

116TH CONGRESS
1ST SESSION

S. 1930

To amend title 14, United States Code, to direct the Commandant of the Coast Guard to report to Congress on efforts to increase gender diversity in the Coast Guard, and for other purposes.

IN THE SENATE OF THE UNITED STATES

JUNE 20, 2019

Mr. BLUMENTHAL (for himself, Mr. MARKEY, and Ms. DUCKWORTH) introduced the following bill; which was read twice and referred to the Committee on Commerce, Science, and Transportation

A BILL

To amend title 14, United States Code, to direct the Commandant of the Coast Guard to report to Congress on efforts to increase gender diversity in the Coast Guard, 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 “Fair and Equal Treat-
5 ment of Women in the Coast Guard Act”.

1 **SEC. 2. ACTION PLAN AND REPORT ON GENDER DIVERSITY**
 2 **IN THE COAST GUARD.**

3 (a) ACTION PLAN WITH RESPECT TO RECOMMENDA-
 4 TIONS OF RAND DIVERSITY REPORT.—

5 (1) IN GENERAL.—Not later than 180 days
 6 after the date of the enactment of this Act, the
 7 Commandant of the Coast Guard shall—

8 (A) determine which recommendations in
 9 the RAND gender diversity report may prac-
 10 tically be implemented to promote gender di-
 11 versity in the Coast Guard; and

12 (B) submit to the Committee on Com-
 13 merce, Science, and Transportation of the Sen-
 14 ate and the Committee on Transportation and
 15 Infrastructure of the House of Representatives
 16 an action plan including the actions the Coast
 17 Guard has taken or plans to take to implement
 18 such recommendations.

19 (2) RAND DIVERSITY REPORT DEFINED.—In
 20 this subsection, the term “RAND diversity report”
 21 means the 2019 report of the Homeland Security
 22 Operational Analysis Center of the RAND Corpora-
 23 tion entitled “Improving Gender Diversity in the
 24 U.S. Coast Guard: Identifying Barriers to Female
 25 Retention”.

26 (b) BIENNIAL REPORTS.—

1 (1) IN GENERAL.—Chapter 51 of title 14,
2 United States Code, is amended by adding at the
3 end the following:

4 **“§ 5109. Report on gender diversity in the Coast**
5 **Guard**

6 “(a) IN GENERAL.—Not later than January 15,
7 2022, and biennially thereafter, the Commandant shall
8 submit to the Committee on Commerce, Science, and
9 Transportation of the Senate and the Committee on
10 Transportation and Infrastructure of the House of Rep-
11 resentatives a report on gender diversity in the Coast
12 Guard.

13 “(b) ELEMENTS.—Each report required under sub-
14 section (a) shall contain the following:

15 “(1) GENDER DIVERSITY OVERVIEW.—An over-
16 view of Coast Guard active duty and Reserve mem-
17 bers, including—

18 “(A) the number of men and women offi-
19 cers and enlisted members; and

20 “(B) the percentages of men and women
21 serving as Coast Guard active duty and Reserve
22 members.

23 “(2) RECRUITMENT AND RETENTION.—(A) An
24 analysis of the changes in the recruitment and reten-
25 tion of women during the preceding two-year period.

1 “(B) A discussion of any changes to Coast
2 Guard recruitment and retention during the pre-
3 ceding two-year period that were aimed at increasing
4 the recruitment and retention of women members.

5 “(3) PARENTAL LEAVE.—(A) The number of
6 men and women who took parental leave during each
7 year covered by the report, including the average
8 length of such leave periods.

9 “(B) A discussion of the ways in which the
10 Coast Guard worked to mitigate the impacts of pa-
11 rental leave on Coast Guard operations and on the
12 careers of the members taking such leave during the
13 preceding two-year period.

14 “(4) LIMITATIONS.—An analysis of current
15 gender-based limitations on Coast Guard career op-
16 portunities, including an analysis of—

17 “(A) shipboard opportunities;

18 “(B) opportunities to serve at remote
19 units; and

20 “(C) any other limitation on the opportuni-
21 ties of women members.

22 “(5) PROGRESS ON ACTION PLAN.—A descrip-
23 tion of the implementation of the action plan re-
24 quired under section 2 of the Fair and Equal Treat-
25 ment of Women in the Coast Guard Act.”.

1 (c) CLERICAL AMENDMENT.—The analysis for chap-
2 ter 51 of title 14, United States Code, is amended by add-
3 ing at the end the following:

“5109. Report on gender diversity in the Coast Guard.”.

