

AMENDMENT TO RULES COMMITTEE PRINT

118-36

OFFERED BY MR. ESPAILLAT OF NEW YORK

At the end of subtitle J of title V, add the following new section:

1 **SEC. ____ . INTERNAL REVIEW ON BARRIERS PREVENTING**
2 **ETHNIC MINORITIES FROM ASCENDING TO**
3 **SENIOR LEADERSHIP ROLES.**

4 (a) **REVIEW REQUIRED.**—The Secretary of Defense
5 shall conduct an in-depth internal review to identify bar-
6 riers preventing members of the Armed Forces who are
7 ethnic minorities from being promoted to positions as sen-
8 ior defense officials or senior military officers.

9 (b) **ELEMENTS.**—As part of the review under sub-
10 section (a), the Secretary of Defense shall—

11 (1) describe the steps that senior leaders within
12 the Department of Defense are taking to sustain
13 and retain diversity;

14 (2) describe potential barriers preventing mem-
15 bers of the Armed Forces who are ethnic minorities
16 from being promoted to positions as senior defense
17 officials or senior military officers;

1 (3) identify any structures and strategies that
2 have been implemented, or that are under develop-
3 ment, to equip leadership with the ability to manage
4 diversity, be accountable, and create an inclusive
5 work environment that cultivates innovation and op-
6 timization within the Department;

7 (4) describe any applicable policies and regula-
8 tions pertaining to equal opportunity and non-
9 discrimination within the Department;

10 (5) develop policies and legislative recommenda-
11 tions for improving diversity among senior roles in
12 the Department of Defense and in each branch of
13 the Armed Forces; and

14 (6) address such other matters as the Secretary
15 determines relevant.

16 (c) REPORT TO CONGRESS.—Not later than one year
17 after the date of the enactment of this Act, the Secretary
18 of Defense shall submit to the appropriate congressional
19 committees a report on the results of the review conducted
20 under subsection (a).

21 (d) APPROPRIATE CONGRESSIONAL COMMITTEES
22 DEFINED.—In this section the term “appropriate congres-
23 sional committees” means the following:

1 (1) The Committee on Armed Services and the
2 Committee on Veterans' Affairs of the House of
3 Representatives.

4 (2) The Committee on Armed Services and the
5 Committee on Veterans' Affairs of the Senate.

