

114TH CONGRESS
1ST SESSION

H. R. 3836

To require a report on diversity recruitment, employment, retention, and promotion at the Department of State, and for other purposes.

IN THE HOUSE OF REPRESENTATIVES

OCTOBER 27, 2015

Mr. CASTRO of Texas (for himself, Ms. BASS, and Mr. RANGEL) introduced the following bill; which was referred to the Committee on Foreign Affairs

A BILL

To require a report on diversity recruitment, employment, retention, and promotion at the Department of State, and for other purposes.

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

3 **SECTION 1. SHORT TITLE.**

4 This Act may be cited as the “Foreign Affairs Inclu-
5 sion Reporting Act” or the “FAIR Act”.

6 **SEC. 2. REPORT ON DIVERSITY RECRUITMENT, EMPLOY-**
7 **MENT, RETENTION, AND PROMOTION AT THE**
8 **DEPARTMENT OF STATE.**

9 (a) IN GENERAL.—Not later than 180 days after the
10 date of the enactment of this Act and quadrennially there-

1 after, the Secretary of State shall submit to Congress a
2 report that—

3 (1) describes the efforts, consistent with exist-
4 ing law, including procedures, effects, and results
5 since the period covered by the prior such report, to
6 promote in the Department of State equal oppor-
7 tunity and inclusion for all United States employees
8 in direct hire and personal service contractors sta-
9 tus, particularly employees of the Foreign Service,
10 including equal opportunity for all races, ethnicities,
11 ages, genders, and service-disabled veterans, with a
12 focus on traditionally underrepresented minority
13 groups;

14 (2) includes a section on—

15 (A) the diversity of selection boards;

16 (B) the employment of minority and serv-
17 ice-disabled veterans during the most recent 10-
18 year period, including—

19 (i) the number hired through direct
20 hires, internships, and fellowship pro-
21 grams;

22 (ii) the number promoted to senior
23 positions, including FS–01, GS–15, Senior
24 Executive Service, and Senior Foreign
25 Service; and

1 (iii) attrition rates by grade, civil and
2 foreign services, and the senior level ranks
3 specified in clause (ii);

4 (C) mentorship and retention programs;
5 and

6 (3) is organized in terms of real numbers and
7 percentages at all levels.

8 (b) CONTENTS.—Each report submitted under sub-
9 section (a) shall describe the efforts of the Department
10 of State to—

11 (1) propagate fairness, impartiality, and inclu-
12 sion in the work environment domestically and
13 abroad;

14 (2) eradicate harassment, intolerance, and dis-
15 crimination;

16 (3) refrain from engaging in unlawful discrimi-
17 nation in any phase of the employment process, in-
18 cluding recruitment, hiring, evaluation, assignments,
19 promotion, retention, and training;

20 (4) eliminate illegal retaliation against employ-
21 ees for participating in a protected equal employ-
22 ment opportunity activity;

23 (5) provide reasonable accommodation for quali-
24 fied employees and applicants with disabilities;

1 (6) resolve workplace conflicts, confrontations,
2 and complaints in a prompt, impartial, constructive,
3 and timely manner;

4 (7) improve demographic data availability and
5 analysis regarding recruitment, hiring, promotion,
6 training, length in service, assignment restrictions,
7 and pass-through programs;

8 (8) recruit a diverse staff by—

9 (A) recruiting women, minorities, veterans,
10 and undergraduate and graduate students;

11 (B) recruiting at historically Black colleges
12 and universities, Hispanic serving institutions,
13 women’s colleges, and colleges that typically
14 serve majority minority populations;

15 (C) sponsoring and recruiting at job fairs
16 in urban communities;

17 (D) placing job advertisements in news-
18 papers, magazines, and job sites oriented to-
19 ward women and people of color;

20 (E) providing opportunities through the
21 Foreign Service Internship Program and other
22 hiring initiatives; and

23 (F) recruiting mid- and senior-level profes-
24 sionals through programs such as—

1 (i) the International Career Advance-
2 ment Program;

3 (ii) the Public Policy and Inter-
4 national Affairs Fellowship Program;

5 (iii) the Institute for International
6 Public Policy Fellowship Program;

7 (iv) Seminar XXI at the Massachu-
8 setts Institute of Technology's Center for
9 International Studies; and

10 (v) other similar, highly respected,
11 international leadership programs; and

12 (9) provide opportunities through—

13 (A) the Charles B. Rangel International
14 Affairs Fellowship Program; and

15 (B) the Thomas R. Pickering Foreign Af-
16 fairs Fellowship Program.

17 (c) SCOPE OF INITIAL REPORT.—The first report
18 submitted to Congress under subsection (a) shall include
19 the information described in subsection (b) for the three
20 fiscal years immediately preceding the fiscal year in which
21 such first report is submitted.

1 **SEC. 3. EXPANSION OF THE CHARLES B. RANGEL INTER-**
 2 **NATIONAL AFFAIRS PROGRAM AND THE**
 3 **THOMAS R. PICKERING FOREIGN AFFAIRS**
 4 **FELLOWSHIP PROGRAM.**

5 Beginning in fiscal year 2016, the Secretary of State
 6 shall—

7 (1) increase by ten the number of fellows se-
 8 lected for the Charles B. Rangel International Af-
 9 fairs Program; and

10 (2) increase by ten the number of fellows se-
 11 lected for the Thomas R. Pickering Foreign Affairs
 12 Fellowship Program.

13 **SEC. 4. RETENTION OF MID- AND SENIOR-LEVEL PROFES-**
 14 **SIONALS FROM UNDERREPRESENTED**
 15 **GROUPS AT THE DEPARTMENT OF STATE.**

16 (a) IN GENERAL.—The Secretary of State should
 17 provide attention and oversight to the employment, reten-
 18 tion, and promotion of underrepresented groups to pro-
 19 mote a diverse ethnic representation among mid- and sen-
 20 ior-level career professionals through programs, such as—

21 (1) the International Career Advancement Pro-
 22 gram;

23 (2) Seminar XXI at the Massachusetts Insti-
 24 tute of Technology's Center for International Stud-
 25 ies; and

1 (3) other highly respected international leader-
2 ship programs.

3 (b) REVIEW OF PAST PROGRAMS.—The Secretary of
4 State should review past programs designed to increase
5 minority representation in international affairs positions,
6 including—

7 (1) the Public Policy and International Affairs
8 Fellowship Program; and

9 (2) the Institute for International Public Policy
10 Fellowship Program.

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