

AMENDMENT TO H.R. 3352
OFFERED BY MR. CONNOLLY OF VIRGINIA

In section 404(c)(1)(B)(i), strike “and” after the semicolon.

In section 404(c)(1)(B)(ii), strike the period and insert “; and”.

In section 404(c)(1)(B), add at the end the following:

1 (iii) any other individual determined
2 by the Department who needs such train-
3 ing based on analysis by the Department
4 or OPM analysis.

Insert after section 404 the following:

5 **SEC. 405. LEADERSHIP ENGAGEMENT AND ACCOUNT-**
6 **ABILITY.**

7 (a) REWARD AND RECOGNIZE EFFORTS TO PRO-
8 MOTE DIVERSITY AND INCLUSION.—

9 (1) IN GENERAL.—The Secretary shall imple-
10 ment performance and advancement requirements
11 that reward and recognize the efforts of individuals
12 in senior positions and supervisors in the Depart-

1 ment in fostering an inclusive environment and culti-
2 vating talent consistent with merit system principles,
3 such as through participation in mentoring pro-
4 grams or sponsorship initiatives, recruitment events,
5 and other similar opportunities.

6 (2) OUTREACH EVENTS.—The Secretary shall
7 create opportunities for individuals in senior posi-
8 tions and supervisors in the Department to partici-
9 pate in outreach events and to discuss issues relat-
10 ing to diversity and inclusion with the workforce on
11 a regular basis, including with employee resource
12 groups.

13 (b) EXTERNAL ADVISORY COMMITTEES AND
14 BOARDS.—For each external advisory committee or board
15 to which individuals in senior positions in the Department
16 appoint members, the Secretary is strongly encouraged by
17 Congress to ensure such external advisory committee or
18 board is developed, reviewed, and carried out by qualified
19 teams that represent the diversity of the organization.

20 **SEC. 406. PROFESSIONAL DEVELOPMENT OPPORTUNITIES**
21 **AND TOOLS.**

22 (a) EXPAND PROVISION OF PROFESSIONAL DEVEL-
23 OPMENT AND CAREER ADVANCEMENT OPPORTUNITIES.—

24 (1) IN GENERAL.—The Secretary is authorized
25 to expand professional development opportunities

1 that support the mission needs of the Department,
2 such as—

3 (A) academic programs;

4 (B) private-public exchanges; and

5 (C) detail assignments to relevant positions
6 in—

7 (i) private or international organiza-
8 tions;

9 (ii) State, local, and Tribal govern-
10 ments;

11 (iii) other branches of the Federal
12 Government; or

13 (iv) professional schools of inter-
14 national affairs.

15 (2) TRAINING FOR SENIOR POSITIONS.—

16 (A) IN GENERAL.—The Secretary shall
17 offer, or sponsor members of the workforce to
18 participate in, a Senior Executive Service can-
19 didate development program or other program
20 that trains members on the skills required for
21 appointment to senior positions in the Depart-
22 ment.

23 (B) REQUIREMENTS.—In determining
24 which members of the workforce are granted
25 professional development or career advancement

1 opportunities under subparagraph (A), the Sec-
2 retary shall—

3 (i) ensure any program offered or
4 sponsored by the Department under such
5 subparagraph comports with the require-
6 ments of subpart C of part 412 of title 5,
7 Code of Federal Regulations, or any suc-
8 cessor thereto, including merit staffing and
9 assessment requirements;

10 (ii) consider the number of expected
11 vacancies in senior positions as a factor in
12 determining the number of candidates to
13 select for such programs;

14 (iii) understand how participation in
15 any program offered or sponsored by the
16 Department under such subparagraph dif-
17 fers by gender, race, national origin, dis-
18 ability status, or other demographic cat-
19 egories; and

20 (iv) actively encourage participation
21 from a range of demographic categories,
22 especially from categories with consistently
23 low participation.

