

115TH CONGRESS
1ST SESSION

H. RES. 522

Recognizing the twentieth anniversary of the International Career
Advancement Program.

IN THE HOUSE OF REPRESENTATIVES

SEPTEMBER 14, 2017

Mr. MEEKS (for himself and Mr. ENGEL) submitted the following resolution;
which was referred to the Committee on Foreign Affairs

RESOLUTION

Recognizing the twentieth anniversary of the International
Career Advancement Program.

Whereas the inaugural class of fellows of the International
Career Advancement Program (ICAP) occurred in 1997;

Whereas ICAP's aim is to bring greater quality and diversity
to the staffing of senior management and policy-making
positions in international affairs;

Whereas ICAP is the only program dedicated to assisting
highly promising mid-career professionals from underrep-
resented groups advance to senior positions in inter-
national affairs;

Whereas ICAP Fellows participate in an intensive week-long
seminar consisting of lectures and discussions designed to

prepare participants for the foreign affairs and management challenges encountered by senior officials;

Whereas the participants discuss the characteristics, values, and experiences faced by underrepresented communities in international affairs careers and are provided with the tools and training to strengthen their leadership capacities and advancement potential;

Whereas the Fellows gain greater appreciation for the importance of diversity for effective and principled United States leadership, and increase their ability to achieve success in their careers;

Whereas over 500 people have participated in the program and several have gone on to rise to the rank of United States Ambassador, establish their own nonprofit organizations, and lead companies;

Whereas the ICAP Alumni Association continues the work of ICAP to offer its members opportunities to network, mentor, build skills, and engage in community outreach;

Whereas The Economist magazine recognized ICAP in 2015 as a Top 10 ethnicity employee network; and

Whereas the founder and director of ICAP, Dr. E. Thomas Rowe, was named one of the Top 50 Diversity Figures in Public Life in 2015: Now, therefore, be it

1 *Resolved*, That the House of Representatives—

2 (1) recognizes that the United States needs to
3 draw on the full diversity and talents of all Ameri-
4 cans in order for the United States to be effective,
5 innovative, and globally competitive;

1 (2) calls on the Secretary of State, pursuant to
2 the Department of State Authorities Act, Fiscal
3 Year 2017 (Public Law 114–323), to provide atten-
4 tion and oversight to the employment, retention, and
5 promotion of traditionally underrepresented groups
6 and promote a diverse representation among mid-
7 and senior-level career professionals through pro-
8 grams such as the International Career Advance-
9 ment Program (ICAP);

10 (3) commends Dr. E. Thomas Rowe for his life-
11 long commitment to diversity and his belief that the
12 diversity of American society should be reflected in
13 its leadership; and

14 (4) recognizes the important impact ICAP has
15 had on the lives of its fellows and in advancing the
16 interests and values of the United States around the
17 world.

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