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(Original Signature of Member)

117TH CONGRESS  
2D SESSION

**H. R.** \_\_\_\_\_

To direct the Secretary of Veterans Affairs to develop an employee recruitment strategy that includes partnering with minority-serving institutions, and for other purposes.

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IN THE HOUSE OF REPRESENTATIVES

M\_\_\_\_. \_\_\_\_\_ introduced the following bill; which was referred to the  
Committee on \_\_\_\_\_

\_\_\_\_\_  
**A BILL**

To direct the Secretary of Veterans Affairs to develop an employee recruitment strategy that includes partnering with minority-serving institutions, and for other purposes.

1 *Be it enacted by the Senate and House of Representa-*  
2 *tives of the United States of America in Congress assembled,*

3 **SECTION 1. SHORT TITLE.**

4 This Act may be cited as the “Improving VA Work-  
5 force Diversity Through Minority-serving Institutions Act  
6 of 2022”.

1 **SEC. 2. IMPROVEMENT TO WORKFORCE PLANNING AND RE-**  
2 **CRUITMENT BY DEPARTMENT OF VETERANS**  
3 **AFFAIRS.**

4 (a) EMPLOYEE RECRUITMENT STRATEGY.—The Sec-  
5 retary of Veterans Affairs shall—

6 (1) develop and carry out an employee recruit-  
7 ment strategy for the Department of Veterans Af-  
8 fairs that includes partnering with minority-serving  
9 institutions (as defined in section 371(a) of the  
10 Higher Education Act of 1965 (20 U.S.C.  
11 1067q(a))); and

12 (2) develop and carry out a plan to ensure  
13 that—

14 (A) vacant positions in the Department  
15 may be filled from a pool of candidates that in-  
16 cludes—

17 (i) diverse leaders; and

18 (ii) diverse candidates identified for  
19 promotion; and

20 (B) such positions are filled using pro-  
21 motion panels that comprise diverse evaluators,  
22 reviewers, or assessors.

23 (b) PROGRAM.—In developing the plan under sub-  
24 section (a)(2), the Secretary may establish a program, in  
25 coordination with minority-serving professional organiza-  
26 tions, to foster and encourage individuals from under-

1 served communities to serve in the Senior Executive Serv-  
2 ice of the Department.

3 (c) REPORT.—Not later than 180 days after the date  
4 of the enactment of this Act, the Secretary shall submit  
5 to the Committees on Veterans' Affairs of the House of  
6 Representatives and the Senate a report on the progress  
7 made by the Secretary to implement the strategy and plan  
8 developed under subsection (a).