

## HR 4589

Diversity and Inclusion at the Department of State Act

**Congress:** 117 (2021–2023, Ended)

**Chamber:** House

**Policy Area:** International Affairs

**Introduced:** Jul 21, 2021

**Current Status:** Ordered to be Reported in the Nature of a Substitute (Amended) by Voice Vote.

**Latest Action:** Ordered to be Reported in the Nature of a Substitute (Amended) by Voice Vote. (Jul 29, 2021)

**Official Text:** <https://www.congress.gov/bill/117th-congress/house-bill/4589>

### Sponsor

---

**Name:** Rep. Castro, Joaquin [D-TX-20]

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

**Cosponsors** (53 total)

<b>Cosponsor</b>	<b>Party / State</b>	<b>Role</b>	<b>Date Joined</b>
Rep. Bass, Karen [D-CA-37]	D · CA		Jul 21, 2021
Rep. Carson, Andre [D-IN-7]	D · IN		Jul 21, 2021
Rep. Case, Ed [D-HI-1]	D · HI		Jul 21, 2021
Rep. Chu, Judy [D-CA-27]	D · CA		Jul 21, 2021
Rep. Cicilline, David N. [D-RI-1]	D · RI		Jul 21, 2021
Rep. Cohen, Steve [D-TN-9]	D · TN		Jul 21, 2021
Rep. Connolly, Gerald E. [D-VA-11]	D · VA		Jul 21, 2021
Rep. Escobar, Veronica [D-TX-16]	D · TX		Jul 21, 2021
Rep. Espaillat, Adriano [D-NY-13]	D · NY		Jul 21, 2021
Rep. Garcia, Jesus G. "Chuy" [D-IL-4]	D · IL		Jul 21, 2021
Rep. Hayes, Jahana [D-CT-5]	D · CT		Jul 21, 2021
Rep. Huffman, Jared [D-CA-2]	D · CA		Jul 21, 2021
Rep. Jacobs, Sara [D-CA-53]	D · CA		Jul 21, 2021
Rep. Johnson, Henry C. "Hank," Jr. [D-GA-4]	D · GA		Jul 21, 2021
Rep. Khanna, Ro [D-CA-17]	D · CA		Jul 21, 2021
Rep. Kim, Andy [D-NJ-3]	D · NJ		Jul 21, 2021
Rep. Lee, Barbara [D-CA-13]	D · CA		Jul 21, 2021
Rep. Lieu, Ted [D-CA-33]	D · CA		Jul 21, 2021
Rep. McGovern, James P. [D-MA-2]	D · MA		Jul 21, 2021
Rep. Pocan, Mark [D-WI-2]	D · WI		Jul 21, 2021
Rep. Sires, Albio [D-NJ-8]	D · NJ		Jul 21, 2021
Rep. Titus, Dina [D-NV-1]	D · NV		Jul 21, 2021
Rep. Torres, Norma J. [D-CA-35]	D · CA		Jul 21, 2021
Rep. Torres, Ritchie [D-NY-15]	D · NY		Jul 21, 2021
Rep. Beyer, Donald S., Jr. [D-VA-8]	D · VA		Jul 26, 2021
Rep. Deutch, Theodore E. [D-FL-22]	D · FL		Jul 26, 2021
Rep. Keating, William R. [D-MA-9]	D · MA		Jul 26, 2021
Rep. Sherman, Brad [D-CA-30]	D · CA		Jul 26, 2021
Rep. Phillips, Dean [D-MN-3]	D · MN		Jul 27, 2021
Rep. Schneider, Bradley Scott [D-IL-10]	D · IL		Jul 27, 2021
Rep. Aguilar, Pete [D-CA-31]	D · CA		Nov 12, 2021
Rep. Carbajal, Salud O. [D-CA-24]	D · CA		Nov 12, 2021
Rep. Gomez, Jimmy [D-CA-34]	D · CA		Nov 12, 2021
Rep. Grijalva, Raúl M. [D-AZ-3]	D · AZ		Nov 12, 2021
Rep. Jayapal, Pramila [D-WA-7]	D · WA		Nov 12, 2021
Rep. Jones, Mondaire [D-NY-17]	D · NY		Nov 12, 2021
Rep. Levin, Andy [D-MI-9]	D · MI		Nov 12, 2021
Rep. Malinowski, Tom [D-NJ-7]	D · NJ		Nov 12, 2021
Rep. Mfume, Kweisi [D-MD-7]	D · MD		Nov 12, 2021
Rep. Roybal-Allard, Lucille [D-CA-40]	D · CA		Nov 12, 2021
Rep. Stansbury, Melanie Ann [D-NM-1]	D · NM		Nov 16, 2021

Cosponsor	Party / State	Role	Date Joined
Rep. Green, Al [D-TX-9]	D · TX		Nov 17, 2021
Rep. Costa, Jim [D-CA-16]	D · CA		Dec 2, 2021
Rep. Lynch, Stephen F. [D-MA-8]	D · MA		Dec 2, 2021
Rep. Blumenauer, Earl [D-OR-3]	D · OR		Feb 11, 2022
Rep. Pappas, Chris [D-NH-1]	D · NH		Feb 18, 2022
Del. Norton, Eleanor Holmes [D-DC-At Large]	D · DC		Mar 7, 2022
Rep. Schiff, Adam B. [D-CA-28]	D · CA		Mar 7, 2022
Rep. Barragan, Nanette Diaz [D-CA-44]	D · CA		Mar 15, 2022
Rep. Evans, Dwight [D-PA-3]	D · PA		Mar 15, 2022
Rep. Cárdenas, Tony [D-CA-29]	D · CA		Mar 24, 2022
Rep. Vargas, Juan [D-CA-51]	D · CA		Mar 24, 2022
Rep. Schakowsky, Janice D. [D-IL-9]	D · IL		Mar 28, 2022

### Committee Activity

Committee	Chamber	Activity	Date
Foreign Affairs Committee	House	Markup By	Jul 29, 2021

### Subjects & Policy Tags

#### Policy Area:

International Affairs

### Related Bills

*No related bills are listed.*

## **Diversity and Inclusion at the Department of State Act**

This bill establishes a new position and requires other activities to promote diversity and inclusion in the Department of State.

The bill creates the presidentially-appointed position of Chief Diversity and Inclusion Officer in the Office of the Deputy Secretary of State to, among other activities, develop a strategic plan to guide implementation of diversity and inclusion efforts and support State Department personnel from traditionally underrepresented groups. The officer reports directly to the Secretary of State.

Additionally, the State Department must establish a Diversity and Inclusion Leadership Council to coordinate applicable strategic plans, initiatives, and policies.

The bill also modifies merit selection processes for promotions, performance pay, and related matters to promote diversity and inclusion in the Foreign Service. Specifically, it adds factors (e.g., testimony from peers and subordinates or demonstrated support for diversity and inclusion) that may be considered in recommendations and rankings related to a Foreign Service officer's performance.

The State Department must also establish a mentorship program for entry- and mid-level members of the Foreign Service and periodically offer a Senior Executive Service development program to members of the civil service in the top two pay grades. Senior Executive Service members serve as high-level managers within federal agencies.

The bill requires the State Department to report on its diversity and inclusion efforts, as well as demographic information about members of boards that make personnel decisions and candidates for the Senior Executive Service.

## **Actions Timeline**

---

- **Jul 29, 2021:** Committee Consideration and Mark-up Session Held.
- **Jul 29, 2021:** Ordered to be Reported in the Nature of a Substitute (Amended) by Voice Vote.
- **Jul 21, 2021:** Introduced in House
- **Jul 21, 2021:** Referred to the House Committee on Foreign 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)