

(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.)

Statutory Notes and Related Subsidiaries

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.)

Statutory Notes and Related Subsidiaries

DEFINITIONS

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§ 2736d. Payne fellowship authorization

(a) In general

Undergraduate and graduate components of the Donald M. Payne International Development Fellowship Program may conduct outreach to attract outstanding students with an interest in pursuing a Foreign Service career who represent diverse ethnic and socioeconomic backgrounds.

(b) Review of past programs

The Secretary shall review past programs designed to increase minority representation in international affairs positions.

(Pub. L. 117–81, div. E, title LIV, § 5407, Dec. 27, 2021, 135 Stat. 2374.)

Statutory Notes and Related Subsidiaries

DEFINITION

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

§ 2736e. Voluntary participation

(a) In general

Nothing in this title should be construed so as to compel any employee to participate in the collection of the data or divulge any personal information. Department employees shall be informed that their participation in the data collection contemplated by this title is voluntary.

(b) Privacy protection

Any data collected under this title shall be subject to the relevant privacy protection statutes and regulations applicable to Federal employees.

(Pub. L. 117–81, div. E, title LIV, § 5408, Dec. 27, 2021, 135 Stat. 2375.)

Editorial Notes

REFERENCES IN TEXT

This title, referred to in text, is title LIV (§§ 5401–5408) of div. E of Pub. L. 117–81, which enacted this section and sections 2736 to 2736d of this title, amended section 3941 of this title, and enacted provisions set out as a note under section 2736 of this title. For complete classification of title LIV to the Code, see Tables.

Statutory Notes and Related Subsidiaries

DEFINITION

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.

§ 2736f. Efforts to improve retention and prevent retaliation

(a) Streamlined reporting

Not later than one year after December 22, 2023, the Secretary shall establish a single point of initial reporting for allegations of discrimination, and harassment that provides an initial re-

view of the allegations and, if necessary, the ability to file multiple claims based on a single complaint.

(b) Required annual surveys

(1) In general

Not later than 180 days after December 22, 2023, and annually thereafter, the Secretary shall conduct an annual employee satisfaction survey to assess the level of job satisfaction, work environment, and overall employee experience within the Department.

(2) Open-ended responses

The survey required under paragraph (1) shall include options for open-ended responses.

(3) Survey questions

The survey shall include questions regarding—

- (A) work-life balance;
- (B) compensation and benefits;
- (C) career development opportunities;
- (D) the performance evaluation and promotion process, including fairness and transparency;
- (E) communication channels and effectiveness;
- (F) leadership and management;
- (G) organizational culture;
- (H) awareness and effectiveness of complaint measures;
- (I) accessibility and accommodations;
- (J) availability of transportation to and from a work station;
- (K) information technology infrastructure functionality and accessibility;
- (L) the employee’s understanding of the Department’s structure, mission, and goals;
- (M) alignment and relevance of work to the Department’s mission;
- (N) sense of empowerment to affect positive change; and
- (O) experiences with harassment, discrimination, retaliation, and other events that contribute to attrition and negatively impact work culture and productivity.

(c) Required exit surveys

(1) In general

Not later than 180 days after December 22, 2023, the Secretary shall develop and implement a standardized, confidential exit survey process that includes anonymous feedback and exit interviews with employees who voluntarily separate from the Department, whether through resignation, retirement, or other means.

(2) Scope

The exit surveys conducted pursuant to paragraph (1) shall—

- (A) be designed to gather insights and feedback from departing employees regarding—
 - (i) their reasons for leaving, including caretaking responsibilities, career limitations for partner or spouse, and discrimination, harassment, or retaliation;
 - (ii) their overall experience with the Department; and
 - (iii) any suggestions for improvement; and