

AMENDMENT TO H.R. 5300

OFFERED BY MR. JACKSON OF ILLINOIS

Add at the end the following:

1 **TITLE ____—DIVERSITY IN THE**
2 **FOREIGN SERVICE AND AT**
3 **THE DEPARTMENT OF STATE**

4 **SEC. ____ 1. CHIEF DIVERSITY AND INCLUSION OFFICER.**

5 (a) ESTABLISHMENT.—Section 1 of the State De-
6 partment Basic Authorities Act of 1956 (22 U.S.C.
7 2651a) is amended by adding at the end the following new
8 subsections:

9 “(i) CHIEF DIVERSITY AND INCLUSION OFFICER.—

10 “(1) IN GENERAL.—There is established in the
11 Department of State, in the office of the Deputy
12 Secretary of State, a Chief Diversity and Inclusion
13 Officer, who shall—

14 “(A) be appointed by the President;

15 “(B) serve as the principal advisor to the
16 Secretary of State on issues related to diversity
17 and inclusion at the Department of State; and

18 “(C) report directly to the Secretary of
19 State.

1 “(2) DUTIES.—The Chief Diversity and Inclu-
2 sion Officer shall be responsible for the following:

3 “(A) Developing, implementing, and updat-
4 ing a diversity and inclusion strategic plan of
5 the Department of State to eliminate barriers
6 to the recruitment, promotion, and retention of
7 traditionally underrepresented groups and to
8 promote the implementation of diversity and in-
9 clusion practices and policies throughout the
10 Department.

11 “(B) Establishing criteria and goals for in-
12 dividual offices and bureaus regarding assign-
13 ments of personnel, in coordination with the Di-
14 rector General of the Foreign Service, to pro-
15 mote diversity and inclusion at the Department
16 of State, and conducting annual reviews of indi-
17 vidual bureaus on their actions taken to satisfy
18 such criteria and goals.

19 “(C) Serving as a permanent member of
20 any departmental committees responsible for
21 the selection of chiefs of mission and deputy
22 chiefs of mission.

23 “(D) Serving as the Executive Secretary
24 for the Diversity and Inclusion Leadership
25 Council established in subsection (i).

1 “(E) Reviewing the implementation and ef-
2 fectiveness of the Department of State’s ac-
3 countability mechanisms in eliminating dis-
4 crimination and harassment.

5 “(F) Promoting mentorship and sponsor-
6 ship for members belonging to traditionally
7 underrepresented groups who are working for
8 the Department of State.

9 “(G) Collaborating with appropriate coun-
10 terparts from other Federal departments and
11 agencies and the private sector, to share best
12 practices and lessons learned with respect to
13 promoting diversity and inclusion.

14 “(3) RANK AND STATUS.—The Chief Diversity
15 and Inclusion Officer shall be rank equivalent to an
16 Assistant Secretary of State.

17 “(4) BUREAU SENIOR ADVISORS.—The Sec-
18 retary of State shall appoint in each bureau of the
19 Department of State a Senior Advisor with respect
20 to matters relating to diversity and inclusion, to—

21 “(A) serve as the principal advisor for such
22 bureau and report directly to the Principal
23 Deputy Assistant Secretary; and

1 “(B) coordinate with the Chief Diversity
2 and Inclusion Officer the activities of such bu-
3 reau.

4 “(5) AUTHORITY TO COLLECT INFORMATION.—
5 To carry out the duties described in paragraph (2),
6 the Chief Diversity and Inclusion Officer is author-
7 ized to—

8 “(A) collect and share with Department of
9 State leadership, the Committee on Foreign Af-
10 fairs of the House of Representatives, the Com-
11 mittee on Foreign Relations of the Senate, and
12 Federal departments and agencies, and, as ap-
13 propriate, with Employee Affinity Groups, for-
14 eign affairs professional associations, and other
15 organizations non-personally identifiable infor-
16 mation on diversity in recruiting, hiring, assign-
17 ments, promotions, attrition, and security clear-
18 ances, including assignment restrictions, within
19 the Department, including data disaggregated
20 by race, ethnicity, national origin, and gender,
21 and by office and bureau; and

22 “(B) appoint subject matter experts in ac-
23 cordance with the Intergovernmental Personnel
24 Act of 1970 (42 U.S.C. 4701 et seq.) to analyze
25 data, draft reports, and perform other tasks as

1 directed by the Chief Diversity and Inclusion
2 Officer.

3 “(6) REPORTING.—Not later than January 30
4 of every year, the Secretary of State shall submit to
5 the Committee on Foreign Affairs of the House of
6 Representatives and the Committee on Foreign Re-
7 lations of the Senate a report—

8 “(A) detailing the criteria and goals for in-
9 dividual offices and bureaus of the Department
10 of State with respect to diversity and inclusion;

11 “(B) assessments by the Chief Diversity
12 and Inclusion Officer on the performance over
13 the previous year of each such office and bu-
14 reau to satisfy such criteria and goals; and

15 “(C) containing any other relevant infor-
16 mation.

17 “(7) DEFINITION.—In this subsection and sub-
18 section (j) (relating to the Diversity and Inclusion
19 Leadership Council), the term ‘diversity’ means
20 those classes of persons protected under the Civil
21 Rights Act of 1964 (42 U.S.C. 2000a et seq.) and
22 the Americans with Disabilities Act of 1990 (42
23 U.S.C. 12101 et seq.).

24 “(j) DIVERSITY AND INCLUSION LEADERSHIP COUN-
25 CIL.—

1 “(1) ESTABLISHMENT.—The Secretary of State
2 shall establish a Diversity and Inclusion Leadership
3 Council to coordinate the implementation of the De-
4 partment of State’s diversity and inclusion strategic
5 plans, initiatives, and policies.

6 “(2) CHAIR.—The Diversity and Inclusion
7 Leadership Council shall be chaired by the Secretary
8 of State. In the Secretary’s absence, the Chief Di-
9 versity and Inclusion Officer shall perform the duties
10 of the chair.

11 “(3) COMPOSITION.—The Diversity and Inclu-
12 sion Leadership Council shall include the following:

13 “(A) The Secretary of State.

14 “(B) The Chief Diversity and Inclusion Of-
15 ficer.

16 “(C) The Director General of Global Tal-
17 ent Management.

18 “(D) One individual from each Bureau, at
19 the rank of Deputy Assistant Secretary of State
20 or above.

21 “(E) Any other individual determined ap-
22 propriate by the Secretary of State.

23 “(4) TERM.—Members of the Diversity and In-
24 clusion Leadership Council shall be appointed in ac-

1 cordance with this subsection for a period of time as
2 determined by the Secretary of State.”.

3 (b) TRANSITION.—The individual serving as Chief
4 Diversity and Inclusion Officer of the Department of State
5 may continue to serve in such position until such time as
6 the appointment of the Chief Diversity and Inclusion Offi-
7 cer of the Department in accordance with subsection (i)
8 of section 1 of the State Department Basic Authorities
9 Act of 1956, as added by subsection (a).

10 (c) SENSE OF CONGRESS.—It is the sense of Con-
11 gress that the Chief Diversity and Inclusion Officer of the
12 Department of State established pursuant to subsection
13 (i) of the State Department Basic Authorities Act of 1956,
14 as added by subsection (a), should be provided sufficient
15 office space and support staff to ensure successful oper-
16 ation.

17 **SEC. ____ 2. REPRESENTATION ON BOARD OF EXAMINERS**
18 **FOR THE PURPOSES OF RECRUITMENT INTO**
19 **THE FOREIGN SERVICE.**

20 It is the sense of Congress that the Department of
21 State Board of Examiners should reflect the diversity of
22 the United States to facilitate the entry into the Foreign
23 Service of individuals who satisfy the rigorous require-
24 ments of the Service and reflect the diversity of the Amer-
25 ican people.

1 **SEC. ____ 3. PROMOTION IN THE FOREIGN SERVICE.**

2 The Foreign Service Act of 1980 is amended—

3 (1) in section 602 (22 U.S.C. 4002), by adding
4 at the end the following new subsection:

5 “(d) Not later than January 31 of each year, the Sec-
6 retary of State shall submit to the Committee on Foreign
7 Affairs of the House of Representatives and the Com-
8 mittee on Foreign Relations of the Senate a report that—

9 “(1) details the demographic composition of se-
10 lection boards under this section and the Board of
11 Examiners for the Foreign Service under section
12 211 convened in the previous year;

13 “(2) may include information on the diversity of
14 the members of such boards; and

15 “(3) includes any other information the Sec-
16 retary determines relevant.”; and

17 (2) in section 603 (22 U.S.C. 4003)—

18 (A) in subsection (a), in the second sen-
19 tence, by inserting “testimony from peers and
20 subordinates,” after “supervisors,”; and

21 (B) in subsection (b)—

22 (i) by redesignating paragraphs (1)
23 through (9) as paragraphs (3) through
24 (11), respectively; and

1 (ii) by inserting before paragraph (2),
2 as so redesignated, the following new para-
3 graphs:

4 “(1) a record of supporting the recruitment and
5 career development goals of members of the Foreign
6 Service, such as serving as a mentor in mentorship
7 program under section 709, participation in recruit-
8 ment activities, or serving on the Board of Exam-
9 iners or on selection boards;
10 “(2) a record of promoting and supporting di-
11 versity and inclusion at the Department of State, in-
12 cluding in management practices;”.

13 **SEC. ____ 4. MENTORSHIP PROGRAM.**

14 (a) IN GENERAL.—The Foreign Service Act of 1980
15 is amended by inserting after section 708 (22 U.S.C.
16 4028) the following new sections:

17 **“SEC. 709. MENTORSHIP PROGRAM.**

18 “(a) The Secretary of State shall establish in the De-
19 partment of State a mentorship program to match inter-
20 ested participants who are—

21 “(1) entry-level members of the Foreign Serv-
22 ice; and

23 “(2) mid-level members of the Foreign Service.

1 “(b) Individuals participating in the mentorship pro-
2 gram under this section should participate for a minimum
3 of 2 years.

4 “(c) The mentorship program established under this
5 section may include members of Employee Affinity Groups
6 as mentors, in addition to other individuals selected by the
7 Secretary of State.

8 “(d) Service as a mentor in the mentorship program
9 may be considered as satisfying the criteria described in
10 section 603(b)(1).”.

11 (b) CLERICAL AMENDMENT.—The table of contents
12 in section 2 of the Foreign Service Act is amended by in-
13 serting after the item relating to section 707 the following
14 new items:

“Sec. 708. Training for Foreign Service officers.

“Sec. 709. Mentorship program.”.

15 (c) MENTORSHIP PROGRAM FOR CIVIL SERVICE.—

16 (1) IN GENERAL.—The Secretary of State shall
17 establish a mentorship program to match mentors
18 with interested participants who are—

19 (A) members of the civil service at the GS–
20 12 level and below; and

21 (B) members of the civil service from at
22 the GS–13 level to the GS–15 level.

23 (2) DURATION.—Individuals participating in
24 the civil service mentorship program under para-

1 graph (1) should participate for a minimum of 2
2 years.

3 (3) INCLUSION OF EMPLOYEE AFFINITY
4 GROUPS.—Members of Employee Affinity Groups
5 and other individuals selected by the Secretary of
6 State may serve as mentors in the civil service
7 mentorship program under paragraph (1).

8 **SEC. ____ 5. SENIOR EXECUTIVE SERVICE CANDIDATE DE-**
9 **VELOPMENT PROGRAM.**

10 (a) IN GENERAL.—The Secretary of State shall offer
11 the Senior Executive Service Candidate Development Pro-
12 gram every 3 years to members of the civil service at the
13 Department of State at the GS–14 and GS–15 levels.

14 (b) REPORT.—The Secretary of State shall submit to
15 the Committee on Foreign Affairs of the House of Rep-
16 resentatives and the Committee on Foreign Relations of
17 the Senate, at the same time as each report required
18 under section 602(d) of the Foreign Service Act of 1980,
19 as added by section ____3(1) of this title, a report detail-
20 ing disaggregated demographic information of candidates
21 referred by each bureau of the Department of State to
22 interview for the Senior Executive Service, including de-
23 mographic information, disaggregated by bureau, relating
24 to the diversity of such candidates.

1 **SEC. ____ 6. DIVERSITY DEFINED IN THE FOREIGN SERVICE**

2 **ACT OF 1980.**

3 Section 102 of the Foreign Service Act of 1980 (22
4 U.S.C. 3902) is amended by—

5 (1) redesignating paragraphs (5) through (12)

6 as paragraphs (6) through (13), respectively; and

7 (2) inserting after paragraph (4) the following
8 new paragraph:

9 “(5) ‘diversity’ has the meaning given such
10 term in subsection (i) of section 1 of the State De-
11 partment Basic Authorities Act of 1956 (22 U.S.C.
12 2651a);”.

