

“(ii) The Office shall prescribe regulations to carry out this subparagraph, including regulations to establish the database and provide for oversight, management, and administration of the database.

“(C) Each agency shall allow a senior executive the right of return from a temporary rotation detail or assignment that is not a reassignment or transfer without a loss of status and seniority.

“(2) Senior Executive Service rotations may be accomplished through the use of—

“(A) extended details;

“(B) task force assignments and inter-agency projects;

“(C) sabbaticals to the private sector in accordance with subsection (c);

“(D) programs established under the Inter-governmental Personnel Act of 1970 (42 U.S.C. 4701 note);

“(E) the Information Technology Exchange Program; or

“(F) other exchange programs as established by agencies.

“(3) Any career appointee in an agency may be granted a detail or sabbatical under this subsection if the appointee agrees, as a condition of accepting the detail or sabbatical, to serve in the civil service upon the completion of the detail or sabbatical for a period equal to the period of the detail or sabbatical.

“(4) The Office shall publish guidelines for specific objectives and desired results that should be obtained by a senior executive who receives a rotation assignment.

“(5)(A) Except as provided under subparagraph (B), an agency may not require participation in a rotation program as a precondition for an appointment to a career reserved position as defined under section 3132.

“(B) Subparagraph (A) shall not apply if the agency, under regulations prescribed by the Office—

“(i) provides adequate notice of a requirement to participate in a rotation program to candidates within the agency;

“(ii) makes opportunities under a rotation program available to those candidates; and

“(iii) provides a phase-in period for candidates to meet the rotation requirement.

“(C) The Office shall prescribe regulations to carry out this paragraph.”.

**SEC. 305. EFFECTIVE DATE.**

This title shall take effect 180 days after the date of enactment of this Act.

**TITLE IV—SENIOR EXECUTIVE SERVICE DIVERSITY ASSURANCE**

**SEC. 401. CAREER APPOINTMENTS.**

(a) PROMOTING DIVERSITY IN THE CAREER APPOINTMENTS PROCESS.—Section 3393(b) of title 5, United States Code, is amended by inserting after the first sentence the following: “In establishing an executive resources board, the head of the agency shall, to the extent practicable, ensure diversity of the board and of any subgroup thereof or other evaluation panel related to the merit staffing process for career appointees, by including members of racial and ethnic minority groups, women, and individuals with disabilities.”.

(b) REGULATIONS.—Not later than 1 year after the date of the enactment of this Act, the Director shall promulgate regulations to implement subsection (a).

(c) REPORT.—Not later than 1 year after the date of the enactment of this Act, the Director shall submit to the Committee on Homeland Security and Governmental Affairs of the Senate and the Committee on Oversight and Government Reform of the House of Representatives a report evaluating agency efforts to improve diversity in executive resources boards based on the information collected by the SES Resource Office under section 301(d)(2)(G)(vi) and (vii).

**SEC. 402. ENCOURAGING A MORE DIVERSE SENIOR EXECUTIVE SERVICE.**

(a) SENIOR EXECUTIVE SERVICE DIVERSITY PLANS.—

(1) IN GENERAL.—Not later than 1 year after the date of the enactment of this Act, each agency, in consultation with the Office of Personnel Management and the Chief Human Capital Officers Council, shall submit to the Office of Personnel Management a plan to enhance and maximize opportunities for the advancement and appointment of minorities, women, and individuals with disabilities in the agency to the Senior Executive Service. Agency plans shall be reflected in the strategic human capital plan.

(2) CONTENTS.—Agency plans shall address how the agency is identifying and eliminating barriers that impair the ability of minorities, women, and individuals with disabilities to obtain appointments to the Senior Executive Service and any actions the agency is taking to provide advancement opportunities, including—

(A) conducting outreach to minorities, women, and individuals within the agency and outside the agency;

(B) establishing and maintaining training and education programs to foster leadership development;

(C) identifying career enhancing opportunities for agency employees;

(D) assessing internal availability of candidates for Senior Executive Service positions; and

(E) conducting an inventory of employee skills and addressing current and potential gaps in skills and the distribution of skills.

(3) UPDATE OF AGENCY PLANS.—Agency plans shall be updated at least every 2 years during the 10 years following enactment of this Act. An agency plan shall be reviewed by the Office of Personnel Management and, if determined to provide sufficient assurances, procedures, and commitments to provide adequate opportunities for the advancement and appointment of minorities, women, and individuals with disabilities to the Senior Executive Service, shall be approved by such Office. An agency may, in updating its plan, submit to the Office of Personnel Management an assessment of the impacts of the plan.

(b) SUMMARY AND EVALUATION.—Not later than 180 days after the deadline for the submission of any report or update under subsection (a), the Director shall transmit to the Committee on Homeland Security and Governmental Affairs of the Senate and the Committee on Oversight and Government Reform of the House of Representatives a report summarizing and evaluating the agency plans or updates (as the case may be) so submitted.

(c) COORDINATION.—The Office of Personnel Management shall, in carrying out subsection (a), evaluate existing requirements under section 717 of the Civil Rights Act of 1964 (42 U.S.C. 2000e-16) and section 501 of the Rehabilitation Act of 1973 (29 U.S.C. 791) and determine how agency reporting can be performed so as to be consistent with, but not duplicative of, such sections and any other similar requirements.

**SUBMITTED RESOLUTIONS**

**SENATE RESOLUTION 408—SUPPORTING THE GOALS AND IDEALS OF TAKE OUR DAUGHTERS AND SONS TO WORK DAY**

Mr. BURR (for himself, Ms. LANDRIEU, Mrs. HUTCHISON, and Mrs. HAGAN) submitted the following resolu-

tion; which was considered and agreed to:

S. RES. 408

Whereas the Take Our Daughters To Work Day program was created in New York City as a response to research that showed that, by the 8th grade, many girls were dropping out of school, had low self-esteem, and lacked confidence;

Whereas, in 2003, the name of the program was changed to “Take Our Daughters and Sons To Work Day” so that boys who face many of the same challenges as girls could also be involved in the program;

Whereas the mission of the program, to develop “innovative strategies that empower girls and boys to overcome societal barriers to reach their full potential”, now fully reflects the addition of boys;

Whereas the Take Our Daughters and Sons To Work Foundation, a nonprofit organization, has grown to become one of the largest public awareness campaigns, with more than 37,000,000 participants annually in more than 3,000,000 organizations and workplaces in every State;

Whereas, in 2007, the Take Our Daughters To Work program transitioned to Elizabeth City, North Carolina, became known as the Take Our Daughters and Sons To Work Foundation, and received national recognition for the dedication of the Foundation to future generations;

Whereas every year, mayors, governors, and other private and public officials sign proclamations and lend their support to Take Our Daughters and Sons To Work;

Whereas the fame of the Take Our Daughters and Sons To Work program has spread overseas, with requests and inquiries being made from around the world on how to operate the program;

Whereas 2012 marks the 20th anniversary of the Take Our Daughters and Sons To Work program;

Whereas Take Our Daughters and Sons to Work Day will be observed on Thursday, April 26, 2012; and

Whereas Take Our Daughters and Sons To Work is intended to continue helping millions of girls and boys on an annual basis through experienced activities and events to examine their opportunities and strive to reach their fullest potential: Now, therefore, be it

*Resolved*, That the Senate—

(1) recognizes the goals of introducing our daughters and sons to the workplace; and

(2) commends all the participants in Take Our Daughters and Sons To Work for their ongoing contributions to education, and for the vital role the participants play in promoting and ensuring a brighter, stronger future for the United States.

**SENATE RESOLUTION 409—DESIGNATING APRIL 2012 AS “FINANCIAL LITERACY MONTH”**

Mr. AKAKA (for himself, Mr. ENZI, Mr. BAUCUS, Mr. BLUNT, Mr. CARDIN, Mr. CARPER, Mr. COCHRAN, Mr. COONS, Mr. CRAPO, Mr. DURBIN, Mrs. HAGAN, Mr. INOUE, Mr. JOHNSON of South Dakota, Mr. KOHL, Ms. LANDRIEU, Mr. LAUTENBERG, Mr. MENENDEZ, Mrs. MURRAY, Mr. WICKER, and Mr. BROWN of Ohio) submitted the following resolution; which was considered and agreed to:

S. RES. 409

Whereas according to the Federal Deposit Insurance Corporation, at least 25.6 percent of households in the United States, or close