

## S 3430

### Department of State Inclusivity Act of 2020

**Congress:** 116 (2019–2021, Ended)

**Chamber:** Senate

**Policy Area:** International Affairs

**Introduced:** Mar 10, 2020

**Current Status:** Read twice and referred to the Committee on Foreign Relations.

**Latest Action:** Read twice and referred to the Committee on Foreign Relations. (Mar 10, 2020)

**Official Text:** <https://www.congress.gov/bill/116th-congress/senate-bill/3430>

## Sponsor

**Name:** Sen. Menendez, Robert [D-NJ]

**Party:** Democratic • **State:** NJ • **Chamber:** Senate

## Cosponsors

No cosponsors are listed for this bill.

## Committee Activity

Committee	Chamber	Activity	Date
Foreign Relations Committee	Senate	Referred To	Mar 10, 2020

## Subjects & Policy Tags

### Policy Area:

International Affairs

## Related Bills

Bill	Relationship	Last Action
116 S 1252	Related bill	Apr 30, 2019: Read twice and referred to the Committee on Foreign Relations.

## Department of State Inclusivity Act of 2020

This bill establishes measures to promote diversity at the Department of State, and it offers a formal apology from Congress for encouraging policies at the State Department such as the Lavender Scare, which resulted in the wrongful termination of at least 1,000 people for alleged homosexuality.

The bill establishes a Chief Diversity Officer at the State Department to lead inclusion initiatives, support recruitment of a diverse workforce, recommend trainings on inclusivity, and ensure continued compliance with applicable laws and regulations.

The bill requires the State Department to

- report certain data regarding the diversity of its workforce;
- conduct interviews with current employees, and exit interviews with separating employees, to receive feedback on workplace policies, professional development opportunities, and other issues affecting diversity;
- expand anti-harassment, antidiscrimination, and implicit bias training and make such training mandatory for certain individuals;
- develop a pilot program to use gender-neutral terms in evaluation forms;
- review employee terminations to determine wrongful terminations based on sexual orientation and issue a report on the findings;
- establish a Reconciliation Board to contact an employee (or family member) improperly terminated during the Lavender Scare and offer to change the employee's record;
- establish a board to address issues faced by lesbian, gay, bisexual, transgender, queer, and intersex Foreign Service employees and their families; and
- report on which countries refuse to issue spousal visas for Foreign Service employee spouses due to sexual orientation and recommend how to address this issue.

## Actions Timeline

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- **Mar 10, 2020:** Introduced in Senate
- **Mar 10, 2020:** Read twice and referred to the Committee on Foreign Relations.