AMENDMENT TO H.R. 2701, AS REPORTED

OFFERED BY MR. HASTINGS OF FLORIDA

Insert after section 352 the following new section:

1 **SEC. 353. REPORT ON PLANS TO INCREASE DIVERSITY**
2 **WITHIN THE INTELLIGENCE COMMUNITY.**
3 (a) FINDINGS.—Congress finds the following:
4 (1) To most effectively carry out the mission of
5 the intelligence community to collect and analyze in-
6 telligence, the intelligence community needs per-
7 sonnel that look and speak like the citizens of the
8 many nations in which the United States needs to
9 collect such intelligence.
10 (2) One of the great strengths of the United
11 States is the diversity of the people of the United
12 States, diversity that can positively contribute to the
13 operational capabilities and effectiveness of the intel-
14 ligence community.
15 (3) In the past, the intelligence community has
16 not properly focused on hiring a diverse workforce
17 and the capabilities of the intelligence community
18 have suffered due to that lack of focus.
19 (4) The intelligence community must be delib-
20 erate and work hard to hire a diverse workforce to

1 improve the operational capabilities and effectiveness
2 of the intelligence community.
3 (b) REQUIREMENT FOR REPORT.—Not later than
4 one year after the date of the enactment of this Act, the
5 Director of National Intelligence, in coordination with the
6 heads of the elements of the intelligence community, shall
7 submit to the congressional intelligence committees a re-
8 port on the plans of each element to increase diversity
9 within the intelligence community.
10 (c) CONTENT.—The report required by subsection (b)
11 shall include specific implementation plans to increase di-
12 versity within each element of the intelligence community,
13 including—
14 (1) specific implementation plans for each such
15 element designed to achieve the goals articulated in
16 the strategic plan of the Director of National Intel-
17 ligence on equal employment opportunity and diver-
18 sity;
19 (2) specific plans and initiatives for each such
20 element to increase recruiting and hiring of diverse
21 candidates;
22 (3) specific plans and initiatives for each such
23 element to improve retention of diverse Federal em-
24 ployees at the junior, midgrade, senior, and manage-
25 ment levels;

1 (4) a description of specific diversity awareness
2 training and education programs for senior officials
3 and managers of each such element; and
4 (5) a description of performance metrics to
5 measure the success of carrying out the plans, initia-
6 tives, and programs described in paragraphs (1)
7 through (4).