

118TH CONGRESS
1ST SESSION

H. R. 4533

To require the Secretary of Defense to assess, and submit a report to Congress on, civilian staffing at the Department of Defense Office for Diversity, Equity, and Inclusion, and for other purposes.

IN THE HOUSE OF REPRESENTATIVES

JULY 11, 2023

Mr. ALFORD introduced the following bill; which was referred to the Committee on Armed Services, and in addition to the Committee on Oversight and Accountability, 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

A BILL

To require the Secretary of Defense to assess, and submit a report to Congress on, civilian staffing at the Department of Defense Office for Diversity, Equity, and Inclusion, and for other purposes.

1 *Be it enacted by the Senate and House of Representa-*
2 *tives of the United States of America in Congress assembled,*

3 **SECTION 1. SHORT TITLE.**

4 This Act may be cited as the “Cost of Wokeism in
5 the Military Act”.

1 **SEC. 2. ASSESSMENTS OF STAFFING IN DOD OFFICE FOR**
2 **DIVERSITY, EQUITY, AND INCLUSION.**

3 (a) IN GENERAL.—

4 (1) SECRETARY ASSESSMENT.—The Secretary
5 of Defense shall conduct an assessment validating
6 each civil service position in the Office for Diversity,
7 Equity, and Inclusion against existing personnel of
8 the Office. For purposes of carrying out such assess-
9 ment, the head of the Office shall submit to the Sec-
10 retary the alignment of total force manpower re-
11 sources of the Office against core missions, tasks,
12 and functions, including a mapping of missions to
13 the originating statute or Department policy.

14 (2) OFFICE ASSESSMENT.—The head of the Of-
15 fice shall conduct an assessment on the tasks, func-
16 tions, and associated civilian personnel the Office be-
17 lieves are necessary to perform the duties of the Of-
18 fice.

19 (3) SECRETARY ANALYSIS.—The Secretary
20 shall determine whether there is any conflict between
21 the assessment conducted under paragraph (1) and
22 the assessment under paragraph (2), and what per-
23 sonnel actions (if any) the Secretary will take to
24 eliminate such conflict.

25 (b) INTERIM BRIEFING AND REPORT.—

1 (1) INTERIM BRIEFING.—Not later than April
2 1, 2024, the Secretary shall provide to the congres-
3 sional defense committees an interim briefing on the
4 assessments under subsection (a).

5 (2) FINAL REPORT.—Not later than one year
6 after the date of the enactment of this Act, the Sec-
7 retary shall submit to the congressional defense com-
8 mittees a report on the assessments under sub-
9 section (a). Such report shall include the following:

10 (A) A validation of every civil service posi-
11 tion in the Office against existing civilian per-
12 sonnel requirements.

13 (B) The methodology and process through
14 which such validation was performed.

15 (C) Relevant statistical analysis on civil
16 service position fill rates against validated re-
17 quirements.

18 (D) Analysis of each civil service position
19 and grade and whether the position description
20 and grade match the function and task require-
21 ments of the position.

22 (E) Plan to update grades and position de-
23 scriptions to meet current and future require-
24 ments, tasks, and functions.

1 (F) Lessons learned through the civilian
2 position validation process and statistical anal-
3 ysis under subparagraphs (B) through (F).

4 (G) Any legislative, policy or budgetary
5 recommendations of the Secretary related to the
6 subject matter of the report.

7 (3) LIMITATION.—If the final report is not sub-
8 mitted to Congress under paragraph (2) within one
9 year after the date of enactment of this Act, until
10 the date that such report is so submitted—

11 (A) no new civil service position may be es-
12 tablished at the Office;

13 (B) members of the uniformed services
14 may not be detailed or otherwise used to carry
15 out any function or duty of the Office; and

16 (C) no additional personal services contrac-
17 tors may be appointed to a position at the Of-
18 fice.

19 (c) BUDGET REQUIREMENT.—The Secretary shall, in
20 the Secretary’s annual budget submission to the Office of
21 Management and Budget for fiscal year 2025 and each
22 fiscal year thereafter, identify mission changes, opportuni-
23 ties for automation, and business process improvements
24 that could better optimize the size, structure, composition

1 of the Department of Defense’s workforce and its alloca-
2 tion against validated requirements.

3 (d) DEFINITIONS.—In this section—

4 (1) the term “civil service” has the meaning
5 given that term in section 2101 of title 5, United
6 States Code;

7 (2) the term “congressional defense commit-
8 tees” has the meaning given that term in section
9 101(a)(16) of title 10, United States Code;

10 (3) the term “Office” means the Office for Di-
11 versity, Equity, and Inclusion in the Department of
12 Defense; and

13 (4) the term “Secretary” means the Secretary
14 of Defense.

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