

HR 1225

National Security Diversity and Inclusion Workforce Act of 2021

Congress: 117 (2021–2023, Ended)

Chamber: House

Policy Area: Government Operations and Politics

Introduced: Feb 23, 2021

Current Status: Referred to the Subcommittee on Immigration and Citizenship.

Latest Action: Referred to the Subcommittee on Immigration and Citizenship. (Apr 28, 2021)

Official Text: <https://www.congress.gov/bill/117th-congress/house-bill/1225>

Sponsor

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

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

Cosponsors (6 total)

Cosponsor	Party / State	Role	Date Joined
Rep. Castro, Joaquin [D-TX-20]	D · TX		Feb 23, 2021
Rep. Lynch, Stephen F. [D-MA-8]	D · MA		Feb 23, 2021
Rep. Meeks, Gregory W. [D-NY-5]	D · NY		Feb 23, 2021
Rep. Sherman, Brad [D-CA-30]	D · CA		Feb 23, 2021
Rep. Thompson, Bennie G. [D-MS-2]	D · MS		Feb 24, 2021
Rep. Moulton, Seth [D-MA-6]	D · MA		May 20, 2021

Committee Activity

Committee	Chamber	Activity	Date
Agriculture Committee	House	Referred to	Apr 5, 2021
Armed Services Committee	House	Referred To	Feb 23, 2021
Financial Services Committee	House	Referred To	Feb 23, 2021
Foreign Affairs Committee	House	Referred To	Feb 23, 2021
Homeland Security Committee	House	Referred to	Feb 24, 2021
Intelligence (Permanent Select) Committee	House	Referred To	Feb 23, 2021
Judiciary Committee	House	Referred to	Apr 28, 2021

Subjects & Policy Tags

Policy Area:

Government Operations and Politics

Related Bills

No related bills are listed.

National Security Diversity and Inclusion Workforce Act of 2021

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 missions and to seek a diverse and talented pool of employment applicants by reaching out to educational organizations and professional associations.

Actions Timeline

- **Apr 28, 2021:** Referred to the Subcommittee on Immigration and Citizenship.
- **Apr 5, 2021:** Referred to the Subcommittee on Livestock and Foreign Agriculture.
- **Feb 24, 2021:** Referred to the Subcommittee on Oversight, Management, and Accountability.
- **Feb 23, 2021:** Introduced in House
- **Feb 23, 2021:** 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.