

AMENDMENT NO. _____ Calendar No. _____

Purpose: To promote the participation of minorities and women in the Foreign Service.

IN THE SENATE OF THE UNITED STATES—111th Cong., 2d Sess.

S. 2971

To authorize certain authorities by the Department of State, and for other purposes.

Referred to the Committee on _____ and ordered to be printed

Ordered to lie on the table and to be printed

AMENDMENT intended to be proposed by Mr. MENENDEZ

Viz:

1 On page 85, between lines 12 and 13, insert the fol-
2 lowing:

3 **SEC. 233. EMPLOYMENT OF MINORITIES AND WOMEN.**

4 (a) SENSE OF CONGRESS.—It is the sense of Con-
5 gress that—

6 (1) the United States Government should sup-
7 port programs that promote the participation of mi-
8 norities and women in the Foreign Service;

1 (2) members of the Foreign Service should re-
2 flect the diversity of American society and the wide-
3 ranging talents and background of its people;

4 (3) the participation of minorities and women
5 in the Foreign Service would help promote and ad-
6 vance the goals of United States foreign policy.

7 (b) REPORT CONCERNING THE EMPLOYMENT OF MI-
8 NORITIES AND WOMEN.—

9 (1) IN GENERAL.—Not later than April 1,
10 2011, and April 1, 2012, the Secretary shall submit
11 a comprehensive report to Congress, with respect to
12 the preceding calendar year, concerning the employ-
13 ment of members of minority groups and women at
14 the Department of State, including the Civil Service
15 and the Foreign Service.

16 (2) CONTENTS.—The report submitted under
17 paragraph (1) shall be organized in terms of real
18 numbers and percentages, instead of ratios, and
19 shall report—

20 (A) for the last preceding Foreign Service
21 examination and promotion cycles for which
22 such information is available, the numbers and
23 percentages of—

1 (i) members of all minority groups
2 and women taking the written Foreign
3 Service examination;

4 (ii) members of all minority groups
5 and women successfully completing and
6 passing the written Foreign Service exam-
7 ination;

8 (iii) members of all minority groups
9 and women successfully completing and
10 passing the oral Foreign Service examina-
11 tion;

12 (iv) members of all minority groups
13 and women entering the junior officer class
14 of the Foreign Service;

15 (v) members of all minority groups
16 and women who are Foreign Service offi-
17 cers at each grade; and

18 (vi) members of all minority groups
19 and women promoted to each grade of the
20 Foreign Service; and

21 (B) for the last preceding year for Civil
22 Service employment at the Department of State
23 for which such information is available, the
24 numbers and percentages of—

1 (i) members of all minority groups
2 and women entering the Civil Service;

3 (ii) members of all minority groups
4 and women who are Civil Service employ-
5 ees at each grade of the Civil Service; and

6 (iii) members of all minority groups
7 and women promoted at each grade of the
8 Civil Service.

9 (c) RECRUITMENT OF MINORITY GROUPS AND
10 WOMEN.—

11 (1) AUTHORIZATION OF APPROPRIATIONS.—

12 There are authorized to be appropriated such sums
13 as may be necessary for the fiscal years 2010 and
14 2011, for the recruitment of members of minority
15 groups and women for careers in the Foreign Serv-
16 ice and international affairs.

17 (2) CONDUCT OF RECRUITMENT ACTIVITIES.—

18 (A) IN GENERAL.—Amounts appropriated
19 pursuant to paragraph (1) may only be used for
20 activities directly related to the recruitment of
21 minorities and women, such as—

22 (i) creating recruitment materials de-
23 signed to target members of minority
24 groups and women; and

1 (ii) travel expenses of recruitment
2 trips to colleges, universities, and other in-
3 stitutions or locations.

4 (B) LIMITATION.—Amounts appropriated
5 pursuant to paragraph (1) may not be used to
6 pay the salaries of Department of State employ-
7 ees.