

**SUBSTITUTE FOR THE AMENDMENT IN THE
NATURE OF A SUBSTITUTE TO H.R. 1096
OFFERED BY MS. SALAZAR OF FLORIDA**

Strike all after the enacting clause and insert the following:

1 SECTION 1. SHORT TITLE.

2 This Act may be cited as the “Represent America
3 Abroad Act of 2021”.

4 SEC. 2. FINDINGS.

5 Congress finds the following:

6 (1) As the United States becomes more racially
7 and ethnically diverse, the Department of State and
8 the United States Agency for International Develop-
9 ment (USAID) must continue to invest in policies to
10 recruit, retain, and develop the best and brightest
11 from the full spectrum of American society in order
12 to be better positioned to advance United States in-
13 terests abroad.

14 (2) Foreign Service officers are America’s face
15 to the world. Thus, the workforce must represent the
16 United States commitment to inclusion and diversity
17 in order to effectively advance American values on
18 the world stage.

1 (3) The Department of State and USAID must
2 embrace policies that recruit professionals from the
3 broadest possible pool of talent and retain them in
4 order to significantly increase diversity in the For-
5 eign Service. Timely action to increase diversity at
6 the mid-levels is crucial, as it takes approximately
7 nine years for an entry level Foreign Service officer
8 (class 6, 5, 4) to rise to the mid-ranks of the For-
9 eign Service (class 3, 2, or 1).

10 (4) A January 2020 GAO report (GAO-20-237)
11 found that minority representation in the Foreign
12 Service had increased from 17 percent to 24 percent
13 between 2002 and 2018. The Government Account-
14 ability Office also found barriers to a diverse and in-
15 clusive workforce within the ranks of the Foreign
16 Service, especially at the mid-career and senior lev-
17 els. At the executive level, individuals who are racial
18 or ethnic minorities comprise only 13 percent at the
19 Department of State.

20 (5) Secretaries of State have acknowledged the
21 lack of workforce diversity and pledged to take con-
22 crete steps to address the problem. In 2017, then-
23 Secretary of State Rex Tillerson recognized a great
24 diversity gap in the Department of State and former
25 Secretary of State John Kerry noted that in order

1 to represent the United States, the Department of
2 State must have a workforce that reflects the rich
3 composition of its citizenry.

4 (6) Secretary Pompeo called diversity in the
5 State Department's workforce a "necessity" in
6 terms of "race, religion, background, and more". In
7 an effort to increase diversity, Secretary Pompeo re-
8 cently announced an increase of 50 percent in the
9 number of Rangel and Pickering Fellows that will be
10 joining the ranks of the Foreign Service.

11 (7) Congress authorized the creation of a 3-year
12 lateral entry pilot project under section 404 of the
13 Department of State Authorities Act, Fiscal Year
14 2017 (Public Law 114-323; 130 Stat. 1928) to
15 bring highly qualified individuals with special skills,
16 which the Department may lack, into the Foreign
17 Service at the mid-career level. Such a project would
18 not only allow the Foreign Service to supplement its
19 work force with those possessing complementary and
20 needed skills, but it would also serve as an avenue
21 to diversify the mid-level and senior ranks of the
22 Foreign Service.

1 **SEC. 3. DECLARATION OF NATIONAL INTEREST; STATE-**
2 **MENT OF POLICY.**

3 (a) DECLARATION OF NATIONAL INTEREST.—Con-
4 gress declares that it is in the national interest of the
5 United States to ensure that the members of the United
6 States Foreign Service workforce be representative of the
7 American people.

8 (b) STATEMENT OF POLICY.—It shall be the policy
9 of the Department of State and of the United States
10 Agency for International Development—

11 (1) to strengthen the Foreign Service workforce
12 by bolstering the diversity of those who represent
13 Americans abroad; and

14 (2) to treat the people of the Foreign Service
15 as its primary asset, and as such, hold as a central
16 tenet making strides in increasing minority represen-
17 tation at all levels of the Foreign Service workforce
18 to secure the country’s national interests.

19 **SEC. 4. AUTHORIZATION.**

20 Section 404 of the Department of State Authorities
21 Act, Fiscal Year 2017 (Public Law 114–323; 130 Stat.
22 1928) is amended as follows:

23 (1) In subsection (a)—

24 (A) by striking “It is the sense of Congress
25 that the Foreign Service” and inserting the fol-
26 lowing: “It is the sense of Congress that—

1 “(1) the Foreign Service”;

2 (B) by striking the period at the end and
3 inserting “; and”; and

4 (C) by adding at the end the following:

5 “(2) the lateral entry pilot program authorized
6 under this section should be an avenue for the For-
7 eign Service to diversify its mid-level ranks by in-
8 cluding applicants from traditionally under-rep-
9 resented groups in terms of racial, ethnic, geo-
10 graphic, and gender diversity, and disability sta-
11 tus.”.

12 (2) By adding at the end of subsection (c) the
13 following:

14 “(6) Information regarding each program par-
15 ticipant, disaggregated by race, ethnicity, gender, in-
16 stitution of higher learning, and disability status.”.

17 (3) By redesignating subsection (c) (as amend-
18 ed by paragraph (2)) and subsection (d) as sub-
19 sections (d) and (e) respectively.

20 (4) By inserting after subsection (b) the fol-
21 lowing:

22 “(c) PROGRAM REQUIREMENTS.—The program au-
23 thorized under subsection (b) shall be implemented not
24 later than 60 days after the date of the enactment of this
25 section, and the Secretary shall—

1 “(1) ensure that not fewer than 15 program
2 participants per year are placed in the Foreign Serv-
3 ice;

4 “(2) include recruitment outreach for program
5 participation to—

6 “(A) diversity officers in the private sector;

7 “(B) all members of the Department’s civil
8 service and recognized Department affinity
9 groups;

10 “(C) the civil service of other national se-
11 curity related federal agencies;

12 “(D) professional associations; and

13 “(E) colleges and universities, including
14 historically Black colleges and universities and
15 other minority-serving institutions such as His-
16 panic-serving institutions, Asian American and
17 Native American Pacific Islander-serving insti-
18 tutions, American Indian Tribally controlled
19 colleges and universities, Alaska Native and Na-
20 tive Hawaiian-serving institutions, Tribal col-
21 leges and universities, Predominantly Black In-
22 stitutions, land grant universities, and Native
23 American-serving, Nontribal institutions;

24 “(3) ensure that successful applicants include
25 applicants with experience in strategic communica-

1 tion, financial instruments, and trade promotion,
2 and that such participants are placed in the eco-
3 nomic and public diplomacy cones of the Foreign
4 Service, respectively; and

5 “(4) advertise the program and publish eligi-
6 bility criteria for candidates to participate on a pub-
7 licly accessible website of the Department.”.

