

## S 497

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

**Congress:** 116 (2019–2021, Ended)

**Chamber:** Senate

**Policy Area:** Government Operations and Politics

**Introduced:** Feb 14, 2019

**Current Status:** Read twice and referred to the Committee on Homeland Security and Governmental Affairs.

**Latest Action:** Read twice and referred to the Committee on Homeland Security and Governmental Affairs. (Feb 14, 2019)

**Official Text:** <https://www.congress.gov/bill/116th-congress/senate-bill/497>

### Sponsor

**Name:** Sen. Cardin, Benjamin L. [D-MD]

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

### Cosponsors (7 total)

Cosponsor	Party / State	Role	Date Joined
Sen. Booker, Cory A. [D-NJ]	D · NJ		Feb 14, 2019
Sen. Coons, Christopher A. [D-DE]	D · DE		Feb 14, 2019
Sen. Reed, Jack [D-RI]	D · RI		Feb 14, 2019
Sen. Schatz, Brian [D-HI]	D · HI		Feb 14, 2019
Sen. Shaheen, Jeanne [D-NH]	D · NH		Feb 14, 2019
Sen. Gillibrand, Kirsten E. [D-NY]	D · NY		Apr 2, 2019
Sen. Wyden, Ron [D-OR]	D · OR		May 13, 2019

### Committee Activity

Committee	Chamber	Activity	Date
Homeland Security and Governmental Affairs Committee	Senate	Referred To	Feb 14, 2019

### Subjects & Policy Tags

#### Policy Area:

Government Operations and Politics

### Related Bills

Bill	Relationship	Last Action
116 HR 2979	Related bill	<b>Jun 21, 2019:</b> Referred to the Subcommittee on Livestock and Foreign Agriculture.

## **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.

### **Actions Timeline**

---

- **Feb 14, 2019:** Introduced in Senate
- **Feb 14, 2019:** Read twice and referred to the Committee on Homeland Security and Governmental Affairs.

# LegiList

CONGRESS, MADE CLEAR.

## Search Every Federal Bill, Law, and Vote

LegiList is the fastest way to research Congress. Track any bill from introduction to enactment, see how every legislator voted, follow committee activity, and read the full text of every bill — all in one place, always up to date.

[legilist.com](https://legilist.com)

## Free Course: Learn How Congress Actually Works

LegiList Learn is a free, self-paced course that walks through the entire legislative process — from drafting a bill to a presidential signature. Seven modules, plain language, no politics. Earn a certificate when you finish.

[legilist.com/learn](https://legilist.com/learn)

## Developer API: Build Apps on Legislative Data

The LegiList API gives developers direct access to bills, votes, legislators, committees, and more. Start free with 1,000 requests per day — no credit card required. Upgrade to Pro when you need to scale.

[legilist.com/api](https://legilist.com/api)

Public data belongs to the public. — [legilist.com](https://legilist.com)