

**AMENDMENT TO RULES COMMITTEE PRINT 116-**

**22**

**OFFERED BY MR. GREEN OF TEXAS**

At the end of title VII, add the following new section:

1 **SEC. 7\_\_\_. COLLECTION, ANALYSIS, AND DISSEMINATION**  
2 **OF WORKFORCE DATA.**

3 (a) INITIAL REPORTING.—

4 (1) IN GENERAL.—Not later than 180 days  
5 after the date of the enactment of this Act, and sub-  
6 ject to paragraph (3), the Director of National Intel-  
7 ligence shall make available to the public, the appro-  
8 priate congressional committees, and the workforce  
9 of the intelligence community a report which in-  
10 cludes aggregate demographic data and other infor-  
11 mation regarding the diversity and inclusion efforts  
12 of the workforce of the intelligence community.

13 (2) CONTENTS.—A report made available under  
14 paragraph (1)—

15 (A) shall include unclassified reports and  
16 barrier analyses relating to diversity and inclu-  
17 sion efforts;

1 (B) shall include aggregate demographic  
2 data—

3 (i) by segment of the workforce of the  
4 intelligence community and grade or rank;

5 (ii) relating to attrition and promotion  
6 rates;

7 (iii) that addresses the compliance of  
8 the intelligence community with validated  
9 inclusion metrics, such as the New Inclu-  
10 sion Quotient index score; and

11 (iv) that provides demographic com-  
12 parisons to the relevant nongovernmental  
13 labor force and the relevant civilian labor  
14 force;

15 (C) shall include an analysis of applicant  
16 flow data, including the percentage and level of  
17 positions for which data are collected, and a  
18 discussion of any resulting policy changes or  
19 recommendations;

20 (D) shall include demographic data relat-  
21 ing to participants in professional development  
22 programs of the intelligence community and the  
23 rate of placement into senior positions for par-  
24 ticipants in such programs;

1           (E) shall include any voluntarily collected  
2           demographic data relating to the membership of  
3           any external advisory committee or board to  
4           which individuals in senior positions in the in-  
5           telligence community appoint members; and

6           (F) may include data in proportions or  
7           percentages to account for concerns relating to  
8           the protection of classified information.

9       (b) UPDATES.—After making available a report  
10      under subsection (a), the Director of National Intelligence  
11      shall annually provide a report (which may be provided  
12      as part of an annual report required under another provi-  
13      sion of law) to the workforce of the intelligence community  
14      (including senior leadership), the public, and the appro-  
15      priate congressional committees that includes—

16           (1) demographic data and information on the  
17           status of diversity and inclusion efforts of the intel-  
18           ligence community;

19           (2) an analysis of applicant flow data, including  
20           the percentage and level of positions for which data  
21           are collected, and a discussion of any resulting policy  
22           changes or recommendations; and

23           (3) demographic data relating to participants in  
24           professional development programs of the intel-

1       ligence community and the rate of placement into  
2       senior positions for participants in such programs.

3       (c) EXPAND THE COLLECTION AND ANALYSIS OF  
4 VOLUNTARY APPLICANT FLOW DATA.—

5           (1) IN GENERAL.—The Director of National In-  
6 telligence shall develop a system to collect and ana-  
7 lyze applicant flow data for as many positions within  
8 the intelligence community as practicable, in order  
9 to identify areas for improvement in attracting di-  
10 verse talent, with particular attention to senior and  
11 management positions.

12           (2) PHASED IMPLEMENTATION.—The collection  
13 of applicant flow data may be implemented by the  
14 Director of National Intelligence in a phased ap-  
15 proach commensurate with the resources available to  
16 the intelligence community.

17       (d) IDENTIFY ADDITIONAL CATEGORIES FOR VOL-  
18 UNTARY DATA COLLECTION OF CURRENT EMPLOYEES.—

19           (1) IN GENERAL.—The Director of National In-  
20 telligence may submit to the Office of Management  
21 and Budget and to the appropriate congressional  
22 committees a recommendation regarding whether the  
23 intelligence community should voluntarily collect  
24 more detailed data on demographic categories in ad-  
25 dition to the race and ethnicity categories specified

1 in the statistical policy directive issued by the Office  
2 of Management and Budget entitled “Standards for  
3 Maintaining, Collecting, and Presenting Federal  
4 Data on Race and Ethnicity”.

5 (2) PROCESS.—In making a recommendation  
6 under paragraph (1), the Director of National Intel-  
7 ligence shall—

8 (A) engage in close consultation with inter-  
9 nal stakeholders, such as employee resource or  
10 affinity groups;

11 (B) ensure that there is clear communica-  
12 tion with the workforce of the intelligence com-  
13 munity—

14 (i) to explain the purpose of the po-  
15 tential collection of such data; and

16 (ii) regarding legal protections relat-  
17 ing to any anticipated use of such data;  
18 and

19 (C) ensure adherence to relevant standards  
20 and guidance issued by the Federal Govern-  
21 ment.

22 (e) DEFINITIONS.—In this section:

23 (1) APPLICANT FLOW DATA.—The term “appli-  
24 cant flow data” means data that tracks the rate of

1 applications for job positions among demographic  
2 categories.

3 (2) APPROPRIATE CONGRESSIONAL COMMIT-  
4 TEES.—The term “appropriate congressional com-  
5 mittees” means—

6 (A) the Committee on Foreign Relations,  
7 the Committee on Armed Services, the Com-  
8 mittee on Homeland Security and Govern-  
9 mental Affairs, the Select Committee on Intel-  
10 ligence, and the Committee on Appropriations  
11 of the Senate; and

12 (B) the Committee on Foreign Affairs, the  
13 Committee on Armed Services, the Committee  
14 on Homeland Security, the Permanent Select  
15 Committee on Intelligence, and the Committee  
16 on Appropriations of the House of Representa-  
17 tives.

18 (3) DIVERSITY.—The term “diversity” means  
19 diversity of persons based on gender, race, ethnicity,  
20 disability status, veteran status, sexual orientation,  
21 gender identity, national origin, and other demo-  
22 graphic categories.

