

(Pub. L. 117–81, div. E, title LIV, §5403, Dec. 27, 2021, 135 Stat. 2372.)

### Statutory Notes and Related Subsidiaries

#### EXPANSION OF DIPLOMATS IN RESIDENCE PROGRAMS

Pub. L. 118–31, div. F, title LXII, §6213, Dec. 22, 2023, 137 Stat. 978, provided that:

“(a) IN GENERAL.—Not later than two years after the date of the enactment of this division [Dec. 22, 2023]—

“(1) the Secretary [of State] is authorized to increase the number of diplomats in the Diplomats in Residence Program from 17 to at least 20; and

“(2) the Administrator of the United States Agency for International Development is authorized to increase the number of development diplomats in the Diplomats in Residence Program from 1 to at least 3.

“(b) REPORT.—Not later than one year after the date of the enactment of this division, and every year for three years thereafter, the Secretary shall report to the appropriate congressional committees [Committee on Foreign Relations of the Senate and Committee on Foreign Affairs of the House of Representatives] whether additional Diplomats in Residence have been established, and, if so, what regions or colleges or universities such diplomats are assigned to, with an explanation as to why those regions or schools were chosen as most in need of additional Department [of State] recruiting personnel.”

#### DEFINITIONS

For definitions of “Secretary” and “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.

For definitions of “diversity” and “workforce” as used in this section, see section 5401 of Pub. L. 117–81, set out as a note under section 2736 of this title.

### § 2736b. Leadership engagement and accountability

#### (a) Reward and recognize efforts to promote diversity and inclusion

##### (1) In general

The Secretary shall implement performance and advancement requirements that reward and recognize the efforts of individuals in senior positions and supervisors in the Department in fostering an inclusive environment and cultivating talent consistent with merit system principles, such as through participation in mentoring programs or sponsorship initiatives, recruitment events, and other similar opportunities.

##### (2) Outreach events

The Secretary shall create opportunities for individuals in senior positions and supervisors in the Department to participate in outreach events and to discuss issues relating to diversity and inclusion with the workforce on a regular basis, including with employee resource groups.

#### (b) External advisory committees and boards

For each external advisory committee or board to which individuals in senior positions in the Department appoint members, the Secretary is strongly encouraged by Congress to ensure such external advisory committee or board is developed, reviewed, and carried out by qualified teams that represent the diversity of the organization.

(Pub. L. 117–81, div. E, title LIV, §5404, Dec. 27, 2021, 135 Stat. 2373.)

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#### DEFINITIONS

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### § 2736c. Professional development opportunities and tools

#### (a) Expand provision of professional development and career advancement opportunities

##### (1) In general

The Secretary is authorized to expand professional development opportunities that support the mission needs of the Department, such as—

(A) academic programs;

(B) private-public exchanges; and

(C) detail assignments to relevant positions in—

(i) private or international organizations;

(ii) State, local, and Tribal governments;

(iii) other branches of the Federal Government; or

(iv) professional schools of international affairs.

##### (2) Training for senior positions

###### (A) In general

The Secretary shall offer, or sponsor members of the workforce to participate in, a Senior Executive Service candidate development program or other program that trains members on the skills required for appointment to senior positions in the Department.

###### (B) Requirements

In determining which members of the workforce are granted professional development or career advancement opportunities under subparagraph (A), the Secretary shall—

(i) ensure any program offered or sponsored by the Department under such subparagraph comports with the requirements of subpart C of part 412 of title 5, Code of Federal Regulations, or any successor thereto, including merit staffing and assessment requirements;

(ii) consider the number of expected vacancies in senior positions as a factor in determining the number of candidates to select for such programs;

(iii) understand how participation in any program offered or sponsored by the Department under such subparagraph differs by gender, race, national origin, disability status, or other demographic categories; and

(iv) actively encourage participation from a range of demographic categories, especially from categories with consistently low participation.

(Pub. L. 117–81, div. E, title LIV, §5405, Dec. 27, 2021, 135 Stat. 2373.)