

118TH CONGRESS
2D SESSION

S. 5581

To strengthen and expand efforts to identify, include, and advance untapped potential in the United States’ international affairs workforce to strengthen national security, and for other purposes.

IN THE SENATE OF THE UNITED STATES

DECEMBER 18 (legislative day, DECEMBER 16), 2024

Mr. CARDIN introduced the following bill; which was read twice and referred to the Committee on Foreign Relations

A BILL

To strengthen and expand efforts to identify, include, and advance untapped potential in the United States’ international affairs workforce to strengthen national security, 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 TITLES; TABLE OF CONTENTS.**

4 (a) SHORT TITLES.—This Act may be cited as the
5 “American Foreign Affairs Talent Expansion Act: Diver-
6 sity in Diplomacy and Development” or the “American
7 FATE Act”.

- 1 (b) TABLE OF CONTENTS.—The table of contents for
 2 this Act is as follows:

- Sec. 1. Short titles; table of contents.
 Sec. 2. Definitions.

TITLE I—TRANSPARENCY AND ACCOUNTABILITY

- Sec. 101. Findings.
 Sec. 102. Statement of policy.
 Sec. 103. Diversity and inclusion offices.
 Sec. 104. Recruitment and retention of the international affairs workforce.
 Sec. 105. Agency workforce transparency and accountability.
 Sec. 106. Collection, analysis, and dissemination of workforce data.
 Sec. 107. Employee satisfaction and exit surveys.
 Sec. 108. Comprehensive policy on vetting and transparency.
 Sec. 109. Streamlining discrimination and harassment reporting.
 Sec. 110. Addressing host country discriminatory treatment.
 Sec. 111. Accountability in assignment restrictions and reviews.
 Sec. 112. Mitigating bias in artificial intelligence use.

TITLE II—PERSONNEL

- Sec. 201. Upholding merit system principles as key components in international affairs agencies.
 Sec. 202. Recruitment and retention of locally employed staff.
 Sec. 203. Personal service contractor compliance.
 Sec. 204. Patricia Roberts Harris and Valerie Dickson-Horton Mid-Career Mentorship Program.
 Sec. 205. Modification of lateral entry Foreign Service programs.
 Sec. 206. Foreign Service Reappointment Program.
 Sec. 207. Adjustment to promotion precepts.
 Sec. 208. Workplace flexibility and training.
 Sec. 209. Expanding fellowship programs.
 Sec. 210. Foreign Service Institute curriculum expansion.
 Sec. 211. Expansion of Department of State and USAID Diplomat-in-Residence programs.

TITLE III—GLOBAL INITIATIVES

- Sec. 301. Statement of policy on equity principals, policies, and action plans.
 Sec. 302. Department of State equity plans and measurement.
 Sec. 303. Strengthening public diplomacy efforts with geographically remote and underserved communities overseas.
 Sec. 304. Support for young leaders initiatives.
 Sec. 305. Office of Race and Ethnic Relations and Affairs.
 Sec. 306. Senior Advisor for Race and Ethnic Affairs.
 Sec. 307. United States policy to foster empowerment and inclusion and prevent and respond to racial and ethnic discrimination and violence.
 Sec. 308. Combating international racially and ethnically motivated extremism.
 Sec. 309. Commemorating the International Decade for People of African Descent.
 Sec. 310. Transatlantic slave trade transitional justice initiatives.

- Sec. 311. United States Institute of Peace Program for Global Race and Ethnic Relations and Peace.
- Sec. 312. Increasing the collaboration between the Department of State and the Smithsonian Institution with respect to education and cultural affairs.
- Sec. 313. Strengthening tolerance activities in the Organization for Security and Co-operation in Europe region.
- Sec. 314. Empowering Afro-descent and indigenous communities in international development and conservation.

TITLE IV—CAREER PIPELINE INITIATIVES

- Sec. 401. Expanding Department of State and USAID Hispanic Association of Colleges and Universities initiatives.
- Sec. 402. International affairs institutions at minority-serving institutions.
- Sec. 403. Establishing Centers of Excellence in foreign affairs and assistance.
- Sec. 404. Foreign Affairs Bridge Program.
- Sec. 405. International affairs graduate fellowship program.
- Sec. 406. Increasing employment opportunities at international organizations.
- Sec. 407. Extending paths to service for paid student interns in international affairs careers.
- Sec. 408. Foreign Service fellowships for graduate students and faculty.

TITLE V—MINORITY BUSINESS INITIATIVES

- Sec. 501. Expanding United States minority-owned business procurement at international affairs agencies.
- Sec. 502. Small business consulting services and technical assistance.
- Sec. 503. Minority business international exposition participation.
- Sec. 504. Expanding United States business opportunities overseas.
- Sec. 505. Nondiscrimination in foreign assistance.
- Sec. 506. Nondiscrimination in foreign acquisitions.
- Sec. 507. Inclusive economic policies and practices.

1 **SEC. 2. DEFINITIONS.**

2 In this Act:

3 (1) ADMINISTRATOR.—The term “Adminis-
4 trator” means the Administrator of the United
5 States Agency for International Development.

6 (2) APPLICANT FLOW DATA.—The term “appli-
7 cant flow data” means data tracking the rate of ap-
8 plications for job positions among demographic cat-
9 egories.

1 (3) APPROPRIATE CONGRESSIONAL COMMIT-
2 TEES.—Except as otherwise provided, the term “ap-
3 propriate congressional committees” means—

4 (A) the Committee on Foreign Relations of
5 the Senate; and

6 (B) the Committee on Foreign Affairs of
7 the House of Representatives.

8 (4) CDIO.—The term “CDIO” means the
9 Chief Diversity and Inclusion Officer.

10 (5) DEIA.—The term “DEIA” means diver-
11 sity, equity, inclusion, and accessibility.

12 (6) DEMOGRAPHIC DATA.—The term “demo-
13 graphic data” means facts or statistics relating to
14 the demographic categories specified in the Office of
15 Management and Budget statistical policy directive
16 titled “Standards for Maintaining, Collecting, and
17 Presenting Federal Data on Race and Ethnicity”
18 (81 Fed. Reg. 67398).

19 (7) DIVERSITY.—The term “diversity” means
20 diversity of persons based on gender, race, ethnicity,
21 disability status, age, sexual orientation, gender
22 identity, national origin, or other demographic cat-
23 egories.

24 (8) EQUITY.—The term “equity” means the
25 consistent and systematic fair, just, and impartial

1 treatment of all individuals, including individuals
2 who are members of underserved communities that
3 have been denied such treatment.

4 (9) HISPANIC-SERVING INSTITUTION.—The
5 term “Hispanic-serving institution” has the meaning
6 given such term in section 502(a)(5) of the Higher
7 Education Act of 1965 (20 U.S.C. 1101a(a)(1)).

8 (10) HISTORICALLY BLACK COLLEGE OR UNI-
9 VERSITY; HBCU.—The terms “historically Black col-
10 lege or university” and “HBCU” have the meaning
11 given the term “part B institution” in section
12 322(2) of the Higher Education Act of 1965 (20
13 U.S.C. 1061(2)).

14 (11) INTERNATIONAL AFFAIRS AGENCY; AGEN-
15 CY.—Except as otherwise provided, the terms “inter-
16 national affairs agency” and “agency” mean—

17 (A) the Department of State;

18 (B) the United States Agency for Inter-
19 national Development;

20 (C) the United States Agency for Global
21 Media;

22 (D) the Peace Corps;

23 (E) the Millennium Challenge Corporation;

24 (F) the United States International Devel-
25 opment Finance Corporation;

1 (G) the United States Trade and Develop-
 2 ment Agency;

3 (H) the Export-Import Bank of the United
 4 States; and

5 (I) any other Federal agency that receives
 6 appropriations under function 150 (inter-
 7 national affairs) to the extent such funding is
 8 being used by the agency to carry out activities.

9 (12) MINORITY.—The term “minority” has the
 10 meaning given such term in section 365(2) of the
 11 Higher Education Act of 1965 (20 U.S.C.
 12 1067k(2)).

13 (13) MINORITY BUSINESS.—The term “minor-
 14 ity business” is a business that is not less than 51
 15 percent-owned by 1 or more members of, or where
 16 the management and daily business operations are
 17 controlled by—

18 (A) Blacks or African Americans;

19 (B) Hispanics or Latino Americans;

20 (C) American Indians;

21 (D) Alaska Natives;

22 (E) Asian Americans; or

23 (F) Native Hawaiians or other Pacific Is-
 24 landers.

1 (14) MINORITY-SERVING INSTITUTION; MSI.—
 2 The terms “minority-serving institution” and “MSI”
 3 mean an institution of higher education described in
 4 section 371(a) of the Higher Education Act of 1965
 5 (20 U.S.C. 1067q(a))—

6 (A) that has an enrollment of at least
 7 1,000 undergraduate students; and

8 (B) at which more than 50 percent of the
 9 student population is African American, His-
 10 panic American, Native American, or Asian
 11 American students, as verified by the Office for
 12 Civil Rights of the Department of Education.

13 (15) SECRETARY.—The term “Secretary”
 14 means the Secretary of State.

15 (16) TRIBALLY CONTROLLED COLLEGE OR UNI-
 16 VERSITY.—The term “tribally controlled college or
 17 university” has the meaning given such term in the
 18 first section of the Tribally Controlled Community
 19 College Assistance Act of 1978 (25 U.S.C.
 20 1801(a)(4)).

21 (17) UNDERREPRESENTED GROUP.—The term
 22 “underrepresented group” has the meaning given
 23 the term “minority” in section 365(2) of the Higher
 24 Education Act of 1965 (20 U.S.C. 1067k(2)).

1 (18) UNDERSERVED COMMUNITIES.—The term
 2 “underserved communities” means overseas popu-
 3 lations sharing a particular characteristic or geo-
 4 graphic communities that have been systematically
 5 denied a full opportunity to participate in any aspect
 6 of economic, social, or civic life.

7 (19) USAID.—The term “USAID” means the
 8 United States Agency for International Develop-
 9 ment.

10 (20) WORKFORCE.—The term “workforce”
 11 means direct hires in the civil or foreign service, con-
 12 tractors, foreign service nationals, and others work-
 13 ing under the authority of any Government agency.

14 **TITLE I—TRANSPARENCY AND** 15 **ACCOUNTABILITY**

16 **SEC. 101. FINDINGS.**

17 Congress finds the following:

18 (1) One of the United States’ greatest assets in
 19 protecting and advancing the interests of the United
 20 States abroad is the talent and diversity of the inter-
 21 national affairs workforce.

22 (2) The United States has made important
 23 progress towards utilizing the extraordinary range of
 24 backgrounds, cultures, perspectives, skills, and expe-
 25 riences of the population of the United States as a

1 strategic asset for advancing United States national
2 security, economic, and human rights interests
3 abroad.

4 (3) Despite such progress, international affairs
5 agencies continue to face difficulties in recruiting,
6 retaining, and promoting diverse talent, especially to
7 mid- and senior-levels of leadership.

8 (4) International affairs agencies would greatly
9 benefit from continued efforts to strengthen and ex-
10 pand DEIA initiatives and principles in their
11 workforces and domestic and overseas operations
12 and programs.

13 **SEC. 102. STATEMENT OF POLICY.**

14 It is the policy of the United States that—

15 (1) in order to protect and advance the inter-
16 ests of the United States abroad, international af-
17 fairs agencies must have a workforce that reflects
18 the rich composition and talent of its citizenry;

19 (2) the skills, knowledge, perspectives, ideas,
20 and experiences of all members of the workforces of
21 international affairs agencies contribute to the vital-
22 ity and success of international diplomacy and devel-
23 opment efforts;

1 (3) promoting DEIA within the international
2 affairs workforce must be a joint effort that re-
3 quires—

4 (A) engagement by senior leadership, man-
5 agers, and the entire workforce; and

6 (B) effective collaboration among those re-
7 sponsible for human resources, equal employ-
8 ment opportunity, and diversity and inclusion
9 issues; and

10 (4) as the United States becomes more diverse
11 and faces more complex challenges, the United
12 States must continue to invest in policies to recruit,
13 retain, and develop the best and brightest from all
14 segments of the population of the United States.

15 **SEC. 103. DIVERSITY AND INCLUSION OFFICES.**

16 (a) SENSE OF CONGRESS.—It is the sense of Con-
17 gress that diversity and inclusion offices are crucial in ad-
18 vancing transparency, accountability, and merit-based
19 policies and practices that promote retention and effi-
20 ciency.

21 (b) AUTHORIZATION OF DIVERSITY AND INCLUSION
22 OFFICES.—The headquarters of each international affairs
23 agency may establish a Diversity and Inclusion Office (re-
24 ferred to in this section as the “Office”).

1 (c) CHIEF DIVERSITY AND INCLUSION OFFICERS.—

2 Each Office shall be led by a Chief Diversity and Inclusion

3 Officer, who shall—

4 (1) hold the rank and status of ambassador,

5 Senior Executive Service, or an equivalent position,

6 if applicable;

7 (2) report directly to the Secretary, the Admin-

8 istrator, or the head of any other international af-

9 fairs agency to which such position is assigned;

10 (3) be supported by senior and other personnel

11 with expertise in DEIA;

12 (4) act as the principal advisor for such agency

13 on matters related to DEIA; and

14 (5) be responsible for—

15 (A) leading the development and strategic

16 planning of proactive DEIA initiatives, includ-

17 ing agency DEIA strategic plans or other agen-

18 cy strategic plans that support diverse

19 workforces and advance fair and transparent

20 human resources policies and practices;

21 (B) advancing transparency, account-

22 ability, and meritocracy in the hiring, recruit-

23 ment, and retention of a diverse workforce, in-

24 cluding through collaboration with other offices,

25 bureaus, units, and organizations within the

1 agency to provide support in assessing potential
2 barriers and developing hiring, recruitment, re-
3 tention, and promotion strategies, including de-
4 veloping and utilizing entry-level and mid-career
5 hiring authorities that facilitate linguistic, cul-
6 tural, regional, functional, and other diverse ex-
7 pertise needed to address 21st century diplo-
8 macy and development challenges;

9 (C) recommending relevant professional de-
10 velopment and training initiatives for the agen-
11 cy workforce;

12 (D) ensuring the agency complies with all
13 relevant equal employment opportunity and
14 other relevant laws and regulations, as applica-
15 ble;

16 (E) serving as a permanent voting member
17 of any subagency, committee, or panel respon-
18 sible for the selection of senior leadership posi-
19 tions within the agency, including Chiefs of
20 Mission, Deputy Assistant Secretaries, Deputy
21 Chiefs of Mission, Principal Officers, Deputy
22 Administrators, Vice Presidents, Senior Execu-
23 tive Service positions (as defined in section
24 3132(a)(2) of title 5, United States Code), and
25 Senior Foreign Service positions;

1 (F) coordinating and engaging with the
2 CDIOs at other agency and interagency offices,
3 bureaus, and entities responsible for civil and
4 human rights, employment discrimination,
5 human resources, talent management, and
6 other related issues, as necessary, including the
7 Office of Personnel Management, to assess
8 areas of improvement for hiring, recruitment,
9 and retention within the agency;

10 (G) working with relevant officials, includ-
11 ing officials from human resources offices, civil
12 rights offices, and the Foreign Service Institute,
13 to provide all employees and persons working
14 overseas under chief of mission authority coun-
15 try-specific training regarding—

16 (i) fair and equitable employment
17 practices and nondiscrimination and har-
18 assment policies; and

19 (ii) underserved, vulnerable, and
20 marginalized communities, including how
21 country languages, economies, environ-
22 ments, health, education, cultural and reli-
23 gious practices, histories, norms, and prac-
24 tices may impact diverse United States
25 personnel and their families;

(H) coordinating and collaborating, as necessary and appropriate, with other bureaus and offices responsible for DEIA initiatives, including Ambassadors at-large, Special Representatives, Civil Rights Offices, Offices of Small and Disadvantaged Businesses, and entities with similar responsibilities at other agencies;

(I) utilizing surveys, scorecards, dashboards, and other data collection tools and metrics to measure and review the implementation and effectiveness of agency efforts—

(i) to promote workforce cohesion, transparency, efficiency, and merit-based policies and practices, including reviewing DEIA and other precepts and performance review processes and procedures; and

(ii) implement accountability mechanisms in eliminating discrimination and harassment; and

(J) engaging in any other activities that will assist in fulfilling the mission of the Office.

SEC. 104. RECRUITMENT AND RETENTION OF THE INTERNATIONAL AFFAIRS WORKFORCE.

(a) IN GENERAL.—Section 5403(c)(1)(A) of the Department of State Authorization Act of 2021 (22 U.S.C.

1 2736a(c)(1)(A)) is amended by striking “Diversity and In-
 2 clusion Strategic Plan for 2016–2020” and inserting “Di-
 3 versity, Equity, Inclusion, and Accessibility Strategic Plan
 4 for 2022–2026”.

5 (b) APPLICABILITY TO OTHER INTERNATIONAL AF-
 6 FAIRS AGENCIES.—The President shall ensure that the re-
 7 cruitment, retention, and training policies that the De-
 8 partment of State is required to carry out under section
 9 5403 of the Department of State Authorization Act of
 10 2021 (22 U.S.C. 2736a) are similarly carried out by the
 11 heads of the other international affairs agencies.

12 **SEC. 105. AGENCY WORKFORCE TRANSPARENCY AND AC-**
 13 **COUNTABILITY.**

14 (a) SENSE OF CONGRESS.—It is the sense of Con-
 15 gress that international affairs agencies should operate
 16 with comprehensive strategic plans that ensure coherent,
 17 effective, and measurable outcomes to advance fair and
 18 transparent processes in recruiting, training, promoting,
 19 and retaining a representative international affairs work-
 20 force.

21 (b) IN GENERAL.—Not later than 90 days after the
 22 date of the enactment of this Act, and every 4 years there-
 23 after, the CDIO of each international affairs agency, or
 24 senior official designated by the head of the agency, shall

1 develop or update and publish on the agency’s website an
2 agency-wide strategic plan that—

3 (1) highlights comprehensive, data-driven strat-
4 egies to systematically and regularly examine em-
5 ployment policies and practices and identify and re-
6 move barriers to equal employment;

7 (2) identifies appropriate practices to improve
8 the transparency, accountability, and effectiveness of
9 the efforts of the agency to formulate employment
10 practices that are consistent with merit-based sys-
11 tem principles; and

12 (3) establishes metrics and a system for regular
13 reporting on the progress in implementing the stra-
14 tegic plan, such as demographic baseline data, focus
15 groups, surveys, scorecards, dashboards, and other
16 data collection and reporting tools.

17 (c) ANNUAL REPORTS.—Not later than 90 days after
18 the date of the enactment of this Act, and annually there-
19 after, the Secretary, the Administrator, or the head of the
20 relevant agency shall publish or update the public website
21 of the respective agency to describe the agency’s efforts
22 to implement the agency’s diversity, equity, inclusion, and
23 accessibility strategic plan or any other comprehensive
24 strategic plan that advances fair and transparent human

1 resources policies and practices, including efforts involv-
2 ing—

3 (1) workforce pay and compensation;

4 (2) recruitment, hiring, promotions, and reten-
5 tion;

6 (3) reasonable accommodations for disabilities;

7 (4) reasonable accommodations for religious
8 practices;

9 (5) safe workplaces, including addressing bul-
10 lying, harassment, and discrimination; and

11 (6) working with employee resource groups.

12 **SEC. 106. COLLECTION, ANALYSIS, AND DISSEMINATION OF**
13 **WORKFORCE DATA.**

14 (a) INITIAL REPORT.—Not later than 180 days after
15 the date of the enactment of this Act, and annually there-
16 after for the following 5 years, the head of each inter-
17 national affairs agency shall submit a report to the appro-
18 priate congressional committees that includes
19 disaggregated demographic data and other information re-
20 garding the diversity of the workforce of the agency.

21 (b) DATA.—The report required under subsection (a)
22 shall include, to the maximum extent the collection and
23 dissemination of such data can be handled in a manner
24 that protects the confidentiality of individuals and is oth-
25 erwise permissible by law—

1 (1) for the 3-year period ending on the date of
2 the enactment of this Act, demographic data on each
3 element of the workforce of the agency,
4 disaggregated by rank and grade or grade-equiva-
5 lent, with respect to—

6 (A) individuals hired to join the workforce;

7 (B) individuals promoted, including pro-
8 motions to and within the Senior Executive
9 Service or the Senior Foreign Service;

10 (C) individuals serving as special assistants
11 or senior advisors in any of the front offices of
12 the head of agency;

13 (D) individuals serving as detailees to the
14 National Security Council;

15 (E) individuals serving on selection boards;

16 (F) members of any external advisory com-
17 mittee or board who are subject to appointment
18 by individuals at senior positions in the agency;

19 (G) individuals participating in profes-
20 sional development programs of the agency and
21 the extent to which such participants have been
22 placed into senior positions within the agency
23 after such participation;

24 (H) individuals participating in mentorship
25 or retention programs; and

1 (I) individuals who separated from the
2 agency, including individuals in the Senior Ex-
3 ecutive Service or the Senior Foreign Service;
4 and

5 (2) data on the overall number of individuals
6 who are part of the workforce, the percentages of
7 such workforce corresponding to each element speci-
8 fied in paragraph (1), and the percentages cor-
9 responding to each rank, grade, or grade equivalent.

10 (c) EFFECTIVENESS OF AGENCY EFFORTS.—The re-
11 port required under subsection (a) shall describe and as-
12 sess the effectiveness of the agency's efforts—

13 (1) to propagate fairness, impartiality, and in-
14 clusion in the work environment, both domestically
15 and at overseas posts;

16 (2) to enforce anti-harassment and anti-dis-
17 crimination policies, both domestically and at over-
18 seas posts;

19 (3) to refrain from engaging in unlawful dis-
20 crimination in any phase of the employment process,
21 including recruitment, hiring, evaluation, assign-
22 ments, promotion, retention, and training;

23 (4) to prevent retaliation against employees for
24 participating in a protected equal employment op-

portunity activity or for reporting sexual harassment
or sexual assault;

(5) to provide reasonable accommodation for
qualified employees and applicants with disabilities;
and

(6) to recruit a representative workforce by—

(A) recruiting women, persons with disabilities,
and minorities;

(B) recruiting at women’s colleges, historically
Black colleges and universities, minority-serving
institutions, Hispanic-serving institutions, Tribal
colleges and universities, and other institutions
serving a significant percentage of minority
students;

(C) placing job advertisements in newspapers,
magazines, and job sites oriented toward women
and minorities;

(D) sponsoring and recruiting at job fairs in
urban and rural communities and at land-grant
colleges or universities;

(E) providing paid internship and other
opportunities;

(F) recruiting mid-level and senior-level
professionals through programs designed to
increase representation in international affairs of

1 people belonging to traditionally underrep-
2 resented groups; and

3 (G) offering the Foreign Service written
4 and oral assessment examinations in several lo-
5 cations throughout the unit.

6 (d) ANNUAL REPORT.—

7 (1) IN GENERAL.—Not later than 1 year after
8 the publication of the report required under sub-
9 section (a), and annually thereafter for the following
10 5 years, the head of each agency shall submit a re-
11 port to the appropriate congressional committees,
12 and make such report available on the agency's
13 website, that includes, without compromising the
14 confidentiality of individuals and to the extent other-
15 wise consistent with law—

16 (A) disaggregated demographic data, to
17 the maximum extent that collection of such
18 data is permissible by law, relating to the work-
19 force and information on the status of diversity
20 and inclusion efforts of the agency;

21 (B) an analysis of applicant flow data, to
22 the maximum extent that collection of such
23 data is permissible by law; and

24 (C) disaggregated demographic data relat-
25 ing to participants in professional development

1 programs of the agency and the rate of place-
2 ment into senior positions for participants in
3 such programs.

4 (2) COMBINATION WITH OTHER ANNUAL RE-
5 PORT.—The report required under paragraph (1)
6 may be combined with another annual report re-
7 quired by law, to the extent practicable.

8 **SEC. 107. EMPLOYEE SATISFACTION AND EXIT SURVEYS.**

9 (a) SENSE OF CONGRESS.—It is the sense of Con-
10 gress that employee surveys are useful tools to gather
11 feedback on employee satisfaction, engagement, morale,
12 perceptions of management and leadership, and other as-
13 pects of the workforce critical to retention and efficiency.

14 (b) REQUIRED ANNUAL SURVEYS.—

15 (1) IN GENERAL.—Not later than 180 days
16 after the date of the enactment of this Act, and an-
17 nually thereafter, the head of each international af-
18 fairs agency shall conduct an annual employee satis-
19 faction survey for domestic and overseas employees,
20 including locally employed staff, as applicable, to as-
21 sess the level of job satisfaction, work environment,
22 and overall employee experience within the agency.

23 (2) OPEN-ENDED RESPONSES.—The survey re-
24 quired under paragraph (1) shall include options for
25 open-ended responses.

1 (3) SURVEY QUESTIONS.—The survey required
2 under paragraph (1) shall include questions regard-
3 ing—

4 (A) work-life balance and workplace flexi-
5 bility, such as telework and flex schedules;

6 (B) compensation and benefits;

7 (C) career development opportunities;

8 (D) the performance evaluation and pro-
9 motion process, including fairness and trans-
10 parency;

11 (E) communication channels and effective-
12 ness;

13 (F) leadership and management;

14 (G) organizational culture;

15 (H) awareness and effectiveness of com-
16 plaint measures;

17 (I) accessibility and accommodations;

18 (J) availability of transportation to and
19 from a work station;

20 (K) information technology infrastructure
21 functionality and accessibility;

22 (L) the employee's understanding of the
23 agency's structure, mission, and goals;

24 (M) alignment and relevance of work to
25 the agency's mission;

1 (N) sense of empowerment to affect posi-
2 tive change; and

3 (O) experiences with harassment, discrimi-
4 nation, retaliation, and other events that con-
5 tribute to attrition and negatively impact work
6 culture and productivity.

7 (c) REQUIRED EXIT SURVEYS.—

8 (1) IN GENERAL.—Not later than 180 days
9 after the date of the enactment of this Act, each
10 international affairs agency shall develop and imple-
11 ment a standardized, confidential exit survey process
12 that includes anonymous feedback and exit inter-
13 views with employees who voluntarily separate from
14 the agency, whether through resignation, retirement,
15 or other means.

16 (2) SCOPE.—The exit surveys conducted pursu-
17 ant to paragraph (1) shall—

18 (A) be designed to gather insights and
19 feedback from departing employees regarding—

20 (i) their reasons for leaving, including
21 caretaking responsibilities, career limita-
22 tions for partner or spouse, and discrimi-
23 nation, harassment, or retaliation;

24 (ii) their overall experience with the
25 agency; and

1 (iii) any suggestions for improvement;

2 and

3 (B) include questions related to—

4 (i) the employee's reasons for leaving;

5 (ii) job satisfaction;

6 (iii) work environment;

7 (iv) professional growth opportunities;

8 (v) leadership effectiveness;

9 (vi) suggestions for enhancing the
10 agency's performance; and

11 (vii) if applicable, the name and in-
12 dustry of the employee's future employer.

13 (3) COMPILATION OF RESULTS.—The head of
14 each agency shall compile and analyze the
15 anonymized exit survey data collected pursuant to
16 paragraph (1) to identify trends, common themes,
17 and areas needing improvement within the agency.

18 (4) COMBINATION WITH OTHER ANNUAL RE-
19 PORT.—The report required under paragraph (1)
20 may be combined with another annual report re-
21 quired by law, to the extent practicable.

22 **SEC. 108. COMPREHENSIVE POLICY ON VETTING AND**
23 **TRANSPARENCY.**

24 (a) COMPREHENSIVE POLICY ON VETTING AND
25 TRANSPARENCY.—Not later than 1 year after the date of

1 the enactment of this Act, the head of each international
2 affairs agency shall develop a consistent and enhanced vet-
3 ting process that takes into account individuals with sub-
4 stantiated claims of discrimination or harassment are not
5 considered for promotions or assignments to senior posi-
6 tions at grade GS-14 equivalent and higher.

7 (b) ELEMENTS OF COMPREHENSIVE VETTING POL-
8 ICY.—After any investigation into an allegation of dis-
9 crimination, harassment, or bullying, the Office of Civil
10 Rights, human resources offices, a Chief Diversity and In-
11 clusion Officer, or another office with responsibilities re-
12 lated to such investigation reporting directly to the agency
13 head shall jointly or individually submit a written sum-
14 mary of any findings of any substantiated allegations to
15 the panel or individuals responsible for assignments to
16 senior positions before rendering a recommendation for
17 promotion.

18 (c) RESPONSE.—The agency head shall develop a
19 process for candidates to respond to any allegations that
20 are substantiated and presented to the panel responsible
21 for vetting such candidates.

22 (d) ANNUAL REPORT.—Not later than 1 year after
23 the date of the enactment of this Act, and annually there-
24 after for the following 5 years, the agency head shall sub-
25 mit a report to the agency workforce and the appropriate

1 congressional committees that identifies the number of
2 candidates confirmed for senior posts against whom there
3 were allegations of discrimination, harassment, or bul-
4 lying.

5 **SEC. 109. STREAMLINING DISCRIMINATION AND HARASS-**
6 **MENT REPORTING.**

7 (a) SENSE OF CONGRESS.—It is the sense of Con-
8 gress that—

9 (1) efficient and transparent complaint proc-
10 esses contribute to safe and professional workplaces
11 and are critical to retaining talented and productive
12 workforces;

13 (2) processes to report allegations of discrimi-
14 nation, bullying, and harassment should be clearly
15 explained and easily accessible to agency workforces;
16 and

17 (3) a single point of initial reporting stream-
18 lines the complaint process and ensures complaints
19 will be addressed in a consistent and timely manner.

20 (b) STREAMLINED REPORTING.—Not later than 1
21 year after the date of the enactment of this Act, the head
22 of each international affairs agency, in consultation with
23 the CDIO, the Office of Civil Rights, and other relevant
24 officials, as appropriate, shall establish a single point of

1 initial reporting for allegations of discrimination, bullying,
2 and harassment that provides—

3 (1) an initial review of the allegations; and

4 (2) the ability to file multiple claims based upon
5 a single complaint, if necessary.

6 (c) AGENCY REPORTS.—Not later than 1 year after
7 the date of the enactment of this Act, and biennially there-
8 after for the following 5 years, the head of each inter-
9 national affairs agency shall submit a report that identi-
10 fies the staffing, budget, and any other necessary re-
11 sources to increase efficiency in addressing allegations of
12 discrimination, bullying, and harassment within such
13 agency.

14 **SEC. 110. ADDRESSING HOST COUNTRY DISCRIMINATORY**
15 **TREATMENT.**

16 (a) SENSE OF CONGRESS.—It is the sense of Con-
17 gress that, while serving overseas, Chiefs of Mission and
18 embassy and consulate leadership are responsible for as-
19 sisting employees and their families in addressing dis-
20 criminatory treatment due to race, ethnicity, gender, age,
21 sexual orientation, gender identity, religion or belief, dis-
22 ability, national origin, or other protected characteristics
23 or factors even when—

24 (1) such treatment is external to the embassy
25 or mission; and

1 (2) local country norms and laws do not provide
2 the legal options available in the United States to
3 address unjust treatment.

4 (b) POLICY TO COUNTER DISCRIMINATORY TREAT-
5 MENT.—

6 (1) IN GENERAL.—The Secretary shall require
7 each United States diplomatic mission to develop
8 and convey to its employees a policy to counter dis-
9 criminatory treatment against employees and their
10 family members while serving in their assigned coun-
11 try by host government officials, security personnel,
12 customs and immigration officials, and others work-
13 ing for businesses with contractual or grant relation-
14 ships with the United States Government, including
15 schools and educational institutions.

16 (2) ELEMENTS.—The policy required under
17 paragraph (1) shall—

18 (A) include the complete range of available
19 actions, such as calls to host government offi-
20 cials, letters of protest, and diplomatic notes
21 emphasizing the importance of equitable treat-
22 ment of all United States Government per-
23 sonnel;

24 (B) require post leadership to inform em-
25 ployees and family members, upon their arrival

at such post, of the leadership's willingness to address any incidents of discriminatory treatment, if necessary, especially in countries in which there is a historical precedent of host government or societal bias or discrimination towards persons based upon the characteristics referred to in subsection (a) or other factors; and

(C) outline expectations regarding when employees will be provided updates or receive resolution following the report of an incident.

**SEC. 111. ACCOUNTABILITY IN ASSIGNMENT RESTRICTIONS
AND REVIEWS.**

(a) SENSE OF CONGRESS.—It is the sense of Congress that—

(1) the use of policies to restrict personnel from serving in certain assignments based on race, ethnicity, national origin, or other demographic factors may undermine the United States Government's ability to deploy relevant cultural, linguistic, and other important skills at diplomatic posts abroad if not applied judiciously; and

(2) each agency should continuously track, evaluate, and report assignment restrictions demo-

1 graphic data to assist in addressing any bias in as-
2 signment processes.

3 (b) NOTIFICATION OF STATUS.—

4 (1) IN GENERAL.—Not later than 1 year after
5 the date of the enactment of this Act, the Secretary,
6 the Administrator, or the head of an international
7 affairs agency, as appropriate, shall provide a status
8 update for all personnel who, during the 2-year pe-
9 riod immediately preceding such date of enactment,
10 were subject to a prior assignment restriction, as-
11 signment review, or preclusion for whom a review or
12 decision related to assignment is pending.

13 (2) STANDARD OPERATING PROCEDURES.—The
14 head of each agency shall design standard operating
15 procedures and implement improved training for se-
16 curity personnel and adjudicators responsible for de-
17 termining eligibility assignments in order to prevent
18 race, ethnicity, national origin, or other demographic
19 factors from being utilized as proxies for adjudi-
20 cating risk.

21 **SEC. 112. MITIGATING BIAS IN ARTIFICIAL INTELLIGENCE**
22 **USE.**

23 (a) SENSE OF CONGRESS.—It is the sense of Con-
24 gress that, with the integration of artificial intelligence
25 into agency work and operations, measures should be

1 taken to address bias in artificial intelligence models to
2 reduce the likelihood of negative results or discriminatory
3 outcomes.

4 (b) EXPERTS AND TECHNOLOGISTS.—The head of
5 each international affairs agency shall employ experts, in-
6 cluding technologists, social scientists, and legal experts,
7 and fellows from established programs, to support the de-
8 velopment of a risk-mitigation framework that promotes
9 trustworthy artificial intelligence systems, including test-
10 ing and correcting for racial, ethnic, gender, age, national
11 origin, geographic, and other bias in artificial intelligence
12 training data and applications.

13 (c) REPORTS.—Not later than 1 year after the date
14 of the enactment of this Act, and every 2 years thereafter
15 for the following 8 years, the head of each agency shall
16 submit a report to the appropriate congressional commit-
17 tees that—

18 (1) describes the agency’s efforts to support the
19 safe, secure, and trustworthy development and use
20 of artificial intelligence; and

21 (2) includes agency efforts to test and correct
22 for any bias in artificial intelligence training data
23 and applications, and any resources needed to im-
24 prove the effectiveness of such efforts.

TITLE II—PERSONNEL

SEC. 201. UPHOLDING MERIT SYSTEM PRINCIPLES AS KEY COMPONENTS IN INTERNATIONAL AFFAIRS AGENCIES.

It is the sense of Congress that the merit system principles for the Civil Service set forth in section 2301(b) of title 5, United States Code, should continue to be upheld as key components of international affairs agency recruitment, hiring, retention, promotion, and leadership human resources practices in accordance with the following standards:

(1) Recruitment should be from qualified individuals from appropriate sources in an endeavor to achieve a workforce from all segments of society, and selection and advancement should be determined on the basis of relative ability, knowledge and skills, after fair and open competition which assures that all receive equal opportunity.

(2) All employees and applicants for employment should receive fair and equitable treatment in all aspects of personnel management without regard to political affiliation, race, ethnicity, religion, national origin, sex, marital status, age, disability, sexual orientation or gender identity, and other demo-

1 graphic or social factors and with proper regard for
2 their privacy and constitutional rights.

3 (3) Equal pay should be provided for work of
4 equal value, with appropriate consideration of both
5 national and local rates paid by employers in the pri-
6 vate sector, and appropriate incentives and recogni-
7 tion should be provided for excellence in perform-
8 ance.

9 (4) All employees should maintain high stand-
10 ards of integrity, conduct, and concern for the public
11 interest.

12 (5) The Federal workforce should be efficient
13 and effective.

14 (6) Employees should be retained on the basis
15 of their performance, inadequate performance should
16 be corrected, and employees should be separated who
17 cannot or will not improve their performance to meet
18 required standards.

19 (7) Employees should be provided effective edu-
20 cation and training in cases in which such education
21 and training would result in better organizational
22 and individual performance.

23 (8) Employees should be—

1 (A) protected against arbitrary action, per-
 2 sonal favoritism, or coercion for partisan polit-
 3 ical purposes, and

4 (B) prohibited from using their official au-
 5 thority or influence for the purpose of inter-
 6 fering with or affecting the result of an election
 7 or a nomination for election.

8 (9) Employees should be protected against re-
 9 prisal for the lawful disclosure of information which
 10 the employees reasonably believe evidences—

11 (A) a violation of any law, rule, or regula-
 12 tion, or

13 (B) mismanagement, a gross waste of
 14 funds, an abuse of authority, or a substantial
 15 and specific danger to public health or safety.

16 **SEC. 202. RECRUITMENT AND RETENTION OF LOCALLY EM-**
 17 **PLOYED STAFF.**

18 (a) SENSE OF CONGRESS.—It is the sense of Con-
 19 gress that—

20 (1) the effectiveness and stability of United
 21 States diplomatic missions are intrinsically linked to
 22 the dedication and expertise of locally employed
 23 staff;

24 (2) providing comprehensive training and pro-
 25 fessional development opportunities for locally em-

1 employed staff and offering competitive compensation
2 packages that are benchmarked against the local
3 market are essential practices that retain valuable
4 talent and reflect the United States' commitment to
5 fair and equitable employment practices worldwide.

6 (b) AUTHORIZATION.—The head of each inter-
7 national affairs agency shall maintain the prevailing wage
8 rate goal for positions in the local compensation plan at
9 or above the 75th percentile, to the extent practicable.

10 (c) AUTHORIZATION OF APPROPRIATIONS.—

11 (1) IN GENERAL.—There is authorized to be
12 appropriated to the Secretary, for each of fiscal
13 years 2025 through 2030, \$500,000, which shall be
14 used—

15 (A) to assist with overseas recruitment and
16 retention, including addressing continuing staff-
17 ing shortages at key posts; and

18 (B) to conduct biannual regional work-
19 shops on human resource policies and processes,
20 including logistics, finances, anti-discrimination,
21 and DEIA, for United States citizens and lo-
22 cally employed staff at United States diplomatic
23 missions.

24 (2) WORKSHOP PARTICIPANTS.—Each work-
25 shop conducted pursuant to paragraph (1)(B) shall

1 include at least 1 locally employed staff and 1
2 United States citizen staff member from the partici-
3 pating missions.

4 **SEC. 203. PERSONAL SERVICE CONTRACTOR COMPLIANCE.**

5 (a) IN GENERAL.—Prime contractor and subcon-
6 tractor recruiting initiatives for personal services contrac-
7 tors shall—

8 (1) comply with Executive Order 11246 (42
9 U.S.C. 2000e note; relating to equal employment op-
10 portunity) and any other applicable nondiscrimina-
11 tion award regulations; and

12 (2) when sourcing for positions of employment,
13 include outreach to—

14 (A) minorities and minority-serving institu-
15 tions;

16 (B) individuals with disabilities;

17 (C) rural communities; and

18 (D) other underrepresented groups.

19 (b) ANNUAL REPORT.—Not later than 120 days after
20 the date of the enactment of this Act, and annually there-
21 after for the following 5 years, the Secretary, the Adminis-
22 trator, and the head of each of the other international af-
23 fairs agencies, as appropriate, shall submit a report to the
24 appropriate congressional committees that includes, with
25 respect to all personal services contractors hired during

1 any of the 5 fiscal years immediately preceding the date
 2 on which the report is submitted, data on award alloca-
 3 tions to prime contractors and any of their subcontractors,
 4 if applicable, disaggregated by demographic data, includ-
 5 ing State of residence at the time the application was filed.

6 **SEC. 204. PATRICIA ROBERTS HARRIS AND VALERIE**
 7 **DICKSON-HORTON MID-CAREER**
 8 **MENTORSHIP PROGRAM.**

9 (a) SENSE OF CONGRESS.—It is the sense of Con-
 10 gress that—

11 (1) mid-career mentorship programs can assist
 12 in the retention of employees and decreased attrition
 13 of mid-career employees, including employees who
 14 have demonstrated potential for advancement and
 15 may be at risk of leaving the Department of State,
 16 such as African-American women and others identi-
 17 fied by the Department; and

18 (2) Patricia Roberts Harris, who was the first
 19 African American woman to serve as an Amba-
 20 sador, and Valerie Dickson-Horton, who was among
 21 the first African American women to serve as a Mis-
 22 sion Director and Assistant Administrator of the
 23 United States Agency for International Develop-
 24 ment, deserved to be recognized for their

1 groundbreaking service in the Department of State
2 and USAID.

3 (b) RENAMING THE PROGRAM.—Section 6205(a) of
4 the Department of State Authorization Act of 2023 (divi-
5 sion F of Public Law 118–31) is amended by striking “es-
6 tablish a Mid-Career Mentoring Program” and inserting
7 “establish the Patricia Roberts Harris and Valerie
8 Dickson-Horton Mid-Career Mentoring Program”.

9 **SEC. 205. MODIFICATION OF LATERAL ENTRY FOREIGN**
10 **SERVICE PROGRAMS.**

11 (a) SENSE OF CONGRESS.—It is the sense of Con-
12 gress that—

13 (1) the Foreign Service should permit mid-ca-
14 reer entry to qualified individuals who are willing to
15 bring their talents and experience to the work of the
16 Foreign Service; and

17 (2) the lateral entry program authorized under
18 this section should be used to address disparities in
19 retention and promotion identified by data compiled
20 by international affairs agencies and Government
21 Accountability Office reports by identifying, attract-
22 ing, and welcoming into the Foreign Service highly
23 qualified mid-career professionals, including minori-
24 ties.

1 (b) DEFINED TERM.—In this section, the term “mid-
 2 career professional” means an individual who has the
 3 skills and experience to serve as a mid-level Foreign Serv-
 4 ice officer (class 3, 2, or 1) or in an equivalent position.

5 (c) ESTABLISHMENT OF PROGRAM.—Each agency, as
 6 appropriate, is authorized to establish a program that fully
 7 complies with current Foreign Service intake procedures
 8 to encourage lateral entry into the Foreign Service by mid-
 9 career professionals with critical specialized skills, includ-
 10 ing individuals who belong to underrepresented groups.

11 (d) ADMINISTRATION.—Each program established
 12 pursuant to subsection (c) shall be administered jointly by
 13 the respective agency’s personnel office head and the
 14 CDIO or another designated senior official with respon-
 15 sibilities for transparency and accountability in employ-
 16 ment practices.

17 (e) PROGRAM REQUIREMENTS.—The head of each
 18 agency, in implementing the program established pursuant
 19 to subsection (c), shall—

20 (1) establish and publish eligibility criteria for
 21 candidates to participate in the program;

22 (2) carry out national recruitment efforts to at-
 23 tract highly qualified, mid-career professionals from
 24 the civil service, private sector, academia, and other
 25 professions that would serve to enrich the Foreign

1 Service workforce and empower it to perform more
2 effectively, including recruiting from underrep-
3 resented groups; and

4 (3) include mentorship and other career devel-
5 opment opportunities as part of the program.

6 (f) ANNUAL REPORT.—Not later than 1 year after
7 the date of the enactment of this Act, and annually there-
8 after for the following 5 years, each agency shall submit
9 a report to the appropriate congressional committees
10 that—

11 (1) describes the current status of the program
12 established pursuant to subsection (c); and

13 (2) includes disaggregated demographic data re-
14 garding program recruitment, acceptance, and place-
15 ment rates.

16 **SEC. 206. FOREIGN SERVICE REAPPOINTMENT PROGRAM.**

17 (a) SENSE OF CONGRESS.—It is the sense of Con-
18 gress that—

19 (1) the Department of State, USAID, and other
20 international affairs agencies, as appropriate, can
21 benefit from the experience and expertise of former
22 Foreign Service Officers who left the service mid-ca-
23 reer and would be well served by options for Foreign
24 Service Officers who have left the service to re-enter
25 the service mid-career, subject to certain eligibility

1 criteria and a review of their qualifications and expe-
2 rience; and

3 (2) findings by the Department of State and
4 the Government Accountability Office of greater at-
5 trition levels among African Americans and other
6 underrepresented groups suggest the need for tar-
7 geted programs to reappoint diverse talent at inter-
8 national affairs agencies.

9 (b) IN GENERAL.—Section 183(b) of the Foreign Re-
10 lations Authorization Act, Fiscal Years 1988 and 1989
11 (Public Law 100–204; 22 U.S.C. 3922a note) is amend-
12 ed—

13 (1) in paragraph (1), by striking “and” at the
14 end;

15 (2) in paragraph (2), by striking the period at
16 the end and inserting “; and”; and

17 (3) by adding at the end the following:

18 “(3) shall establish, not later than 60 days
19 after the date of the enactment of the American
20 FATE Act, a reappointment program for the De-
21 partment of State and USAID that specifically tar-
22 gets underrepresented groups with high rates of at-
23 trition from the Foreign Service, as determined by
24 the Department of State, USAID, the Government
25 Accountability Office, or other official government

1 data, including mid-career alumni of the Charles B.
 2 Rangel Graduate Fellowship Program and the
 3 Thomas R. Pickering Foreign Affairs Graduate Fel-
 4 lowship Program.”.

5 **SEC. 207. ADJUSTMENT TO PROMOTION PRECEPTS.**

6 (a) SENSE OF CONGRESS.—It is the sense of Con-
 7 gress that integrating precept principles regarding DEIA
 8 into Department of State promotions criteria—

9 (1) underscores the United States commitment
 10 to transparency and accountability in implementing
 11 merit-based recruitment, hiring, retention, and pro-
 12 motion policies;

13 (2) fosters a culture that values the richness of
 14 diverse perspectives and ensures equal opportunity;
 15 and

16 (3) should continue to be included or referenced
 17 in the Foreign Affairs Manual, Foreign Service Pre-
 18 cepts, and the Foreign Service Employee Evaluation
 19 Report.

20 (b) BASIS FOR SELECTION BOARD REVIEW.—Section
 21 603(b) of the Foreign Service Act of 1980 (22 U.S.C.
 22 4003(b)) is amended—

23 (1) by redesignating paragraphs (7), (8), and
 24 (9) as paragraphs (8), (9), and (10), respectively;
 25 and

1 (2) by inserting after paragraph (6) the fol-
 2 lowing:

3 “(7) a tangible commitment to the promotion of
 4 diversity, equity, inclusion, and accessibility with col-
 5 leagues and external interlocutors;”.

6 **SEC. 208. WORKPLACE FLEXIBILITY AND TRAINING.**

7 (a) SENSE OF CONGRESS.— It is the sense of Con-
 8 gress that flexible operations policies, such as telework and
 9 job sharing—

10 (1) help international affairs agencies to effi-
 11 ciently—

12 (A) accomplish their missions;

13 (B) manage their operations; and

14 (C) promote work-life balance for employ-
 15 ees; and

16 (2) can be a useful recruitment and retention
 17 tool, including for employees with specialized
 18 skillsets, or for those employees requiring accom-
 19 modations, that improves organization health and
 20 performance when appropriately planned, monitored,
 21 and assessed.

22 (b) WORKPLACE FLEXIBILITY TRAINING.—The head
 23 of each agency shall incorporate training on workplace
 24 flexibility options and operations policies into employee
 25 onboarding and every level of supervisory training.

1 (c) ANNUAL REPORT.—Not later than 1 year after
 2 the date of the enactment of this Act, and annually there-
 3 after for the following 5 years, the head of each agency
 4 shall submit a report to the appropriate congressional
 5 committees regarding workplace flexibility that includes a
 6 summary of flexibility options and agency performance.

7 **SEC. 209. EXPANDING FELLOWSHIP PROGRAMS.**

8 (a) RANGEL, PICKERING, AND PAYNE FELLOW-
 9 SHIPS.—Section 5306 of the Department of State Author-
 10 ization Act of 2021 (division E of Public Law 117–81)
 11 is amended—

12 (1) in the section heading, by inserting “**; AU-**
 13 **THORIZATION OF APPROPRIATIONS**” after
 14 “**PROGRAMS**”;

15 (2) by striking “It is the sense” and inserting
 16 the following:

17 “(a) SENSE OF CONGRESS.—It is the sense”; and

18 (3) by adding at the end the following:

19 “(b) AUTHORIZATION OF APPROPRIATIONS.—There
 20 is authorized to be appropriated to the Department of
 21 State, for each of the fiscal years 2025 through 2029,
 22 \$20,000,000 for operations and administrative costs and
 23 stipends for program participants.”.

24 (b) DIPLOMATIC SECURITY AND OTHER FELLOW-
 25 SHIPS PROGRAMS; USAID CIVIL SERVICE FELLOWSHIP

1 EXPANSION.—Section 47 of the State Department Basic
2 Authorities Act of 1956 (22 U.S.C. 2719) is amended—

3 (1) in subsection (a)—

4 (A) by striking “The Secretary of State
5 may make grants to postsecondary educational
6 institutions or students” and inserting “The
7 Secretary of State and the USAID Adminis-
8 trator shall make grants to minority-serving in-
9 stitutions, postsecondary education institutions,
10 or minority and other students”;

11 (B) by striking “the Secretary shall” and
12 inserting “the Secretary and the USAID Ad-
13 ministrator shall”; and

14 (C) by inserting “or by the USAID Admin-
15 istrator” after “by the Secretary of State”; and

16 (2) in subsection (b)(1), by inserting “minori-
17 ties who are” before “United States nationals”.

18 **SEC. 210. FOREIGN SERVICE INSTITUTE CURRICULUM EX-**
19 **PANSION.**

20 (a) TRAINING OF UNITED STATES PERSONNEL.—

21 The Secretary, in coordination with the heads of other rel-
22 evant Federal agencies, shall provide personnel serving in
23 the United States or outside the United States under
24 Chief of Mission authority with training regarding—

1 (1) United States history, including a focus on
2 the United States Constitution;

3 (2) United States Government, including a
4 focus on the functions of the 3 branches of Govern-
5 ment and their respective roles in foreign policy; and

6 (3) cultural norms, practices, and protocol for
7 each service country, including country-specific
8 training regarding—

9 (A) past and present United States rela-
10 tions with such country; and

11 (B) underserved, vulnerable, and
12 marginalized communities, including historical
13 and contemporary knowledge about race and
14 ethnic relations, to complement existing train-
15 ing regarding religious communities.

16 (b) TRAINING OF FOREIGN SERVICE OFFICERS AND
17 PRESIDENTIAL APPOINTEES.—Section 708(a)(1) of the
18 Foreign Service Act of 1980 (22 U.S.C. 4028(a)(1)) is
19 amended—

20 (1) in subparagraph (C), by striking “and” at
21 the end;

22 (2) in subparagraph (D), by striking the period
23 at the end and inserting “; and”; and

24 (3) by adding at the end the following:

1 “(E) for Foreign Service Officers and
2 Presidential appointees, including Chiefs of
3 Mission, in missions abroad whose responsibil-
4 ities include political, economic, public diplo-
5 macy, security, or development issues, a dedi-
6 cated module of instruction on—

7 “(i) United States history, including a
8 focus on the United States Constitution;

9 “(ii) United States Government, in-
10 cluding a focus on the functions of the 3
11 branches of government and their respec-
12 tive roles in foreign policy; and

13 “(iii) cultural norms, practices, and
14 protocol for each service country, including
15 country-specific training regarding—

16 “(I) past and present United
17 States relations with such country;
18 and

19 “(II) underserved, vulnerable,
20 and marginalized communities, includ-
21 ing historical and contemporary
22 knowledge about race and ethnic rela-
23 tions, to complement existing
24 trainings on religious communities.”.

1 **SEC. 211. EXPANSION OF DEPARTMENT OF STATE AND**
2 **USAID DIPLOMAT-IN-RESIDENCE PROGRAMS.**

3 (a) SENSE OF CONGRESS.—It is the sense of Con-
4 gress that the Diplomats-in-Residence Program of the De-
5 partment of State and the Development Diplomats in Res-
6 idence Program of USAID increase awareness of inter-
7 national careers in the Foreign Service and the Civil Serv-
8 ice.

9 (b) AUTHORIZATION.—The Secretary and the Admin-
10 istrator are authorized to support up to 60 Diplomat in
11 Residence or Development Diplomat in Residence posi-
12 tions throughout the United States, including at minority-
13 serving institutions and in urban and rural areas.

14 (c) REPORTING REQUIREMENTS.—

15 (1) INITIAL REPORT.—Not later than 90 days
16 after receiving an assignment under the program,
17 each Diplomat in Residence or Development Dip-
18 lomat in Residence shall submit a report to the offi-
19 cial who made such assignment that includes a plan
20 for carrying out activities that are specifically tai-
21 lored for the region, educational institution, and sur-
22 rounding communities to which the diplomat was as-
23 signed.

24 (2) FINAL REPORT.—After completing their as-
25 signment, the Diplomats in Residence and the De-
26 velopment Diplomats in Residence shall submit a re-

1 port to the head of human resources that describes
 2 any accomplishments, including how the diplomat in-
 3 creased awareness of international career opportuni-
 4 ties to new and diverse populations.

5 **TITLE III—GLOBAL INITIATIVES**

6 **SEC. 301. STATEMENT OF POLICY ON EQUITY PRINCIPALS,** 7 **POLICIES, AND ACTION PLANS.**

8 It is the policy of the United States to continue—

9 (1) pursuing a comprehensive global approach
 10 to advancing equity for all;

11 (2) the important work of monitoring and ad-
 12 dressing human rights issues related to vulnerable,
 13 marginalized, or underserved populations, including
 14 codifying in statute the critical functions of the De-
 15 partment of State’s—

16 (A) Under Secretary of State for Civilian
 17 Security, Democracy, and Human Rights;

18 (B) Ambassador-at-Large for International
 19 Religious Freedom;

20 (C) Ambassador-at-Large for Global Wom-
 21 en’s Issues;

22 (D) Special Envoy to Monitor and Combat
 23 Antisemitism;

1 (E) Special Envoy to Advance the Human
 2 Rights of Lesbian, Gay, Bisexual, Transgender,
 3 Queer and Intersex (LGBTQI+) Persons;

4 (F) Special Advisor on International Dis-
 5 ability Rights; and

6 (G) Special Representative for Racial Eq-
 7 uity and Justice;

8 (3) advancing and strengthening policies related
 9 to vulnerable, marginalized, and underserved popu-
 10 lations that are critical to United States human
 11 rights, economic, and national security interests and
 12 a key aspect of United States diplomacy and devel-
 13 opment efforts, including by—

14 (A) better harmonizing Department of
 15 State and USAID human rights and equity pol-
 16 icy goals and objectives;

17 (B) providing agencies with dedicated
 18 staffing and robust funding resources; and

19 (C) explicitly including a focus on race and
 20 ethnicity in all work to complement existing re-
 21 ligious, gender, and disability policies; and

22 (4) supporting the goals and intent of Executive
 23 Order 13985 (5 U.S.C. 601 note; relating to advanc-
 24 ing racial equity and support for underserved com-
 25 munities through the Federal Government), includ-

1 ing by establishing Agency Equity Teams, comprised
2 of senior officials from the office of the head of each
3 international affairs agency, the agency's CDIO, and
4 the agency's program, policy, civil rights, regulatory,
5 science, technology, service delivery, financial assist-
6 ance and grants, data, budget, procurement, public
7 engagement, legal, and evaluation offices, as appro-
8 priate—

9 (A) to support continued equity training
10 and equity leadership development for staff
11 across all levels of the agency's workforce;

12 (B) to develop and implement the agency's
13 Equity Action Plan, which shall include a com-
14 prehensive equity strategy that uses the agen-
15 cy's policy, budgetary, programmatic, service-
16 delivery, procurement, data-collection processes,
17 grantmaking, public engagement, research and
18 evaluation, and regulatory functions to enable
19 the agency's mission domestically and overseas;

20 (C) to annually publish an update regard-
21 ing—

22 (i) the progress made by the agency
23 on the actions, performance measures, and
24 milestones highlighted in the preceding
25 year's Equity Action Plan; and

1 (ii) any potential barriers that under-
2 served communities may face in accessing
3 and benefitting from the agency’s policies,
4 programs, and activities, including pro-
5 curement, contracting, and grant opportu-
6 nities; and

7 (D) to develop budgets and spending plans
8 to ensure the Agency Equity Team has suffi-
9 cient resources, including staffing and data col-
10 lection capacity, to implement the agency’s Eq-
11 uity Action Plan and advance equity goals.

12 **SEC. 302. DEPARTMENT OF STATE EQUITY PLANS AND**
13 **MEASUREMENT.**

14 (a) APPOINTMENT.—The Secretary shall appoint,
15 within the immediate office of the Under Secretary of
16 State for Civilian Security, Democracy, and Human
17 Rights, a Deputy Assistant Secretary (referred to in this
18 section as the “DAS”), who shall advance United States
19 national security through equity and support for under-
20 served communities in the development and conduct of
21 policies and programs outside the United States.

22 (b) DUTIES.—The DAS shall—

23 (1) report directly to the Under Secretary of
24 State for Civilian Security, Democracy, and Human

1 Rights and the Under Secretary of State for Man-
2 agement;

3 (2) manage the Department of State's equity
4 infrastructure, such as assistance programs, diplo-
5 matic engagements, procurement and contracts, and
6 public diplomacy programs and initiatives;

7 (3) integrate equity and support for under-
8 served communities as a cross-cutting policy priority
9 across strategic planning and documents, tools, and
10 guidance, and stakeholder engagement at the De-
11 partment of State by—

12 (A) leading the Department of State's
13 Agency Equity Team, which includes represent-
14 atives from—

15 (i) the Office of Foreign Assistance;

16 (ii) the Bureau of Educational and
17 Cultural Affairs;

18 (iii) the Bureau of Global Public Af-
19 fairs;

20 (iv) the Under Secretary of State for
21 Management;

22 (v) the Bureau of Democracy, Human
23 Rights, and Labor;

24 (vi) the Bureau of International Orga-
25 nization Affairs;

1 (vii) the Office of Small and Dis-
2 advantaged Business Utilization; and

3 (viii) the Office of the Procurement
4 Executive;

5 (B) developing, monitoring, and reporting
6 on equity assessment tools and country-specific
7 baselines, measurements, and reporting mecha-
8 nisms, including a social inclusion analysis tool,
9 or other relevant metrics;

10 (C) developing an annual budget to imple-
11 ment annual agency-wide equity action plans;

12 (D) increasing transparency and account-
13 ability in the management of procurement, con-
14 tracts, and grants, including for small and dis-
15 advantaged businesses and minority-led organi-
16 zations;

17 (E) expanding overseas outreach and en-
18 gagement with underserved communities, in-
19 cluding providing programs in languages used
20 by minority and indigenous communities, and
21 utilizing live captioning services for the deaf
22 and hard of hearing; and

23 (F) working with the Director of the For-
24 eign Service Institute to develop and provide for
25 all employees and persons under Chief of Mis-

1 sion authority country-specific trainings on
 2 issues related to underserved communities, such
 3 as language, economy, environment, health,
 4 education, and cultural and religious practices;

5 (4)(A) support the activities of the Department
 6 of State's Equity Principals, including Department
 7 of State officials responsible for leading Department-
 8 wide policies and strategies for—

9 (i) racial, ethnic, and Indigenous commu-
 10 nities;

11 (ii) women and girls;

12 (iii) persons with disabilities;

13 (iv) refugees and internally displaced per-
 14 sons;

15 (v) members of religious minority groups;

16 and

17 (vi) LGBTQI+ persons;

18 (B) coordinate activities, policies, and programs
 19 between Equity Principals, as applicable; and

20 (C) consult regarding the development and im-
 21 plementation of annual budgets, equity action plans,
 22 and a uniform set of indicators and standards for
 23 monitoring and evaluating the efforts of their of-
 24 fices; and

1 (5) review and implement recommendations
 2 from the July 2022 Government Accountability Of-
 3 fice report to the Chairman of the Committee on
 4 Foreign Relations of the Senate, entitled, “FOR-
 5 EIGN ASSISTANCE: State and USAID Are Tak-
 6 ing Actions to Advance Equity Abroad and Mitigate
 7 Challenges” (GAO-22-105112).

8 (c) PERSONNEL.—The DAS shall be classified at not
 9 lower than GS–15 of the General Schedule and shall be
 10 supported by senior staff with relevant expertise.

11 **SEC. 303. STRENGTHENING PUBLIC DIPLOMACY EFFORTS**
 12 **WITH GEOGRAPHICALLY REMOTE AND UN-**
 13 **DERSERVED COMMUNITIES OVERSEAS.**

14 (a) STRATEGY REQUIREMENT.—Not later than 60
 15 days after the date of the enactment of this Act, the Under
 16 Secretary of State for Public Diplomacy and Public Af-
 17 fairs shall develop a strategy for updating the annual Pub-
 18 lic Diplomacy Implementation Plan that—

19 (1) increases overseas outreach and engagement
 20 with geographically remote and underserved popu-
 21 lations, with the goal of increasing participants from
 22 remote regions and underserved populations in
 23 United States programs;

24 (2) increases direct funding to enable public di-
 25 plomacy officers and locally employed staff to ex-

1 pand travel to geographically remote and under-
2 served regions in foreign countries to support ex-
3 panded outreach;

4 (3) provides additional support for program
5 candidates and applicants from remote areas to at-
6 tend interviews and participate in application proc-
7 esses;

8 (4) provides additional funding for translation,
9 subtitling, and interpretation services to expand au-
10 dience participation in embassy program and out-
11 reach events, such as lectures, films, and cultural
12 events;

13 (5) improves physical accessibility and incor-
14 porates other accessibility tools at established and
15 future American Spaces for individuals with disabil-
16 ities;

17 (6) increases access to English language train-
18 ing for potential and current program applicants to
19 increase opportunities for participation in United
20 States-based educational or professional training
21 programs;

22 (7) develops and standardizes grant proposal
23 development skills training programs for new imple-
24 menting partners in hard-to-reach and underserved
25 communities; and

1 (8) increases diverse representation in mid-ca-
2 reer and senior public diplomacy officers and locally
3 employed staff.

4 (b) DISTRIBUTION.—The Under Secretary shall—

5 (1) submit the strategy developed pursuant to
6 subsection (a) to the appropriate congressional com-
7 mittees; and

8 (2) make such strategy available to the public,
9 to the extent practicable.

10 **SEC. 304. SUPPORT FOR YOUNG LEADERS INITIATIVES.**

11 (a) DEFINED TERM.—The term “eligible young lead-
12 er” means an individual who—

13 (1) is between 18 and 35 years of age;

14 (2) has demonstrated strong capabilities in en-
15 trepreneurship, innovation, public service, or leader-
16 ship;

17 (3) has positively impacted a community, orga-
18 nization, or institution; and

19 (4) may be a member of an underserved,
20 marginalized, or underrepresented population in his
21 or her home country.

22 (b) IN GENERAL.—The Secretary is authorized to es-
23 tablish regional young leaders initiatives to build the ca-
24 pacity of eligible young leaders in areas that may include
25 business, social entrepreneurship, civic leadership, public

1 administration, energy and environment, science and tech-
 2 nology, education, global health, peacebuilding and co-ex-
 3 istence, good governance, anti-corruption, promotion of
 4 democracy, and other areas by—

5 (1) offering professional development, training,
 6 and networking opportunities;

7 (2) providing training to promote economic
 8 growth and improve capacity in strategic sectors;
 9 and

10 (3) identifying additional ways to connect alum-
 11 ni of these initiatives to United States public and
 12 private resources and institutions and strengthen
 13 ties with the United States.

14 (c) FELLOWSHIPS.—

15 (1) IN GENERAL.—The Secretary is authorized
 16 to award fellowships to eligible young leaders under
 17 programs established pursuant to subsection (b).
 18 Not fewer than 25 percent of fellowships awarded
 19 under this subsection shall be allocated to members
 20 of an underserved, marginalized, or underrep-
 21 resented population in the relevant country.

22 (2) YOUNG LEADERS ACADEMIC FELLOWS PRO-
 23 GRAM.—

24 (A) ESTABLISHMENT.—There is estab-
 25 lished in the Department of State a Young

1 Leaders Academic Fellows Program, through
 2 which students from partner countries shall be
 3 brought to the United States to build practical
 4 expertise, leadership skills, and professional net-
 5 works.

6 (B) ELIGIBILITY CRITERIA.—The Sec-
 7 retary may award fellowships under the pro-
 8 gram established under subparagraph (A) to el-
 9 igible individuals based on—

10 (i) citizenship and residency in a part-
 11 ner country;

12 (ii) status as a full-time under-
 13 graduate student or a recent graduate of a
 14 college, university, or other institution of
 15 higher learning; and

16 (iii) any other criteria that the Sec-
 17 retary considers appropriate.

18 (3) YOUNG LEADERS PROFESSIONAL FELLOWS
 19 PROGRAM.—

20 (A) ESTABLISHMENT.—There is estab-
 21 lished in the Department of State a Young
 22 Leaders Professional Fellows Program, through
 23 which professionals from partner countries shall
 24 be brought to the United States to build prac-

1 tical expertise, leadership skills, and profes-
2 sional networks.

3 (B) ELIGIBILITY CRITERIA.—The Sec-
4 retary may award fellowships under the pro-
5 gram established under subparagraph (A) to el-
6 igible individuals based on—

7 (i) citizenship and residency in a part-
8 ner country;

9 (ii) status as an emerging leader in
10 government, civil society, or the private
11 sector;

12 (iii) current employment and 2 or
13 more years of professional work experience;
14 and

15 (iv) any other criteria that the Sec-
16 retary considers appropriate.

17 (d) REGIONAL LEADERSHIP CENTERS AND NET-
18 WORKS.—The Secretary or the Administrator shall estab-
19 lish regional leadership centers to offer training to eligible
20 young leaders. Such centers shall be established in South
21 Asia, the Middle East, and in any other region that the
22 Secretary considers appropriate.

23 (e) UNITED STATES-BASED ACTIVITIES.—The Sec-
24 retary or the Administrator shall oversee all United

1 States-based activities carried out under any of the pro-
2 grams established under this section.

3 (f) SUPPORT FOR EXISTING PROGRAMS.—The Sec-
4 retary shall continue supporting young leaders programs
5 operating as of the date of the enactment of this Act, in-
6 cluding—

7 (1) the Young African Leaders Initiative;

8 (2) the Young Leaders of the Americas Initia-
9 tive;

10 (3) the Young Pacific Leaders;

11 (4) the Young Southeast Asian Leaders Initia-
12 tive; and

13 (5) the Young Transatlantic Innovation Lead-
14 ers Initiative.

15 (g) IMPLEMENTATION PLAN.—Not later than 1 year
16 after the date of the enactment of this Act, the Secretary
17 or the Administrator shall submit a plan to the appro-
18 priate congressional committees for the implementation of
19 each of the programs authorized under subsection (b) or
20 (c), which shall include—

21 (1) a description of clearly defined program
22 goals, targets, and planned outcomes for each year
23 and for the duration of the program;

1 (2) a strategy for monitoring and evaluating the
2 program and progress made toward achieving such
3 goals, targets, and planned outcomes; and

4 (3) a strategy for ensuring the program—

5 (A) is promoting United States foreign pol-
6 icy goals in each respective region;

7 (B) is clearly branded; and

8 (C) is paired with robust public diplomacy
9 efforts.

10 (h) PUBLIC-PRIVATE PARTNERSHIPS.—The Sec-
11 retary and the Administrator, in coordination with the
12 heads of other relevant Federal departments and agencies,
13 may carry out this section by partnering with the private
14 sector—

15 (1) to pursue public-private partnerships;

16 (2) to leverage private sector expertise;

17 (3) to expand networking opportunities; and

18 (4) to identify funding opportunities and fellow-
19 ship and employment opportunities.

20 (i) BURDEN SHARING.—Assistance agreements en-
21 tered into by the Secretary or the Administrator to carry
22 out this section shall include provisions to promote domes-
23 tic resource mobilization and cost-sharing, as determined
24 necessary and appropriate by the Secretary or the Admin-
25 istrator, as appropriate.

1 **SEC. 305. OFFICE OF RACE AND ETHNIC RELATIONS AND**
2 **AFFAIRS.**

3 (a) ESTABLISHMENT.—Not later than 30 days after
4 the date of the enactment of this Act, the Secretary shall
5 address continuing national security and humanitarian
6 concerns emanating from racial and ethnic divisions and
7 tensions by establishing, within the Office of the Sec-
8 retary, the Office of Race and Ethnic Relations and Af-
9 fairs (referred to in this section as the “Office”).

10 (b) HEAD.—The head of the Office shall—

11 (1) be an individual with recognized distinction
12 on international issues of racial and ethnic equality
13 and empowerment, including possessing expertise on
14 African descent, indigenous, and Roma populations;

15 (2) hold the rank and status of ambassador, or
16 an equivalent position;

17 (3) be appointed by, and report directly to, the
18 Secretary; and

19 (4) shall hold the title of “Special Representa-
20 tive for Race and Ethnic Relations and Affairs” (re-
21 ferred to in this section as the “Special Representa-
22 tive”).

23 (c) SUPPORT STAFF.—The Office shall be staffed by
24 not fewer than 12 full-time personnel, including senior
25 Foreign Service Officers, Senior Civil Service Officers, and
26 support staff with relevant expertise.

1 (d) FUNCTIONS.—The Office shall—

2 (1) advise the Secretary and direct and coordi-
3 nate activities, policies, programs, action plans, pub-
4 lic diplomacy, and funding for all bureaus and of-
5 fices of the Department relating to the improvement
6 of race and ethnic relations, human rights, protec-
7 tion, and empowerment of members of marginalized
8 or underserved racial, ethnic, indigenous, Roma, and
9 African descent populations;

10 (2) represent the United States—

11 (A) in diplomatic matters relevant to the
12 human rights of marginalized or underserved
13 racial, ethnic, indigenous, Roma, and African
14 descent populations in contacts with foreign
15 governments, intergovernmental organizations,
16 and specialized agencies; and

17 (B) at relevant multilateral conferences
18 and meetings, including United Nations perma-
19 nent forums;

20 (3) lead the coordination, monitoring, and eval-
21 uation of international policies and programs relat-
22 ing to the issues described in paragraph (1) for all
23 other Federal agencies, including multilateral and
24 bilateral initiatives and agreements;

1 (4) lead efforts to promote an international
2 focus on racial equality, equity, inclusion, and em-
3 powerment for marginalized or underserved racial,
4 ethnic, indigenous, Roma, and African descent popu-
5 lations, including through—

6 (A) diplomatic initiatives with other coun-
7 tries;

8 (B) partnerships and regular and enhanced
9 coordination with international and nongovern-
10 mental organizations and the private sector;
11 and

12 (C) technical assistance to United States
13 missions and foreign governments;

14 (5) develop and manage a global fund for race
15 and ethnic relations that will invest in efficient and
16 innovative solutions for members of marginalized or
17 underserved racial, ethnic, indigenous, Roma, and
18 African descent populations—

19 (A) to combat racial bias and discrimina-
20 tion;

21 (B) to support inclusive economic growth
22 and entrepreneurship;

23 (C) to support physical and mental health,
24 including support for victims of racially or eth-
25 nically motivated crimes;

1 (D) to protect and manage natural re-
2 sources, and combat activities causing environ-
3 mental harm in communities; and

4 (E) to promote international research and
5 scholarship;

6 (6) develop a uniform set of indicators and
7 standards for monitoring and evaluating United
8 States and global foreign policy assistance for racial
9 equity in Federal agencies;

10 (7) direct, as appropriate, the use of United
11 States Government resources to respond to needs for
12 protection, integration, resettlement, and empower-
13 ment of members of marginalized or underserved ra-
14 cial, ethnic, indigenous, Roma, and African descent
15 populations, in carrying out United States Govern-
16 ment policies and international programs, including
17 programs designed to prevent and respond to dis-
18 crimination and violence internationally;

19 (8) lead the development and coordination of
20 United States Government international efforts re-
21 lated to the implementation of the International
22 Decade for People of African Descent and follow on
23 activities, including by submitting annual reports to
24 Congress summarizing such efforts;

1 (9) lead the development and coordination of
2 Department of State racial equity strategies, action
3 plans, policies, public diplomacy, and other activities
4 to fulfill the duties of the Office, including—

5 (A) presenting deserving individuals
6 awards for anti-racism work; and

7 (B) establishing and supporting a global
8 network of experts and youth leaders;

9 (10) coordinate and collaborate, as appropriate
10 and necessary, with other bureaus and offices re-
11 sponsible for diversity, discrimination, and equity
12 initiatives, including Ambassadors at-large, Special
13 Representatives, Civil Rights Offices, Offices of Di-
14 versity and Inclusion, Offices of Small and Dis-
15 advantaged Businesses, and entities with similar re-
16 sponsibilities at other agencies;

17 (11) collaborate with the Director of the For-
18 eign Service Institute to develop and provide, for all
19 employees and persons under Chief of Mission au-
20 thority, country-specific training regarding under-
21 served, vulnerable, or marginalized racial and ethnic
22 communities, including in the areas of economics,
23 environment, health, education, cultural and reli-
24 gious practices, and United States foreign policy and
25 assistance objectives; and

1 (12) coordinate and measure global strategies
2 and initiatives to educate and recruit professionals,
3 including those who are members of underserved ra-
4 cial, ethnic, indigenous, Roma, or African descent
5 populations, in international careers that focus on
6 race and ethnic relations.

7 (e) AUTHORIZATION OF APPROPRIATIONS.—

8 (1) IN GENERAL.—There is authorized to be
9 appropriated to the Secretary, to carry out this sec-
10 tion in fiscal year 2025 and in each subsequent fis-
11 cal year, \$10,000,000, of which—

12 (A) \$2,000,000 shall be allocated to sup-
13 port the implementation of racial equality
14 agreements between the United States and
15 other countries; and

16 (B) the remaining amount shall be ex-
17 pended to support operations of the Office and
18 the development and implementation of a strat-
19 egy with each regional bureau and any targeted
20 regional initiatives or units involving race, eth-
21 nicity, or social inclusion.

22 (2) PRIVATE CONTRIBUTIONS.—Notwith-
23 standing any other provision of law, the Secretary of
24 State is authorized to accept private contributions to
25 carry out this section.

1 (f) FUND FOR GLOBAL RACIAL EQUITY AND EQUAL-
2 ITY.—

3 (1) ESTABLISHMENT.—Not later than 90 days
4 after the date of the enactment of this Act, the Sec-
5 retary shall establish a fund, which shall be known
6 as the “Fund for Global Racial Equity and Equal-
7 ity”. Amounts deposited into the Fund shall be in-
8 vested in efficient and innovative solutions for mem-
9 bers of marginalized or underserved racial, ethnic,
10 indigenous, Roma, and African descent popu-
11 lations—

12 (A) to combat racial bias and discrimina-
13 tion;

14 (B) to support inclusive economic growth
15 and entrepreneurship;

16 (C) to support physical and mental health,
17 including support for victims of racially or eth-
18 nically motivated crimes;

19 (D) to protect and manage natural re-
20 sources, and combat activities causing environ-
21 mental harm in communities; and

22 (E) to promote international research and
23 scholarship.

24 (2) AUTHORIZATION OF APPROPRIATIONS.—

25 There is authorized to be appropriated, for fiscal

1 year 2025 and each subsequent fiscal year,
 2 \$2,500,000 to carry out this paragraph (1).

3 (3) PRIVATE CONTRIBUTIONS.—Notwith-
 4 standing any other provision of law, the Secretary of
 5 State is authorized to accept private contributions to
 6 carry out paragraph (1).

7 **SEC. 306. SENIOR ADVISOR FOR RACE AND ETHNIC AF-**
 8 **FAIRS.**

9 (a) APPOINTMENT.—The Administrator shall ap-
 10 point, within the immediate office of the Administrator,
 11 a Senior Advisor for Race and Ethnic Affairs (referred
 12 to in this section as the “Senior Advisor”), who shall—

13 (1) be classified at not lower than GS–15 of the
 14 General Schedule;

15 (2) report directly to the Administrator; and

16 (3) be supported by not fewer than 5 staff who
 17 have expertise in racial and ethnic affairs.

18 (b) DUTIES.—The Senior Advisor shall—

19 (1) advise the Administrator and direct and co-
 20 ordinate activities, policies, programs, and funding
 21 relating to international development issues impact-
 22 ing members of marginalized or underserved racial,
 23 ethnic, Roma, and African descent populations inter-
 24 nationally for all USAID bureaus and offices;

1 (2) develop, in consultation with civil society, a
2 racial and ethnic equity, equality, and empowerment
3 policy, strategy, and action plan for USAID that in-
4 cludes a focus on members of marginalized or under-
5 served racial, ethnic, Roma, and African descent
6 populations;

7 (3) serve as the USAID liaison to the Office of
8 Race and Ethnic Relations and Affairs of the De-
9 partment of State and offices responsible for racial
10 and ethnic communities at other international affairs
11 agencies;

12 (4) develop a uniform set of indicators and
13 standards for monitoring and evaluating foreign as-
14 sistance for racial equity in Federal agencies; and

15 (5) develop and manage the Action Fund for
16 Global Racial Equity and Equality established pur-
17 suant to subsection (d), and seek opportunities to
18 collaborate with the USAID Gender Equity and
19 Equality Action Fund.

20 (c) AUTHORIZATION OF APPROPRIATIONS.—There is
21 authorized to be appropriated to the Administrator, for
22 fiscal year 2025 and each subsequent fiscal year,
23 \$10,000,000, which shall be used to carry out this section.

24 (d) ACTION FUND FOR GLOBAL RACIAL EQUITY AND
25 EQUALITY.—

1 (1) ESTABLISHMENT.—Not later than 90 days
 2 after the date of the enactment of this Act, the Ad-
 3 ministrator shall establish a fund, which shall be
 4 known as the “Action Fund for Global Racial Equity
 5 and Equality”.

6 (2) AUTHORIZATION OF APPROPRIATIONS.—
 7 There is authorized to be appropriated to the fund
 8 established pursuant to paragraph (1), for fiscal
 9 year 2025 and each subsequent fiscal year,
 10 \$15,000,000.

11 (3) PRIVATE CONTRIBUTIONS.—Notwith-
 12 standing any other provision of law, the Adminis-
 13 trator is authorized to accept private contributions
 14 to the fund established pursuant to paragraph (1).

15 **SEC. 307. UNITED STATES POLICY TO FOSTER EMPOWER-**
 16 **MENT AND INCLUSION AND PREVENT AND**
 17 **RESPOND TO RACIAL AND ETHNIC DISCRIMI-**
 18 **NATION AND VIOLENCE.**

19 (a) GLOBAL STRATEGY REQUIREMENT.—Not later
 20 than 180 days after the date of the enactment of this Act,
 21 and annually thereafter, the Special Representative for
 22 Race and Ethnic Relations and Affairs appointed pursu-
 23 ant to section 305(b) or another Department of State offi-
 24 cial designated by the Secretary, after consultation with
 25 the Senior Advisor for Racial and Ethnic Affairs ap-

1 pointed pursuant to section 306(a) or another USAID of-
2 ficial designated by the Administrator, shall—

3 (1) develop or update a United States global
4 strategy—

5 (A) to foster inclusion and empowerment;
6 and

7 (B) to prevent and respond to discrimina-
8 tion and violence against racial and ethnic pop-
9 ulations, including people of African descent;

10 (2) submit the strategy referred to in para-
11 graph (1) to the appropriate congressional commit-
12 tees; and

13 (3) make such strategy available to the public,
14 to the extent practicable.

15 (b) COLLABORATION AND COORDINATION.—In devel-
16 oping or updating the strategy referred to in subsection
17 (a)(1), the Special Representative for Race and Ethnic Re-
18 lations and Affairs or another Department of State official
19 designated by the Secretary shall consult with—

20 (1) the Under Secretary of State for Public Di-
21 plomacy and Public Affairs;

22 (2) the Under Secretary of State for Civilian
23 Security, Democracy, and Human Rights;

24 (3) the Under Secretary of State for Political
25 Affairs;

1 (4) the National Security Council;

2 (5) representatives of—

3 (A) the Department of Education;

4 (B) the Department of Justice;

5 (C) the Department of Commerce;

6 (D) the Department of Agriculture;

7 (E) the Environmental Protection Agency;

8 (F) the Department of Labor; and

9 (G) other relevant Federal agencies; and

10 (6) representatives of civil society, multilateral,

11 and private sector organizations.

12 (c) IMPLEMENTATION OF THE GLOBAL STRATEGY.—

13 The strategy referred to in subsection (a)(1) shall include

14 guidance for providing foreign assistance—

15 (1) to develop civil society leadership programs

16 that will foster global collaboration and knowledge

17 sharing;

18 (2) to support capacity building for the develop-

19 ment and enforcement of laws that—

20 (A) protect and empower racial and ethnic

21 populations; and

22 (B) prevent racial and ethnic discrimina-

23 tion;

24 (3) to promote diplomatic initiatives with other

25 countries and partnerships and regular and en-

1 hanced coordination with international and non-
2 governmental organizations and the private sector;

3 (4) to support inclusive economic growth, entre-
4 preneurship, and empowerment;

5 (5) to support physical and mental health, in-
6 cluding support for victims of racially or ethnically
7 motivated crimes;

8 (6) to protect and manage natural resources
9 and combat activities causing environmental harm in
10 communities; and

11 (7) to promote international research and schol-
12 arship.

13 **SEC. 308. COMBATING INTERNATIONAL RACIALLY AND**
14 **ETHNICALLY MOTIVATED EXTREMISM.**

15 (a) FINDINGS.—Congress finds the following:

16 (1) There has been a rise in the number and
17 lethality of racially and ethnically motivated terrorist
18 incidents globally during the 10-year period imme-
19 diately preceding the date of the enactment of this
20 Act.

21 (2) There is evidence that adherents of racially
22 and ethnically motivated extremism communicate
23 internationally and take part in cross border travel,
24 including for overseas combat training in conflict
25 zones.

1 (b) AUTHORIZATION OF APPROPRIATIONS.—There is
2 authorized to be appropriated to the Secretary such funds
3 as may be necessary for the Bureau of Counterterrorism
4 to address racially and ethnically motivated extremism
5 by—

6 (1) countering terrorist narratives and mes-
7 saging;

8 (2) building the capacity of civil society, com-
9 munities, and governments to prevent and counter
10 racially and ethnically motivated extremism and re-
11 spond to the needs of victims and vulnerable commu-
12 nities;

13 (3) strengthening the capacity of governments
14 and civil society to intervene during the
15 radicalization process;

16 (4) working with diverse communities to build
17 unity and resilience and strengthen measures that
18 protect communities and assist victims;

19 (5) providing consultation to, and working in
20 coordination with, the Bureau of Intelligence and
21 Research, regional bureaus, the Bureau of Democ-
22 racy, Human Rights, and Labor, the Office of Inter-
23 national Religious Freedom, and special representa-
24 tives and other offices or other entities to strengthen
25 their efforts to address racially and ethnically moti-

1 vated extremism against vulnerable or marginalized
2 groups; and

3 (6) increasing staff with expertise in identi-
4 fying, monitoring, or countering racial and ethnic
5 extremism.

6 (c) REPORTING.—Not later than 180 days after the
7 date of the enactment of this Act, and annually thereafter,
8 the Coordinator for Counterterrorism, in coordination
9 with Bureau of Intelligence and Research, shall—

10 (1) provide a briefing to the appropriate con-
11 gressional committees that—

12 (A) describes the status of programs and
13 response strategies to address international ra-
14 cially and ethnically motivated extremism; and

15 (B) includes an assessment of global ra-
16 cially and ethnically motivated extremism and
17 geographic or country prioritization based on
18 the assessed threat to the United States;

19 (2) describe the coordination mechanisms be-
20 tween relevant bureaus and offices within the De-
21 partment of State, including United States diplo-
22 matic and consular posts, for developing and imple-
23 menting efforts to counter racially and ethnically
24 motivated extremism; and

1 (3) provide an assessment of the human and fi-
2 nancial resources that are necessary to fulfill the
3 purposes and duties under this title.

4 **SEC. 309. COMMEMORATING THE INTERNATIONAL DECADE**
5 **FOR PEOPLE OF AFRICAN DESCENT.**

6 (a) IN GENERAL.—The Secretary shall—

7 (1) support the establishment of a second
8 United Nations International Decade for People of
9 African Descent, which would cover the period from
10 2025 to 2034;

11 (2) proactively support and advance the United
12 Nations declaration on the promotion and full re-
13 spect of the human rights of people of African de-
14 scend;

15 (3) support the United Nations Expert Mecha-
16 nism to Advance Racial Justice and Equality in Law
17 Enforcement and funding to combat racial discrimi-
18 nation worldwide;

19 (4) support the expansion of current efforts by
20 the United Nations, the Organization for Security
21 and Co-operation in Europe, the Organization of
22 American States, and other international organiza-
23 tions to address the human rights situation of people
24 of African descent by supporting efforts to uphold

1 their human dignity and equality and promoting so-
 2 cietal reconciliation and healing; and

3 (5) in cooperation with civil society, including
 4 African-descent communities, academics, activists,
 5 businesses, and philanthropic organizations, develop
 6 and implement domestic and global strategies to exe-
 7 cute the goals and ideals of the second International
 8 Decade for People of African Descent and combat
 9 racism, including by expanding the transformative
 10 work of the Department of State's Race, Ethnicity,
 11 and Social Inclusion Unit.

12 (b) AUTHORIZATION OF APPROPRIATIONS.—

13 (1) IN GENERAL.—There is authorized to be
 14 appropriated to the Secretary, for each of the fiscal
 15 years 2025 through 2034, \$1,500,000 for the devel-
 16 opment of activities, including grants, to commemo-
 17 rate the second International Decade for People of
 18 African Descent for the 10-year period beginning on
 19 January 1, 2025.

20 (2) ACTIVITIES.—Not later than 90 days after
 21 the date of the enactment of this Act, the Secretary
 22 shall establish—

23 (A) the People of African Descent Fund,
 24 to which private donations may be accepted
 25 from sources approved by the Secretary for the

1 purposes of providing United States civil society
2 grants for innovative empowerment initiatives
3 for African descent populations focused on eco-
4 nomic growth, entrepreneurship, education,
5 science and technology, health, human rights,
6 and preservation and management of natural
7 resources; and

8 (B) an international scholars program to
9 research, archive, and exhibit the contributions
10 of African Americans in international affairs,
11 including the contributions of Members of Con-
12 gress, utilizing the Ralph J. Bunche Library
13 and other reputable archives and resources, in-
14 cluding the Smithsonian Institution, the Li-
15 brary of Congress, the Moorland-Spingarn Re-
16 search Center at Howard University, the
17 Schomburg Center for Research in Black Cul-
18 ture at the New York Public Library, and li-
19 braries and archives at Historically Black Col-
20 leges and Universities.

21 (c) ELIGIBILITY.—In selecting grant recipients pur-
22 suant to subsection (b)(2), the Secretary shall give special
23 emphasis, to the extent possible, to initiatives led by mem-
24 bers of African descent populations in the United States,
25 including providing technical assistance and capacity-

1 building measures to Historically Black Colleges and Uni-
2 versities to secure and implement grants under this sec-
3 tion.

4 (d) ANNUAL REPORT.—Not later than 1 year after
5 the date of the enactment of this Act, and annually there-
6 after for the following 11 years, the Secretary shall submit
7 a report to the appropriate congressional committees that
8 describes the activities undertaken to implement sub-
9 section (a).

10 **SEC. 310. TRANSATLANTIC SLAVE TRADE TRANSITIONAL**
11 **JUSTICE INITIATIVES.**

12 (a) SENSE OF CONGRESS.—It is the sense of Con-
13 gress that the Department of State, through the Office
14 of Global Criminal Justice, the Office of the Special Envoy
15 for Holocaust Issues, and similar offices, has developed
16 expertise in assisting countries in their transitional justice
17 efforts, including measures that are judicial and non-judi-
18 cial, formal and informal, retributive and restorative, to
19 redress atrocities with the goal of promoting long-term,
20 sustainable peace and security.

21 (b) AUTHORIZATION OF APPROPRIATIONS.—There is
22 authorized to be appropriated to the Secretary such sums
23 as may be necessary—

1 (1) to appoint a Special Envoy to assist African
 2 descendants of the transatlantic slave trade to seek
 3 restitution and support remembrance;

4 (2) to establish an intergovernmental working
 5 group on transatlantic slave trade transitional jus-
 6 tice strategies, including reparative justice strate-
 7 gies; and

8 (3) to create policy and research exchange pro-
 9 grams for established and emerging United States
 10 and international leaders, scholars, and practitioners
 11 focused on transatlantic slave trade transitional jus-
 12 tice strategies and advocacy, including reparative
 13 justice strategies.

14 **SEC. 311. UNITED STATES INSTITUTE OF PEACE PROGRAM**
 15 **FOR GLOBAL RACE AND ETHNIC RELATIONS**
 16 **AND PEACE.**

17 (a) IN GENERAL.—Section 1705(b) of the United
 18 States Institute of Peace Act (title XVII of Public Law
 19 98–525; 22 U.S.C. 4604(b)) is amended—

20 (1) in paragraph (9), by striking “and” at the
 21 end;

22 (2) in paragraph (10), by striking the period at
 23 the end and inserting “; and”; and

24 (3) by adding at the end the following:

1 “(11) establish the James S. Jackson and Rob-
2 ert L. Green Program for Global Race and Ethnic
3 Relations and Peace, which shall—

4 “(A) support scholars, research, and edu-
5 cation regarding the role of race and ethnicity
6 in addressing national and regional conflicts,
7 societal tensions, and peace building;

8 “(B) include the appointment, for up to 2
9 years, of scholars and leaders from the United
10 States and abroad, including from Historically
11 Black Colleges and Universities, Tribal Col-
12 leges, Hispanic Serving Institutions, and other
13 Minority-Serving Institutions, to research race
14 and ethnic relations and conflict resolution with
15 the support of stipends, grants, fellowships, and
16 other support;

17 “(C) develop educational programs and
18 materials for government and nongovernment
19 actors, including practitioners and policy-
20 makers, regarding historical and contemporary
21 knowledge about race and ethnic relations and
22 conflict resolution; and

23 “(D) provide scholarships and educational
24 programs, with a focus on international careers,
25 for secondary and post-secondary school stu-

1 dents, who shall be referred to as ‘James S.
2 Jackson-Robert L. Green Race and Peace
3 Scholars’.”.

4 (b) AUTHORIZATION OF APPROPRIATIONS.—There is
5 authorized to be appropriated, for each of the fiscal years
6 2025 through 2035, \$2,000,000, which shall be expended
7 to carry out section 1705(b)(11) of the United States In-
8 stitute of Peace Act, as added by subsection (a)(3).

9 **SEC. 312. INCREASING THE COLLABORATION BETWEEN**
10 **THE DEPARTMENT OF STATE AND THE**
11 **SMITHSONIAN INSTITUTION WITH RESPECT**
12 **TO EDUCATION AND CULTURAL AFFAIRS.**

13 There is authorized to be appropriated to the Sec-
14 retary, for each of the fiscal years 2025 through 2030,
15 \$1,000,000, which shall be used to expand collaboration
16 between the Department of State and the Smithsonian In-
17 stitution by—

18 (1) developing an international exchange pro-
19 gram for experts to develop and share best practices
20 regarding ethical cultural heritage stewardship for
21 museum professionals and community-based cultural
22 heritage practitioners; and

23 (2) establishing the Dorothy Raiford Honoring
24 Heritage Program, which shall—

1 (A) celebrate the legacy of Dorothy
 2 Raiford, a public school kindergarten teacher
 3 who self-funded world travel and became the
 4 first African-American docent at the Detroit In-
 5 stitute of Art; and

6 (B) bring international museum profes-
 7 sionals and community-based cultural heritage
 8 practitioners to the United States to conduct
 9 workshops with United States public schools
 10 with significant minority student populations.

11 **SEC. 313. STRENGTHENING TOLERANCE ACTIVITIES IN THE**
 12 **ORGANIZATION FOR SECURITY AND CO-OP-**
 13 **ERATION IN EUROPE REGION.**

14 (a) AUTHORIZATION OF APPROPRIATIONS.—To carry
 15 out goals set forth in section 419 of the Department of
 16 State Authorities Act, Fiscal Year 2017 (Public Law 114–
 17 323), including addressing antisemitism, racism, and
 18 other forms of intolerance, there are authorized to be ap-
 19 propriated to the Secretary, for each of the fiscal years
 20 2025 through 2030—

21 (1) \$1,000,000, which shall be used by the Of-
 22 fice of International Religious Freedom to combat
 23 anti-Semitism and Islamophobia in Europe, includ-
 24 ing in the European Union;

1 (2) \$1,000,000, which shall be used by Assist-
 2 ance to Europe, Eurasia, and Central Asia programs
 3 to address racism and xenophobia in Europe, includ-
 4 ing in the European Union;

5 (3) \$500,000 to support the activities of the
 6 Organization for Security and Co-operation in Eu-
 7 rope (referred to in this section as “OSCE”) to com-
 8 bat hate crimes, support the 3 tolerance personal
 9 representatives, and assist the OSCE Parliamentary
 10 Assembly’s Special Representative on Anti-Semitism,
 11 Racism, and Intolerance; and

12 (4) \$100,000 to support annual regional
 13 trainings for human rights officers at posts in Eu-
 14 rope, including in the European Union regarding—

15 (A) Roma rights and empowerment; and

16 (B) countering racial and ethnic discrimi-
 17 nation and fostering empowerment in countries
 18 that are members of the OSCE or of the Euro-
 19 pean Union through programs that include a
 20 focus on African descent populations.

21 (b) REPORT.—Not later than 1 year after the date
 22 of the enactment of this Act, and annually thereafter for
 23 the following 5 years, the Secretary, in consultation with
 24 the Administrator, shall submit a report to the appro-
 25 priate congressional committees and the Commission on

1 Security and Cooperation in Europe (the “Helsinki Com-
 2 mission”) that describes the activities and use of funds
 3 authorized under subsection (a).

4 **SEC. 314. EMPOWERING AFRO-DESCENT AND INDIGENOUS**
 5 **COMMUNITIES IN INTERNATIONAL DEVELOP-**
 6 **MENT AND CONSERVATION.**

7 (a) DEPARTMENT OF STATE.—The Secretary, in co-
 8 ordination with the Administrator and the heads of other
 9 relevant Federal departments and agencies, as appro-
 10 priate, shall develop and implement a strategy and related
 11 programs that—

12 (1) supports the empowerment and inclusive
 13 economic development of Afro-descendant and indig-
 14 enous communities around the world;

15 (2) focuses on the Western Hemisphere and is-
 16 land nations;

17 (3) increases the participation of individuals
 18 from Afro-descendant and indigenous communities
 19 in existing bilateral initiatives and in educational
 20 and cultural exchange programs of the Department
 21 of State and USAID;

22 (4) increases access to finance, credit, and
 23 grants for small- and medium-sized businesses
 24 owned by Afro-descendant and indigenous entre-
 25 preneurs, organizations, and communities;

1 (5) provides technical assistance to local govern-
2 ments to formulate and enact local development
3 plans that invest in indigenous and Afro-descendant
4 communities;

5 (6) connects rural agricultural, fishing, forestry,
6 and other environmental networks, including indige-
7 nous and Afro-descendant networks, to consumers in
8 urban centers and export markets, including through
9 infrastructure construction and maintenance pro-
10 grams that are subject to audits and carefully de-
11 signed to minimize potential environmental harm;
12 and

13 (7) partners with local governments, the private
14 sector, and local civil society organizations, including
15 organizations representing marginalized commu-
16 nities, to provide skills training and investment in
17 economically viable initiatives.

18 (b) USAID.—The Administrator, in coordination
19 with the Secretary and the heads of other relevant Federal
20 departments and agencies, shall develop and implement
21 programs and enhance existing programs, to the extent
22 necessary and appropriate, that—

23 (1) improve ecosystem conservation and en-
24 hance the effective stewardship of natural resources
25 by Afro-descendant and indigenous communities;

1 (2) provide technical assistance to governments
2 to safeguard national parks and protected forests
3 and protected species, while promoting the participa-
4 tion of Afro-descendent and indigenous communities
5 in such process, as applicable;

6 (3) strengthen the capacity of Afro-descendent
7 and indigenous communities to access the right to
8 prior consultation encoded in laws, executive decrees,
9 administrative acts, and ministerial regulations;

10 (4) support indigenous and Afro-descendant
11 communities as they raise awareness of threats to
12 biodiverse ancestral lands, including through support
13 for local media in such communities and technical
14 assistance to monitor illicit activities;

15 (5) partner with governments and Afro-de-
16 scendant and indigenous communities to support re-
17 forestation and improving river, lake, and coastal
18 water quality;

19 (6) provide assistance to communities affected
20 by mining and deforestation; and

21 (7) foster mechanisms for cooperation on emer-
22 gency preparedness and rapid recovery from natural
23 disasters, that include Afro-descendant and indige-
24 nous communities in planning, establishing, and
25 staffing regional preparedness, recovery, and emer-

1 agency management centers to facilitate rapid re-
 2 sponse to survey and help maintain planning on re-
 3 gional disaster anticipated needs and possible re-
 4 sources.

5 **TITLE IV—CAREER PIPELINE** 6 **INITIATIVES**

7 **SEC. 401. EXPANDING DEPARTMENT OF STATE AND USAID** 8 **HISPANIC ASSOCIATION OF COLLEGES AND** 9 **UNIVERSITIES INITIATIVES.**

10 (a) SENSE OF CONGRESS.—It is the sense of Con-
 11 gress that the Department of State Memorandum of Un-
 12 derstanding with the Hispanic Association of Colleges and
 13 Universities (referred to in this section as “HACU”) and
 14 the USAID Partnership Agreement with HACU continue
 15 a valued partnership initiated by former Secretary of State
 16 Colin Powell in 2001, which has assisted a range of diverse
 17 recruitment, retention, and partnership efforts, including
 18 international student exchanges, short-term faculty fellow-
 19 ships, and research partnerships.

20 (b) REPORT AND PLAN OF ACTION.—Not later than
 21 90 days after the date of the enactment of this Act, the
 22 Secretary and the Administrator shall submit to the ap-
 23 propriate congressional committees—

1 (1) a report on the activities of, and funds ex-
 2 pended to implement, the Memorandum of Under-
 3 standing and Partnership Agreement with HACU;
 4 and

5 (2) an annual plan of action and spending plan
 6 to carry out such activities during fiscal years 2025
 7 through 2030, including any resources needed to
 8 execute such plans.

9 **SEC. 402. INTERNATIONAL AFFAIRS INSTITUTIONS AT MI-**
 10 **NORITY-SERVING INSTITUTIONS.**

11 (a) FINDINGS.—Congress makes the following find-
 12 ings:

13 (1) Representative Alcee L. Hastings of Florida
 14 served his State and country with distinction as a
 15 public servant for more than 4 decades, including
 16 nearly 3 decades of service in the House of Rep-
 17 resentatives, and a decade as the first African-Amer-
 18 ican appointed judge on the United States District
 19 Court for the Southern District of Florida.

20 (2) Representative Hastings’ distinguished
 21 record as a congressman includes—

22 (A) service as the first African-American
 23 Chairman of the Commission on Security and
 24 Cooperation in Europe (commonly known as the
 25 “Helsinki Commission”); and

1 (B) membership on—

2 (i) the Committee on Foreign Affairs
3 of the House of Representatives;

4 (ii) the Permanent Select Committee
5 on Intelligence of the House of Represent-
6 atives; and

7 (iii) the Committee on Rules of the
8 House of Representatives.

9 (3) Representative Hastings has long main-
10 tained a special interest in international affairs,
11 global security, and democracy and human rights, as
12 demonstrated by—

13 (A) his service as the only United States
14 citizen American to serve as the President of
15 the Parliamentary Assembly of the Organiza-
16 tion for Security and Co-operation in Europe
17 (OSCEPA); and

18 (B) leading OSCEPA election observation
19 efforts across 57 countries, including securing
20 the first OSCE international election observa-
21 tion mission in 2002 to the United States.

22 (4) Representative Hastings has—

23 (A) pioneered domestic and global initia-
24 tives, beginning with his desegregation efforts
25 as a civil rights lawyer;

1 (B) championed numerous bills in Con-
2 gress in support of Native American rights;

3 (C) led legislative efforts to increase rep-
4 resentation in the United States diplomatic and
5 intelligence corps; and

6 (D) founded international political partici-
7 pation initiatives, such as the Black European
8 Summit, the Transatlantic Minority Political
9 Leadership Conference, and Transatlantic In-
10 clusion Leaders Network, in cooperation with
11 European officials and organizations, people of
12 African descent, Roma, and other stakeholders.

13 (5) Representative Hastings attended Fisk Uni-
14 versity, Howard University, and Florida A&M Uni-
15 versity, which are all Historically Black Colleges and
16 Universities, and has avidly supported the excellence
17 of minority-serving institutions and their roles in
18 preparing outstanding scholars to pursue inter-
19 national public service careers.

20 (6) It is a fitting tribute to Representative Has-
21 tings' years of devoted public service to establish, in
22 his name, international affairs institutes, extension
23 campuses, and other programs at minority-serving
24 institutions in the United States and overseas that

1 support excellence in international public service ca-
2 reers and the development of diverse global leaders.

3 (b) ALCEE L. HASTINGS INTERNATIONAL AFFAIRS
4 INSTITUTIONS PROGRAM.—The Secretary shall establish
5 the “Alcee L. Hastings International Affairs Institutions
6 Program” (referred to in this section as the “Program”).
7 Under the Program, the Secretary shall award grants to
8 not fewer than 5 Historically Black Colleges and Univer-
9 sities and other minority-serving institutions that the Sec-
10 retary determines are able to prepare the next generation
11 of diverse international affairs professionals with the core
12 skills necessary to meet the United States’ global diplo-
13 matic and development imperatives.

14 (c) USES OF FUNDS.—A grant under this section
15 may be used for—

16 (1) the purchase, rent, lease, or construction of
17 institutional facilities;

18 (2) administrative management, and the acqui-
19 sition of equipment, including computers, office sup-
20 plies, software licensing and agreements, and other
21 materials;

22 (3) scholarships, fellowships, and other financial
23 assistance for students and scholars;

24 (4) the development of curricula and other in-
25 structional materials; and

1 (5) other related activities proposed in the
2 grant application and approved by the Secretary.

3 (d) APPLICATION.—Any eligible institution seeking a
4 grant under this section, including the institutions listed
5 under subsection (e), may submit an application to the
6 Secretary that demonstrates how grant funds awarded
7 pursuant to this section will be used—

8 (1) to improve graduate educational opportuni-
9 ties for low-income African Americans, Latinos, His-
10 panics, or Native Americans students and lead such
11 students to greater financial independence;

12 (2) to provide at least 3 weeks of immersive for-
13 eign language instruction;

14 (3) to support at least 1 summer or semester
15 study abroad opportunity; and

16 (4) to provide instruction on the history and
17 work of international organizations, including the
18 Organization for Security and Co-operation in Eu-
19 rope, the Organization for American States, the Af-
20 rican Union, the Council of Europe, the European
21 Union, and the United Nations.

22 (e) ELIGIBILITY.—Institutions and programs eligible
23 for grants under this subsection shall include—

24 (1) the International Affairs Program of the
25 Department of Interdisciplinary Studies and the

1 Ralph J. Bunche International Affairs Center at
2 Howard University;

3 (2) Delaware State University;

4 (3) Fisk University;

5 (4) Morgan State University; and

6 (5) South Carolina State University.

7 (f) INSTITUTIONAL CHOICE.—The president or chan-
8 cellor of the institution applying for a grant under this
9 section may select which graduate or professional school
10 will receive funds received under such grant in any fiscal
11 year, if the allocation of grant funds among the schools
12 or programs is delineated in the application submitted to
13 the Secretary.

14 (g) AUTHORIZATION OF APPROPRIATIONS.—There is
15 authorized to be appropriated, for each of the fiscal years
16 2025 through 2034, \$100,000,000, which shall be ex-
17 pended to carry out the Program.

18 (h) FUNDING RULE.—Any of the institutions listed
19 under subsection (e) that receives a grant in a fiscal year
20 and is eligible to receive another grant in a subsequent
21 fiscal year shall receive, in the subsequent fiscal year, an
22 amount in grant funds that is not less than the amount
23 in grant funds received in any previous fiscal year unless
24 the amount appropriated for the Program by Congress is

1 insufficient to provide such level of grant funding to all
 2 eligible institutions in such fiscal year.

3 (i) ALCEE L. HASTINGS LEADERSHIP INSTITUTE
 4 FOR TRANSATLANTIC ENGAGEMENT.—Section 6709 of
 5 the Department of State Authorization Act of 2023 (22
 6 U.S.C. 8201 note) is amended—

7 (1) in subsection (a), by inserting “Alcee L.
 8 Hastings Leadership” before “Institute for Trans-
 9 atlantic Engagement”;

10 (2) by striking subsections (f) and (i); and

11 (3) by redesignating subsections (g) and (h) as
 12 subsections (f) and (g), respectively; and

13 (4) in subsection (g), as redesignated, by strik-
 14 ing “for fiscal years 2024 and 2025” and inserting
 15 “for each fiscal year”.

16 (j) ALCEE L. HASTINGS OSCE INTERNSHIP PRO-
 17 GRAM.—Section 9201(a) of Public Law 117–263 (22
 18 U.S.C. 2737) is amended—

19 (1) in the subsection header, by striking “**IN**
 20 **GENERAL**” and inserting “**ESTABLISHMENT**”;

21 (2) by striking “The Secretary” and inserting
 22 the following:

23 “(1) STUDENT INTERNSHIP PROGRAM.—The
 24 Secretary”; and

25 (3) by adding at the end the following:

1 “(2) ALCEE L. HASTINGS OSCE INTERNSHIP
 2 PROGRAM.— There is established within the Pro-
 3 gram, the Alcee L. Hastings OSCE Internship Pro-
 4 gram (referred to in this section as the ‘Hastings In-
 5 ternship’), which shall—

6 “(A) support not fewer than 57 paid in-
 7 ternships overseas in participating states of the
 8 Organization for Security and Co-operation in
 9 Europe (referred to in this section as ‘OSCE’,
 10 and OSCE partners for co-operation, including
 11 the United States OSCE mission in Vienna,
 12 Austria, and the OSCE Parliamentary Assem-
 13 bly in Copenhagen, Denmark, for under-
 14 graduate students from Historically Black Col-
 15 leges and Universities and other minority-serv-
 16 ing institutions; and

17 “(B) convene all Hastings Internship par-
 18 ticipants for a 1-day program in Vienna on the
 19 history and work of the OSCE, including inter-
 20 national election observations.”.

21 **SEC. 403. ESTABLISHING CENTERS OF EXCELLENCE IN**
 22 **FOREIGN AFFAIRS AND ASSISTANCE.**

23 (a) **AUTHORITY.**—The Administrator, in coordination
 24 with the Secretary, is authorized to designate up to 6 Cen-
 25 ters of Excellence in foreign affairs and assistance at

1 HBCUs and other MSIs (referred to in this section as the
 2 “Centers of Excellence”) to receive grants and enter into
 3 public-private partnerships to develop professional devel-
 4 opment, certification, research, and consulting programs
 5 that strengthen United States diplomacy and international
 6 development efforts.

7 (b) TECHNICAL ASSISTANCE.—The Administrator
 8 shall provide technical assistance to institutions selected
 9 to be Centers of Excellence to assist in fulfilling the goals
 10 of this section, including in developing contracts, operating
 11 agreements, legal documents, and related infrastructure.

12 (c) AUTHORIZATION OF APPROPRIATIONS.—There is
 13 authorized to be appropriated \$25,000,000 for each of the
 14 fiscal years 2025 through 2030 to carry out this section.

15 **SEC. 404. FOREIGN AFFAIRS BRIDGE PROGRAM.**

16 (a) DEFINED TERM.—In this section, the term “eligi-
 17 ble recipient” means an institution—

18 (1) that is—

19 (A) a Historically Black College or Univer-
 20 sity;

21 (B) a Hispanic-serving institution;

22 (C) a tribally controlled college or univer-
 23 sity;

24 (D) an Alaska Native or Native Hawaiian-
 25 serving institution; or

1 (E) an institution of higher education, in-
2 cluding community colleges and trade schools,
3 that serves populations that are underrep-
4 resented in the Department of State or USAID;
5 and

6 (2) where the majority of its student population
7 are members of a population that is underrep-
8 resented in the Department of State or USAID.

9 (b) AUTHORIZATION.—The Secretary and the Admin-
10 istrator are authorized to award up to 6 grants, on a com-
11 petitive basis, to eligible recipients to establish a Foreign
12 Affairs Bridge Program (referred to in this section as the
13 “Program”) to enhance the international competitiveness
14 of the United States by expanding international affairs’
15 talent pipelines and recruitment cohorts for individuals be-
16 tween 18 and 26 years of age from throughout the United
17 States.

18 (c) PURPOSES.—The purposes of the Program shall
19 be—

20 (1) to recruit and select a cohort of not fewer
21 than 50 post-secondary school students at eligible in-
22 stitutions to interact with and learn from experi-
23 enced United States foreign affairs practitioners;

24 (2) to inform Program participants of various
25 internship, fellowship, language training, inter-

1 national exchange, and employment opportunities at
2 the Department of State, USAID, and other inter-
3 national affairs agencies;

4 (3) to deepen Program participants' knowledge
5 of foreign affairs and United States foreign policy
6 and relevant educational and language training, in-
7 cluding for specific languages and skillsets; and

8 (4) to include plans for comprehensive 3- to 5-
9 year programs that include support for—

10 (A) scholars to study abroad for a semes-
11 ter or a year;

12 (B) paid internships during the summer or
13 during an academic semester;

14 (C) intensive academic or language train-
15 ing programs, such as summer institutes or
16 other programs that support entry into an
17 international affairs career; and

18 (D) paid fellowships or stipends for grad-
19 uate study, including law school and doctoral
20 degree programs, upon completion of post-sec-
21 ondary education or certification.

22 (d) APPLICATION.—Each eligible recipient desiring a
23 grant under this section shall submit an application at
24 such time, in such manner, and accompanied by such in-
25 formation as the Secretary may reasonably require.

1 (e) STIPENDS AUTHORIZED.—

2 (1) LARRY PALMER STIPENDS.—Eligible recipi-
3 ents receiving a grant under this section may pro-
4 vide stipends of up to \$5,000 to low-income students
5 enrolled in the institution to defray the cost of their
6 participation in the Program, including travel, living,
7 and educational expenses necessary for such partici-
8 pation.

9 (2) ALCEE L. HASTINGS STIPENDS.—Eligible
10 recipients receiving a grant under this section may
11 provide stipends of up to \$5,000 to low-income stu-
12 dents attending law school at the institution, includ-
13 ing students enrolled in dual degree programs, to de-
14 fray the cost of participation in the Program, includ-
15 ing travel, living, and educational expenses necessary
16 for such participation.

17 (f) ANNUAL REPORT.—Not later than 18 months
18 after the date of the enactment of this Act, and annually
19 thereafter for the following 5 years, the Secretary shall
20 submit a report to the appropriate congressional commit-
21 tees that describes the activities of the Program during
22 the most recent academic year, including—

23 (1) disaggregated demographic data of the indi-
24 viduals participating in the Program, including—

1 (A) the State in which the participant
2 graduated from high school; and

3 (B) the institution of higher education in
4 which the individual is enrolled at the time of
5 such participation; and

6 (2) the number of individuals who are consid-
7 ering careers in the Department of State, USAID,
8 the Peace Corps, or other international affairs agen-
9 cies after participation in the Program.

10 (g) AUTHORIZATION OF APPROPRIATIONS.—There is
11 authorized to be appropriated, for each of the fiscal years
12 2025 through 2035, \$2,000,000 for grants authorized
13 under this section.

14 **SEC. 405. INTERNATIONAL AFFAIRS GRADUATE FELLOW-**
15 **SHIP PROGRAM.**

16 (a) DEFINED TERM.—In this section, the term “ex-
17 cepted service” has the meaning given such term in section
18 2103 of title 5, United States Code.

19 (b) PROGRAM.—Building upon the success of the
20 Charles B. Rangel Graduate Fellowship Program, the
21 Thomas R. Pickering Foreign Affairs Graduate Fellow-
22 ship Program, and the USAID Donald M. Payne Inter-
23 national Development Graduate Fellowship Program in
24 strengthening career pipelines at the Department of State
25 and USAID, the head of each agency (except the Sec-

1 retary and the Administrator) shall establish an Inter-
2 national Affairs Graduate Fellowship Program (referred
3 to in this section as the “Program”) under which an eligi-
4 ble individual may—

5 (1) participate in seminars on international ca-
6 reer opportunities and a paid fellowship at the re-
7 spective agency in the United States or at an over-
8 seas mission, including the United States mission to
9 the United Nations or other international organiza-
10 tions;

11 (2) receive tuition assistance from the agency
12 for graduate studies, including law school and doc-
13 torate degrees;

14 (3) receive an allowance that is equal to the
15 amount needed for—

16 (A) the fellow’s reasonable costs during the
17 period of the Program; and

18 (B) domestic and international travel and
19 lodging expenses related to attending all aspects
20 of the Program, including interviews and ori-
21 entation; and

22 (4) upon completion of graduate studies from
23 an institution of higher education and successful
24 completion of the Program, as determined by the

1 head of the agency, receive an offer of employment
2 to work in the agency that is in the excepted service.

3 (c) ELIGIBILITY.—An individual is eligible to partici-
4 pate in the Program if the individual is—

5 (1) classified as a junior or senior at a minor-
6 ity-serving institution;

7 (2) a member of an underrepresented racial or
8 ethnic group; or

9 (3) a resident of a United States territory.

10 (d) DIRECT HIRE AUTHORITY.—If an individual ac-
11 cepts an offer of employment under subsection (b)(4), the
12 head of the agency shall appoint, without regard to provi-
13 sions of subchapter I of chapter 33 of title 5, United
14 States Code, (except for section 3328 of such title) such
15 individual to the position specified in such offer.

16 (e) ANNUAL REPORT.—Not later than 1 year after
17 the date of the enactment of this Act, and annually there-
18 after for the following 5 years, the head of the agency shall
19 submit a report to the appropriate congressional commit-
20 tees that includes—

21 (1) the number of individuals participating in
22 the Program, disaggregated by—

23 (A) demographic data;

1 (B) the institution of higher education in
 2 which the individual is enrolled at the time of
 3 such participation; and

4 (C) the State in which the individual grad-
 5 uated from high school; and

6 (2) the number of individuals who accepted an
 7 offer of employment under the Program, the posi-
 8 tions to which each individual was appointed, and
 9 the number of individuals who applied for security
 10 clearances and successfully received security clear-
 11 ances.

12 (f) AUTHORIZATION OF APPROPRIATIONS.—There is
 13 authorized to be appropriated to each international affairs
 14 agency such sums as may be necessary to carry out the
 15 Program.

16 **SEC. 406. INCREASING EMPLOYMENT OPPORTUNITIES AT**
 17 **INTERNATIONAL ORGANIZATIONS.**

18 (a) MINORITY EMPLOYMENT.—Section 9701(b) of
 19 the Department of State Authorization Act of 2022 (divi-
 20 sion I of Public Law 117–263; 22 U.S.C. 276e-6) is
 21 amended—

22 (1) in the matter preceding paragraph (1), by
 23 inserting “and secure” after “promote”;

24 (2) by redesignating paragraphs (1) and (2) as
 25 paragraphs (2) and (3), respectively;

1 (3) by inserting before paragraph (2), as redese-
2 ignated, the following:

3 “(1) developing junior professional and other
4 programs that target underrepresented groups;”;
5 and

6 (4) in paragraph (3), as redesignated, by insert-
7 ing “, including to Historically Black Colleges and
8 Universities and other minority-serving institutions”
9 before the period at the end.

10 (b) IN GENERAL.—Section 6701 of the Department
11 of State Authorization Act of 2023 (division F of Public
12 Law 118–31; 22 U.S.C. 276c-7), is amended—

13 (1) in subsection (a), by inserting “, including
14 by increasing the number of minorities,” after “citi-
15 zens”; and

16 (2) by amending subsection (d) to read as fol-
17 lows:

18 “(d) AUTHORIZATION OF APPROPRIATIONS.—There
19 is authorized to be appropriated to the Department such
20 sums as may be necessary to carry out the grant program
21 authorized under subsection (a).”.

1 **SEC. 407. EXTENDING PATHS TO SERVICE FOR PAID STU-**
2 **DENT INTERNS IN INTERNATIONAL AFFAIRS**
3 **CAREERS.**

4 (a) SENSE OF CONGRESS.—It is the sense of Con-
5 gress that—

6 (1) paid internships offer a strategic avenue for
7 expanding agency recruitment; and

8 (2) socioeconomic factors, such as financial
9 need, have prevented participation in internships
10 from geographically diverse areas of the United
11 States, including overseas territories and racially
12 and ethnically diverse communities, resulting in un-
13 tapped talent pools for international affairs careers.

14 (b) IN GENERAL.—Section 9201(c) of the Depart-
15 ment of State Authorization Act of 2022 (22 U.S.C.
16 2737(c)) is amended—

17 (1) by striking “that includes” and inserting
18 the following: “that—

19 “(1) includes”; and

20 (2) by striking the period at the end and insert-
21 ing the following:”; and

22 “(2) ensures that at least 40 percent of paid in-
23 terns belong to a racial or ethnic group that has ex-
24perienced the effects of past government regulations
25 or socioeconomic factors, such as financial need,

1 which have made it difficult to secure internships or
 2 other employment at a foreign affairs agency; and
 3 “(3) ensures that at least 5 percent of paid in-
 4 terns are from United States territories.”.

5 **SEC. 408. FOREIGN SERVICE FELLOWSHIPS FOR GRADUATE**
 6 **STUDENTS AND FACULTY.**

7 The heads of each international affairs agency shall
 8 establish a Foreign Service fellowship program at their re-
 9 spective agency to provide a fellowship, for a period of not
 10 shorter than 4 months, for minority students enrolled in
 11 an accredited graduate studies program and faculty mem-
 12 bers at institutions of higher education that serve signifi-
 13 cant numbers of students who are from a racial or ethnic
 14 group that is underrepresented in the Foreign Service.

15 **TITLE V—MINORITY BUSINESS**
 16 **INITIATIVES**

17 **SEC. 501. EXPANDING UNITED STATES MINORITY-OWNED**
 18 **BUSINESS PROCUREMENT AT INTER-**
 19 **NATIONAL AFFAIRS AGENCIES.**

20 (a) SENSE OF CONGRESS.—It is the sense of Con-
 21 gress that the involvement of minority-owned businesses
 22 in procurement mutually benefits international affairs
 23 agencies and the United States economy by—

1 (1) providing such agencies with needed services
2 and commodities that advance United States inter-
3 ests abroad; and

4 (2) increasing economic opportunities for
5 United States businesses, organizations, and com-
6 munities.

7 (b) DEFINITION.—In this title, the terms “minority-
8 owned business” and “section 8(a) business” mean a small
9 business concern owned by African Americans, Hispanic
10 or Latino Americans, Native Americans, Asian Pacific
11 Americans, other United States minorities, or any other
12 individuals found to be socially and economically disadvan-
13 taged pursuant to section 8(a)(4) of the Small Business
14 Act (15 U.S.C. 637(a)(4)).

15 (c) AUTHORIZATION OF APPROPRIATIONS.—There is
16 authorized to be appropriated to each international affairs
17 agency such sums as may be necessary to develop pro-
18 grams that expand the total number and dollar amount
19 of contracts and subcontracts awarded to minority-owned
20 businesses, including small, minority-owned businesses, by
21 utilizing set asides, technical assistance, support services,
22 and other methods.

23 (d) ANNUAL REPORT.—Not later than 90 days after
24 the last day of the first fiscal year beginning after the
25 date of the enactment of this Act, and annually thereafter

1 for the following 5 years, the head of each international
2 affairs agency shall submit a report to the appropriate
3 congressional committees that describes the activities car-
4 ried out pursuant to subsection (c), including—

5 (1) with respect to contracts awarded by the
6 agency to minority-owned businesses—

7 (A) the total number of minority-owned
8 business receiving such contracts during the re-
9 porting period;

10 (B) the percentage of all contracts entered
11 into by such agency that involve minority-owned
12 businesses; and

13 (C) the aggregate dollar amount of such
14 contracts; and

15 (2) with respect to subcontracts awarded by
16 contractors to minority-owned businesses—

17 (A) the total number of minority-owned
18 business receiving such subcontracts during the
19 reporting period;

20 (B) the percentage of all subcontracts en-
21 tered into by such contractors that involve mi-
22 nority-owned businesses; and

23 (C) the aggregate dollar amount of such
24 subcontracts.

1 (e) SPENDING PLAN.—Not later than 90 days after
2 the date of the enactment of this Act, the head of each
3 agency shall submit a plan to the appropriate congres-
4 sional committees that describes how amounts made avail-
5 able to carry out this section will be used to achieve the
6 purposes of this section.

7 **SEC. 502. SMALL BUSINESS CONSULTING SERVICES AND**
8 **TECHNICAL ASSISTANCE.**

9 (a) AUTHORIZATION OF APPROPRIATIONS.—There is
10 authorized to be appropriated, for each of the fiscal years
11 2025 through 2030, \$1,000,000 to provide legal and fi-
12 nancial consulting services, technical assistance, training,
13 and other support at Small Business Development Centers
14 and Women’s Business Centers located at HBCUs and
15 other MSIs, and in rural communities for the purposes
16 of assisting businesses and new audiences seeking to con-
17 tract with the Department of State or USAID.

18 (b) ALLOCATION.—Of the amount appropriated pur-
19 suant to subsection (a) for each fiscal year—

20 (1) \$500,000 shall be allocated to the Sec-
21 retary; and

22 (2) \$500,000 shall be allocated to the Adminis-
23 trator.

1 **SEC. 503. MINORITY BUSINESS INTERNATIONAL EXPO-**
2 **SITION PARTICIPATION.**

3 There are authorized to be appropriated to the Sec-
4 retary such sums as may be necessary to support the trav-
5 el and participation of at least 50 United States minority-
6 owned businesses in international expositions, including
7 Expo 2025 in Osaka, Japan, with a focus on section 8(a)
8 businesses and HUBZone small business concerns (as de-
9 fined in section 31(b) of the Small Business Act (15
10 U.S.C. 657a(b)), which may be planned in coordination
11 with—

- 12 (1) the Global Diversity Export Initiative of the
13 International Trade Administration;
- 14 (2) the Small Business Division of the Export-
15 Import Bank of the United States; or
- 16 (3) any other program for small- and minority-
17 owned businesses carried out by an international af-
18 fairs agency.

19 **SEC. 504. EXPANDING UNITED STATES BUSINESS OPPORTU-**
20 **NITIES OVERSEAS.**

21 It is the sense of Congress that the Secretary and
22 the Administrator should continue to support the Global
23 Diversity Export Initiative of the United States Commer-
24 cial Service, which works to bolster exports from United
25 States businesses founded, owned, or led by African Amer-
26 icans, Asian Americans, Hispanic Americans, Native

1 Americans, veteran and service-disabled veterans, women,
2 and LGBTQI+ individuals.

3 **SEC. 505. NONDISCRIMINATION IN FOREIGN ASSISTANCE.**

4 (a) SENSE OF CONGRESS.—It is the sense of Con-
5 gress that terms for the acceptance of Federal awards that
6 are subsidized, in whole or in part, by foreign assistance
7 funds administered by USAID or other international af-
8 fairs agencies prohibits recipients and subrecipients
9 from—

10 (1) discriminating against beneficiaries or po-
11 tential beneficiaries of foreign assistance; or

12 (2) discriminating in relation to employment de-
13 cisions to support performance of the award.

14 (b) CONTRACT TERMS.—The Administrator shall in-
15 clude, in each contract through which Federal funding is
16 provided to a non-Federal entity or a foreign public entity,
17 a provision that authorizes USAID to reduce or terminate
18 such funding, without penalty, if the recipient or a sub-
19 recipient of such funding discriminates (and fails to rem-
20 edy such discrimination) against—

21 (1) any beneficiary or potential beneficiary of
22 such funding provided in performance of such con-
23 tract, including by withholding, adversely impacting,
24 or denying equitable access to the benefits of such
25 funding; or

1 (2) any employee, agent, or candidate for a po-
2 sition who is or will be engaged directly in the per-
3 formance of such contract and whose work will be
4 subsidized, in whole or in part, by such funding, un-
5 less such discrimination is expressly permitted by
6 applicable Federal law.

7 **SEC. 506. NONDISCRIMINATION IN FOREIGN ACQUISITIONS.**

8 (a) IN GENERAL.—Unless expressly authorized in the
9 applicable contract with USAID, a contractor or subcon-
10 tractor receiving Federal funding from USAID may not
11 discriminate against—

12 (1) any end user, prospective end user, or bene-
13 ficiary of the supplies or services provided as a re-
14 sult of such contract, including discrimination by
15 withholding, denying, or adversely impacting equi-
16 table access to such supplies or services; or

17 (2) any employee, agent, or candidate for a po-
18 sition who is or will be directly engaged in the per-
19 formance of such contract and whose work will be
20 funded, in whole or in part, with funding provided
21 through such contract, unless such discrimination is
22 expressly permitted by applicable United States law.

23 (b) REQUIRED ACTIONS.—Each contractor and sub-
24 contractor described in subsection (a) shall take appro-
25 priate action, up to and including termination, against any

1 employee, agent, or subcontractor that violates the prohi-
 2 bition set forth in subsection (a).

3 (c) REPORTING REQUIREMENTS.—Each contractor
 4 and subcontractor described in subsection (a) shall inform
 5 the appropriate contracting officer and the USAID Office
 6 of Inspector General—

7 (1) immediately after the receipt of any credible
 8 information from any source (including host country
 9 law enforcement) that alleges conduct that violates
 10 subsection (a) by any employee or agent of the con-
 11 tractor or subcontractor; and

12 (2) of any actions taken by such contractor or
 13 subcontractor against such employee or agent.

14 **SEC. 507. INCLUSIVE ECONOMIC POLICIES AND PRACTICES.**

15 It is the sense of Congress that—

16 (1) inclusive trade and economic practices aim
 17 to expand meaningful access to, and improved par-
 18 ticipation in the economy for all segments of society,
 19 including women and other gender marginalized
 20 groups, youth, persons with disabilities, the African
 21 Diaspora, indigenous peoples, local communities,
 22 rural and remote communities, and other tradition-
 23 ally underserved or marginalized communities;

24 (2) inclusive trade and economic practices in-
 25 clude making strategic, policy, programmatic, and

1 budgetary decisions with insight from local and var-
2 ied stakeholders and providing technical assistance
3 to communities;

4 (3) promoting an inclusive approach to trade
5 and investment is essential to promoting sustainable
6 economic growth and development in bilateral rela-
7 tions; and

8 (4) international affairs agencies should work to
9 support and implement inclusive trade, investment,
10 and other economic practices, such as those outlined
11 in the Office of the United States Trade Representa-
12 tive's Kenya chapter on inclusivity.

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