

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 | Jun 21, 2019: 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.