AMENDMENT TO RULES COMMITTEE PRINT 117–13

OFFERED BY MS. SPEIER OF CALIFORNIA

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

SEC. 5. PLAN FOR DEVELOPMENT AND MANAGEMENT OF THE GENDER ADVISOR WORKFORCE.

(a) Plan Required.—The Secretary of Defense shall develop and implement a plan to institutionalize the gender advisor workforce of the Department of Defense responsible for supporting the implementation of the Women, Peace, and Security Act of 2017 (Public Law 115–68; 131 Stat. 1202).

(b) Elements.—The plan under subsection (a) shall include:

(1) Plans for the development and management of the gender advisor workforce, including plans for the training, certification, assignments, and career development of the personnel of such workforce.

(2) The actions the Secretary of Defense will carry out to elevate, develop, define, and standardize the gender advisor workforce in accordance with recommendation 3.4(a) of the report of the Inde-

(3) Development of or modifications to guidance, policy, professional military education, and doctrine to define and standardize the gender advisor program with a focus on incorporating the principles outlined in the plan of the Department of Defense titled “Women, Peace, and Security Strategic Framework and Implementation Plan” and dated June 2020, or any successor plan.

(4) Identification of training and education requirements for members of the Armed Forces and civilian employees of the Department of Defense, including general and flag officers and members of the senior executive service, on the role of the gender advisor workforce and the principles outlined in plan referred to in paragraph (3), or any successor plan.

(5) The funds, resources, and authorities needed to establish and develop the gender advisor role into a full-time, billeted, and resourced position across organizations within the Department of Defense, including the military departments, the Armed
Forces, the combatant commands, Defense Agencies, and Department of Defense Field Activities.

(6) Developing and standardizing position descriptions of the gender advisor workforce, including gender advisors and gender focal points, across organizations within the Department, including the military departments, the Armed Forces, the combatant commands, Defense Agencies, and Department of Defense Field Activities.

(7) An assessment and review of the Department’s existing training programs for gender advisors and gender focal points.

(8) Actions to adapt gender analysis (as defined in section 3 of the Women’s Entrepreneurship and Economic Empowerment Act (Public Law 115–428; 22 U.S.C. 2151–2)) to fit the needs of the Department of Defense and to incorporate such analysis into the work of gender advisors and other personnel identified as part of the gender advisor workforce.

(9) The actions the Secretary will carry out to incorporate the total amount of expenditures and proposed appropriations necessary to support the program, projects, and activities of the gender advisor workforce into the future years defense program,
as submitted to Congress under section 221 of title 10, United States Code.

(c) REPORT.—Not later than 180 days after the date of the enactment of this Act, the Secretary of Defense shall submit to the appropriate congressional committees a report detailing the plan developed under subsection (a) and the Secretary’s progress in implementing such plan.

(d) BRIEFING.—Not later than 270 days after the date of the enactment of this Act, the Secretary of Defense shall provide to the appropriate congressional committees a briefing on the report under subsection (c) detailing the plan developed under subsection (a) and the Secretary’s progress in implementing such plan.

(d) APPROPRIATE CONGRESSIONAL COMMITTEES DEFINED.—In this section, the term “appropriate congressional committees” means—

(1) the Committee on Armed Services and the Committee on Foreign Affairs of the House of Representatives; and

(2) the Committee on Armed Services and the Committee on Foreign Relations of the Senate.