

112TH CONGRESS
2D SESSION

S. 3181

To amend title 10, United States Code, to require a plan to ensure the military leadership of the Armed Forces reflects the diversity of the population of the United States, and for other purposes.

IN THE SENATE OF THE UNITED STATES

MAY 15, 2012

Mrs. GILLIBRAND (for herself and Mr. CARDIN) introduced the following bill;
which was read twice and referred to the Committee on Armed Services

A BILL

To amend title 10, United States Code, to require a plan to ensure the military leadership of the Armed Forces reflects the diversity of the population of the United States, 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. DIVERSITY IN MILITARY LEADERSHIP AND RE-**
4 **LATED REPORTING REQUIREMENTS.**

5 (a) PLAN TO ACHIEVE MILITARY LEADERSHIP RE-
6 FLECTING DIVERSITY OF UNITED STATES POPU-
7 LATION.—

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

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

5 “(a) PLAN.—The Secretary of Defense shall develop
6 and implement a plan to accurately measure the efforts
7 of the Department of Defense to achieve a dynamic, sus-
8 tainable level of members of the armed forces (including
9 reserve components) that, among both commissioned offi-
10 cers and senior enlisted personnel of each armed force, will
11 reflect the diverse population of the United States eligible
12 to serve in the armed forces, including gender specific, ra-
13 cial, and ethnic populations. The Secretary shall continue
14 to account for diversified language and cultural skills
15 among the total force of the military to plan for current
16 and future national security needs.

17 “(b) METRICS TO MEASURE PROGRESS IN DEVEL-
18 OPING AND IMPLEMENTING PLAN.—In developing and im-
19 plementing the plan under subsection (a), the Secretary
20 of Defense shall develop a standard set of metrics and col-
21 lection procedures that are uniform across the armed
22 forces. The metrics required by this subsection shall be
23 designed—

24 “(1) to accurately capture the inclusion and ca-
25 pability aspects of the armed forces broader diversity

1 plans, including race, ethnic, and gender specific
 2 groups, functional expertise, and diversified cultural
 3 and language skills so as to leverage and improve
 4 readiness; and

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

7 “(c) DEFINITION OF DIVERSITY.—In developing and
 8 implementing the plan under subsection (a), the Secretary
 9 of Defense shall develop a uniform definition of diversity.

10 “(d) CONSULTATION.—Not less than annually, the
 11 Secretary of Defense shall meet with the Secretaries of
 12 the military departments, the Joint Chiefs of Staff, and
 13 senior enlisted members of the armed forces to discuss the
 14 progress being made toward developing and implementing
 15 the plan under subsection (a).

16 “(e) COOPERATION WITH STATES.—The Secretary of
 17 Defense shall coordinate with the National Guard Bureau
 18 and the States in tracking the progress of the National
 19 Guard toward developing and implementing the plan
 20 under subsection (a).”.

21 (2) CLERICAL AMENDMENT.—The table of sec-
 22 tions at the beginning of chapter 37 of such title is
 23 amended by adding at the end the following new
 24 item:

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

1 (b) INCLUSION IN DoD MANPOWER REQUIRE-
2 MENTS.—Section 115a(c) of such title is amended by add-
3 ing at the end the following new paragraphs:

4 “(4) The progress made in implementing the
5 plan required by section 656 of this title to accu-
6 rately measure the efforts of the Department to re-
7 flect the diverse population of the United States eli-
8 gible to serve in the armed forces.

9 “(5) The number of members of the armed
10 forces, including reserve components, listed by sex
11 and race or ethnicity for each grade under each mili-
12 tary department.

13 “(6) The number of members of the armed
14 forces, including reserve components, who were pro-
15 moted during the year covered by the report, listed
16 by sex and race or ethnicity for each grade under
17 each military department.

18 “(7) The number of members of the armed
19 forces, including reserve components, who reenlisted
20 or otherwise extended the commitment to military
21 service during the year covered by the report, listed
22 by sex and race or ethnicity for each grade under
23 each military department.

24 “(8) The available pool of qualified candidates
25 for the general officer grades of general and lieuten-

- 1 ant general and the flag officer grades of admiral
- 2 and vice admiral.”.

