

**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:

1 **SEC. 5\_\_\_ . PLAN FOR DEVELOPMENT AND MANAGEMENT**  
2 **OF THE GENDER ADVISOR WORKFORCE.**

3 (a) **PLAN REQUIRED.**—The Secretary of Defense  
4 shall develop and implement a plan to institutionalize the  
5 gender advisor workforce of the Department of Defense  
6 responsible for supporting the implementation of the  
7 Women, Peace, and Security Act of 2017 (Public Law  
8 115–68; 131 Stat. 1202).

9 (b) **ELEMENTS.**—The plan under subsection (a) shall  
10 include:

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

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

1       pendent Review Commission on Sexual Assault in  
2       the Military titled “Hard Truths and the Duty to  
3       Change: Recommendations from the Independent  
4       Review Commission on Sexual Assault in the Mili-  
5       tary” and dated July 2, 2021.

6               (3) Development of or modifications to guid-  
7       ance, policy, professional military education, and  
8       doctrine to define and standardize the gender advi-  
9       sor program with a focus on incorporating the prin-  
10      ciples outlined in the plan of the Department of De-  
11      fense titled “Women, Peace, and Security Strategic  
12      Framework and Implementation Plan” and dated  
13      June 2020, or any successor plan.

14              (4) Identification of training and education re-  
15      quirements for members of the Armed Forces and  
16      civilian employees of the Department of Defense, in-  
17      cluding general and flag officers and members of the  
18      senior executive service, on the role of the gender  
19      advisor workforce and the principles outlined in plan  
20      referred to in paragraph (3), or any successor plan.

21              (5) The funds, resources, and authorities need-  
22      ed to establish and develop the gender advisor role  
23      into a full-time, billeted, and resourced position  
24      across organizations within the Department of De-  
25      fense, including the military departments, the Armed

1 Forces, the combatant commands, Defense Agencies,  
2 and Department of Defense Field Activities.

3 (6) Developing and standardizing position de-  
4 scriptions of the gender advisor workforce, including  
5 gender advisors and gender focal points, across orga-  
6 nizations within the Department, including the mili-  
7 tary departments, the Armed Forces, the combatant  
8 commands, Defense Agencies, and Department of  
9 Defense Field Activities.

10 (7) An assessment and review of the Depart-  
11 ment's existing training programs for gender advi-  
12 sors and gender focal points.

13 (8) Actions to adapt gender analysis (as defined  
14 in section 3 of the Women's Entrepreneurship and  
15 Economic Empowerment Act (Public Law 115-428;  
16 22 U.S.C. 2151-2)) to fit the needs of the Depart-  
17 ment of Defense and to incorporate such analysis  
18 into the work of gender advisors and other personnel  
19 identified as part of the gender advisor workforce.

20 (9) The actions the Secretary will carry out to  
21 incorporate the total amount of expenditures and  
22 proposed appropriations necessary to support the  
23 program, projects, and activities of the gender advi-  
24 sor workforce into the future years defense program,

1 as submitted to Congress under section 221 of title  
2 10, United States Code.

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

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

14 (d) APPROPRIATE CONGRESSIONAL COMMITTEES  
15 DEFINED.—In this section, the term “appropriate con-  
16 gressional committees” means—

17 (1) the Committee on Armed Services and the  
18 Committee on Foreign Affairs of the House of Rep-  
19 resentatives; and

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

