

HR 5195

National Security Diversity and Inclusion Workforce Act of 2018

Congress: 115 (2017–2019, Ended)

Chamber: House

Policy Area: Government Operations and Politics

Introduced: Mar 7, 2018

Current Status: Referred to the Subcommittee on Livestock and Foreign Agriculture.

Latest Action: Referred to the Subcommittee on Livestock and Foreign Agriculture. (Mar 28, 2018)

Official Text: <https://www.congress.gov/bill/115th-congress/house-bill/5195>

Sponsor

Name: Rep. Ros-Lehtinen, Ileana [R-FL-27]

Party: Republican • **State:** FL • **Chamber:** House

Cosponsors (1 total)

Cosponsor	Party / State	Role	Date Joined
Rep. Connolly, Gerald E. [D-VA-11]	D · VA		Mar 7, 2018

Committee Activity

Committee	Chamber	Activity	Date
Agriculture Committee	House	Referred to	Mar 28, 2018
Armed Services Committee	House	Referred To	Mar 7, 2018
Financial Services Committee	House	Referred To	Mar 7, 2018
Foreign Affairs Committee	House	Referred To	Mar 7, 2018
Homeland Security Committee	House	Referred to	Mar 19, 2018
Intelligence (Permanent Select) Committee	House	Referred To	Mar 7, 2018
Judiciary Committee	House	Referred To	Mar 7, 2018

Subjects & Policy Tags

Policy Area:

Government Operations and Politics

Related Bills

Bill	Relationship	Last Action
115 S 924	Related bill	Apr 24, 2017: Read twice and referred to the Committee on Homeland Security and Governmental Affairs.

National Security Diversity and Inclusion Workforce Act of 2018

This bill requires each national security agency to make available to the public, appropriate congressional committees, and the national security agency workforce a report on its diversity and inclusion efforts. The bill defines "diversity" as diversity of persons based on gender, race, ethnicity, disability status, veteran status, sexual orientation, gender identity, national origin, and other demographic categories.

It also requires each such agency to do the following:

- develop a system to collect and analyze applicant employment data to identify areas for improvement in attracting diverse talent, with emphasis on senior and management positions;
- conduct periodic interviews with a representative cross-section of the national security workforce to obtain workplace information;
- sponsor workforce members to participate in a Senior Executive Service candidate development program or similar program;
- implement performance and advancement requirements for the workforce;
- create opportunities for senior personnel to participate in outreach events and to discuss issues relating to diversity and inclusion; and
- expand training on bias in the workplace and flexible work policies.

The bill encourages agencies to expand professional development and career advancement opportunities that support their mission and to seek a diverse and talented pool of employment applicants by reaching out to educational organizations and professional associations.

Actions Timeline

- **Mar 28, 2018:** Referred to the Subcommittee on Livestock and Foreign Agriculture.
- **Mar 19, 2018:** Referred to the Subcommittee on Oversight and Management Efficiency.
- **Mar 7, 2018:** Introduced in House
- **Mar 7, 2018:** Referred to the Committee on Foreign Affairs, and in addition to the Committees on Armed Services, Intelligence (Permanent Select), the Judiciary, Homeland Security, Agriculture, and Financial Services, for a period to be subsequently determined by the Speaker, in each case for consideration of such provisions as fall within the jurisdiction of the committee concerned.