

AMENDMENT TO RULES COMMITTEE PRINT 117-

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OFFERED BY MR. JONES OF NEW YORK

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

1 **SEC. 5 ____ . PLAN TO COMBAT RACIAL BIAS, DISCRIMINA-**
2 **TION, AND HARASSMENT AGAINST ASIAN**
3 **AMERICAN SERVICE MEMBERS, CIVILIANS,**
4 **AND CONTRACTOR PERSONNEL.**

5 (a) SENSE OF CONGRESS.—It is the sense of Con-
6 gress that:

7 (1) Asian American service members, civilians,
8 and contractors serve with honor and distinction in
9 the Department of Defense.

10 (2) Asian Americans continue to be underrep-
11 resented in the Department of Defense and other
12 national security agencies, especially at senior lead-
13 ership and general and flag officer levels.

14 (3) Greater recruitment, retention, and inclu-
15 sion of Asian American personnel, particularly those
16 with language skills and cultural competencies, is
17 critical to implementation of the Administration’s
18 Interim National Security Strategic Guidance and
19 National Defense Strategy, both of which place

1 greater emphasis on strategic competition in the
2 Indo-Pacific region.

3 (4) The Department of Defense has a responsi-
4 bility to take meaningful action in addressing the
5 higher rates of racially or ethnically rooted bias, dis-
6 crimination, and harassment experienced and re-
7 ported by service members, civilians, and contractor
8 personnel of Asian American descent, especially
9 women.

10 (5) Protecting and upholding our values in di-
11 versity, equity, and inclusion at home are essential
12 to our efforts in promoting democracy and inclusion
13 abroad.

14 (b) PLAN REQUIRED.—Not later than 180 days after
15 the date of the enactment of this Act, the Secretary of
16 Defense shall—

17 (1) submit to the congressional defense commit-
18 tees a report that includes—

19 (A) an assessment of the extent to which
20 Department of Defense service members, civil-
21 ians, and contractor personnel experience anti-
22 Asian bias, discrimination, or harassment, in-
23 cluding contributing factors such as the security
24 clearance review process;

1 (B) a review of Department of Defense
2 programs, policies, and practices that impact
3 diversity, equity, and inclusion goals, especially
4 with respect to such service members, civilians,
5 and contractor personnel who are Asian Ameri-
6 cans; and

7 (C) recommendations, developed in con-
8 sultation with Asian American organizations, to
9 address unconscious bias, discrimination, and
10 harassment targeted at Asian Americans and to
11 improve recruitment and retention of Asian
12 American service members, civilians, and con-
13 tractor personnel, including accountability
14 measures and improvements to services to in-
15 form and support personnel with resolving dis-
16 crimination complaints through administrative
17 or judicial processes; and

18 (2) make the report required under paragraph
19 (1) publicly available on the website of the Depart-
20 ment of Defense.

21 (c) IMPLEMENTATION AND UPDATE.—Not later than
22 2 years after the date of the enactment of this Act, the
23 Secretary of Defense shall—

24 (1) implement the recommendations described
25 in subsection (b)(1)(C); and

1 (2) provide to the congressional defense com-
2 mittees an update on the implementation of such
3 recommendations.

