

(i) One or more opportunities for mentoring and career counseling before selection of the officer's branch, specialty, or community.

(ii) Ongoing opportunities for mentoring and career counseling following selection of the officer's branch, specialty, or community, and continuing through the officer's military career.

(C) Mentoring and counseling during opportunities under subparagraph (B) consisting of the following:

(i) Information on officer retention and promotion rates in each grade, branch, specialty, and community of the armed force concerned, including the rate at which officers in each branch, specialty, or community of such armed force are promoted to a grade above O-6.

(ii) Information on career and service pathways, including service in the reserve components.

(iii) Such other information as may be required to optimize the ability of an officer to make informed career decisions through the officer's military career.

(C) METRICS TO MEASURE PROGRESS IN DEVELOPING AND IMPLEMENTING PLAN AND MENTORING AND CAREER COUNSELING PROGRAM.—In developing and implementing the plan under subsection (a) and the mentoring and career counseling program under subsection (b), the Secretary of Defense and the Secretary of Homeland Security shall develop a standard set of metrics and collection procedures that are uniform across the armed forces. The metrics required by this subsection shall be designed—

(1) to accurately capture the inclusion and capability aspects of the armed forces' broader diversity plans, including race, ethnic, and gender specific groups, as potential factors of force readiness that would supplement continued accounting by the Department of Defense and the Coast Guard of diversified language and cultural skills among the total force as part of the assessment of current and future national security needs; and

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

(d) DEFINITION OF DIVERSITY.—In developing and implementing the plan under subsection (a), the Secretary of Defense and the Secretary of Homeland Security shall develop a uniform definition of diversity.

(e) CONSULTATION.—Not less than annually, the Secretary of Defense and the Secretary of Homeland Security shall meet with the Secretaries of the military departments, the Joint Chiefs of Staff, the Commandant of the Coast Guard, and senior enlisted members of the armed forces to discuss the progress being made toward developing and implementing the plan established under subsection (a).

(f) COOPERATION WITH STATES.—The Secretary of Defense shall coordinate with the National Guard Bureau and States in tracking the progress of the National Guard toward developing and implementing the plan established under subsection (a).

(Added Pub. L. 112-239, div. A, title V, § 519(a)(1), Jan. 2, 2013, 126 Stat. 1720; amended Pub. L. 116-283, div. A, title V, § 571(a)(1)–(3)(A), Jan. 1, 2021, 134 Stat. 3642, 3643.)

### Editorial Notes

#### AMENDMENTS

2021—Pub. L. 116-283, § 571(a)(3)(A), amended section catchline generally, substituting “Diversity in military leadership: plan; mentoring and career counseling program” for “Diversity in military leadership: plan”.

Subsec. (b). Pub. L. 116-283, § 571(a)(1)(B), added subsec. (b). Former subsec. (b) redesignated (c).

Subsec. (c). Pub. L. 116-283, § 571(a)(1)(A), (2), redesignated subsec. (b) as (c) and inserted “and Mentoring and Career Counseling Program” after “Developing and Implementing Plan” in heading and “and the mentoring and career counseling program under subsection (b)” after “the plan under subsection (a)” in text. Former subsec. (c) redesignated (d).

Subsecs. (d) to (f). Pub. L. 116-283, § 571(a)(1)(A), redesignated subsecs. (c) to (e) as (d) to (f), respectively.

### Statutory Notes and Related Subsidiaries

#### STRATEGIC PLAN FOR DIVERSITY AND INCLUSION

Pub. L. 116-92, div. A, title V, § 529, Dec. 20, 2019, 133 Stat. 1358, provided that:

“(a) PLAN REQUIRED.—The Secretary of Defense shall design and implement a five-year strategic plan for diversity and inclusion in the Department of Defense.

“(b) ELEMENTS.—The strategic plan under this section—

“(1) shall incorporate existing efforts to promote diversity and inclusion within the Department; and

“(2) may not conflict with the objectives of the 2018 National Military Strategy.

“(c) DEADLINE.—The Secretary shall implement the strategic plan under this section not later than one year after the date of the enactment of this Act [Dec. 20, 2019].”

### § 657. Prohibition on service in the armed forces by individuals convicted of certain sexual offenses

(a) PROHIBITION ON COMMISSIONING OR ENLISTMENT.—A person who has been convicted of an offense specified in subsection (b) under Federal or State law may not be processed for commissioning or permitted to enlist in the armed forces.

(b) COVERED OFFENSES.—An offense specified in this subsection is any felony offense as follows:

(1) Rape or sexual assault.

(2) Forcible sodomy.

(3) Incest.

(4) An attempt to commit an offense specified in paragraph (1) through (3), as punishable under applicable Federal or State law.

(Added Pub. L. 113-66, div. A, title XVII, § 1711(a)(1), Dec. 26, 2013, 127 Stat. 962.)

### CHAPTER 38—JOINT OFFICER MANAGEMENT

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