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

4 SEC. 2. FINDINGS.
5
6 Congress finds the following:
7
8 (1) As the United States becomes more racially and ethnically diverse, the Department of State and
9 the United States Agency for International Development (USAID) must continue to invest in policies to
10 recruit, retain, and develop the best and brightest from the full spectrum of American society in order
11 to be better positioned to advance United States interests abroad.
12
13 (2) Foreign Service officers are America’s face to the world. Thus, the workforce must represent the
14 United States commitment to inclusion and diversity in order to effectively advance American values on
15 the world stage.
(3) The Department of State and USAID must embrace policies that recruit professionals from the broadest possible pool of talent and retain them in order to significantly increase diversity in the Foreign Service. Timely action to increase diversity at the mid-ranks is crucial, as it takes approximately nine years for an entry level Foreign Service officer (class 6, 5, 4) to rise to the mid-ranks of the Foreign Service (class 3, 2, or 1).

(4) A January 2020 GAO report (GAO-20-237) found that minority representation in the Foreign Service had increased from 17 percent to 24 percent between 2002 and 2018. The Government Accountability Office also found barriers to a diverse and inclusive workforce within the ranks of the Foreign Service, especially at the mid-career and senior levels. At the executive level, individuals who are racial or ethnic minorities comprise only 13 percent at the Department of State.

(5) Secretaries of State have acknowledged the lack of workforce diversity and pledged to take concrete steps to address the problem. In 2017, then-Secretary of State Rex Tillerson recognized a great diversity gap in the Department of State and former Secretary of State John Kerry noted that in order
to represent the United States, the Department of
State must have a workforce that reflects the rich
composition of its citizenry.

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

(7) Congress authorized the creation of a 3-year
lateral entry pilot project under section 404 of the
Department of State Authorities Act, Fiscal Year
2017 (Public Law 114–323; 130 Stat. 1928) to
bring highly qualified individuals with special skills,
which the Department may lack, into the Foreign
Service at the mid-career level. Such a project would
not only allow the Foreign Service to supplement its
work force with those possessing complementary and
needed skills, but it would also serve as an avenue
to diversify the mid-level and senior ranks of the
Foreign Service.
SEC. 3. DECLARATION OF NATIONAL INTEREST; STATEMENT OF POLICY.

(a) DECLARATION OF NATIONAL INTEREST.—Congress declares that it is in the national interest of the United States to ensure that the members of the United States Foreign Service workforce be representative of the American people.

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

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

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

SEC. 4. AUTHORIZATION.

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

(1) In subsection (a)—

(A) by striking “It is the sense of Congress that the Foreign Service” and inserting the following: “It is the sense of Congress that—
“(1) the Foreign Service’;

(B) by striking the period at the end and inserting ‘‘; and’’; and

(C) by adding at the end the following:

“(2) the lateral entry pilot program authorized under this section should be an avenue for the Foreign Service to diversify its mid-level ranks by including applicants from traditionally under-represented groups in terms of racial, ethnic, geographic, and gender diversity, and disability status.”.

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

“(6) Information regarding each program participant, disaggregated by race, ethnicity, gender, institution of higher learning, and disability status.”.

(3) By redesignating subsection (c) (as amended by paragraph (2)) and subsection (d) as subsections (d) and (e) respectively.

(4) By inserting after subsection (b) the following:

“(c) PROGRAM REQUIREMENTS.—The program authorized under subsection (b) shall be implemented not later than 60 days after the date of the enactment of this section, and the Secretary shall—
“(1) ensure that not fewer than 15 program participants per year are placed in the Foreign Service;

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

“(A) diversity officers in the private sector;

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

“(C) the civil service of other national security related federal agencies;

“(D) professional associations; and

“(E) colleges and universities, including historically Black colleges and universities and other minority-serving institutions such as Hispanic-serving institutions, Asian American and Native American Pacific Islander-serving institutions, American Indian Tribally controlled colleges and universities, Alaska Native and Native Hawaiian-serving institutions, Tribal colleges and universities, Predominantly Black Institutions, land grant universities, and Native American-serving, Nontribal institutions;

“(3) ensure that successful applicants include applicants with experience in strategic communica-
tion, financial instruments, and trade promotion, and that such participants are placed in the economic and public diplomacy cones of the Foreign Service, respectively; and

“(4) advertise the program and publish eligibility criteria for candidates to participate on a publicly accessible website of the Department.”.