

cords countries and broaden the breadth and scope of issues on which Abraham Accords countries cooperate.

(Aug. 1, 1956, ch. 841, title I, § 64, as added Pub. L. 118-31, div. F, title LXIV, § 6407, Dec. 22, 2023, 137 Stat. 1000.)

**§ 2735b. National Museum of American Diplomacy**

**(a) Activities**

**(1) Support authorized**

The Secretary is authorized to provide, by contract, grant, or otherwise, for the performance of appropriate museum visitor and educational outreach services and related events, including—

(A) organizing programs and conference activities;

(B) creating, designing, and installing exhibits; and

(C) conducting museum shop services and food services in the public exhibition and related physical and virtual space utilized by the National Museum of American Diplomacy.

**(2) Recovery of costs**

The Secretary of State is authorized to retain the proceeds obtained from customary and appropriate fees charged for the use of facilities, including venue rental for events consistent with the activities described in subsection (a)(1) and museum shop services and food services at the National Museum of American Diplomacy. Such proceeds shall be retained as a recovery of the costs of operating the Museum, credited to a designated Department account that exists for the purpose of funding the Museum and its programs and activities, and shall remain available until expended.

**(b) Disposition of documents, artifacts, and other articles**

**(1) Property**

All historic documents, artifacts, or other articles acquired by the Department of State for the permanent museum collection and determined by the Secretary of State to be suitable for display by the National Museum of American Diplomacy shall be considered to be the property of the United States Government and shall be subject to disposition solely in accordance with this subsection.

**(2) Sale, trade, or transfer**

Whenever the Secretary of State makes a determination described in paragraph (3) with respect to a document, artifact, or other article described in paragraph (1), taking into account considerations such as the Museum's collections management policy and best professional museum practice, the Secretary may sell at fair market value, trade, or transfer such document, artifact, or other article without regard to the requirements of subtitle I of title 40. The proceeds of any such sale may be used solely for the advancement of the activities described in subsection (a)(1) of the National Museum of American Diplomacy and

may not be used for any purpose other than the acquisition and direct care of the collections of the Museum.

**(3) Determinations prior to sale, trade, or transfer**

The determination described in this paragraph with respect to a document, artifact, or other article described in paragraph (1) is a determination that—

(A) the document, artifact, or other article no longer serves to further the mission of the National Museum of American Diplomacy as set forth in the collections management policy of the Museum;

(B) the sale at a fair market price based on an independent appraisal or trade or transfer of the document, artifact, or other article would serve to maintain or enhance the Museum collection; and

(C) the sale, trade, or transfer of the document, artifact, or other article would be in the best interests of the United States.

**(4) Loans**

In addition to the authorization under paragraph (2) relating to the sale, trade, or transfer of documents, artifacts, or other articles described in paragraph (1), the Secretary of State may—

(A) loan the documents, artifacts, or other articles to other institutions, both foreign and domestic, for repair, study, or exhibition when not needed for use or display by the National Museum of American Diplomacy; and

(B) borrow documents, artifacts, or other articles from other institutions or individuals, both foreign and domestic, for activities consistent with subsection (a)(1).

(Aug. 1, 1956, ch. 841, title I, § 65, as added Pub. L. 118-159, div. G, title LXXII, § 7206, Dec. 23, 2024, 138 Stat. 2530.)

**§ 2736. Exit interviews for workforce**

**(a) Retained members**

The Director General of the Foreign Service and the Director of the Bureau of Human Resources or its equivalent shall conduct periodic interviews with a representative and diverse cross-section of the workforce of the Department—

(1) to understand the reasons of individuals in such workforce for remaining in a position in the Department; and

(2) to receive feedback on workplace policies, professional development opportunities, and other issues affecting the decision of individuals in the workforce to remain in the Department.

**(b) Departing members**

The Director General of the Foreign Service and the Director of the Bureau of Human Resources or its equivalent shall provide an opportunity for an exit interview to each individual in the workforce of the Department who separates from service with the Department to better understand the reasons of such individual for leaving such service.

**(c) Use of analysis from interviews**

The Director General of the Foreign Service and the Director of the Bureau of Human Re-

sources or its equivalent shall analyze demographic data and other information obtained through interviews under subsections (a) and (b) to determine to what extent, if any, the diversity of those participating in such interviews impacts the results.

**(d) Tracking data**

The Department shall—

(1) track demographic data relating to participants in professional development programs and the rate of placement into senior positions for participants in such programs;

(2) annually evaluate such data—

(A) to identify ways to improve outreach and recruitment for such programs, consistent with merit system principles; and

(B) to understand the extent to which participation in any professional development program offered or sponsored by the Department differs among the demographic categories of the workforce; and

(3) actively encourage participation from a range of demographic categories, especially from categories with consistently low participation, in such professional development programs.

(Pub. L. 117–81, div. E, title LIV, § 5402, Dec. 27, 2021, 135 Stat. 2371.)

**Statutory Notes and Related Subsidiaries**

DEFINITIONS

For definition of “Department” as used in this section, see section 5002 of Pub. L. 117–81, set out as a note under section 263c of this title.

Pub. L. 117–81, div. E, title LIV, § 5401, Dec. 27, 2021, 135 Stat. 2371, provided that: “In this title [enacting this section and sections 2736a to 2736e of this title and amending section 3941 of this title]:

“(1) APPLICANT FLOW DATA.—The term ‘applicant flow data’ means data that tracks the rate of applications for job positions among demographic categories.

“(2) DEMOGRAPHIC DATA.—The term ‘demographic data’ means facts or statistics relating to the demographic categories specified in the Office of Management and Budget statistical policy directive entitled ‘Standards for Maintaining, Collecting, and Presenting Federal Data on Race and Ethnicity’ (81 Fed. Reg. 67398).

“(3) DIVERSITY.—The term ‘diversity’ means those classes of persons protected under the Civil Rights Act of 1964 (42 U.S.C. 2000a et seq.) and the Americans with Disabilities Act of 1990 (42 U.S.C. 12101 et seq.).

“(4) WORKFORCE.—The term ‘workforce’ means—

“(A) individuals serving in a position in the civil service (as defined in section 2101 of title 5, United States Code);

“(B) individuals who are members of the Foreign Service (as defined in section 103 of the Foreign Service Act of 1980 (22 U.S.C. 3902) [sic, 22 U.S.C. 3903]);

“(C) all individuals serving under a personal services contract;

“(D) all individuals serving under a Foreign Service Limited appointment under section 309 of the Foreign Service Act of 1980 [22 U.S.C. 3949]; or

“(E) individuals other than Locally Employed Staff working in the Department of State under any other authority.”

**§ 2736a. Recruitment and retention**

**(a) In general**

The Secretary shall—

(1) continue to seek a diverse and talented pool of applicants; and

(2) instruct the Director General of the Foreign Service and the Director of the Bureau of Human Resources of the Department to have a recruitment plan of action for the recruitment of people belonging to traditionally under-represented groups, which should include outreach at appropriate colleges, universities, affinity groups, and professional associations.

**(b) Scope**

The diversity recruitment initiatives described in subsection (a) shall include—

(1) recruiting at women’s colleges, historically Black colleges and universities, minority-serving institutions, and other institutions serving a significant percentage of minority students;

(2) placing job advertisements in newspapers, magazines, and job sites oriented toward diverse groups;

(3) sponsoring and recruiting at job fairs in urban and rural communities and land-grant colleges or universities;

(4) providing opportunities through highly respected, international leadership programs, that focus on diversity recruitment and retention;

(5) expanding the use of paid internships; and

(6) cultivating partnerships with organizations dedicated to the advancement of the profession of international affairs and national security to advance shared diversity goals.

**(c) Expand training on anti-harassment and anti-discrimination**

**(1) In general**

The Secretary shall, through the Foreign Service Institute and other educational and training opportunities—

(A) ensure the provision to all individuals in the workforce of training on anti-harassment and anti-discrimination information and policies, including in existing Foreign Service Institute courses or modules prioritized in the Department’s Diversity and Inclusion Strategic Plan for 2016–2020 to promote diversity in Bureau awards or mitigate unconscious bias;

(B) expand the provision of training on workplace rights and responsibilities to focus on anti-harassment and anti-discrimination information and policies, including policies relating to sexual assault prevention and response; and

(C) make such expanded training mandatory for—

(i) individuals in senior and supervisory positions;

(ii) individuals having responsibilities related to recruitment, retention, or promotion of employees; and

(iii) any other individual determined by the Department who needs such training based on analysis by the Department or OPM analysis.

**(2) Best practices**

The Department shall give special attention to ensuring the continuous incorporation of research-based best practices in training provided under this subsection.