AMENDMENT TO RULES COMMITTEE PRINT 116-22

OFFERED BY MR. GREEN OF TEXAS

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

SEC. 7. COLLECTION, ANALYSIS, AND DISSEMINATION OF WORKFORCE DATA.

(a) Initial Reporting.—

(1) In general.—Not later than 180 days after the date of the enactment of this Act, and subject to paragraph (3), the Director of National Intelligence shall make available to the public, the appropriate congressional committees, and the workforce of the intelligence community a report which includes aggregate demographic data and other information regarding the diversity and inclusion efforts of the workforce of the intelligence community.

(2) Contents.—A report made available under paragraph (1)—

(A) shall include unclassified reports and barrier analyses relating to diversity and inclusion efforts;
(B) shall include aggregate demographic data—

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

(ii) relating to attrition and promotion rates;

(iii) that addresses the compliance of the intelligence community with validated inclusion metrics, such as the New Inclusion Quotient index score; and

(iv) that provides demographic comparisons to the relevant nongovernmental labor force and the relevant civilian labor force;

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

(D) shall include demographic data relating to participants in professional development programs of the intelligence community and the rate of placement into senior positions for participants in such programs;
(E) shall include any voluntarily collected demographic data relating to the membership of any external advisory committee or board to which individuals in senior positions in the intelligence community appoint members; and

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

(b) Updates.—After making available a report under subsection (a), the Director of National Intelligence shall annually provide a report (which may be provided as part of an annual report required under another provision of law) to the workforce of the intelligence community (including senior leadership), the public, and the appropriate congressional committees that includes—

(1) demographic data and information on the status of diversity and inclusion efforts of the intelligence community;

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

(3) demographic data relating to participants in professional development programs of the intel-
ligence community and the rate of placement into
senior positions for participants in such programs.

(c) Expand the collection and analysis of
Voluntary Applicant Flow Data.—

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

(2) Phased implementation.—The collection
of applicant flow data may be implemented by the
Director of National Intelligence in a phased ap-
proach commensurate with the resources available to
the intelligence community.

(d) Identify additional categories for Vol-
untary Data Collection of Current Employees.—

(1) In general.—The Director of National In-
telligence may submit to the Office of Management
and Budget and to the appropriate congressional
committees a recommendation regarding whether the
intelligence community should voluntarily collect
more detailed data on demographic categories in ad-
dition to the race and ethnicity categories specified
in the statistical policy directive issued by the Office
of Management and Budget entitled “Standards for
Maintaining, Collecting, and Presenting Federal
Data on Race and Ethnicity”.

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

(A) engage in close consultation with internal stakeholders, such as employee resource or
affinity groups;

(B) ensure that there is clear communica-
tion with the workforce of the intelligence com-

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

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

and

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

(e) DEFINITIONS.—In this section:

(1) APPLICANT FLOW DATA.—The term “appli-
cant flow data” means data that tracks the rate of
applications for job positions among demographic categories.

(2) APPROPRIATE CONGRESSIONAL COMMITTEES.—The term “appropriate congressional committees” means—

(A) the Committee on Foreign Relations, the Committee on Armed Services, the Committee on Homeland Security and Governmental Affairs, the Select Committee on Intelligence, and the Committee on Appropriations of the Senate; and

(B) the Committee on Foreign Affairs, the Committee on Armed Services, the Committee on Homeland Security, the Permanent Select Committee on Intelligence, and the Committee on Appropriations of the House of Representatives.

(3) DIVERSITY.—The term “diversity” means diversity of persons based on gender, race, ethnicity, disability status, veteran status, sexual orientation, gender identity, national origin, and other demographic categories.