

**AMENDMENT TO RULES COMM. PRINT 117-13**

**OFFERED BY MR. CASTRO OF TEXAS**

Add at the end of the bill the following:

1 **DIVISION F—DIVERSITY AND IN-**  
2 **CLUSION AT THE DEPART-**  
3 **MENT OF STATE**

4 **TITLE LXX—DIVERSITY AND IN-**  
5 **CLUSION AT THE DEPART-**  
6 **MENT OF STATE**

7 **SEC. 7001. SHORT TITLE.**

8 This division may be cited as the “Diversity and In-  
9 clusion at the Department of State Act”.

10 **SEC. 7002. DEFINITION.**

11 In this division, the term “diversity” means those  
12 classes of persons protected under the Civil Rights Act of  
13 1964 (42 U.S.C. 2000a et seq.) and the Americans with  
14 Disabilities Act of 1990 (42 U.S.C. 12101 et seq.).

15 **Subtitle A—Chief Diversity and**  
16 **Inclusion Officer**

17 **SEC. 7101. CHIEF DIVERSITY AND INCLUSION OFFICER.**

18 (a) ESTABLISHMENT.—Section 1 of the State De-  
19 partment Basic Authorities Act of 1956 (22 U.S.C.

1 2651a) is amended by adding at the end the following new  
2 subsections:

3 “(i) CHIEF DIVERSITY AND INCLUSION OFFICER.—

4 “(1) IN GENERAL.—There is established in the  
5 Department of State, in the office of the Secretary  
6 of State, a Chief Diversity and Inclusion Officer,  
7 who shall—

8 “(A) serve as the principal advisor to the  
9 Secretary of State on issues related to diversity  
10 and inclusion at the Department of State; and

11 “(B) report directly to the Secretary of  
12 State.

13 “(2) DUTIES.—The Chief Diversity and Inclu-  
14 sion Officer shall be responsible for the following:

15 “(A) Developing, implementing, and updat-  
16 ing a diversity and inclusion strategic plan of  
17 the Department of State to eliminate barriers  
18 to the recruitment, promotion, and retention of  
19 traditionally underrepresented groups and to  
20 promote the implementation of diversity and in-  
21 clusion practices and policies throughout the  
22 Department.

23 “(B) Establishing criteria and goals for in-  
24 dividual offices and bureaus regarding assign-  
25 ments of personnel, in coordination with the Di-

1           rector General of the Foreign Service, to pro-  
2           mote diversity and inclusion at the Department  
3           of State, and conducting annual reviews of indi-  
4           vidual bureaus on their actions taken to satisfy  
5           such criteria and goals.

6           “(C) Serving as a permanent member of  
7           any departmental committees responsible for  
8           the selection of chiefs of mission and deputy  
9           chiefs of mission.

10          “(D) Serving as the Executive Secretary  
11          for the Diversity, Equity, Inclusion, and Acces-  
12          sibility Leadership Council established in sub-  
13          section (j).

14          “(E) Reviewing the implementation and ef-  
15          fectiveness of the Department of State’s ac-  
16          countability mechanisms in eliminating dis-  
17          crimination and harassment, ensuring con-  
18          sequences are implemented for perpetrators of  
19          harassment, bullying, and discrimination, and  
20          that managers with a documented track record  
21          of such behavior are not selected for senior  
22          management positions, including as chiefs of  
23          mission, deputy chiefs of mission, principal offi-  
24          cers, assistant secretaries, deputy assistant sec-  
25          retaries, or political advisors.

1           “(F) Ensuring allocation of adequate re-  
2 sources for carrying out subparagraph (E).

3           “(G) Promoting mentorship and sponsor-  
4 ship for entry- and mid-level employees at the  
5 Department of State to promote diversity and  
6 inclusivity.

7           “(H) Collaborating with appropriate coun-  
8 terparts from other Federal departments and  
9 agencies and the private sector, to share best  
10 practices and lessons learned with respect to  
11 promoting diversity and inclusion.

12           “(3) RANK AND STATUS.—The Chief Diversity  
13 and Inclusion Officer shall be rank equivalent to an  
14 Assistant Secretary of State.

15           “(4) BUREAU SENIOR ADVISORS.—The Sec-  
16 retary of State shall appoint in each bureau of the  
17 Department of State a Senior Advisor with respect  
18 to matters relating to diversity and inclusion, to—

19           “(A) serve as the principal advisor for such  
20 bureau and report directly to the Principal  
21 Deputy Assistant Secretary; and

22           “(B) coordinate with the Chief Diversity  
23 and Inclusion Officer the activities of such bu-  
24 reau.

1           “(5) AUTHORITY TO COLLECT INFORMATION.—  
2           To carry out the duties described in paragraph (2),  
3           the Chief Diversity and Inclusion Officer is author-  
4           ized to—

5                   “(A) collect and share with Department of  
6                   State leadership, the Committee on Foreign Af-  
7                   fairs of the House of Representatives, the Com-  
8                   mittee on Foreign Relations of the Senate, and  
9                   Federal departments and agencies, and, as ap-  
10                  propriate, with Employee Affinity Groups, for-  
11                  eign affairs professional associations, and other  
12                  organizations non-personally identifiable infor-  
13                  mation on diversity in recruiting, hiring, assign-  
14                  ments, promotions, attrition, and security clear-  
15                  ances, including assignment restrictions, within  
16                  the Department, including data disaggregated  
17                  by race, national origin, and sex, and by office  
18                  and bureau; and

19                   “(B) appoint subject matter experts in ac-  
20                   cordance with the Intergovernmental Personnel  
21                   Act of 1970 (42 U.S.C. 4701 et seq.) to analyze  
22                   data, draft reports, and perform other tasks as  
23                   directed by the Chief Diversity and Inclusion  
24                   Officer.

1           “(6) REPORTING.—Not later than January 30  
2 of every year, the Secretary of State shall submit to  
3 the Committee on Foreign Affairs of the House of  
4 Representatives and the Committee on Foreign Re-  
5 lations of the Senate a report—

6           “(A) detailing the criteria and goals for in-  
7 dividual offices and bureaus of the Department  
8 of State with respect to diversity and inclusion;

9           “(B) assessments by the Chief Diversity  
10 and Inclusion Officer on the performance over  
11 the previous year of each such office and bu-  
12 reau to satisfy such criteria and goals; and

13           “(C) containing any other relevant infor-  
14 mation.

15           “(7) DISCLOSURES TO CONGRESS.—The provi-  
16 sions under relevant laws and regulations providing  
17 that information collected by an agency shall be dis-  
18 closed only in the form of gross statistics shall not  
19 apply to disclosures by the Department of State to  
20 the Committee on Foreign Affairs of the House of  
21 Representatives or the Committee on Foreign Rela-  
22 tions of the Senate, including with respect to  
23 disaggregated data and other such communications  
24 related to diversity at the Department of State.

1           “(8) DEFINITION.—In this subsection and sub-  
2           section (j) (relating to the Diversity and Inclusion  
3           Leadership Council), the term ‘diversity’ means  
4           those classes of persons protected under the Civil  
5           Rights Act of 1964 (42 U.S.C. 2000a et seq.) and  
6           the Americans with Disabilities Act of 1990 (42  
7           U.S.C. 12101 et seq.).

8           “(j) DIVERSITY, EQUITY, INCLUSION, AND ACCESSI-  
9           BILITY LEADERSHIP COUNCIL.—

10           “(1) ESTABLISHMENT.—The Secretary of State  
11           shall establish a Diversity, Equity, Inclusion, and  
12           Accessibility Leadership Council to coordinate the  
13           implementation of the Department of State’s diver-  
14           sity and inclusion strategic plans, initiatives, and  
15           policies.

16           “(2) CHAIR.—The Diversity, Equity, Inclusion,  
17           and Accessibility Leadership Council shall be chaired  
18           by the Secretary of State. In the Secretary’s ab-  
19           sence, the Chief Diversity and Inclusion Officer shall  
20           perform the duties of the chair.

21           “(3) COMPOSITION.—The Diversity, Equity, In-  
22           clusion, and Accessibility Leadership Council shall  
23           include the following:

24           “(A) The Secretary of State.

1                   “(B) The Chief Diversity and Inclusion Of-  
2                   ficer.

3                   “(C) The Director General.

4                   “(D) One individual from each Bureau, at  
5                   the rank of Deputy Assistant Secretary of State  
6                   or above.

7                   “(E) Any other individual determined ap-  
8                   propriate by the Secretary of State.

9                   “(4) TERM.—Members of the Diversity, Equity,  
10                  Inclusion, and Accessibility Leadership Council shall  
11                  be appointed in accordance with this subsection for  
12                  a period of time as determined by the Secretary of  
13                  State.”.

14                 (b) TRANSITION.—The individual serving as Chief  
15                  Diversity and Inclusion Officer of the Department of State  
16                  may continue to serve in such position until such time as  
17                  the appointment of the Chief Diversity and Inclusion Offi-  
18                  cer of the Department in accordance with subsection (i)  
19                  of section 1 of the State Department Basic Authorities  
20                  Act of 1956, as added by subsection (a).

21                 (c) SENSE OF CONGRESS.—It is the sense of Con-  
22                  gress that the Chief Diversity and Inclusion Officer of the  
23                  Department of State established pursuant to subsection  
24                  (i) of section 1 of the State Department Basic Authorities  
25                  Act of 1956, as added by subsection (a), should be pro-



1 vided sufficient office space and support staff to ensure  
2 successful operation.

3 **Subtitle B—Diversity in the For-**  
4 ****foreign and Civil Service and at****  
5 ****the Department of State****

6 **SEC. 7201. REPRESENTATION ON BOARD OF EXAMINERS**  
7 **FOR THE PURPOSES OF ENTRY INTO THE**  
8 **FOREIGN SERVICE.**

9       It is the sense of Congress that the Department of  
10 State Board of Examiners Secretariat should reflect the  
11 diversity of the United States in the administration of  
12 exams for entry into the Foreign Service of individuals  
13 who satisfy the rigorous requirements of the Service and  
14 reflect the diversity of the American people.

15 **SEC. 7202. PROMOTION IN THE FOREIGN SERVICE.**

16       The Foreign Service Act of 1980 is amended—

17           (1) in section 602 (22 U.S.C. 4002), by adding  
18       at the end the following new subsection:

19           “(d) Not later than January 31 of each year, the Sec-  
20 retary of State shall submit to the Committee on Foreign  
21 Affairs of the House of Representatives and the Com-  
22 mittee on Foreign Relations of the Senate a report that—

23           “(1) details the demographic composition of se-  
24       lection boards under this section and the Board of

1 Examiners for the Foreign Service under section  
2 211 convened in the previous year;

3 “(2) may include information on the diversity of  
4 the members of such boards; and

5 “(3) includes any other information the Sec-  
6 retary determines relevant.”; and

7 (2) in section 603 (22 U.S.C. 4003)—

8 (A) in subsection (a), in the second sen-  
9 tence, by inserting “testimony from peers and  
10 subordinates,” after “supervisors,”; and

11 (B) in subsection (b)—

12 (i) in paragraph (1), by striking “,  
13 or” and inserting “; or”;

14 (ii) by redesignating paragraphs (1)  
15 and (2) as paragraphs (3) and (4), respec-  
16 tively; and

17 (iii) by inserting before paragraph (3),  
18 as so redesignated, the following new para-  
19 graphs:

20 “(1) a record of supporting the recruitment and  
21 career development goals of members of the Foreign  
22 Service, such as serving as a mentor in mentorship  
23 program under section 709, participation in recruit-  
24 ment activities, or serving on the Board of Exam-  
25 iners or on selection boards;

1           “(2) a record of promoting and supporting di-  
2           versity and inclusion at the Department of State, in-  
3           cluding in management practices;”.

4   **SEC. 7203. MENTORSHIP PROGRAM.**

5           (a) IN GENERAL.—The Foreign Service Act of 1980  
6 is amended by inserting after section 708 (22 U.S.C.  
7 4028) the following new sections:

8   **“SEC. 709. MENTORSHIP PROGRAM.**

9           “(a) The Secretary of State shall establish in the De-  
10          partment of State a mentorship program to help individ-  
11          uals under-represented in specific ranks of the Foreign  
12          Service obtain advancement through the mid-ranks and  
13          into the Senior Foreign Service. Such program shall  
14          match interested participants who are—

15                 “(1) entry-level members of the Foreign Service  
16                 with mid-level members of the Foreign Service; and

17                 “(2) mid-level members of the Foreign Service  
18                 with senior-level members of the Foreign Service.

19           “(b) Individuals participating in the mentorship pro-  
20          gram under this section should participate for a minimum  
21          of two years.

22           “(c) The mentorship program established under this  
23          section may include members of Employee Affinity Groups  
24          as mentors, in addition to other individuals selected by the  
25          Secretary of State.

1 “(d) Service as a mentor in the mentorship program  
2 may be considered as satisfying the criteria described in  
3 section 603(b)(1).”.

4 (b) CLERICAL AMENDMENT.—The table of contents  
5 in section 2 of the Foreign Service Act is amended by in-  
6 serting after the item relating to section 707 the following  
7 new items:

“Sec. 708. Training for Foreign Service officers.

“Sec. 709. Mentorship program.”.

8 (c) MENTORSHIP PROGRAM FOR CIVIL SERVICE.—

9 (1) IN GENERAL.—The Secretary of State shall  
10 establish a mentorship program to match mentors  
11 with interested participants who are—

12 (A) members of the civil service at the GS–  
13 12 level and below; and

14 (B) members of the civil service from at  
15 the GS–13 level and above.

16 (2) DURATION.—Individuals participating in  
17 the civil service mentorship program under para-  
18 graph (1) should participate for a minimum of two  
19 years.

20 (3) INCLUSION OF EMPLOYEE AFFINITY  
21 GROUPS.—Members of Employee Affinity Groups  
22 and other individuals selected by the Secretary of  
23 State may serve as mentors in the civil service  
24 mentorship program under paragraph (1).

1 **SEC. 7204. SENIOR EXECUTIVE SERVICE CANDIDATE DE-**  
2 **VELOPMENT PROGRAM.**

3 (a) IN GENERAL.—The Secretary of State shall offer  
4 the Senior Executive Service Candidate Development Pro-  
5 gram every three years to members of the civil service at  
6 the Department of State at the GS–14 and GS–15 levels.

7 (b) REPORT.—The Secretary of State shall submit to  
8 the Committee on Foreign Affairs of the House of Rep-  
9 resentatives and the Committee on Foreign Relations of  
10 the Senate, at the same time as each report required  
11 under section 313 of the Foreign Service Act of 1980, as  
12 added by section 2(a)(2), a report detailing disaggregated  
13 demographic information of candidates referred by each  
14 bureau of the Department of State to interview for the  
15 Senior Executive Service, including demographic informa-  
16 tion, disaggregated by bureau, relating to the diversity of  
17 such candidates.

18 **SEC. 7205. DIVERSITY DEFINED IN THE FOREIGN SERVICE**  
19 **ACT OF 1980.**

20 Section 102 of the Foreign Service Act of 1980 (22  
21 U.S.C. 3902) is amended by—

22 (1) redesignating paragraphs (5) through (12)  
23 as paragraphs (6) through (13), respectively; and

24 (2) inserting after paragraph (4) the following  
25 new paragraph:

1           “(5) ‘diversity’ has the meaning given such  
2           term in subsection (i) of section 1 of the State De-  
3           partment Basic Authorities Act of 1956 (22 U.S.C.  
4           2651a);”.

