more efficient and effective on behalf of the

American people. The full hearing transcript can be found here: [Recruiting, Empowering, and Retaining a Diverse Congressional Staff.](#)

On May 27, 2021, the Select Committee held another virtual hearing titled, “Making the House More Accessible to the Disability Community.” Whether individuals are working within or interacting with Congress, the Capitol complex and our legislative branch need to be equally accessible for all Americans. The hearing provided an overview of a recent report on ADA compliance in House facilities and considered the challenges that staff with disabilities face working in Congress, as well as the challenges that Americans with disabilities encounter when interacting with Congress in person and online. The goal was to arrive at recommendations that can help Congress incorporate accommodations for persons with disabilities into its overall planning and design, and to better recruit and retain staff with disabilities. The hearing transcript can be found here: [Making the House More Accessible to the Disability Community.](#)

On June 17, 2021, the Select Committee held its first in-person hearing of the new Congress titled, “Building a More Civil and Collaborative Culture in Congress.” This hearing took a broad look at the various factors and trends over the past several decades that have contributed to the high levels of polarization evident in society. Witnesses discussed how and why society has become more divided along ideological lines and how these divisions have played out in Congress since the 1970s. The goal was to begin a thoughtful conversation about the breakdown of civility, discuss how members of Congress perceive Congress and their roles within the institution, consider the goals of bipartisan collaboration, and recommend strategies that normalize civil and collaborative behavior in Congress.

The Committee also employed some of its newly adopted rules and conducted the hearing in a “roundtable style” format. Committee Members sat around a conference table (alternating Democrat and Republican) with the witnesses to encourage thoughtful discussion, and the Committee utilized “extended questioning” authority for a less structured, more free-flowing conversation between the members and witnesses. The hearing transcript can be found here: [Building a More Civil and Collaborative Culture in Congress.](#)

Last, on June 24, in continuing its investigation into improving collaboration, the Select Committee held another in-person hearing, again utilizing its novel format, titled, “Rethinking Congressional Culture: Lessons from the Fields of Organizational Psychology and Conflict Resolution.” This hearing featured experts from the fields of organizational psychology, cultural change, and conflict resolution who shared strategies for confronting the cultural challenges Congress faces today. The witnesses shared examples from their fields of expertise and made the case for why these “out of the box” approaches are worth trying in a highly-charged political environment like Congress. As with the committee’s June 17<sup>th</sup> hearing, the goal was to establish why a civil and collaborative work environment matters in any organization or community and to arrive at strategies for encouraging such an environment in Congress. The video and full hearing transcript can be found here: [Rethinking Congressional Culture: Lessons from the Fields of Organizational Psychology and Conflict Resolution.](#)

In addition to these hearings, the Select Committee hosted what we called “brown bags” for Congressional staffers, bringing in experts to discuss their opinions or research on various topics



in the Congressional reform and modernization space. These seven informal discussions included both internal and external guests, including the Congressional Staff Academy, the Partnership for Public Service, and POPVox. The committee also held virtual listening sessions with Congressional staffers to receive their input on what policies could improve the work that they do. The committee hosted nine total listening sessions, all of which occurred during Q2 once the new staff was fully up and running, with staff association presidents, district staff, and Washington-based staff.