

112<sup>TH</sup> CONGRESS  
1<sup>ST</sup> SESSION

# H. R. 2186

To amend title 10, United States Code, to enhance the security of the United States and the readiness of the Armed Forces by increasing diversity within the leadership ranks of the Armed Forces.

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## IN THE HOUSE OF REPRESENTATIVES

JUNE 15, 2011

Mr. CUMMINGS introduced the following bill; which was referred to the Committee on Armed Services, and in addition to the Committee on Transportation and Infrastructure, for a period to be subsequently determined by the Speaker, in each case for consideration of such provisions as fall within the jurisdiction of the committee concerned

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## A BILL

To amend title 10, United States Code, to enhance the security of the United States and the readiness of the Armed Forces by increasing diversity within the leadership ranks of the Armed Forces.

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

3 **SECTION 1. SHORT TITLE.**

4 This Act may be cited as the “Military Leaders En-  
5 hancement Act”.

1 **SEC. 2. SENSE OF CONGRESS ON DIVERSITY IN MILITARY**  
2 **LEADERSHIP.**

3 (a) DEFINITION OF DIVERSITY.—It is the sense of  
4 Congress that the Secretary of Defense and the Secretary  
5 of Homeland Security (in the case of the Coast Guard)  
6 should develop a uniform definition of diversity that—

7 (1) encompasses all the different characteristics  
8 and attributes of members of the Armed Forces; and

9 (2) is consistent with the core values of the  
10 Armed Forces, integral to overall readiness and mis-  
11 sion accomplishment, and reflective of the diverse  
12 population of the United States.

13 (b) DIVERSITY AS A NATIONAL SECURITY ISSUE.—  
14 It is the sense of Congress that—

15 (1) diversity is a national security issue and a  
16 force multiplier for the Armed Forces and the  
17 United States;

18 (2) diversity within the Armed Forces is vitally  
19 important, not only with respect to promoting inno-  
20 vation and creativity, but also with respect to devel-  
21 oping a more inclusive workforce for a fair and just  
22 America;

23 (3) diversity is a necessity to mission readiness  
24 and excellence;

25 (4) attracting and employing a diverse and tal-  
26 ented team of officers and senior enlisted personnel

1 ultimately enables the Armed Forces to better per-  
2 form their national security missions and, in the  
3 case of the Coast Guard, its essential regulatory  
4 missions; and

5 (5) in preparing the Nation for future national  
6 security needs, it is important to identify regional  
7 and cultural expertise, relevant reserve component  
8 civilian expertise, and language expertise upon mili-  
9 tary accession and throughout the careers of mem-  
10 bers of the Armed Forces in order to better manage  
11 personnel with mission critical skill sets and to lever-  
12 age that expertise in service to the United States.

13 **SEC. 3. DIVERSITY IN MILITARY LEADERSHIP AND RE-**  
14 **LATED REPORTING REQUIREMENTS.**

15 (a) PLAN TO ACHIEVE MILITARY LEADERSHIP RE-  
16 FLECTING DIVERSITY OF UNITED STATES POPU-  
17 LATION.—

18 (1) IN GENERAL.—Chapter 37 of title 10,  
19 United States Code, is amended by adding at the  
20 end the following new section:

21 **“§ 656. Diversity in military leadership: plan**

22 **“(a) PLAN.—**The Secretary of Defense (and the Sec-  
23 retary of Homeland Security in the case of the Coast  
24 Guard) shall prepare and implement a plan to achieve, be-  
25 tween 2031 and 2041, a dynamic, sustainable level of

1 members of the armed forces (including reserve compo-  
2 nents thereof) that, among both commissioned officers and  
3 senior enlisted personnel of each armed force, will reflect  
4 the diverse population of the United States eligible to  
5 serve in the armed forces, including gender specific, racial,  
6 or ethnic populations and diversified language and cultural  
7 skills so as to preserve and enhance the all-volunteer force.

8       “(b) METRICS TO MEASURE PROGRESS IN DEVEL-  
9 OPING AND IMPLEMENTING PLAN.—The Secretary of De-  
10 fense (and the Secretary of Homeland Security in the case  
11 of the Coast Guard) shall develop a standard set of  
12 metrics and collection procedures that are uniform across  
13 the armed forces, including reserve components thereof,  
14 in furtherance of developing and implementing the plan  
15 established under subsection (a). The metrics required by  
16 this subsection shall be designed—

17               “(1) to accurately capture the inclusion and ca-  
18 pability aspects of the armed forces broader diversity  
19 plans; and

20               “(2) to be verifiable and systematically linked  
21 to strategic plans that will drive improvements.

22       “(c) CONSULTATION.—Not less than biannually, the  
23 Secretary of Defense and the Secretary of Homeland Se-  
24 curity shall meet with the Secretaries of the military de-  
25 partments, the Joint Chiefs of Staff, the Commandant of

1 the Coast Guard, and senior enlisted members of the  
2 armed forces to discuss the progress being made toward  
3 developing and implementing the plan established under  
4 subsection (a).

5 “(d) COOPERATION WITH STATES.—The Secretary  
6 of Defense shall coordinate with the National Guard Bu-  
7 reau and States in tracking the progress of the National  
8 Guard toward developing and implementing the plan es-  
9 tablished under subsection (a).”.

10 (2) CLERICAL AMENDMENT.—The table of sec-  
11 tions at the beginning of such chapter is amended  
12 by adding at the end the following new item:

“656. Diversity in military leadership: plan.”.

13 (b) REPORTING REQUIREMENTS.—

14 (1) INCLUSION IN DOD MANPOWER REQUIRE-  
15 MENTS REPORT.—Section 115a(c) of such title is  
16 amended by adding at the end the following new  
17 paragraph:

18 “(4) The progress made in implementing the  
19 plan required by section 656 of this title to achieve  
20 a dynamic, sustainable armed forces that has a  
21 membership that will, among both commissioned of-  
22 ficers and senior enlisted personnel of each armed  
23 force, including reserve components thereof, reflect  
24 the diverse population of the United States eligible

1 to serve in the armed forces while still being able  
2 to—

3 “(A) prevail in any war, prevent and deter  
4 any conflict, defeat any adversary, and succeed  
5 in a wide range of contingencies; and

6 “(B) preserve and enhance the all-volun-  
7 teer force.

8 “(5) The available pool of qualified candidates  
9 for the general officer grades of general and lieuten-  
10 ant general and the flag officer grades of admiral  
11 and vice admiral, including an assessment of the  
12 qualified racial or ethnic minority and female can-  
13 didates.”.

14 (2) COAST GUARD REPORT.—

15 (A) ANNUAL REPORT REQUIRED.—The  
16 Secretary of Homeland Security shall prepare  
17 an annual report addressing diversity among  
18 commissioned officers of the Coast Guard and  
19 Coast Guard Reserve and among enlisted per-  
20 sonnel of the Coast Guard and Coast Guard  
21 Reserve in the pay grades E-7 through E-9.  
22 The report shall include an assessment of the  
23 available pool of qualified candidates for the  
24 flag officer grades of admiral and vice admiral,

1 including an assessment of the qualified racial  
2 or ethnic minority and female candidates.

3 (B) SUBMISSION.—The report shall be  
4 submitted each year not later than 45 days  
5 after the date on which the President submits  
6 to Congress the budget for the next fiscal year  
7 under section 1105 of title 31, United States  
8 Code. Each report shall be submitted to the  
9 President, the Committee on Armed Services,  
10 the Committee on Transportation and Infra-  
11 structure, and the Committee on Homeland Se-  
12 curity of the House of Representatives, and the  
13 Committee on Armed Services and the Com-  
14 mittee on Commerce, Science, and Transpor-  
15 tation of the Senate.

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