

**AMENDMENT TO THE AMENDMENT IN THE
NATURE OF A SUBSTITUTE TO H.R. 9087
OFFERED BY MR. JACKSON OF ILLINOIS**

At the appropriate place, insert the following:

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

2 (a) IN GENERAL.—There is established in the De-
3 partment of State, in the office of the Deputy Secretary
4 of State, a Chief Diversity and Inclusion Officer, who
5 shall—

6 (1) be appointed by the President;

7 (2) serve as the principal advisor to the Sec-
8 retary of State on issues related to diversity and in-
9 clusion at the Department of State; and

10 (3) report directly to the Secretary of State.

11 (b) DUTIES.—The Chief Diversity and Inclusion Offi-
12 cer shall be responsible for the following:

13 (1) Developing, implementing, and updating a
14 diversity and inclusion strategic plan of the Depart-
15 ment of State to eliminate barriers to the recruit-
16 ment, promotion, and retention of traditionally
17 underrepresented groups and to promote the imple-
18 mentation of diversity and inclusion practices and
19 policies throughout the Department.

1 (2) Establishing criteria and goals for indi-
2 vidual offices and bureaus regarding assignments of
3 personnel, in coordination with the Director General
4 of the Foreign Service, to promote diversity and in-
5 clusion at the Department of State, and conducting
6 annual reviews of individual bureaus on their actions
7 taken to satisfy such criteria and goals.

8 (3) Serving as a permanent member of any de-
9 partmental committees responsible for the selection
10 of chiefs of mission and deputy chiefs of mission.

11 (4) Serving as the Executive Secretary for the
12 Diversity and Inclusion Leadership Council.

13 (5) Reviewing the implementation and effective-
14 ness of the Department of State's accountability
15 mechanisms in eliminating discrimination and har-
16 assment.

17 (6) Promoting mentorship and sponsorship for
18 members belonging to traditionally underrepresented
19 groups who are working for the Department of
20 State.

21 (7) Collaborating with appropriate counterparts
22 from other Federal departments and agencies and
23 the private sector, to share best practices and les-
24 sons learned with respect to promoting diversity and
25 inclusion.

1 (c) RANK AND STATUS.—The Chief Diversity and In-
2 clusion Officer shall be rank equivalent to an Assistant
3 Secretary of State.

4 (d) BUREAU SENIOR ADVISORS.—The Secretary of
5 State shall appoint in each bureau of the Department of
6 State a Senior Advisor with respect to matters relating
7 to diversity and inclusion, to—

8 (1) serve as the principal advisor for such bu-
9 reau and report directly to the Principal Deputy As-
10 sistant Secretary; and

11 (2) coordinate with the Chief Diversity and In-
12 clusion Officer the activities of such bureau.

13 (e) AUTHORITY TO COLLECT INFORMATION.—To
14 carry out the duties described in subsection (b), the Chief
15 Diversity and Inclusion Officer is authorized to—

16 (1) collect and share with Department of State
17 leadership, the Committee on Foreign Affairs of the
18 House of Representatives, the Committee on Foreign
19 Relations of the Senate, and Federal departments
20 and agencies, and, as appropriate, with Employee
21 Affinity Groups, foreign affairs professional associa-
22 tions, and other organizations non-personally identi-
23 fiable information on diversity in recruiting, hiring,
24 assignments, promotions, attrition, and security
25 clearances, including assignment restrictions, within

1 the Department, including data disaggregated by
2 race, ethnicity, national origin, and gender, and by
3 office and bureau; and

4 (2) appoint subject matter experts in accord-
5 ance with the Intergovernmental Personnel Act of
6 1970 (42 U.S.C. 4701 et seq.) to analyze data, draft
7 reports, and perform other tasks as directed by the
8 Chief Diversity and Inclusion Officer.

9 (f) REPORTING.—Not later than January 30 of every
10 year, the Secretary of State shall submit to the Committee
11 on Foreign Affairs of the House of Representatives and
12 the Committee on Foreign Relations of the Senate a re-
13 port—

14 (1) detailing the criteria and goals for indi-
15 vidual offices and bureaus of the Department of
16 State with respect to diversity and inclusion;

17 (2) assessments by the Chief Diversity and In-
18 clusion Officer on the performance over the previous
19 year of each such office and bureau to satisfy such
20 criteria and goals; and

21 (3) containing any other relevant information.

22 (g) SUPPORT.—The Chief Diversity and Inclusion
23 Officer of the Department of State shall be provided suffi-
24 cient office space and support staff to ensure successful
25 operation.

1 (h) DIVERSITY DEFINED.—In this section, the term
2 “diversity” means those classes of persons protected under
3 the Civil Rights Act of 1964 (42 U.S.C. 2000a et seq.)
4 and the Americans with Disabilities Act of 1990 (42
5 U.S.C. 12101 et seq.).

6 **SEC. ____ . DIVERSITY AND INCLUSION LEADERSHIP COUN-**
7 **CIL.**

8 (a) ESTABLISHMENT.—The Secretary of State shall
9 establish a Diversity and Inclusion Leadership Council to
10 coordinate the implementation of the Department of
11 State’s diversity and inclusion strategic plans, initiatives,
12 and policies.

13 (b) CHAIR.—The Diversity and Inclusion Leadership
14 Council shall be chaired by the Secretary of State. In the
15 Secretary’s absence, the Chief Diversity and Inclusion Of-
16 ficer shall perform the duties of the chair.

17 (c) COMPOSITION.—The Diversity and Inclusion
18 Leadership Council shall include the following:

19 (1) The Secretary of State.

20 (2) The Chief Diversity and Inclusion Officer.

21 (3) The Director General of Global Talent Man-
22 agement.

23 (4) One individual from each Bureau, at the
24 rank of Deputy Assistant Secretary of State or
25 above.

1 (5) Any other individual determined appropriate
2 by the Secretary of State.

3 (d) **TERM.**—Members of the Diversity and Inclusion
4 Leadership Council shall be appointed in accordance with
5 this subsection for a period of time as determined by the
6 Secretary of State.

7 (e) **TRANSITION.**—The individual serving as Chief
8 Diversity and Inclusion Officer of the Department of State
9 may continue to serve in such position until such time as
10 the appointment of the Chief Diversity and Inclusion Offi-
11 cer of the Department.

12 (f) **DIVERSITY DEFINED.**—In this section, the term
13 “diversity” means those classes of persons protected under
14 the Civil Rights Act of 1964 (42 U.S.C. 2000a et seq.)
15 and the Americans with Disabilities Act of 1990 (42
16 U.S.C. 12101 et seq.).

17 **SEC. ____ . REPORT ON COMPOSITION OF BOARD OF EXAM-**
18 **INERS FOR FOREIGN SERVICE AND CERTAIN**
19 **SELECTION BOARDS.**

20 (a) **SENSE OF CONGRESS.**—It is the sense of Con-
21 gress that the Department of State Board of Examiners
22 should reflect the diversity of the United States to facili-
23 tate the entry into the Foreign Service of individuals who
24 satisfy the rigorous requirements of the Service and reflect
25 the diversity of the American people.

1 (b) REPORT ON PROMOTION IN THE FOREIGN SERV-
2 ICE.—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;”.

