

## HR 2979

### National Security Diversity and Inclusion Workforce Act of 2019

**Congress:** 116 (2019–2021, Ended)

**Chamber:** House

**Policy Area:** Government Operations and Politics

**Introduced:** May 23, 2019

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

**Latest Action:** Referred to the Subcommittee on Livestock and Foreign Agriculture. (Jun 21, 2019)

**Official Text:** <https://www.congress.gov/bill/116th-congress/house-bill/2979>

## Sponsor

**Name:** Rep. Connolly, Gerald E. [D-VA-11]

**Party:** Democratic • **State:** VA • **Chamber:** House

## Cosponsors (7 total)

Cosponsor	Party / State	Role	Date Joined
Rep. Bass, Karen [D-CA-37]	D · CA		May 23, 2019
Rep. Hastings, Alcee L. [D-FL-20]	D · FL		May 23, 2019
Rep. Meeks, Gregory W. [D-NY-5]	D · NY		May 23, 2019
Rep. Cisneros, Gilbert Ray, Jr. [D-CA-39]	D · CA		Jun 18, 2019
Rep. Thompson, Bennie G. [D-MS-2]	D · MS		Aug 2, 2019
Rep. Castro, Joaquin [D-TX-20]	D · TX		Jul 16, 2020
Rep. Sherman, Brad [D-CA-30]	D · CA		Nov 24, 2020

## Committee Activity

Committee	Chamber	Activity	Date
Agriculture Committee	House	Referred to	Jun 21, 2019
Armed Services Committee	House	Referred To	May 23, 2019
Financial Services Committee	House	Referred To	May 23, 2019
Foreign Affairs Committee	House	Referred To	May 23, 2019
Homeland Security Committee	House	Referred to	Jun 11, 2019
Intelligence (Permanent Select) Committee	House	Referred To	May 23, 2019
Judiciary Committee	House	Referred To	May 23, 2019

## Subjects & Policy Tags

### Policy Area:

Government Operations and Politics

## Related Bills

Bill	Relationship	Last Action
116 S 497	Related bill	Feb 14, 2019: Read twice and referred to the Committee on Homeland Security and Governmental Affairs.

## National Security Diversity and Inclusion Workforce Act of 2019

This bill requires each national security agency to 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

- 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.

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## Actions Timeline

- **Jun 21, 2019:** Referred to the Subcommittee on Livestock and Foreign Agriculture.
- **Jun 11, 2019:** Referred to the Subcommittee on Oversight, Management, and Accountability.
- **May 23, 2019:** Introduced in House
- **May 23, 2019:** 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.