



1           (A) Develop and implement systems to  
2 track the Department's hiring of trained skilled  
3 workers in the energy permitting and inspection  
4 agencies.

5           (B) Design and recommend to the Sec-  
6 retary programs and policies aimed at expand-  
7 ing the Department's hiring of women, minori-  
8 ties, and veterans into the Department's work-  
9 force dealing with energy permitting and in-  
10 spection programs. Such programs and policies  
11 shall include—

12           (i) recruiting at historically black col-  
13 leges and universities, Hispanic-serving in-  
14 stitutions, women's colleges, and colleges  
15 that typically serve majority minority pop-  
16 ulations;

17           (ii) sponsoring and recruiting at job  
18 fairs in urban communities;

19           (iii) placing employment advertise-  
20 ments in newspapers and magazines ori-  
21 ented toward minorities, veterans, and  
22 women;

23           (iv) partnering with organizations that  
24 are focused on developing opportunities for  
25 minorities, veterans, and women to be

1 placed in Departmental internships, sum-  
2 mer employment, and full-time positions  
3 relating to energy;

4 (v) where feasible, partnering with  
5 inner-city high schools, girls' high schools,  
6 and high schools with majority minority  
7 populations to demonstrate career opportu-  
8 nities and the path to those opportunities  
9 available at the Department;

10 (vi) coordinating with the Department  
11 of Veterans Affairs and the Department of  
12 Defense in the hiring of veterans; and

13 (vii) any other mass media commu-  
14 nications that the Deputy Assistant Sec-  
15 retary determines necessary to advertise,  
16 promote, or educate about opportunities at  
17 the Department.

18 (C) Develop standards for—

19 (i) equal employment opportunity and  
20 the racial, ethnic, and gender diversity of  
21 the workforce and senior management of  
22 the Department; and

23 (ii) increased participation of minor-  
24 ity-owned, veteran-owned, and women-

1 owned businesses in the programs and con-  
2 tracts with the Department.

3 (D) Review and propose for adoption the  
4 best practices of entities regulated by the De-  
5 partment with regards to hiring and diversity  
6 policies, and publish those best practices for  
7 public review.

8 (c) REPORTS.—The Secretary shall submit to Con-  
9 gress an annual report regarding the actions taken by the  
10 Department of the Interior agency and the Office pursu-  
11 ant to this section, which shall include—

12 (1) a statement of the total amounts paid by  
13 the Department to minority contractors;

14 (2) the successes achieved and challenges faced  
15 by the Department in operating minority, veteran or  
16 service-disabled veteran, and women outreach pro-  
17 grams;

18 (3) the challenges the Department may face in  
19 hiring minority, veteran, and women employees and  
20 contracting with veteran or service-disabled veteran,  
21 minority-owned, and women-owned businesses; and

22 (4) any other information, findings, conclusions,  
23 and recommendations for legislative or Department  
24 action, as the Director determines appropriate.

1 (d) DEFINITIONS.—For purposes of this section, the  
2 following definitions shall apply:

3 (1) MINORITY.—The term “minority” means  
4 United States citizens who are Asian Indian Amer-  
5 ican, Asian Pacific American, Black American, His-  
6 panic American, or Native American.

7 (2) MINORITY-OWNED BUSINESS.—The term  
8 “minority-owned business” means a for-profit enter-  
9 prise, regardless of size, physically located in the  
10 United States or its trust territories, that is owned,  
11 operated, and controlled by minority group members.  
12 “Minority group members” are United States citi-  
13 zens who are Asian Indian American, Asian Pacific  
14 American, Black American, Hispanic American, or  
15 Native American (terminology in NMSDC cat-  
16 egories). Ownership by minority individuals means  
17 the business is at least 51 percent owned by such in-  
18 dividuals or, in the case of a publicly owned busi-  
19 ness, at least 51 percent of the stock is owned by  
20 one or more such individuals. Further, the manage-  
21 ment and daily operations are controlled by those  
22 minority group members. For purposes of NMSDC’s  
23 program, a minority group member is an individual  
24 who is a United States citizen with at least 1/4 or  
25 25 percent minimum (documentation to support

1 claim of 25 percent required from applicant) of one  
2 or more of the following:

3 (A) Asian Indian American, which is a  
4 United States citizen whose origins are from  
5 India, Pakistan, or Bangladesh.

6 (B) Asian Pacific American, which is a  
7 United States citizen whose origins are from  
8 Japan, China, Indonesia, Malaysia, Taiwan,  
9 Korea, Vietnam, Laos, Cambodia, the Phil-  
10 ippines, Thailand, Samoa, Guam, the United  
11 States Trust Territories of the Pacific, or the  
12 Northern Marianas.

13 (C) Black American, which is a United  
14 States citizen having origins in any of the Black  
15 racial groups of Africa.

16 (D) Hispanic American, which is a United  
17 States citizen of true-born Hispanic heritage,  
18 from any of the Spanish-speaking areas of the  
19 following regions: Mexico, Central America,  
20 South America, and the Caribbean Basin only.

21 (E) Native American, which means a U.S.  
22 citizen enrolled to a federally recognized tribe,  
23 or a Native as defined under the Alaska Native  
24 Claims Settlement Act.

1           (3) NMSDC.—The term “NMSDC” means the  
2 National Minority Supplier Development Council.

3           (4) WOMEN-OWNED BUSINESS.—The term  
4 “women-owned business” means a business that can  
5 verify through evidence documentation that 51 per-  
6 cent or more is women-owned, managed, and con-  
7 trolled. The business must be open for at least 6  
8 months. The business owner must be a United  
9 States citizen or legal resident alien. Evidence must  
10 indicate that—

11                   (A) the contribution of capital or expertise  
12 by the woman business owner is real and sub-  
13 stantial and in proportion to the interest owned;

14                   (B) the woman business owner directs or  
15 causes the direction of management, policy, fis-  
16 cal, and operational matters; and

17                   (C) the woman business owner has the  
18 ability to perform in the area of specialty or ex-  
19 pertise without reliance on either the finances  
20 or resources of a firm that is not owned by a  
21 woman.

22           (5) SERVICE DISABLED VETERAN.—The term  
23 “Service Disabled Veteran” must have a service-con-  
24 nected disability that has been determined by the  
25 Department of Veterans Affairs or Department of

1 Defense. The SDVOSBC must be small under the  
2 North American Industry Classification System  
3 (NAICS) code assigned to the procurement; the  
4 SDV must unconditionally own 51 percent of the  
5 SDVOSBC; the SDVO must control the manage-  
6 ment and daily operations of the SDVOSBC; and  
7 the SDV must hold the highest officer position in  
8 the SDVOSBC

9 (6) VETERAN-OWNED BUSINESS.—The term  
10 “veteran-owned business” means a business that can  
11 verify through evidence documentation that 51 per-  
12 cent or more is veteran-owned, managed, and con-  
13 trolled. The business must be open for at least 6  
14 months. The business owner must be a United  
15 States citizen or legal resident alien and honorably  
16 or service-connected disability discharged from serv-  
17 ice.

