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(Original Signature of Member)

117TH CONGRESS  
2D SESSION

**H. R.** \_\_\_\_\_

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

\_\_\_\_\_  
IN THE HOUSE OF REPRESENTATIVES

Mr. MEEKS introduced the following bill; which was referred to the Committee on \_\_\_\_\_

\_\_\_\_\_  
**A BILL**

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

1 *Be it enacted by the Senate and House of Representa-*  
2 *tives of the United States of America in Congress assembled,*

3 **SECTION 1. SHORT TITLE.**

4 (a) SHORT TITLE.—This Act may be cited as the  
5 “Department of State Authorization Act of 2022”.

6 (b) TABLE OF CONTENTS.—The table of contents for  
7 this Act is as follows:

Sec. 1. Short title.  
Sec. 2. Definitions.

TITLE I—ORGANIZATION AND OPERATIONS OF THE  
DEPARTMENT OF STATE

- Sec. 101. Bureau of Democracy, Human Rights, and Labor.
- Sec. 102. Office of City and State Diplomacy.
- Sec. 103. Congressional notification for rewards paid using cryptocurrencies.
- Sec. 104. Appointment of Director of Digital Currency Security.
- Sec. 105. Diplomatic reception rooms.
- Sec. 106. National Museum of American Diplomacy.
- Sec. 107. Passport fees.
- Sec. 108. Ensuring geographic diversity and accessibility of passport agencies.
- Sec. 109. Study and report on passport modernization opportunities.
- Sec. 110. Office of Global Criminal Justice.
- Sec. 111. Expanded authority for transfers to rewards programs expenses.
- Sec. 112. Authorizing support for wrongfully detained United States nationals and their family members.
- Sec. 113. Notification to Congress for United States nationals unlawfully or wrongfully detained abroad.
- Sec. 114. Family Engagement Coordinator.
- Sec. 115. Rewards for Justice.
- Sec. 116. Provision of parking services and retention of parking fees.
- Sec. 117. Modernizing the Bureau of Arms Control, Verification, and Compliance and the Bureau of International Security and Non-proliferation.

TITLE II—EMBASSY SECURITY, CONSTRUCTION, AND  
MAINTENANCE

- Sec. 201. Embassy security, construction, and maintenance.
- Sec. 202. Amendments to Secure Embassy Construction and Counterterrorism Act of 1999.
- Sec. 203. Increasing the maximum annual lease payment available without approval by Secretary of State.
- Sec. 204. Diplomatic support and security.

## TITLE III—PERSONNEL ISSUES

## Subtitle A—Matters Relating to Employment

- Sec. 301. Per diem allowance and locality pay for newly hired members of the Foreign Service.
- Sec. 302. Rest, recuperation, and overseas operations leave.
- Sec. 303. Dignity for people with disabilities serving in the Foreign Service.
- Sec. 304. Increasing housing availability for certain employees assigned to the United States mission to the United Nations.
- Sec. 305. Enhanced requirements for the Department of State relating to telework-ready employees.
- Sec. 306. Department of State Student Internship Program.
- Sec. 307. Addendum for study on foreign service allowances.
- Sec. 308. Report on pilot program for lateral entry into the Foreign Service.
- Sec. 309. Interagency policies to prevent and respond to harassment, discrimination, sexual assault, and related retaliation.
- Sec. 310. Curtailments, removals from post, and waivers of privileges and immunities.
- Sec. 311. Commission on Reform and Modernization of the Department of State.

- Sec. 312. Management assessments at diplomatic and consular posts.
- Sec. 313. Streamlining of security clearance process.
- Sec. 314. Modifications to Foreign Affairs Manual with respect to security clearances.
- Sec. 315. Additional personnel to address backlogs in hiring and investigations.
- Sec. 316. Report on worldwide availability.
- Sec. 317. Supporting the employment of United States citizens by international organizations.
- Sec. 318. Authorizing the use of diplomatic programs funding to promote the employment of United States citizens by international organizations.
- Sec. 319. Increasing the maximum amount authorized for science and technology fellowship grants and cooperative agreements.
- Sec. 320. Report on changes to the Foreign Service officer test.

#### Subtitle B—Matters Relating to Training and Professional Development

- Sec. 331. Facilitation and encouragement of training and professional development for Foreign Service and Civil Service personnel.
- Sec. 332. Sense of Congress on partnerships between Department of State and academic and other non-department institutions and organizations for training and professional development of Foreign Service and Civil Service personnel.
- Sec. 333. Training related to conflict prevention.
- Sec. 334. Authority to pursue coursework outside of the Foreign Service Institute and across the United States.
- Sec. 335. Establishment of Foreign Service Institute Innovation Advisor.
- Sec. 336. Report on course performance.
- Sec. 337. Language training for Foreign Service personnel.
- Sec. 338. Meritorious step increase authority.
- Sec. 339. Professional development.
- Sec. 340. Study and report on Foreign Service Institute School of Language Studies.
- Sec. 341. USAID tenuring and incentive languages.
- Sec. 342. Authorization of appropriations for the Benjamin A. Gilman international scholarships program.

#### TITLE IV—A DIVERSE WORKFORCE: RECRUITMENT, RETENTION, AND PROMOTION

- Sec. 401. Collection, analysis, and dissemination of workforce data.
- Sec. 402. Promoting diversity and inclusion in the Department of State workforce.
- Sec. 403. Expanding scope of fellowship programs to include civil servants.
- Sec. 404. Centers of excellence in foreign affairs and assistance.

#### TITLE V—MATTERS RELATING TO CYBERSECURITY

##### Subtitle A—Information Security and Cyber Diplomacy

- Sec. 501. Vulnerability disclosure policy and bug bounty program report.

##### Subtitle B—Matters Relating to Cyber Diplomacy

- Sec. 511. United States international cyberspace policy.
- Sec. 512. Bureau addressing cyberspace and digital policy.
- Sec. 513. International cyberspace executive arrangements.

- Sec. 514. International strategy for cyberspace.
- Sec. 515. Addition to annual country reports on human rights practices.
- Sec. 516. GAO report on cyber diplomacy.
- Sec. 517. Report on diplomatic programs to detect and respond to cyber threats against allies and partners.
- Sec. 518. Cybersecurity recruitment and retention.
- Sec. 519. Short course on emerging technologies for senior officials.
- Sec. 520. Establishment and expansion of the Regional Technology Officer Program.

TITLE VI—PUBLIC DIPLOMACY

- Sec. 601. International fairs and expositions.
- Sec. 602. Global Engagement Center.
- Sec. 603. Paperwork Reduction Act.
- Sec. 604. Cultural Antiquities Task Force.
- Sec. 605. Under Secretary for Public Diplomacy.

TITLE VII—OTHER MATTERS

- Sec. 701. Arms Export Control Act alignment with the Export Control Reform Act.
- Sec. 702. Congressional oversight, quarterly review, and authority relating to concurrence provided by chiefs of mission for the provision of support relating to certain United States government operations.
- Sec. 703. Regional civilian interagency mechanism study.
- Sec. 704. Modification of prior notification of shipment of arms.
- Sec. 705. Limitation on United States contributions to peacekeeping operations not authorized by the United Nations Security Council.
- Sec. 706. Report on United States access to critical mineral resources abroad.
- Sec. 707. Ensuring the integrity of communications cooperation.
- Sec. 708. Report on the use of data and data science at the Department of State.
- Sec. 709. Emergency medical services authority.

1 **SEC. 2. DEFINITIONS.**

2 Unless otherwise specified, in this Act:

3 (1) APPROPRIATE CONGRESSIONAL COMMIT-  
4 TEES.—The term “appropriate congressional com-  
5 mittees” means—

6 (A) the Committee on Foreign Affairs of  
7 the House of Representatives; and

8 (B) the Committee on Foreign Relations of  
9 the Senate.

1           (2) DEPARTMENT.—The term “Department”  
2 means the Department of State.

3           (3) SECRETARY.—The term “Secretary” means  
4 the Secretary of State.

5 **TITLE I—ORGANIZATION AND**  
6 **OPERATIONS OF THE DE-**  
7 **PARTMENT OF STATE**

8 **SEC. 101. BUREAU OF DEMOCRACY, HUMAN RIGHTS, AND**  
9 **LABOR.**

10       Section 1(c)(2) of the State Department Basic Au-  
11 thorities Act of 1956 (22 U.S.C. 2651a) is amended—

12           (1) in subparagraph (A)—

13               (A) in the second sentence, by striking  
14 “section” and inserting “sections 116 and”;  
15 and

16               (B) by adding at the end the following new  
17 sentence: “All special envoys, ambassadors, and  
18 coordinators located within the Bureau of De-  
19 mocracy, Human Rights, and Labor shall re-  
20 port directly to the Assistant Secretary unless  
21 otherwise provided by law.”;

22           (2) in subparagraph (B)(ii)—

23               (A) by striking “section” and inserting  
24 “sections 116 and”; and

1 (B) by inserting before the period at the  
2 end the following: “(commonly referred to as  
3 the annual ‘Country Reports on Human Rights  
4 Practices’”); and

5 (3) by adding at the end the following new sub-  
6 paragraphs:

7 “(C) AUTHORITIES.—In addition to the duties,  
8 functions, and responsibilities specified in this para-  
9 graph, the Assistant Secretary of State for Democ-  
10 racy, Human Rights, and Labor is authorized to—

11 “(i) promote democracy and actively sup-  
12 port human rights throughout the world;

13 “(ii) promote the rule of law and good gov-  
14 ernance throughout the world;

15 “(iii) strengthen, empower, and protect  
16 civil society representatives, programs, and or-  
17 ganizations, and facilitate their ability to en-  
18 gage in dialogue with governments and other  
19 civil society entities;

20 “(iv) review and, as appropriate, make rec-  
21 ommendations to the Secretary of State regard-  
22 ing the proposed transfer of—

23 “(I) defense articles and defense serv-  
24 ices authorized under the Foreign Assist-  
25 ance Act of 1961 (22 U.S.C. 2151 et seq.)

1 or the Arms Export Control Act (22  
2 U.S.C. 2751 et seq.); and

3 “(II) military items listed on the ‘600  
4 series’ of the Commerce Control List con-  
5 tained in Supplement No. 1 to part 774 of  
6 subtitle B of title 15, Code of Federal Reg-  
7 ulations;

8 “(v) coordinate programs and activities  
9 that protect and advance the exercise of human  
10 rights and internet freedom in cyberspace; and

11 “(vi) implement other relevant policies and  
12 provisions of law.

13 “(D) LOCAL OVERSIGHT.—To the extent prac-  
14 ticable, United States missions should, in carrying  
15 out programs of the Bureau of Democracy, Human  
16 Rights, and Labor, assist in exercising oversight au-  
17 thority and coordinate with the Bureau to ensure  
18 that funds are appropriately used and comply with  
19 anti-corruption practices.”.

20 **SEC. 102. OFFICE OF CITY AND STATE DIPLOMACY.**

21 Section 1 of the State Department Basic Authorities  
22 Act of 1956 (22 U.S.C. 2651a) is amended—

23 (1) by redesignating the second subsection (h)  
24 as subsection (k); and

25 (2) by adding at the end the following:

1 “(1) OFFICE OF CITY AND STATE DIPLOMACY.—

2 “(1) IN GENERAL.—There shall be established  
3 within the Department of State an Office of City  
4 and State Diplomacy (in this subsection referred to  
5 as the ‘Office’). The Department may use a similar  
6 name at its discretion and upon notification to Con-  
7 gress.

8 “(2) HEAD OF OFFICE.—The head of the Office  
9 shall be the Ambassador-at-Large for City and State  
10 Diplomacy (in this subsection referred to as the  
11 ‘Ambassador’) or other appropriate senior official of  
12 the Department. The head of the Office shall—

13 “(A) be appointed by the President, by and  
14 with the advice and consent of the Senate; and

15 “(B) report directly to the Secretary, or  
16 such other senior official as the Secretary deter-  
17 mines appropriate and upon notification to  
18 Congress.

19 “(3) DUTIES.—

20 “(A) PRINCIPAL DUTY.—The principal  
21 duty of the head of the Office shall be the over-  
22 all coordination (including policy oversight of  
23 resources) of Federal support for subnational  
24 engagements by State and municipal govern-  
25 ments with foreign governments. The head of



1 the Office shall be the principal adviser to the  
2 Secretary of State on subnational engagements  
3 and the principal official on such matters within  
4 the senior management of the Department of  
5 State.

6 “(B) ADDITIONAL DUTIES.—The addi-  
7 tional duties of the head of the Office shall in-  
8 clude the following:

9 “(i) Coordinating overall United  
10 States policy and programs in support of  
11 subnational engagements by State and mu-  
12 nicipal governments with foreign govern-  
13 ments, including with respect to the fol-  
14 lowing:

15 “(I) Coordinating resources  
16 across the Department of State and  
17 throughout the Federal Government  
18 in support of such engagements.

19 “(II) Identifying policy, program,  
20 and funding discrepancies among rel-  
21 evant Federal agencies regarding such  
22 coordination.

23 “(III) Identifying gaps in Fed-  
24 eral support for such engagements  
25 and developing corresponding policy

1 or programmatic changes to address  
2 such gaps.

3 “(ii) Identifying areas of alignment  
4 between United States foreign policy and  
5 State and municipal goals.

6 “(iii) Improving communication with  
7 the American public, including, potentially,  
8 communication that demonstrate the  
9 breadth of international engagement by  
10 subnational actors and the impact of diplo-  
11 macy across the United States.

12 “(iv) Providing advisory support to  
13 subnational engagements, including by as-  
14 sisting State and municipal governments  
15 regarding—

16 “(I) developing and implementing  
17 global engagement and public diplo-  
18 macy strategies;

19 “(II) implementing programs to  
20 cooperate with foreign governments on  
21 policy priorities or managing shared  
22 resources; and

23 “(III) understanding the implica-  
24 tions of foreign policy developments or

1 policy changes through regular and  
2 extraordinary briefings.

3 “(v) Facilitating linkages and net-  
4 works among State and municipal govern-  
5 ments, and between State and municipal  
6 governments and their foreign counter-  
7 parts, including by tracking subnational  
8 engagements and leveraging State and mu-  
9 nicipal expertise.

10 “(vi) Supporting the work of Depart-  
11 ment of State detailees assigned to State  
12 and municipal governments pursuant to  
13 this subsection.

14 “(vii) Under the direction of the Sec-  
15 retary, negotiating agreements and memo-  
16 randa of understanding with foreign gov-  
17 ernments related to subnational engage-  
18 ments and priorities.

19 “(viii) Supporting United States eco-  
20 nomic interests through subnational en-  
21 gagements, in consultation and coordina-  
22 tion with the Department of Commerce,  
23 the Department of the Treasury, and the  
24 Office of the United States Trade Rep-  
25 resentative.

1           “(ix) Coordinating subnational en-  
2           agements with the associations of sub-  
3           national elected leaders, including the  
4           United States Conference of Mayors, Na-  
5           tional Governors Association, National  
6           League of Cities, National Association of  
7           Counties, Council of State Governments,  
8           National Conference of State Legislators,  
9           and State International Development Or-  
10          ganizations.

11           “(4) COORDINATION.—With respect to matters  
12          involving trade promotion and inward investment fa-  
13          cilitation, the Office shall coordinate with and sup-  
14          port the International Trade Administration of the  
15          Department of Commerce as the lead Federal agen-  
16          cy for trade promotion and facilitation of business  
17          investment in the United States.

18           “(5) DETAILEES.—

19           “(A) IN GENERAL.—The Secretary of  
20          State, with respect to employees of the Depart-  
21          ment of State, is authorized to detail a member  
22          of the Civil Service or Foreign Service to State  
23          and municipal governments on a reimbursable  
24          or nonreimbursable basis. Such details shall be  
25          for a period not to exceed two years, and shall

1 be without interruption or loss of status or  
2 privilege.

3 “(B) RESPONSIBILITIES.—Detailees under  
4 subparagraph (A) should carry out the fol-  
5 lowing:

6 “(i) Supporting the mission and objec-  
7 tives of the host subnational government  
8 office.

9 “(ii) Advising State and municipal  
10 government officials regarding questions of  
11 global affairs, foreign policy, cooperative  
12 agreements, and public diplomacy.

13 “(iii) Coordinating activities relating  
14 to State and municipal government sub-  
15 national engagements with the Department  
16 of State, including the Office, Department  
17 leadership, and regional and functional bu-  
18 reaus of the Department, as appropriate.

19 “(iv) Engaging Federal agencies re-  
20 garding security, public health, trade pro-  
21 motion, and other programs executed at  
22 the State or municipal government level.

23 “(v) Any other duties requested by  
24 State and municipal governments and ap-  
25 proved by the Office.

1           “(C) ADDITIONAL PERSONNEL SUPPORT  
2 FOR SUBNATIONAL ENGAGEMENT.—For the  
3 purposes of this subsection, the Secretary of  
4 State—

5           “(i) is authorized to employ by con-  
6 tract the temporary or intermittent serv-  
7 ices of experts or consultants under the au-  
8 thority of section 3109 of title 5, United  
9 States Code;

10           “(ii) is encouraged to make use of the  
11 re-hired annuitants authority under section  
12 3323 of title 5, United States Code, par-  
13 ticularly for annuitants who are already re-  
14 siding in the United States who may have  
15 the skills and experience to support sub-  
16 national governments; and

17           “(iii) is encouraged to make use of  
18 authorities under the Intergovernmental  
19 Personnel Act of 1970 (42 U.S.C. 4701 et  
20 seq.) to temporarily assign State and local  
21 government officials to the Department of  
22 State or overseas missions to increase their  
23 international experience and add their per-  
24 spectives on United States priorities to the  
25 Department.

1 “(6) REPORT AND BRIEFING.—

2 “(A) REPORT.—Not later than one year  
3 after the date of the enactment of this sub-  
4 section, the head of the Office shall submit to  
5 the appropriate congressional committees a re-  
6 port that includes information relating to the  
7 following:

8 “(i) The staffing plan (including per-  
9 manent and temporary staff) for the Office  
10 and a justification for the location of the  
11 Office within the Department of State’s or-  
12 ganizational structure.

13 “(ii) The funding level provided for  
14 the Office, together with a justification re-  
15 lating to such level.

16 “(iii) The rank and title granted to  
17 the head of the Office, together with a jus-  
18 tification relating to such decision and an  
19 analysis of whether the rank and title of  
20 Ambassador-at-Large is required to fulfill  
21 the duties of the Office.

22 “(iv) A strategic plan for the Office,  
23 including relating to—

1                   “(I) leveraging subnational en-  
2                   gagement to improve United States  
3                   foreign policy effectiveness;

4                   “(II) enhancing the awareness,  
5                   understanding, and involvement of  
6                   United States citizens in the foreign  
7                   policy process; and

8                   “(III) better engaging with for-  
9                   eign subnational governments to  
10                  strengthen diplomacy.

11                  “(v) Any other matters as determined  
12                  relevant by the head of the Office.

13                  “(B) BRIEFINGS.—Not later than 30 days  
14                  after the submission of the report required  
15                  under subparagraph (A) and annually there-  
16                  after, the head of the Office shall brief the ap-  
17                  propriate congressional committees on the work  
18                  of the Office and any changes made to the or-  
19                  ganizational structure or funding of the Office.

20                  “(7) RULE OF CONSTRUCTION.—Nothing in  
21                  this subsection may be construed as precluding—

22                         “(A) the Office from being elevated to a  
23                         bureau within the Department of State; or

24                         “(B) the head of the Office from being ele-  
25                         vated to an Assistant Secretary, if such an As-



1           sistant Secretary position does not increase the  
2           number of Assistant Secretary positions at the  
3           Department above the number authorized under  
4           subsection (c)(1).

5           “(8) DEFINITIONS.—In this subsection:

6                   “(A) APPROPRIATE CONGRESSIONAL COM-  
7                   MITTEES.—The term ‘appropriate congressional  
8                   committees’ means—

9                           “(i) the Committee on Foreign Affairs  
10                           and the Committee on Appropriations of  
11                           the House of Representatives; and

12                           “(ii) the Committee on Foreign Rela-  
13                           tions and the Committee on Appropriations  
14                           of the Senate.

15                   “(B) MUNICIPAL.—The term ‘municipal’  
16                   means, with respect to the government of a mu-  
17                   nicipality in the United States, a municipality  
18                   with a population of not fewer than 100,000  
19                   people.

20                   “(C) STATE.—The term ‘State’ means the  
21                   50 States, the District of Columbia, and any  
22                   territory or possession of the United States.

23                   “(D) SUBNATIONAL ENGAGEMENT.—The  
24                   term ‘subnational engagement’ means formal  
25                   meetings or events between elected officials of

1 State or municipal governments and their for-  
2 eign counterparts.”.

3 **SEC. 103. CONGRESSIONAL NOTIFICATION FOR REWARDS**  
4 **PAID USING CRYPTOCURRENCIES.**

5 (a) IN GENERAL.—Section 36(e)(6) of the State De-  
6 partment Basic Authorities Act of 1956 (22 U.S.C.  
7 2708(e)(6)) is amended by adding at the end the fol-  
8 lowing: “Not later than 15 days before making a reward  
9 in a form that includes cryptocurrency, the Secretary of  
10 State shall notify the appropriate congressional commit-  
11 tees and the Committees on Appropriations of the House  
12 of Representatives and the Senate of such form for the  
13 reward.”.

14 (b) REPORT.—Not later than 180 days after the date  
15 of the enactment of this Act, the Secretary shall submit  
16 to the appropriate congressional committees a report on  
17 the use of cryptocurrency as a part of the Department  
18 of State Rewards program established under section 36(a)  
19 of the State Department Basic Authorities Act of 1956  
20 (22 U.S.C. 2708(a)) that—

21 (1) justifies any determination of the Secretary  
22 to make rewards under such program in a form that  
23 includes cryptocurrency;

1           (2) lists each cryptocurrency payment made  
2           under such program as of the date of the submission  
3           of the report;

4           (3) provides evidence of the manner and extent  
5           to which cryptocurrency payments would be more  
6           likely to induce whistleblowers to come forward with  
7           information than rewards paid out in United States  
8           dollars or other forms of money or nonmonetary  
9           items; and

10          (4) examines whether the Department's use of  
11          cryptocurrency could provide bad actors with addi-  
12          tional hard-to-trace funds that could be used for  
13          criminal or illicit purposes.

14 **SEC. 104. APPOINTMENT OF DIRECTOR OF DIGITAL CUR-**  
15 **RENCY SECURITY.**

16          (a) APPOINTMENT.—Not later than 90 days after the  
17          date of the enactment of this Act, the Secretary shall ap-  
18          point a Director of Digital Currency Security in the Office  
19          of Economic Sanctions Policy and Implementation of the  
20          Department.

21          (b) DUTIES.—The Director appointed pursuant to  
22          subsection (a) shall be responsible for the following:

23               (1) Reviewing and analyzing the manner and  
24               extent to which digital currencies are impacting the  
25               United States sanctions regime.

1           (2) Assisting in the development of sanctions  
2           policy and implementation that is resilient to the use  
3           of digital currencies by malevolent actors.

4           (3) Coordinating with the Office of Foreign As-  
5           sets Control and the Financial Crime Enforcement  
6           Network of the Department of the Treasury, as ap-  
7           propriate, to share information and develop best  
8           practices.

9           (4) Engaging with private sector actors to  
10          broaden understanding of the digital currency eco-  
11          system, further comprehend economic costs and ben-  
12          efits, and encourage coordination and partnership in  
13          isolating bad actors.

14 **SEC. 105. DIPLOMATIC RECEPTION ROOMS.**

15          (a) IN GENERAL.—The Secretary is authorized to sell  
16          goods and services and to use the proceeds of such sales  
17          for administration and related support of the reception  
18          areas of the Department consistent with section 41(a) of  
19          the State Department Basic Authorities Act of 1956 (22  
20          U.S.C. 2713(a)).

21          (b) DEPOSIT OF AMOUNTS.—Amounts from the pro-  
22          ceeds of any sales described in subsection (a)—

23                  (1) may be deposited into an account in the  
24          Treasury; and

1           (2) are authorized to remain available until ex-  
2        pended.

3 **SEC. 106. NATIONAL MUSEUM OF AMERICAN DIPLOMACY.**

4        Title I of the State Department Basic Authorities Act  
5 of 1956 is amended by adding after section 63 (22 U.S.C.  
6 2735) the following:

7 **“SEC. 64. NATIONAL MUSEUM OF AMERICAN DIPLOMACY.**

8        “(a) ACTIVITIES.—

9           “(1) SUPPORT AUTHORIZED.—The Secretary of  
10        State is authorized to provide, by contract, grant, or  
11        otherwise, for the performance of appropriate mu-  
12        seum visitor and educational outreach services and  
13        related events, including organizing programs and  
14        conference activities, museum shop services and food  
15        services in the public exhibition and related space  
16        utilized by the National Museum of American Diplo-  
17        macy.

18           “(2) RECOVERY OF COSTS.—The Secretary of  
19        State is authorized to recover any revenues gen-  
20        erated under the authority of paragraph (1) for vis-  
21        itor and educational outreach services and related  
22        events referred to in such paragraph, including fees  
23        for use of facilities at the National Museum for  
24        American Diplomacy. Any such revenues may be re-

1       tained as a recovery of the costs of operating the  
2       museum.

3       “(b) DISPOSITION OF DOCUMENTS, ARTIFACTS, AND  
4 OTHER ARTICLES.—

5           “(1) PROPERTY.—All historic documents, arti-  
6 facts, or other articles permanently acquired by the  
7 Department of State and determined by the Sec-  
8 retary of State to be suitable for display by the Na-  
9 tional Museum of American Diplomacy shall be con-  
10 sidered to be the property of the United States Gov-  
11 ernment and shall be subject to disposition solely in  
12 accordance with this subsection.

13           “(2) SALE, TRADE, OR TRANSFER.—Whenever  
14 the Secretary of State makes a determination de-  
15 scribed in paragraph (3) with respect to a document,  
16 artifact, or other article under paragraph (1), the  
17 Secretary may sell at fair market value, trade, or  
18 transfer such document, artifact, or other article  
19 without regard to the requirements of subtitle I of  
20 title 40, United States Code. The proceeds of any  
21 such sale may be used solely for the advancement of  
22 the mission of the National Museum of American  
23 Diplomacy and may not be used for any purpose  
24 other than the acquisition and direct care of the col-  
25 lections of the Museum.

1           “(3) DETERMINATIONS PRIOR TO SALE, TRADE,  
2           OR TRANSFER.—The determination described in this  
3           paragraph with respect to a document, artifact, or  
4           other article under paragraph (1), is a determination  
5           that—

6                   “(A) the document, artifact, or other arti-  
7                   cle no longer serves to further the purposes of  
8                   the National Museum of American Diplomacy  
9                   as set forth in the collections management pol-  
10                  icy of the Museum;

11                   “(B) the sale, trade, or transfer of the doc-  
12                   ument, artifact, or other article would serve to  
13                   maintain the standards of the collection of the  
14                   Museum; or

15                   “(C) the sale, trade, or transfer of the doc-  
16                   ument, artifact, or other article would be in the  
17                   best interests of the United States.

18           “(4) LOANS.—In addition to the authorization  
19           under paragraph (2) relating to the sale, trade, or  
20           transfer of documents, artifacts, or other articles  
21           under paragraph (1), the Secretary of State may  
22           loan the documents, artifacts, or other articles, when  
23           not needed for use or display by the National Mu-  
24           seum of American Diplomacy, to the Smithsonian

1 Institution or a similar institution for repair, study,  
2 or exhibition.”.

3 **SEC. 107. PASSPORT FEES.**

4 Section 1(b)(2) of the Passport Act of June 4, 1920  
5 (22 U.S.C. 214(b)(2)) shall be applied by substituting  
6 “September 30, 2023” for “September 30, 2010”.

7 **SEC. 108. ENSURING GEOGRAPHIC DIVERSITY AND ACCES-**  
8 **SIBILITY OF PASSPORT AGENCIES.**

9 (a) SENSE OF CONGRESS.—It is the sense of Con-  
10 gress that Department initiatives to expand passport serv-  
11 ices and accessibility, including through online moderniza-  
12 tion projects, should include the construction of new phys-  
13 ical passport agencies.

14 (b) REVIEW.—The Secretary shall conduct a review  
15 of the geographic diversity and accessibility of existing  
16 passport agencies to identify—

17 (1) the geographic areas in the United States  
18 that are farther than 6 hours’ driving distance from  
19 the nearest passport agency;

20 (2) the per capita demand for passport services  
21 in the areas described in paragraph (1); and

22 (3) a plan to ensure that in-person services at  
23 physical passport agencies are accessible to all eligi-  
24 ble Americans, including Americans living in large



1 population centers, in rural areas, and in States with  
2 a high per capita demand for passport services.

3 (c) CONSIDERATIONS.—The Secretary shall consider  
4 the metrics identified in paragraphs (1) and (2) of sub-  
5 section (b) when determining locations for the establish-  
6 ment of new physical passport agencies.

7 (d) REPORT.—Not later than 180 days after the date  
8 of the enactment of this Act, the Secretary shall submit  
9 a report to the Committee on Foreign Relations of the  
10 Senate, the Committee on Appropriations of the Senate,  
11 the Committee on Foreign Affairs of the House of Rep-  
12 resentatives, and the Committee on Appropriations of the  
13 House of Representatives that contains the findings of the  
14 review conducted pursuant to subsection (b).

15 **SEC. 109. STUDY AND REPORT ON PASSPORT MODERNIZA-**  
16 **TION OPPORTUNITIES.**

17 (a) STUDY.—

18 (1) IN GENERAL.—The Secretary shall conduct  
19 a study on additional opportunities to leverage  
20 world-class information technologies to modernize  
21 and streamline the Department's passport issuance  
22 process.

23 (2) ELEMENTS.—The study required by para-  
24 graph (1) shall include the following:

1           (A) An assessment how each progress  
2 point in the passport issuance process contrib-  
3 utes to passport processing times.

4           (B) An assessment of whether the passport  
5 issuance process contains procedural, staffing,  
6 or paperwork redundancies.

7           (C) An evaluation of the importance of in-  
8 person aspects of the passport issuance process  
9 in order to determine whether such aspects can  
10 be replaced by secure digital processes, includ-  
11 ing the potential for automation of such pro-  
12 cesses.

13           (D) Concrete proposals for how to leverage  
14 the private sector to further digitize the pass-  
15 port issuance process.

16           (E) An evaluation of the online passport  
17 renewal pilot program, including discussion of  
18 any glitches or problems encountered, as well as  
19 plans regarding the full-scale implementation of  
20 the pilot program.

21           (3) PRIVATE SECTOR CONSULTATION.—The  
22 Secretary shall consult with relevant actors in the  
23 private sector with respect to the matters described  
24 in subparagraphs (C) and (D) of subsection (b) and  
25 take into consideration any recommendations of such

1 relevant actors in conducting the study required by  
2 paragraph (1).

3 (b) REPORT.—Not later than 180 days after the date  
4 of enactment of this Act, the Secretary shall submit to  
5 the appropriate congressional committees a report that  
6 contains the results of the study required by subsection  
7 (a).

8 **SEC. 110. OFFICE OF GLOBAL CRIMINAL JUSTICE.**

9 (a) IN GENERAL.—There should be established with-  
10 in the Department an Office of Global Criminal Justice  
11 (referred to in this section as the “Office”) which may  
12 be placed within the organizational structure of the De-  
13 partment at the discretion of the Secretary.

14 (b) DUTIES.—The Office should carry out the fol-  
15 lowing:

16 (1) Advise the Secretary and other relevant sen-  
17 ior officials on issues related to atrocities, including  
18 war crimes, crimes against humanity, and genocide.

19 (2) Assist in formulating United States policy  
20 on the prevention of, responses to, and account-  
21 ability for atrocities.

22 (3) Coordinate, as appropriate and with other  
23 relevant Federal departments and agencies, United  
24 States Government positions relating to the inter-

1 national and hybrid courts currently prosecuting  
2 persons suspected of atrocities.

3 (4) Work with other governments, international  
4 organizations, and nongovernmental organizations,  
5 as appropriate, to establish and assist international  
6 and domestic commissions of inquiry, fact-finding  
7 missions, and tribunals to investigate, document,  
8 and prosecute atrocities.

9 (5) Coordinate, as appropriate and with other  
10 relevant Federal departments and agencies, the de-  
11 ployment of diplomatic, legal, economic, military,  
12 and other tools to help collect evidence of atrocities,  
13 judge those responsible, protect and assist victims,  
14 enable reconciliation, prevent and deter atrocities,  
15 and promote the rule of law.

16 (6) Provide advice and expertise on transitional  
17 justice mechanisms to United States personnel oper-  
18 ating in conflict and post-conflict environments.

19 (7) Act as a point of contact for international,  
20 hybrid, and domestic tribunals exercising jurisdiction  
21 over atrocities.

22 (8) Represent the Department on any inter-  
23 agency whole-of- government coordinating entities  
24 addressing genocide and other atrocities.

1           (9) Perform any additional duties and exercise  
2           such powers as the Secretary may prescribe.

3           (c) SUPERVISION.—If established, the Office shall be  
4 led by an Ambassador-at-Large for Global Criminal Jus-  
5 tice who is nominated by the President and appointed by  
6 and with the advice and consent of the Senate.

7 **SEC. 111. EXPANDED AUTHORITY FOR TRANSFERS TO RE-**  
8 **WARDS PROGRAMS EXPENSES.**

9           Amounts transferred pursuant to the eleventh proviso  
10 under the heading “Diplomatic and Consular Programs”  
11 in title I of the Department of State, Foreign Operations,  
12 and Related Programs Appropriations Act, 2008 (division  
13 J of Public Law 110–161) are authorized to also be made  
14 available for expenses related to rewards programs.

15 **SEC. 112. AUTHORIZING SUPPORT FOR WRONGFULLY DE-**  
16 **TAINED UNITED STATES NATIONALS AND**  
17 **THEIR FAMILY MEMBERS.**

18           (a) IN GENERAL.—Notwithstanding any other provi-  
19 sion of law (other than section 302 of the Robert Levinson  
20 Hostage Recovery and Hostage-Taking Accountability Act  
21 (22 U.S.C. 1741)), the Secretary is authorized to provide,  
22 for such period as the Secretary considers reasonable, sup-  
23 port for United States nationals detained abroad if the  
24 Secretary has determined that there is credible informa-  
25 tion that their detention is unlawful or wrongful, con-

1 sistent with section 302(a) of the Robert Levinson Hos-  
2 tage Recovery and Hostage-Taking Accountability Act (22  
3 U.S.C. 1741(a)), following their return, as well as support  
4 for family members of such individuals, particularly for—

5 (1) medical, mental health, and other appro-  
6 priate support for such United States nationals fol-  
7 lowing their return; and

8 (2) appropriate support, including travel ex-  
9 penses, for family members of such United States  
10 nationals during their unlawful or wrongful deten-  
11 tion and following their return, including for coun-  
12 seling, updates, and other information related to  
13 their unlawful or wrongful detention and for family  
14 reunification.

15 (b) UNITED STATES NATIONAL DEFINED.—In this  
16 section, the term “United States national” has the mean-  
17 ing given that term in section 307(2) of the Robert  
18 Levinson Hostage Recovery and Hostage-Taking Account-  
19 ability Act (22 U.S.C. 1741e(2)).

20 **SEC. 113. NOTIFICATION TO CONGRESS FOR UNITED**  
21 **STATES NATIONALS UNLAWFULLY OR**  
22 **WRONGFULLY DETAINED ABROAD.**

23 Section 302 of the Robert Levinson Hostage Recov-  
24 ery and Hostage-Taking Accountability Act (22 U.S.C.  
25 1741) is amended—

1           (1) in subsection (a), by inserting “, as expedi-  
2           tiously as possible,” after “review”; and

3           (2) by amending subsection (b) to read as fol-  
4           lows:

5           “(b) REFERRALS TO SPECIAL ENVOY; NOTIFICATION  
6 TO CONGRESS.—

7           “(1) IN GENERAL.—Upon a determination by  
8           the Secretary of State, based on the totality of the  
9           circumstances, that there is credible information  
10          that the detention of a United States national  
11          abroad is unlawful or wrongful, and regardless of  
12          whether the detention is by a foreign government or  
13          a nongovernmental actor, the Secretary shall—

14                 “(A) expeditiously transfer responsibility  
15                 for such case from the Bureau of Consular Af-  
16                 fairs of the Department of State to the Special  
17                 Envoy for Hostage Affairs; and

18                 “(B) not later than 14 days after such de-  
19                 termination, notify the Committee on Foreign  
20                 Relations of the Senate and the Committee on  
21                 Foreign Affairs of the House of Representatives  
22                 of such determination and provide such commit-  
23                 tees with a summary of the facts that led to  
24                 such determination.

1           “(2) FORM.—The notification and summary de-  
2           scribed in paragraph (1)(B) may be submitted in  
3           classified form.”.

4 **SEC. 114. FAMILY ENGAGEMENT COORDINATOR.**

5           Section 303 of the Robert Levinson Hostage Recov-  
6           ery and Hostage-Taking Accountability Act (22 U.S.C.  
7           1741a) is amended by adding at the end the following:

8           “(d) FAMILY ENGAGEMENT COORDINATOR.—There  
9           shall be, in the Office of the Special Presidential Envoy  
10          for Hostage Affairs, a Family Engagement Coordinator,  
11          who shall ensure—

12           “(1) for a United States national unlawfully or  
13          wrongfully detained abroad, that—

14           “(A) any interaction by executive branch  
15          officials with any family member of such United  
16          States national occurs in a coordinated fashion;

17           “(B) such family member receives con-  
18          sistent and accurate information from the  
19          United States Government; and

20           “(C) appropriate coordination with the  
21          Family Engagement Coordinator described in  
22          section 304(c)(2); and

23           “(2) for a United States national held hostage  
24          abroad, that any engagement with a family member  
25          is coordinated with, consistent with, and not duplica-





1           (2) is authorized to charge such fees for such  
2           services as may be necessary to cover the costs of  
3           providing the services, which shall be credited to an  
4           appropriate account of the Department.

5 **SEC. 117. MODERNIZING THE BUREAU OF ARMS CONTROL,**  
6                           **VERIFICATION, AND COMPLIANCE AND THE**  
7                           **BUREAU OF INTERNATIONAL SECURITY AND**  
8                           **NONPROLIFERATION.**

9           It is the sense of Congress that—

10           (1) maintaining a fully staffed and resourced  
11           Bureau of Arms Control, Verification, and Compli-  
12           ance and Bureau of International Security and Non-  
13           proliferation is necessary to effectively confront the  
14           threat of increased global proliferation;

15           (2) the Secretary should take steps to address  
16           staffing shortfalls in the Bureau of Arms Control,  
17           Verification, and Compliance and in the Bureau of  
18           International Security and Nonproliferation with re-  
19           spect to the chemical, biological, and nuclear weap-  
20           ons issue areas; and

21           (3) the Secretary, acting through the Bureau of  
22           Arms Control, Verification, and Compliance and the  
23           Bureau of International Security and Nonprolifera-  
24           tion, should increase efforts and dedicate resources  
25           to combat the dangers posed by the People's Repub-

1       lic of China’s conventional and nuclear build-up, the  
2       Russian Federation’s tactical nuclear weapons and  
3       new types of nuclear weapons, bioweapons prolifera-  
4       tion, dual use of life sciences research, and chemical  
5       weapons.

6       **TITLE II—EMBASSY SECURITY,**  
7       **CONSTRUCTION, AND MAIN-**  
8       **TENANCE**

9       **SEC. 201. EMBASSY SECURITY, CONSTRUCTION, AND MAIN-**  
10       **TENANCE.**

11       There is authorized to be appropriated \$902,615,000  
12       for the “Embassy Security, Construction, and Mainte-  
13       nance” account of the Department for fiscal year 2023.

14       **SEC. 202. AMENDMENTS TO SECURE EMBASSY CONSTRUC-**  
15       **TION AND COUNTERTERRORISM ACT OF 1999.**

16       Section 606(a) of the Secure Embassy Construction  
17       and Counterterrorism Act of 1999 (22 U.S.C. 4865(a))  
18       is amended—

19               (1) in paragraph (2)—

20                       (A) in subparagraph (A), by inserting “,  
21                       personnel of the Peace Corps, and personnel of  
22                       any other type or category of facility that the  
23                       Secretary may identify” after “military com-  
24                       mander”; and

25                       (B) in subparagraph (B)—

1 (i) in clause (i) to read as follows:

2 “(i) IN GENERAL.—Subject to clause  
3 (ii), the Secretary of State may waive sub-  
4 paragraph (A) if the Secretary, in con-  
5 sultation with, as appropriate, the head of  
6 each agency employing personnel that  
7 would not be located at the site, deter-  
8 mines that it is in the national interest of  
9 the United States , after taking account  
10 any considerations that the Secretary, in  
11 the Secretary’s discretion, determines to be  
12 relevant, which may include considerations  
13 relating to security.”; and

14 (ii) in clause (ii), by striking “CHAN-  
15 CERY OR CONSULATE BUILDING” and all  
16 that follows through “Not less than 15  
17 days” and inserting “CHANCERY OR CON-  
18 SULATE BUILDING.—Not less than 15  
19 days”; and

20 (2) in paragraph (3)—

21 (A) in subparagraph (A)—

22 (i) by striking “Each” and inserting  
23 the following:

24 “(i) IN GENERAL.—Each”; and

1 (ii) by adding at the end the fol-  
2 lowing:

3 “(ii) ALTERNATIVE ENGINEERING  
4 EQUIVALENCY STANDARD REQUIRE-  
5 MENT.—Each facility referred to in clause  
6 (i) may, instead of meeting the numerical  
7 perimeter distance setback requirement de-  
8 scribed in such clause, meet such other cri-  
9 teria as the Secretary is authorized to re-  
10 quire to achieve an equivalent engineering  
11 standard of security and degree of protec-  
12 tion as the numerical perimeter distance  
13 setback requirement in such clause seeks  
14 to achieve.”; and

15 (B) in subparagraph (B)—

16 (i) in clause (i) to read as follows:

17 “(i) IN GENERAL.—Subject to clause  
18 (ii), the Secretary of State may waive sub-  
19 paragraph (A) if the Secretary determines  
20 that it is in the national interest of the  
21 United States, after taking account any  
22 considerations that the Secretary, in the  
23 Secretary’s discretion, determines to be rel-  
24 evant, which may include considerations  
25 relating to security.”; and

1 (ii) in clause (ii), by striking “CHAN-  
2 CERY OR CONSULATE BUILDING” and all  
3 that follows through “Not less than 15  
4 days” and inserting “CHANCERY OR CON-  
5 SULATE BUILDING.—Not less than 15  
6 days”.

7 **SEC. 203. INCREASING THE MAXIMUM ANNUAL LEASE PAY-**  
8 **MENT AVAILABLE WITHOUT APPROVAL BY**  
9 **SECRETARY OF STATE.**

10 Section 10(a) of the Foreign Service Buildings Act,  
11 1926 (22 U.S.C. 301(a)) is amended by striking  
12 “\$50,000” and inserting “\$100,000”.

13 **SEC. 204. DIPLOMATIC SUPPORT AND SECURITY.**

14 (a) **SHORT TITLE.**—This section may be cited as the  
15 “Diplomatic Support and Security Act of 2022”.

16 (b) **SENSE OF CONGRESS.**—It is the sense of Con-  
17 gress that—

18 (1) it is a United States national security pri-  
19 ority that United States Government mission per-  
20 sonnel are able to fully execute their duties, includ-  
21 ing—

22 (A) providing United States citizen services  
23 that are often a matter of life and death in in-  
24 secure places;

1 (B) meeting with foreign officials, includ-  
2 ing government and nongovernment, civil soci-  
3 ety, private sector, and members of the press,  
4 to advance United States national security pri-  
5 orities; and

6 (C) understanding, engaging, and report-  
7 ing on foreign political, social, and economic  
8 conditions;

9 (2) a risk-averse environment that inhibits the  
10 execution of these fundamental duties undermines  
11 the national security interests of the United States  
12 and contributes to the further militarization of  
13 United States foreign policy as military and intel-  
14 ligence agencies may experience fewer security re-  
15 strictions and greater risk tolerance in the wake of  
16 security incidents; and

17 (3) Congress has a role to play in addressing  
18 the challenges of managing risk to the Department  
19 and United States Agency for International Develop-  
20 ment personnel and facilities and helping to balance  
21 security and safety concerns with the need for flexi-  
22 bility to carry out their most important duties.

23 (c) ENCOURAGING EXPEDITIONARY DIPLOMACY.—

1           (1) PURPOSE.—Subsection (b) of section 102 of  
2           the Diplomatic Security Act (22 U.S.C. 4801(b)) is  
3           amended—

4                   (A) by amending paragraph (3) to read as  
5           follows:

6                   “(3) to promote strengthened security meas-  
7           ures, institutionalize a culture of learning, and, in  
8           the case of apparent gross negligence or breach of  
9           duty, authorize the Secretary of State to investigate  
10          and pursue accountability for United States Govern-  
11          ment personnel with security-related responsibil-  
12          ities;”;

13                   (B) by redesignating paragraphs (4) and  
14          (5) as paragraphs (5) and (6), respectively; and

15                   (C) by inserting after paragraph (3) (as  
16          amended) the following:

17                   “(4) to support effective risk management  
18          strategies and practices that enables the Department  
19          of State to pursue its vital goals;”.

20           (2) BRIEFINGS ON EMBASSY SECURITY.—Para-  
21          graph (1) of section 105(a) of the Diplomatic Secu-  
22          rity Act (22 U.S.C. 4804(a)) is amended—

23                   (A) in the matter preceding subparagraph  
24          (A), by striking “any plans to open or reopen  
25          a high risk, high threat post” and inserting



1 “progress towards opening or reopening high  
2 risk, high threat posts, and the risk to national  
3 security of the continued closure or suspension  
4 of operations and remaining barriers to doing  
5 so”;

6 (B) in subparagraph (A), by striking “the  
7 type and level of security threats such post  
8 could encounter” and inserting “the risk to  
9 United States foreign policy interests and na-  
10 tional security of the post’s continued closure or  
11 suspension of operations as well as the risks  
12 and threats official United States personnel  
13 could encounter at such post”; and

14 (C) in subparagraph (C), by inserting “the  
15 type and level of security threats such post  
16 could encounter, and” before “security  
17 ‘tripwires’”.

18 (d) INVESTIGATION OF SERIOUS SECURITY INCI-  
19 DENTS.—

20 (1) IN GENERAL.—Section 301 of the Diplo-  
21 matic Security Act (22 U.S.C. 4831) is amended—

22 (A) in the section heading, by striking the  
23 heading and inserting “**INVESTIGATION OF**  
24 **SERIOUS SECURITY INCIDENTS**”;

25 (B) in subsection (a)—

1 (i) by amending paragraph (1) to read  
2 as follows:

3 “(1) CONVENING THE SERIOUS SECURITY INCI-  
4 DENT INVESTIGATION PERMANENT COORDINATING  
5 COMMITTEE PROCESS.—

6 “(A) IN GENERAL.—In any case of an inci-  
7 dent involving loss of life, serious injury, or sig-  
8 nificant destruction of property at, or related  
9 to, a United States Government (USG) mission  
10 abroad, and in any case of a serious breach of  
11 security involving intelligence activities of a for-  
12 eign government directed at a USG mission  
13 abroad, an investigation, to be referred to as a  
14 ‘Serious Security Incident Investigation’ or  
15 ‘SSII’, into such incident shall be convened by  
16 the Secretary of State and a report produced  
17 for the Secretary of State providing a full ac-  
18 count of such incident, including—

19 “(i) whether security provisions perti-  
20 nent to such incident were in place and  
21 functioning;

22 “(ii) whether any malfeasance or  
23 breach of duty took place that materially  
24 contributed to the outcome of such inci-  
25 dent; and

1           “(iii) any recommendations of relevant  
2           security improvements or follow-up meas-  
3           ures.

4           “(B)   EXCEPTION.—Subparagraph   (A)  
5           does not apply—

6           “(i) if the Secretary determines that  
7           the incident clearly involves only causes  
8           unrelated to security, such as if the secu-  
9           rity at issue is outside of the scope of the  
10          Secretary of State’s security responsibility  
11          as defined in section 103 of the Omnibus  
12          Diplomatic Security and Antiterrorism Act  
13          of 1986 (22 U.S.C. 4802(a));

14          “(ii) in a case involving an incident  
15          where operational control of overseas secu-  
16          rity functions has been delegated to an-  
17          other agency consistent with section 106 of  
18          the Omnibus Diplomatic Security and  
19          Antiterrorism Act of 1986 (22 U.S.C.  
20          4805(a)); or

21          “(iii) in a case involving a cyber secu-  
22          rity incident which may be covered by  
23          other review mechanisms.”;

- 1 (ii) in paragraph (2), by striking  
2 “Board” and inserting “Serious Security  
3 Incident Investigation”; and
- 4 (iii) in paragraph (3)(A)—
- 5 (I) in the heading, by striking  
6 “BOARD” and inserting “INVESTIGA-  
7 TION”;
- 8 (II) matter preceding clause (i),  
9 by striking “Board” and inserting  
10 “Serious Security Incident Investiga-  
11 tion”; and
- 12 (III) in clause (ii), by striking  
13 “2022” and inserting “2025”;
- 14 (C) in subsection (b)—
- 15 (i) in paragraph (1)—
- 16 (I) by striking “Except as” and  
17 all that follows through “convene a  
18 Board” and inserting “The Secretary  
19 of State shall conduct a Serious Secu-  
20 rity Incident Investigation not later  
21 than 60 days after the occurrence of  
22 an incident described in subsection  
23 (a)(1), or 60 days after the Depart-  
24 ment of State first becomes aware of  
25 such an incident, whichever is earlier,

1                   except that such 60-day period for  
2                   convening an SSII may be extended  
3                   for one additional 60-day period if the  
4                   Secretary determines that the addi-  
5                   tional period is necessary, conduct an  
6                   SSII of the incident under subsection  
7                   (a), and establish a subsequent proc-  
8                   ess with respect to the incident under  
9                   section 302 to be carried out by the  
10                  Serious Security Incident Investiga-  
11                  tion Permanent Coordinating Com-  
12                  mittee (SSII/PCC) established pursu-  
13                  ant to such section”; and

14                         (II) by striking “for the con-  
15                         vening of the Board”; and

16                         (ii) in paragraph (2), by striking  
17                         “Board” each place it appears and insert-  
18                         ing “SSII/PCC”; and

19                         (D) in subsection (c)—

20                                 (i) in the matter preceding paragraph  
21                                 (1)—

22   (I) by striking “Board” the first  
23   place such term appears and inserting  
24   “SSII and begins the SSII/PCC proc-  
25   ess”;

1 (II) by striking “chairman” and  
2 inserting “chair and ranking mem-  
3 ber”; and

4 (III) by inserting after “Senate”  
5 the following: “, the chair and ranking  
6 member of the Committee on Foreign  
7 Affairs of the House of Representa-  
8 tives, and”; and

9 (ii) by striking “Board” each place it  
10 appears and inserting “SSII/PCC proc-  
11 ess”.

12 (2) CLERICAL AMENDMENT.—The table of con-  
13 tents in section 2 of the Omnibus Diplomatic Secu-  
14 rity and Antiterrorism Act of 1986 is amended by  
15 striking the item relating to section 301 and insert-  
16 ing the following new item:

“Sec. 301. Investigation of serious security incidents.”.

17 (e) SERIOUS SECURITY INCIDENT INVESTIGATION  
18 PERMANENT COORDINATING COMMITTEE.—

19 (1) IN GENERAL.—Section 302 of the Diplo-  
20 matic Security Act of 1986 (22 U.S.C. 4832) is  
21 amended to read as follows:

22 **“SEC. 302. SERIOUS SECURITY INCIDENT INVESTIGATION**  
23 **PERMANENT COORDINATING COMMITTEE.**

24 “(a) BUREAU OF DIPLOMATIC SECURITY RESPONSI-  
25 BILITY FOR INVESTIGATION.—The Diplomatic Security

1 Service of the Bureau of Diplomatic Security of the De-  
2 partment of State shall, at the direction of the Secretary  
3 of State, be responsible for conducting an appropriate in-  
4 vestigation of an incident that is reasonably likely to in-  
5 volve loss of life, serious injury, or significant destruction  
6 of property at, or related to, a USG mission abroad that  
7 may be determined to be a serious security incident under  
8 section 301(a) and providing investigative personnel and  
9 other resources as may be necessary. The results of every  
10 investigation of all such incidents shall be referred to the  
11 Serious Security Incident Investigation Permanent Co-  
12 ordinating Committee established and convened pursuant  
13 to subsection (b) for final assessments regarding whether  
14 such incidents are serious security incidents.

15 “(b) SERIOUS SECURITY INCIDENT INVESTIGATION  
16 PERMANENT COORDINATING COMMITTEE.—

17 “(1) IN GENERAL.—The Secretary of State  
18 shall establish and convene a committee, referred to  
19 as a ‘Serious Security Incident Investigation Perma-  
20 nent Coordinating Committee’ (in this title referred  
21 to as the ‘SSII/PCC’), to review each incident de-  
22 scribed in subsection (a) to determine, in accordance  
23 with section 304, if each such incident is a serious  
24 security incident. The SSII/PCC shall review the Re-  
25 port of Investigation prepared under section 303(c)

1 and any other available reporting and evidence, in-  
2 cluding video recordings, and shall prepare the SSII/  
3 PCC Report under section 304(b).

4 “(2) COMPOSITION.—The SSII/PCC shall be  
5 composed primarily of Assistant Secretary-level per-  
6 sonnel or their designated representatives in the De-  
7 partment of State, and shall at a minimum include  
8 the following personnel:

9 “(A) A representative of the Under Sec-  
10 retary of State for Management, who shall  
11 serve as chair of the SSII/PCC.

12 “(B) The Assistant Secretary or des-  
13 igned representative responsible for the region  
14 in which the serious security incident occurred.

15 “(C) The Assistant Secretary or des-  
16 igned representative for Diplomatic Security.

17 “(D) The Assistant Secretary or des-  
18 igned representative for the Bureau of Intel-  
19 ligence and Research.

20 “(E) An Assistant Secretary-level or des-  
21 igned representative from any involved United  
22 States Government department or agency.

23 “(F) Other personnel as determined nec-  
24 essary or appropriate.



1           “(c) DEFINITION.—In this section, the term ‘des-  
2 ignated representative’ means an official of the Depart-  
3 ment of State with a rank and status not lower than a  
4 Deputy Assistant Secretary-level or equivalent relevant to  
5 the office in which the Assistant Secretary referred to in  
6 paragraph (2) is a part and who is acting on behalf of  
7 the Assistant Secretary and with respect to whom the As-  
8 sistant Secretary is responsible for the conduct and ac-  
9 tions during the investigation process.”.

10           (2) CLERICAL AMENDMENT.—The table of con-  
11 tents in section 2 of the Omnibus Diplomatic Secu-  
12 rity and Antiterrorism Act of 1986 is amended by  
13 striking the item relating to section 302 and insert-  
14 ing the following new item:

“Sec. 302. Serious Security Incident Investigation Permanent Coordinating  
Committee.”.

15           (f) SERIOUS SECURITY INCIDENT INVESTIGATION  
16 PROCESS.—

17           (1) IN GENERAL.—Section 303 of the Diplo-  
18 matic Security Act of 1986 (22 U.S.C. 4833) is  
19 amended to read as follows:

20 **“SEC. 303. SERIOUS SECURITY INCIDENT INVESTIGATION**  
21 **PROCESS.**

22           “(a) INVESTIGATION PROCESS.—

23           “(1) INITIATION.—The Serious Security Inci-  
24 dent Investigation process shall commence when a

1 United States Government (USG) mission reports to  
2 the Secretary of State information relating to an in-  
3 cident involving loss of life, serious injury, or signifi-  
4 cant destruction of property at, or related to, a USG  
5 mission abroad, including detailed information about  
6 such incident, not later than 72 hours after the oc-  
7 currence of such incident, if feasible.

8 “(2) INVESTIGATION.—The Diplomatic Security  
9 Service of the Bureau of Diplomatic Security of the  
10 Department of State shall assemble an investigative  
11 team to carry out the investigation of an incident re-  
12 ported under paragraph (1). The investigation shall  
13 cover the following matters with respect to such inci-  
14 dent:

15 “(A) An assessment of what occurred, an  
16 identification, if known, of the perpetrator sus-  
17 pected of having carried out the incident, and  
18 whether applicable security procedures were fol-  
19 lowed.

20 “(B) If the incident involved a USG mis-  
21 sion abroad, an assessment regarding whether  
22 security systems, security countermeasures, and  
23 security procedures operated as intended.

24 “(C) If such incident involved an individual  
25 under chief of mission security responsibility

1           conducting approved operations or movements  
2           outside a USG mission, an assessment regard-  
3           ing whether proper security briefings and proce-  
4           dures were in place and whether security sys-  
5           tems, security countermeasures, and security  
6           procedures operated as intended, and whether  
7           such systems, countermeasures, and procedures  
8           worked to materially mitigate such attack or  
9           were inadequate to mitigate any threat associ-  
10          ated with such incident.

11           “(D) An assessment of whether any offi-  
12          cials’ or employees’ failure to follow procedures  
13          or perform their duties contributed to such inci-  
14          dent.

15          “(b) REFERRAL AND RECOMMENDATION.—The in-  
16          vestigative team assembled pursuant to subsection (a)(2)  
17          or otherwise shall—

18           “(1) in accordance with section 302(a), refer to  
19          the SSII/PCC the results, including the Report of  
20          Investigation under subsection (c), of each investiga-  
21          tion carried out under subsection (a); and

22           “(2) make a recommendation to the SSII/PCC,  
23          based upon each such investigation, regarding  
24          whether the incident that is the subject of each such

1 investigation should be determined to be a serious  
2 security incident.

3 “(c) REPORT OF INVESTIGATION.—At the conclusion  
4 of a Serious Security Incident Investigation under sub-  
5 section (a), the investigative team shall prepare a Report  
6 of Investigation and submit such Report to the SSII/PCC.  
7 Such Report shall include the following elements:

8 “(1) A detailed description of the matters set  
9 forth in subparagraphs (A) through (D) of sub-  
10 section (a)(2), including all related findings.

11 “(2) An accurate account of the casualties, in-  
12 juries, and damage resulting from the incident that  
13 is the subject of the investigation.

14 “(3) A review of security procedures and direc-  
15 tives in place at the time of such incident.

16 “(4) A recommendation, pursuant to subsection  
17 (b)(2), regarding whether such incident should be  
18 determined to be a serious security incident.

19 “(d) CONFIDENTIALITY.—The investigative team  
20 shall adopt such procedures with respect to confidentiality  
21 as determined necessary, including procedures relating to  
22 the conduct of closed proceedings or the submission and  
23 use of evidence on camera, to ensure in particular the pro-  
24 tection of classified information relating to national de-  
25 fense, foreign policy, or intelligence matters. The Director

1 of National Intelligence shall establish the level of protec-  
2 tion required for intelligence information and for informa-  
3 tion relating to intelligence personnel included in the Re-  
4 port of Investigation under subsection (b). The SSII/PCC  
5 shall determine the level of classification of the final report  
6 prepared under section 304(b), but shall incorporate in  
7 such report, to the maximum extent practicable, the con-  
8 fidentiality measures referred to in this subsection.

9 “(e) OFFICIAL OR EMPLOYEE DEFINED.—In this  
10 section and section 304, the term ‘official or employee’  
11 means—

12 “(1) an employee, as such term is defined in  
13 section 2105 of title 5, United States Code, includ-  
14 ing a member of the Foreign Service;

15 “(2) a member of the uniformed services, as  
16 such term is defined in section 101(3) of title 37,  
17 United States Code;

18 “(3) an employee of an instrumentality of the  
19 United States; or

20 “(4) an individual employed by any person or  
21 entity under contract with agencies or instrumental-  
22 ities of the United States Government to provide  
23 services, equipment, or personnel.”.

24 (2) CLERICAL AMENDMENT.—The table of con-  
25 tents in section 2 of the Omnibus Diplomatic Secu-

1           rity and Antiterrorism Act of 1986 is amended by  
2           striking the item relating to section 303 and insert-  
3           ing the following new item:

“Sec. 303. Serious security incident investigation process.”.

4           (g) FINDINGS AND RECOMMENDATIONS OF THE SE-  
5           RIOUS SECURITY INCIDENT INVESTIGATION PERMANENT  
6           COORDINATING COMMITTEE.—

7                   (1) IN GENERAL.—Section 304 of the Diplo-  
8           matic Security Act (22 U.S.C. 4834) is amended to  
9           read as follows:

10   **“SEC. 304. SERIOUS SECURITY INCIDENT INVESTIGATION**  
11                   **PERMANENT COORDINATING COMMITTEE**  
12                   **FINDINGS AND REPORT.**

13           “(a) IN GENERAL.—The SSII/PCC shall review the  
14           Report of Investigation prepared pursuant to section  
15           303(e), all other evidence, reporting, and relevant informa-  
16           tion relating to an incident involving loss of life, serious  
17           injury, or significant destruction of property at, or related  
18           to, a United States Government (USG) mission abroad,  
19           including an examination of the facts and circumstances  
20           surrounding any serious injuries, loss of life, or significant  
21           destruction of property resulting from such incident and  
22           shall make the following written findings and final deter-  
23           minations:

24                   “(1) Whether such incident was security related  
25           and is determined to be a serious security incident.

1           “(2) If such incident involved a USG mission  
2           abroad, whether the security systems, security coun-  
3           termeasures, and security procedures operated as in-  
4           tended, and whether such systems, countermeasures,  
5           and procedures worked to materially mitigate such  
6           attack or were inadequate to mitigate any threat as-  
7           sociated with such attack.

8           “(3) If such incident involved an individual  
9           under chief of mission security responsibility con-  
10          ducting an approved operation outside a USG mis-  
11          sion, an assessment regarding whether a valid proc-  
12          ess was followed in evaluating such operation for ap-  
13          proval and weighing any risks associated with such  
14          operation, except that such a determination shall not  
15          seek to assign accountability for such incident unless  
16          the SSII/PCC determines a breach of duty has oc-  
17          curred.

18          “(4) An assessment of the impact of intelligence  
19          and information availability relating to such inci-  
20          dent, and whether the USG mission was aware of  
21          the general operating threat environment or any  
22          more specific threat intelligence or information and  
23          the extent to which such was taken into account in  
24          ongoing and specific operations.

1           “(5) Such other facts and circumstances that  
2           may be relevant to the appropriate security manage-  
3           ment of USG missions abroad.

4           “(b) SSII/PCC REPORT.—Not later than 60 days  
5           after receiving the Report of Investigation prepared under  
6           section 303(b), the SSII/PCC shall submit to the Sec-  
7           retary of State a SSII/PCC Report on the incident at  
8           issue, including the assessment under subsection (a) and  
9           any related recommendations related to preventing and re-  
10          sponding to similar such incidents, except that the Sec-  
11          retary of State may extend such period for one additional  
12          60-day period when necessary for the completion of the  
13          Report. Not later than 90 days after receiving such SSII/  
14          PCC Report, the Secretary of State shall submit such  
15          SSII/PCC Report to the Committee on Foreign Relations  
16          of the Senate and the Committee on Foreign Affairs of  
17          the House of Representatives. Such SSII/PCC Report  
18          shall be submitted in unclassified form, but may include  
19          a classified annex.

20          “(c) PERSONNEL RECOMMENDATIONS.—If in the  
21          course of conducting an investigation under section 303,  
22          the investigative team finds reasonable cause to be con-  
23          cerned that any official or employee has breached the duty  
24          of such official or employee, or finds lesser failures on the  
25          part of an official or employee in the performance of his



1 or her duties related to the serious security incident at  
2 issue, the investigative team shall report such to the SSII/  
3 PCC. If the SSII/PCC finds reasonable cause to support  
4 a finding relating to such a breach or failure, the SSII/  
5 PCC shall—

6 “(1) notify the official or employee concerned;

7 “(2) if such official or employee is employed by  
8 the Department of State, transmit to the Secretary  
9 of State for appropriate action such finding, to-  
10 gether with all information relevant to such finding;  
11 or

12 “(3) if such official or employee is employed by  
13 a Federal agency other than the Department of  
14 State, transmit to the head of such Federal agency  
15 for appropriate action such finding, together with all  
16 information relevant to such finding.”.

17 (2) CLERICAL AMENDMENT.—The table of con-  
18 tents in section 2 of the Omnibus Diplomatic Secu-  
19 rity and Antiterrorism Act of 1986 is amended by  
20 striking the item relating to section 304 and insert-  
21 ing the following new item:

“Sec. 304. Serious Security Incident Investigation Permanent Coordinating  
Committee findings and report.”.

22 (h) RELATION TO OTHER PROCEEDINGS.— Section  
23 305 of the Diplomatic Security Act of 1986 (22 U.S.C.  
24 4835) is amended—

1 (1) by striking “Nothing in this title shall” and  
2 inserting the following:

3 “(a) NO EFFECT ON EXISTING REMEDIES OR DE-  
4 FENSES.—Nothing in this title may”; and

5 (2) by adding at the end of the following new  
6 subsection:

7 “(b) FUTURE INQUIRIES.—Nothing in this title may  
8 be construed to preclude the Secretary of State from con-  
9 vening a follow-up public board of inquiry to investigate  
10 any serious security incident if such incident was of such  
11 magnitude or significance that an internal process is de-  
12 termined to be insufficient to understand and investigate  
13 such incident. All materials gathered during the proce-  
14 dures provided under this title shall be provided to any  
15 such related board of inquiry convened by the Secretary.”.

16 (i) TRAINING FOR FOREIGN SERVICE PERSONNEL ON  
17 RISK MANAGEMENT PRACTICES.—Not later than 120  
18 days after the date of the enactment of this Act, the Sec-  
19 retary shall develop and submit to the appropriate con-  
20 gressional committees a strategy to train and educate For-  
21 eign Service personnel on appropriate risk management  
22 practices when conducting their duties in high risk, high  
23 threat environments. Such strategy shall include the fol-  
24 lowing elements:

1           (1) Plans to continue to develop and offer addi-  
2           tional training courses, or augment existing courses,  
3           for Foreign Service officers regarding the conduct of  
4           their duties in high risk, high threat environments  
5           outside of diplomatic compounds, including for diplo-  
6           matic personnel such as political officers, economic  
7           officers, consular officers, and others.

8           (2) Plans to educate Senior Foreign Service  
9           personnel serving abroad, including ambassadors,  
10          chiefs of mission, deputy chiefs of missions, and re-  
11          gional security officers, on appropriate risk manage-  
12          ment practices to employ when evaluating requests  
13          for diplomatic operations in high risk, high threat  
14          environments outside of diplomatic compounds.

15          (j) SENSE OF CONGRESS REGARDING ESTABLISH-  
16          MENT OF EXPEDITIONARY DIPLOMACY AWARD.—It is the  
17          sense of Congress that the Secretary should—

18                 (1) encourage expeditionary diplomacy, proper  
19                 risk management practices, and regular and mean-  
20                 ingful engagement with civil society at the Depart-  
21                 ment through the establishment of an annual award  
22                 to be known as the “Expeditionary Diplomacy  
23                 Award” that would be awarded to officers or em-  
24                 ployees of the Department; and

1           (2) establish procedures for selecting recipients  
2           of such award, including any financial terms associ-  
3           ated with such award.

4           (k) PROMOTION IN THE FOREIGN SERVICE.—Section  
5 603(b) of the Foreign Service Act of 1980 (22 U.S.C.  
6 4003(b)) is amended—

7           (1) in the matter preceding paragraph (1), by  
8           inserting after “as the case may be,” the following:  
9           “and when occupying positions for which the fol-  
10          lowing is, to any degree, an element of the member’s  
11          duties,”;

12          (2) in paragraph (1)—

13               (A) by striking “when occupying positions  
14               for which such willingness and ability is, to any  
15               degree, an element of the member’s duties”;  
16               and

17               (B) by striking “, or” and inserting a  
18               semicolon;

19          (3) in paragraph (2), by striking the period and  
20          inserting “; or”;

21          (4) by redesignating paragraph (2) (as so  
22          amended) as paragraph (3);

23          (5) by inserting after paragraph (1) the fol-  
24          lowing new paragraph:

1           “(2) a willingness and ability to regularly and  
2           meaningfully engage with civil society and other  
3           local actors in-country;” and

4           (6) by inserting after paragraph (3) (as so re-  
5           designated) the following:

6           “(4) the ability to effectively manage and assess  
7           risk associated with the conduct of diplomatic oper-  
8           ations.”.

9           (1) REPORTING REQUIREMENT.—Not later than 180  
10          days after the date of the enactment of this Act and for  
11          every 180 days thereafter for the following two years, the  
12          Secretary shall submit to the appropriate congressional  
13          committees a report on the Department’s risk manage-  
14          ment efforts, including information relating to progress in  
15          implementing this section, subsection (b) of section 102  
16          of the Diplomatic Security Act (22 U.S.C. 4801), as  
17          amended by subsection (c) of this section, and the fol-  
18          lowing elements:

19                 (1) Progress on encouraging and incentivizing  
20                 appropriate Foreign Service personnel to regularly  
21                 and meaningfully engage with civil society and other  
22                 local actors in-country.

23                 (2) Efforts to promote a more effective culture  
24                 of risk management and greater risk tolerance  
25                 among all Foreign Service personnel, including

1 through additional risk management training and  
2 education opportunities.

3 (3) Progress on efforts to incorporate the provi-  
4 sions of this Act into the Foreign Affairs Manual  
5 regulations and implement the Serious Security Inci-  
6 dent Investigation Permanent Coordinating Com-  
7 mittee (SSII/PCC) established and convened pursu-  
8 ant to section 302(b) of the Diplomatic Security Act  
9 (22 U.S.C. 4832), as amended by subsection (e), to  
10 more closely align Department procedures with how  
11 other Federal departments and agencies analyze,  
12 weigh, and manage risk.

13 (m) IMPLEMENTATION.—Not later than 180 days  
14 after the date of the enactment of this Act, the Secretary  
15 shall identify and report to the appropriate congressional  
16 committees which official of the Department, with a rank  
17 not lower than Assistant Secretary or equivalent, will be  
18 responsible for leading the implementation of this section  
19 and the amendments made by this section.

1     **TITLE III—PERSONNEL ISSUES**  
2         **Subtitle A—Matters Relating to**  
3             **Employment**

4     **SEC. 301. PER DIEM ALLOWANCE AND LOCALITY PAY FOR**  
5             **NEWLY HIRED MEMBERS OF THE FOREIGN**  
6             **SERVICE.**

7         (a) PER DIEM ALLOWANCE.—

8             (1) IN GENERAL.—Notwithstanding any other  
9             provision of law, and except as provided in para-  
10            graph (2), any newly hired Foreign Service employee  
11            who is in initial orientation training, or any other  
12            training expected to last less than six months before  
13            transferring to the employee’s first assignment, in  
14            the Washington, D.C., area shall, for the duration of  
15            such training, receive a per diem allowance at the  
16            levels prescribed under subchapter I of chapter 57 of  
17            title 5, United States Code.

18            (2) LIMITATION ON LODGING EXPENSES.—A  
19            newly hired Foreign Service employee may not re-  
20            ceive any lodging expenses under the applicable per  
21            diem allowance pursuant to paragraph (1) if that  
22            employee—

23                 (A) has a permanent residence in the  
24                 Washington, D.C., area (not including Govern-

1           ment-supplied housing during such orientation  
2           training or other training); and

3                   (B) does not vacate such residence during  
4           such orientation training or other training.

5           (b) LOCALITY PAY.—Any newly hired Foreign Serv-  
6   ice employee who is enrolled in any training, following ori-  
7   entation training, that is expected to exceed six months  
8   in the Washington, D.C., area prior to departing for their  
9   first assignment, shall, for the duration of such training  
10   receive locality pay applicable to Washington, D.C., under  
11   section 5304 or 5304a of title 5, United States Code.

12           (c) DEFINITIONS.—In this section—

13                   (1) the term “per diem allowance” has the  
14           meaning given that term under section 5701 of title  
15           5, United States Code; and

16                   (2) the term “Washington, D.C., area” means  
17           the geographic area within a 50 mile radius of the  
18           Washington Monument.

19   **SEC. 302. REST, RECUPERATION, AND OVERSEAS OPER-**  
20                   **ATIONS LEAVE.**

21           (a) IN GENERAL.—Subchapter II of chapter 63 of  
22   title 5, United States Code, is amended by adding at the  
23   end the following new sections:

24   **“§ 6329e. Rest and recuperation leave**

25           “(a) DEFINITIONS.—In this section—



1           “(1) the term ‘agency’ means an Executive  
2 agency (as that term is defined in section 105), but  
3 does not include the Government Accountability Of-  
4 fice;

5           “(2) the term ‘combat zone’ means a geo-  
6 graphic area designated by an Executive order of the  
7 President as an area in which the Armed Forces are  
8 engaging or have engaged in combat, an area des-  
9 ignated by law to be treated as a combat zone, or  
10 a location the Department of Defense has certified  
11 for combat zone tax benefits due to its direct sup-  
12 port of military operations;

13           “(3) the term ‘employee’ has the meaning given  
14 that term in section 6301;

15           “(4) the term ‘high risk, high threat post’ has  
16 the meaning given that term in section 104 of the  
17 Omnibus Diplomatic Security and Antiterrorism Act  
18 of 1986 (22 U.S.C. ); and

19           “(5) the term ‘leave year’ means the period be-  
20 ginning on the first day of the first complete pay pe-  
21 riod in a calendar year and ending on the day imme-  
22 diately before the first day of the first complete pay  
23 period in the following calendar year.

24           “(b) LEAVE FOR REST AND RECUPERATION.—The  
25 head of an agency may prescribe regulations to grant up

1 to 20 days of paid leave, per leave year, for the purposes  
2 of rest and recuperation to an employee of the agency  
3 serving in a combat zone, any other high risk, high threat  
4 post, or any other location presenting significant security  
5 or operational challenges.

6 “(c) DISCRETIONARY AUTHORITY OF AGENCY  
7 HEAD.—Use of the authority under subsection (b) is at  
8 the sole and exclusive discretion of the head of the agency  
9 concerned.

10 “(d) RECORDS.—An agency shall record leave pro-  
11 vided under this section separately from leave authorized  
12 under any other provision of law.

13 **“§ 6329f. Overseas operations leave**

14 “(a) DEFINITIONS.—In this section—

15 “(1) the term ‘agency’ means an Executive  
16 agency (as that term is defined in section 105), but  
17 does not include the Government Accountability Of-  
18 fice;

19 “(2) the term ‘employee’ has the meaning given  
20 that term in section 6301; and

21 “(3) the term ‘leave year’ means the period be-  
22 ginning with the first day of the first complete pay  
23 period in a calendar year and ending with the day  
24 immediately before the first day of the first complete  
25 pay period in the following calendar year.

1           “(b) LEAVE FOR OVERSEAS OPERATIONS.—The head  
2 of an agency may prescribe regulations to grant up to 10  
3 days of paid leave, per leave year, to an employee of the  
4 agency serving abroad where the conduct of business could  
5 pose potential security or safety related risks or would be  
6 inconsistent with host-country practice. Such regulations  
7 may provide that additional leave days may be granted  
8 during such leave year if the head of the agency deter-  
9 mines that to do so is necessary to advance the national  
10 security or foreign policy interests of the United States.

11           “(c) DISCRETIONARY AUTHORITY OF AGENCY  
12 HEAD.—Use of the authority under subsection (b) is at  
13 the sole and exclusive discretion of the head of the agency  
14 concerned.

15           “(d) RECORDS.—An agency shall record leave pro-  
16 vided under this section separately from leave authorized  
17 under any other provision of law.”.

18           (b) CLERICAL AMENDMENTS.—The table of sections  
19 at the beginning of such chapter is amended by inserting  
20 after the item relating to section c the following new items:

“6329e. Rest and recuperation leave  
“6329f. Overseas operations leave”.

21 **SEC. 303. DIGNITY FOR PEOPLE WITH DISABILITIES SERV-**  
22 **ING IN THE FOREIGN SERVICE.**

23           The Foreign Service Act of 1980 is amended—

1 (1) in paragraph (2) of section 101(b) (22  
2 U.S.C. 3901(b)), by striking “handicapping condi-  
3 tion” and inserting “disability”;

4 (2) in section 105 (22 U.S.C. 3905), by striking  
5 “handicapping condition” each place it appears and  
6 inserting “disability”;

7 (3) in subparagraph (A) of section 1002(11)  
8 (22 U.S.C. 4102(11)), by striking “handicapping  
9 condition” and inserting “disability”; and

10 (4) in paragraph (4) of section 1015(b) (22  
11 U.S.C. 4115(b)), by striking “handicapping condi-  
12 tion” and inserting “disability”.

13 **SEC. 304. INCREASING HOUSING AVAILABILITY FOR CER-**  
14 **TAIN EMPLOYEES ASSIGNED TO THE UNITED**  
15 **STATES MISSION TO THE UNITED NATIONS.**

16 Section 9(2) of the United Nations Participation Act  
17 of 1945 (22 U.S.C. 287e–1(2)) is amended by striking  
18 “30” and inserting “41”.

19 **SEC. 305. ENHANCED REQUIREMENTS FOR THE DEPART-**  
20 **MENT OF STATE RELATING TO TELEWORK-**  
21 **READY EMPLOYEES.**

22 (a) IN GENERAL.—The Secretary shall take such  
23 steps as may be necessary to ensure that all covered per-  
24 sonnel—

1           (1) if compensated for the costs of housing  
2           abroad through a living quarters allowance, overseas  
3           housing allowance, or other similar allowance, may  
4           use such allowance to cover the cost of reliable inter-  
5           net access at such housing in the same manner and  
6           to the same extent as any other utility;

7           (2) if provided housing at properties owned or  
8           leased by the United States, are supplied with reli-  
9           able internet access at such property in the same  
10          manner and to the same extent as any other utility;  
11          and

12          (3) are issued by the Department (or, if appro-  
13          priate, reimbursed by the Department in full for the  
14          costs of purchasing) such equipment as may be nec-  
15          essary to be fully and appropriately telework-ready,  
16          without regard to the affiliation of any such em-  
17          ployee, officer, or member in any specific bureau or  
18          office of the Department in determining eligibility to  
19          receive or obtain such equipment at the Depart-  
20          ment's expense.

21          (b) REIMBURSEMENT REQUIREMENT.—With respect  
22          to each employee described in subsection (c)(2) for whom  
23          the Secretary provides compensation, housing, or equip-  
24          ment in accordance with subsection (a), the employing  
25          agency shall reimburse the Department for the costs of

1 such provision, through the International Cooperative Ad-  
2 ministrative Support Services system.

3 (c) COVERED PERSONNEL.—For purposes of this  
4 section, the term “covered personnel”—

5 (1) means employees and officers of the De-  
6 partment, including members of the Foreign Service,  
7 who are serving at overseas diplomatic or consular  
8 posts; and

9 (2) includes each other employee of the United  
10 States under the authority of a chief of mission at  
11 an overseas diplomatic or consular post.

12 **SEC. 306. DEPARTMENT OF STATE STUDENT INTERNSHIP**  
13 **PROGRAM.**

14 (a) IN GENERAL.—The Secretary shall establish the  
15 Department of State Student Internship Program (in this  
16 section referred to as the “Program”) to offer internship  
17 opportunities at the Department to eligible students to  
18 raise awareness of the essential role of diplomacy in the  
19 conduct of United States foreign policy and the realization  
20 of United States foreign policy objectives.

21 (b) ELIGIBILITY.—To be eligible to participate in the  
22 Program, an applicant shall—

23 (1) be enrolled, not less than half-time, at—

1 (A) an institution of higher education (as  
2 such term is defined section 102 of the Higher  
3 Education Act of 1965 (20 U.S.C. 1002)); or

4 (B) an institution of higher education  
5 based outside the United States, as determined  
6 by the Secretary; and

7 (2) be able to receive and hold an appropriate  
8 security clearance.

9 (c) SELECTION.—The Secretary shall establish selec-  
10 tion criteria for students to be admitted into the Program  
11 that includes a demonstrated interest in a career in for-  
12 eign affairs.

13 (d) OUTREACH.—The Secretary shall advertise the  
14 Program widely, including on the internet, through the  
15 Department’s Diplomats in Residence program, and  
16 through other outreach and recruiting initiatives targeting  
17 undergraduate and graduate students. The Secretary shall  
18 additionally conduct targeted outreach to encourage par-  
19 ticipation in the Program from—

20 (1) individuals belonging to traditionally under-  
21 represented groups in terms of racial, ethnic, geo-  
22 graphic, and gender diversity, and disability status;  
23 and

24 (2) students enrolled at minority serving insti-  
25 tutions (which shall have the meaning given the

1 term “eligible institutions” described in section  
2 371(a) of the Higher Education Act of 1965 (20  
3 U.S.C. 1067q(a)).

4 (e) COMPENSATION.—

5 (1) HOUSING ASSISTANCE.—

6 (A) ABROAD.—The Secretary shall provide  
7 housing assistance to a student participating in  
8 the Program whose permanent address is with-  
9 in the United States if the location of the in-  
10 ternship in which such student is participating  
11 is outside the United States.

12 (B) DOMESTIC.—The Secretary is author-  
13 ized to provide housing assistance to a student  
14 participating in the Program whose permanent  
15 address is within the United States if the loca-  
16 tion of the internship in which such student is  
17 participating is more than 50 miles away from  
18 such student’s permanent address.

19 (2) TRAVEL ASSISTANCE.—The Secretary shall  
20 provide a student participating in the Program  
21 whose permanent address is within the United  
22 States financial assistance to cover the costs of trav-  
23 el once to and once from the location of the intern-  
24 ship in which such student is participating, including



1 travel by air, train, bus, or other transit as appro-  
2 priate, if the location of such internship is—

3 (A) more than 50 miles from such stu-  
4 dent's permanent address; or

5 (B) outside the United States.

6 (f) WORKING WITH INSTITUTIONS OF HIGHER EDU-  
7 CATION.—The Secretary shall, to the maximum extent  
8 practicable, structure internships to ensure such intern-  
9 ships satisfy criteria for academic credit at the institutions  
10 of higher education in which participants in such intern-  
11 ships are enrolled.

12 (g) TRANSITION PERIOD.—

13 (1) IN GENERAL.—Not later than two years  
14 after the date of the enactment of this Act, the Sec-  
15 retary shall transition all unpaid internship pro-  
16 grams of the Department, including the Foreign  
17 Service Internship Program, to internship programs  
18 that offer compensation. Upon selection as a can-  
19 didate for entry into an internship program of the  
20 Department after such date, a participant in such  
21 internship program shall be afforded the opportunity  
22 to forgo compensation, including if doing so allows  
23 such participant to receive college or university cur-  
24 ricular credit.

1           (2) EXCEPTION.—The transition required  
2           under paragraph (1) shall not apply in the case of  
3           unpaid internship programs of the Department that  
4           are part of the Virtual Student Federal Service in-  
5           ternship program.

6           (3) WAIVER.—

7           (A) IN GENERAL.—The Secretary may  
8           waive the requirement under this subsection to  
9           transition an unpaid internship program of the  
10          Department to an internship program that of-  
11          fers compensation if the Secretary determines  
12          and not later than 30 days after any such de-  
13          termination submits to the appropriate congres-  
14          sional committees and the Committees on Ap-  
15          propriations of the Senate and the House of  
16          Representatives a report that to do so would  
17          not be consistent with effective management  
18          goals.

19          (B) REPORT.—The report required under  
20          subparagraph shall describe the reason why  
21          transitioning an unpaid internship program of  
22          the Department to an internship program that  
23          offers compensation would not be consistent  
24          with effective management goals, including any  
25          justification for maintaining such unpaid status

1 indefinitely, or any additional authorities or re-  
2 sources necessary to transition such unpaid pro-  
3 gram to offer compensation in the future.

4 (h) REPORTS.—Not later than 18 months after the  
5 date of the enactment of this Act, the Secretary shall sub-  
6 mit to the appropriate congressional committees and the  
7 Committees on Appropriations of the Senate and the  
8 House of Representatives a report that includes the fol-  
9 lowing:

10 (1) Data, to the extent collection of such infor-  
11 mation is permissible by law, regarding the number  
12 of students who applied to the Program, were of-  
13 fered a position, and participated, respectively,  
14 disaggregated by race, ethnicity, gender, disability  
15 status, institution of higher education, home State,  
16 State where each student graduated from high  
17 school, and disability status.

18 (2) Data on the number of security clearance  
19 investigations started for such students and the  
20 timeline for such investigations, including whether  
21 such investigations were completed or if, and when,  
22 an interim security clearance was granted.

23 (3) Information on expenditures on the Pro-  
24 gram.

1           (4) Information regarding the Department's  
2 compliance with subsection (g).

3           (i) VOLUNTARY PARTICIPATION.—

4           (1) IN GENERAL.—Nothing in this section may  
5 be construed to compel any student who is a partici-  
6 pant in an internship program of the Department to  
7 participate in the collection of the data or divulge  
8 any personal information. Such students shall be in-  
9 formed that their participation in the data collection  
10 contemplated by this section is voluntary.

11           (2) PRIVACY PROTECTION.—Any data collected  
12 under this section shall be subject to the relevant  
13 privacy protection statutes and regulations applica-  
14 ble to Federal employees.

15           (j) SPECIAL HIRING AUTHORITY.—Notwithstanding  
16 any other provision of law, the Secretary, in consultation  
17 with the Office of Personnel Management with respect to  
18 the number of interns to be hired each year, may—

19           (1) select, appoint, and employ individuals for  
20 up to 1 year through compensated internships under  
21 an excepted service (as defined in section 2103 of  
22 title 5, United States Code); and

23           (2) remove any compensated intern employed  
24 pursuant to paragraph (1) without regard to the

1 provisions of law governing appointments in the ex-  
2 cepted service.

3 (k) AVAILABILITY OF APPROPRIATIONS.—Intern-  
4 ships offered and compensated by the Department under  
5 this section shall be funded solely by amounts available  
6 and appropriated under the heading “Diplomatic Pro-  
7 grams” on or after the date of the enactment of this Act.

8 **SEC. 307. ADDENDUM FOR STUDY ON FOREIGN SERVICE**  
9 **ALLOWANCES.**

10 (a) IN GENERAL.—Not later than 180 days after the  
11 date of the enactment of this Act, the Secretary shall sub-  
12 mit to the appropriate congressional committees an adden-  
13 dum to the report required under section 5302 of the De-  
14 partment of State Authorization Act of 2021 (division E  
15 of Public Law 117–81), which shall be entitled the “Re-  
16 port on Bidding for Domestic and Overseas Posts and  
17 Filling Unfilled Positions”. The addendum shall be pre-  
18 pared using input from the same federally funded research  
19 and development center that prepared the analysis con-  
20 ducted for purposes of such report.

21 (b) ELEMENTS.—The addendum required under sub-  
22 section (a) shall include—

23 (1) the total number of domestic and overseas  
24 positions open during the most recent summer bid-  
25 ding cycle;

1           (2) the total number of bids each position re-  
2           ceived;

3           (3) the number of unfilled positions at the con-  
4           clusion of the most recent summer bidding cycle,  
5           disaggregated by bureau; and

6           (4) detailed recommendations and a timeline  
7           for—

8                   (A) increasing the number of qualified bid-  
9                   ders for underbid positions; and

10                   (B) minimizing the number of unfilled po-  
11                   sitions at the end of bidding season.

12 **SEC. 308. REPORT ON PILOT PROGRAM FOR LATERAL**  
13 **ENTRY INTO THE FOREIGN SERVICE.**

14           (a) **IN GENERAL.**—Not later than 180 days after the  
15           date of the enactment of this Act, the Under Secretary  
16           for Management of the Department shall submit to the  
17           appropriate congressional committees a report on the im-  
18           plementation of the pilot program for lateral entry into  
19           the Foreign Service required by section 404(b) of the De-  
20           partment of State Authorities Act, Fiscal Year 2017 (Pub-  
21           lic Law 114–323; 130 Stat. 1928).

22           (b) **MATTERS TO BE INCLUDED.**—The report re-  
23           quired by subsection (a) shall include—

24                   (1) the current status of implementation of the  
25                   pilot program, including a summary of concrete

1 steps taken by the Department implement it, to  
2 date;

3 (2) an explanation of the delay in implementa-  
4 tion of the pilot program, if any;

5 (3) the number of mid-career individuals from  
6 the Civil Service of the Department and private sec-  
7 tor that are expected to participate in the pilot pro-  
8 gram in fiscal year 2023, differentiated by gender,  
9 age, race and ethnicity, geographic origin, and past  
10 occupation, to the extent practicable;

11 (4) an analysis of the skills gap the Department  
12 identified for use of the pilot program's flexible-hir-  
13 ing mechanism;

14 (5) any legal justifications provided by the Of-  
15 fice of Legal Adviser of the Department for the De-  
16 partment not implementing the pilot program; and

17 (6) the estimated date by which the Depart-  
18 ment expects to implement the pilot program.

19 **SEC. 309. INTERAGENCY POLICIES TO PREVENT AND RE-**  
20 **SPOND TO HARASSMENT, DISCRIMINATION,**  
21 **SEXUAL ASSAULT, AND RELATED RETALIA-**  
22 **TION.**

23 (a) COORDINATION WITH OTHER AGENCIES.—

24 (1) IN GENERAL.—The Secretary, in coordina-  
25 tion with the heads of other Federal agencies that

1 provide personnel to serve in overseas posts, should  
2 develop interagency policies to prevent and respond  
3 to harassment, discrimination, sexual assault, and  
4 related retaliation, including policies for—

5 (A) addressing harassment, discrimination,  
6 sexual assault, and related retaliation, reporting  
7 of such actions, and providing support to per-  
8 sonnel who report such actions;

9 (B) advocacy, service referrals, and travel  
10 accommodations for victims; and

11 (C) disciplining anyone who violates De-  
12 partment policies regarding harassment, dis-  
13 crimination, sexual assault, or related retalia-  
14 tion occurring between covered employees and  
15 noncovered employees.

16 (2) COVERED EMPLOYEE DEFINED.—In this  
17 subsection, the term “covered employee” means—

18 (A) any officer or employee (including any  
19 temporary, part-time, contract, intermittent em-  
20 ployee, intern, fellow, or other unpaid staff (in-  
21 cluding United States citizens and foreign na-  
22 tionals)) performing work for or on behalf of  
23 the Department;

24 (B) a member of the Foreign Service (as  
25 that term is defined under section 103 of the



1 Foreign Service Act of 1980 (22 U.S.C.  
2 3903)), to include a Foreign Service Officer,  
3 Foreign Service Specialist, Locally Employed  
4 Staff, or Consular Agent; or

5 (C) any individual who is engaged by an  
6 employer or entity as a contractor.

7 (b) DISCIPLINARY ACTION.—

8 (1) SEPARATION FOR CAUSE.—Section  
9 610(a)(1) of the Foreign Service Act of 1980 (22  
10 U.S.C. 4010(a)(1)), is amended—

11 (A) by striking “decide to”; and

12 (B) by inserting before the period at the  
13 end the following: “upon receiving notification  
14 from the Bureau of Diplomatic Security that  
15 such member has engaged in criminal mis-  
16 conduct, such as murder, rape, or other sexual  
17 assault”.

18 (2) UPDATE TO MANUAL.—The Director of  
19 Global Talent and Director General of the Foreign  
20 Service shall—

21 (A) update the “Grounds for Disciplinary  
22 Action” and “List of Disciplinary Offenses and  
23 Penalties” sections of the Foreign Affairs Man-  
24 ual to reflect the amendments made by para-  
25 graph (1); and

1 (B) communicate such updates to Depart-  
2 ment staff through publication in Department  
3 Notices.

4 (c) SEXUAL ASSAULT PREVENTION AND RESPONSE  
5 VICTIM ADVOCATES.—The Secretary shall ensure that the  
6 Diplomatic Security Service’s Victims’ Resource Advocacy  
7 Program—

8 (1) is appropriately staffed by advocates who  
9 are physically present at—

10 (A) the headquarters of the Department;  
11 and

12 (B) major domestic and international fa-  
13 cilities and embassies, as determined by the  
14 Secretary;

15 (2) considers the logistics that are necessary to  
16 allow for the expedient travel of victims from De-  
17 partment facilities that do not have advocates; and

18 (3) uses funds available to the Department to  
19 provide emergency food, shelter, clothing, and trans-  
20 portation for victims involved in matters being inves-  
21 tigated by the Diplomatic Security Service.

22 **SEC. 310. CURTAILMENTS, REMOVALS FROM POST, AND**  
23 **WAIVERS OF PRIVILEGES AND IMMUNITIES.**

24 (a) CURTAILMENTS REPORT.—

1           (1) IN GENERAL.—Not later than 180 days  
2 after the date of the enactment of this Act, and  
3 every 180 days thereafter, the Secretary shall sub-  
4 mit to the appropriate congressional committees a  
5 report regarding curtailments of Department per-  
6 sonnel from overseas posts.

7           (2) CONTENTS.—The Secretary shall include in  
8 each report required by paragraph (1)—

9           (A) relevant information about any post  
10 that, during the 6-month period preceding the  
11 report—

12           (i) had more than 5 curtailments; or

13           (ii) had curtailments representing  
14 more than 5 percent of Department per-  
15 sonnel at such post; and

16           (B) for each post described in subpara-  
17 graph (A), the number of curtailments,  
18 disaggregated by month of occurrence.

19           (3) ADDITIONAL CONTENTS FOR INITIAL RE-  
20 PORT.—The Secretary shall include in the initial re-  
21 port required by paragraph (1) the number of and  
22 relevant information about all voluntary and involun-  
23 tary curtailments at the Deputy Chief of Mission or  
24 Principal Officer level for the previous 5 years,

1       disaggregated by year, including an explanation of  
2       any Department review of such curtailments.

3       (b) REMOVAL OF DIPLOMATS.—Not later than 5  
4       days after the date on which any United States personnel  
5       under chief of mission authority is declared persona non  
6       grata by a host government, the Secretary shall—

7             (1) notify the appropriate congressional com-  
8       mittees of such declaration; and

9             (2) include with such notification—

10            (A) the official reason for such declaration  
11            (if provided by the host government);

12            (B) the date of the declaration; and

13            (C) whether the Department responded by  
14            declaring a host government's diplomat in the  
15            United States persona non grata.

16       (c) WAIVER OF PRIVILEGES AND IMMUNITIES.—Not  
17       later than 15 days after any waiver of privileges and im-  
18       munities pursuant to the Vienna Convention on Diplo-  
19       matic Relations, signed at Vienna on April 18, 1961, and  
20       entered into force April 24, 1964, that is applicable to an  
21       entire diplomatic post or to the majority of United States  
22       personnel under chief of mission authority, the Secretary  
23       shall notify the appropriate congressional committees of  
24       such waiver and the reason for such waiver.

1 (d) TERMINATION.—This section shall terminate on  
2 the date that is 5 years after the date of the enactment  
3 of this Act.

4 **SEC. 311. COMMISSION ON REFORM AND MODERNIZATION**  
5 **OF THE DEPARTMENT OF STATE.**

6 (a) SHORT TITLE.—This section may be cited as the  
7 “Commission on Reform and Modernization of the De-  
8 partment of State Act”.

9 (b) ESTABLISHMENT OF COMMISSION.—There is es-  
10 tablished in the legislative branch the Commission on Re-  
11 form and Modernization of the Department of State (in  
12 this section referred to as the “Commission”).

13 (c) PURPOSES.—The purposes of the Commission are  
14 to examine the changing nature of diplomacy in the 21st  
15 century and ways that the Department and its personnel  
16 can modernize to advance the interests of the United  
17 States, as well as offer recommendations related to—

18 (1) the organizational structure of the Depart-  
19 ment;

20 (2) personnel-related matters, to include re-  
21 cruitment, promotion, training, and retention of the  
22 Department’s workforce in order to retain the best  
23 and brightest personnel and foster effective diplo-  
24 macy worldwide, including measures to strengthen

1 diversity and inclusion to ensure that the Depart-  
2 ment's workforce represents all of America;

3 (3) the Department's infrastructure—both do-  
4 mestic and overseas—to include information tech-  
5 nology, transportation, and security;

6 (4) the link between diplomacy and defense, in-  
7 telligence, development, commercial, health, law en-  
8 forcement, and other core United States interests;

9 (5) core legislation that authorizes United  
10 States diplomacy, including the Foreign Service Act  
11 of 1980 (Public Law 96-465);

12 (6) related regulations, rules, and processes  
13 that define United States diplomatic efforts, includ-  
14 ing the Foreign Affairs Manual;

15 (7) Chief of Mission authority at United States  
16 diplomatic missions overseas, including authority  
17 over employees of other Federal departments and  
18 agencies; and

19 (8) treaties that impact United States overseas  
20 presence.

21 (d) MEMBERSHIP.—

22 (1) COMPOSITION.—

23 (A) IN GENERAL.—The Commission shall  
24 be composed of 8 members of whom—

1 (i) one member shall be appointed by  
2 the chairperson of the Committee on For-  
3 eign Affairs of the House of Representa-  
4 tives;

5 (ii) one member shall be appointed by  
6 the ranking member of the Committee on  
7 Foreign Affairs of the House of Represent-  
8 atives;

9 (iii) one member shall be appointed by  
10 the chairperson of the Committee on For-  
11 eign Relations of the Senate;

12 (iv) one member shall be appointed by  
13 the ranking member of the Committee on  
14 Foreign Relations of the Senate;

15 (v) one member shall be appointed by  
16 the Speaker of the House of Representa-  
17 tives;

18 (vi) one member shall be appointed by  
19 the majority leader of the Senate;

20 (vii) one member shall be appointed  
21 by the minority leader of the House of  
22 Representatives; and

23 (viii) one member shall be appointed  
24 by the minority leader of the Senate.

1           (B) DEADLINE FOR APPOINTMENT.—The  
2           appointments of members of the Commission  
3           under this paragraph shall be made not later  
4           than 90 days after the date of enactment of  
5           this Act.

6           (2) CO-CHAIRPERSONS.—The Speaker of the  
7           House of Representatives and the majority leader of  
8           the Senate shall select one member of the Commis-  
9           sion appointed under paragraph (1) to serve as a co-  
10          chairperson of the Commission, and the minority  
11          leader of the House of Representatives and the mi-  
12          nority leader of the Senate shall select one member  
13          of the Commission appointed under paragraph(1) to  
14          serve as a co-chairperson of the Commission.

15          (3) QUALIFICATIONS; MEETINGS.—

16                (A) MEMBERSHIP.—

17                   (i) IN GENERAL.—It is the sense of  
18                   Congress that the members of the Commis-  
19                   sion appointed under paragraph (1)  
20                   should—

21                           (I) be prominent United States  
22                           citizens, with national recognition and  
23                           significant depth of experience in  
24                           international relations and the De-  
25                           partment;



1 (II) have leadership experience  
2 related to international relations, di-  
3 plomacy, and data-driven manage-  
4 ment;

5 (III) have significant expertise in  
6 international relations, diplomacy, eco-  
7 nomics, technology, labor relations,  
8 energy, and foreign assistance;

9 (IV) have an understanding of  
10 management challenges that may  
11 hinder the Department in carrying  
12 out its mission to the most effective  
13 extent possible; and

14 (V) maintain a deep under-  
15 standing of the Department's Civil  
16 and Foreign Service workforces, in-  
17 cluding the challenges and opportuni-  
18 ties the Department faces in man-  
19 aging two personnel systems.

20 (ii) PROHIBITIONS.—A member of the  
21 Commission appointed under paragraph  
22 (1) may not—

23 (I) be a current Member of Con-  
24 gress; or

1 (II) be a current or former reg-  
2 istrant under the Foreign Agents Reg-  
3 istration Act of 1938 (22 U.S.C. 611  
4 et seq.).

5 (B) MEETINGS.—

6 (i) INITIAL MEETING.—The Commis-  
7 sion shall hold its first meeting not later  
8 than 30 days after the date on which all  
9 members of the Commission have been ap-  
10 pointed.

11 (ii) FREQUENCY.—The Commission  
12 shall meet at the call of the co-chair-  
13 persons of the Commission.

14 (iii) QUORUM.—A majority of the  
15 members of the Commission shall con-  
16 stitute a quorum for purposes of con-  
17 ducting business, except that two members  
18 of the Commission shall constitute a  
19 quorum for purposes of receiving testi-  
20 mony.

21 (C) VACANCIES.—Any vacancy in the Com-  
22 mission shall not affect the powers of the Com-  
23 mission, but shall be filled in the same manner  
24 as the original appointment.

25 (e) FUNCTIONS OF COMMISSION.—

1           (1) IN GENERAL.—The Commission shall act by  
2 resolution agreed to by a majority of the members  
3 of the Commission voting and present.

4           (2) PANELS.—The Commission may establish  
5 panels composed of less than the full membership of  
6 the Commission for purposes of carrying out the du-  
7 ties of the Commission under this section. The ac-  
8 tions of any such panel shall be subject to the review  
9 and control of the Commission. Any findings and de-  
10 terminations made by such a panel shall not be con-  
11 sidered the findings and determinations of the Com-  
12 mission unless approved by the Commission.

13           (3) DELEGATION.—Any member, agent, or staff  
14 of the Commission may, if authorized by the co-  
15 chairpersons of the Commission, take any action  
16 which the Commission is authorized to take pursu-  
17 ant to this section.

18           (f) POWERS OF COMMISSION.—

19           (1) HEARINGS AND EVIDENCE.—The Commis-  
20 sion or, as delegated by the co-chairpersons of the  
21 Commission, any panel or member thereof, may, for  
22 the purpose of carrying out this section—

23                   (A) hold such hearings and meetings, take  
24 such testimony, receive such evidence, and ad-  
25 minister such oaths as the Commission or such

1 designated subcommittee or designated member  
2 considers necessary;

3 (B) require the attendance and testimony  
4 of such witnesses and the production of such  
5 correspondence, memoranda, papers, and docu-  
6 ments, as the Commission or such designated  
7 subcommittee or designated member considers  
8 necessary; and

9 (C) subject to applicable privacy laws and  
10 relevant regulations, secure directly from any  
11 Federal department or agency information and  
12 data necessary to enable it to carry out its mis-  
13 sion, which shall be provided by the head or  
14 acting representative of the department or  
15 agency not later than 30 days after the Com-  
16 mission provides a written request for such in-  
17 formation and data.

18 (2) CONTRACTS.—The Commission may, to  
19 such extent and in such amounts as are provided in  
20 appropriation Acts, enter into contracts to enable  
21 the Commission to discharge its duties under this  
22 section.

23 (3) INFORMATION FROM FEDERAL AGENCIES.—

24 (A) IN GENERAL.—The Commission may  
25 secure directly from any executive department,

1 bureau, agency, board, commission, office, inde-  
2 pendent establishment, or instrumentality of the  
3 Government, information, suggestions, esti-  
4 mates, and statistics for the purposes of this  
5 section.

6 (B) FURNISHING INFORMATION.—Each  
7 department, bureau, agency, board, commission,  
8 office, independent establishment, or instrumen-  
9 tality shall, to the extent authorized by law, fur-  
10 nish such information, suggestions, estimates,  
11 and statistics directly to the Commission, upon  
12 request made by a co-chairperson of the Com-  
13 mission, the chairman of any panel created by  
14 a majority of the Commission, or any member  
15 designated by a majority of the Commission.

16 (C) HANDLING.—Information shall only be  
17 received, handled, stored, and disseminated by  
18 members of the Commission and its staff con-  
19 sistent with all applicable statutes, regulations,  
20 and Executive orders.

21 (4) ASSISTANCE FROM FEDERAL AGENCIES.—

22 (A) SECRETARY OF STATE.—The Sec-  
23 retary shall provide to the Commission, on a  
24 non-reimbursable basis, such administrative  
25 services, funds, staff, facilities, and other sup-

1 port services as are necessary for the perform-  
2 ance of the Commission's duties under this sec-  
3 tion.

4 (B) OTHER DEPARTMENTS AND AGEN-  
5 CIES.—Other Federal departments and agencies  
6 may provide the Commission such services,  
7 funds, facilities, staff, and other support as  
8 such departments and agencies consider advis-  
9 able and as may be authorized by law.

10 (C) COOPERATION.—The Commission shall  
11 receive the full and timely cooperation of any  
12 official, department, or agency of the Federal  
13 Government whose assistance is necessary, as  
14 jointly determined by the co-chairpersons of the  
15 Commission, for the fulfillment of the duties of  
16 the Commission, including the provision of full  
17 and current briefings and analyses.

18 (D) DESIGNATION.—The Secretary shall  
19 designate an individual from the Department at  
20 the level of Assistant Secretary to engage and  
21 liaise with the Commission.

22 (5) ASSISTANCE FROM INDEPENDENT ORGANI-  
23 ZATIONS.—

24 (A) IN GENERAL.—In order to inform its  
25 work, the Commission should review reports

1 written within the last 15 years by independent  
2 organizations and outside experts relating to re-  
3 form and modernization of the Department.

4 (B) AVOIDING DUPLICATION.—In ana-  
5 lyzing the reports specified under subparagraph  
6 (A), the Commission should pay particular at-  
7 tention to any specific reform proposal that has  
8 been recommended by two or more such re-  
9 ports.

10 (6) POSTAL SERVICES.—The Commission may  
11 use the United States mails in the same manner and  
12 under the same conditions as other departments and  
13 agencies of the Federal Government.

14 (7) GIFTS.—The Commission may accept, use,  
15 and dispose of gifts or donations of services or prop-  
16 erty.

17 (8) CONGRESSIONAL CONSULTATION.—Not less  
18 frequently than once every 90 days, the Commission  
19 shall provide a briefing to the Committee on Foreign  
20 Affairs of the House of Representatives and the  
21 Committee on Foreign Relations of the Senate re-  
22 garding the work of the Commission.

23 (g) STAFF AND COMPENSATION.—

24 (1) STAFF.—

1           (A) COMPENSATION.—The co-chairpersons  
2 of the Commission, in accordance with rules  
3 agreed upon by the Commission, shall appoint  
4 and fix the compensation of a staff director and  
5 such other personnel as may be necessary to en-  
6 able the Commission to carry out its duties,  
7 without regard to the provisions of title 5,  
8 United States Code, governing appointments in  
9 the competitive service, and without regard to  
10 the provisions of chapter 51 and subchapter III  
11 of chapter 53 of such title relating to classifica-  
12 tion and General Schedule pay rates, except  
13 that no rate of pay fixed under this subsection  
14 may exceed the equivalent of that payable to a  
15 person occupying a position at level V of the  
16 Executive Schedule under section 5316 of such  
17 title.

18           (B) DETAIL OF GOVERNMENT EMPLOY-  
19 EES.—A Federal Government employee may be  
20 detailed to the Commission without reimburse-  
21 ment, and such detail shall be without interrup-  
22 tion or loss of civil service status or privilege.

23           (C) PROCUREMENT OF TEMPORARY AND  
24 INTERMITTENT SERVICES.—The Commission  
25 may procure temporary and intermittent serv-



1           ices under section 3109(b) of title 5, United  
2           States Code, at rates for individuals that do not  
3           exceed the daily equivalent of the annual rate of  
4           basic pay prescribed for level IV of the Execu-  
5           tive Schedule under section 5315 of that title.

6           (2) COMPENSATION FOR COMMISSION MEM-  
7           BERS.—

8                   (A) IN GENERAL.—Except as provided in  
9                   subparagraph (B), each member of the Com-  
10                  mission may be compensated at not to exceed  
11                  the daily equivalent of the annual rate of basic  
12                  pay in effect for a position at level IV of the  
13                  Executive Schedule under section 5315 of title  
14                  5, United States Code, for each day during  
15                  which that member is engaged in the actual  
16                  performance of the duties of the Commission  
17                  under this section.

18                  (B) WAIVER OF CERTAIN PROVISIONS.—  
19                  Subsections (a) through (d) of section 824 of  
20                  the Foreign Service Act of 1980 (22 U.S.C.  
21                  4064) are waived for an annuitant on a tem-  
22                  porary basis so as to be compensated for work  
23                  performed as part of the Commission.

24           (3) TRAVEL EXPENSES.—While away from  
25           their homes or regular places of business in the per-

1 formance of services for the Commission, members  
2 and staff of the Commission, as well as any Federal  
3 Government employees detailed to the Commission,  
4 shall be allowed travel expenses, including per diem  
5 in lieu of subsistence, in the same manner as per-  
6 sons employed intermittently in the Government  
7 service are allowed expenses under section 5703(b)  
8 of title 5, United States Code.

9 (4) SECURITY CLEARANCES FOR COMMISSION  
10 MEMBERS AND STAFF.—The appropriate Federal  
11 agencies or departments shall cooperate with the  
12 Commission in expeditiously providing to the Com-  
13 mission members and staff appropriate security  
14 clearances to the extent possible pursuant to existing  
15 procedures and requirements, except that no person  
16 shall be provided with access to classified informa-  
17 tion under this section without the appropriate secu-  
18 rity clearances.

19 (h) REPORT.—

20 (1) IN GENERAL.—Not later than 18 months  
21 after the date of the enactment of this Act, the  
22 Commission shall submit to the President and Con-  
23 gress a final report that examines all substantive as-  
24 pects of Department personnel, management, and  
25 operations and contains such findings, conclusions,

1 and recommendations for corrective measures as  
2 have been agreed to by a majority of Commission  
3 members.

4 (2) ELEMENTS.—The report required under  
5 paragraph (1) shall include findings, conclusions,  
6 and recommendations related to—

7 (A) the organizational structure of the De-  
8 partment;

9 (B) personnel-related matters, to include  
10 recruitment, promotion, training, and retention  
11 of the Department's workforce in order to re-  
12 tain the best and brightest personnel and foster  
13 effective diplomacy worldwide, including meas-  
14 ures to strengthen diversity and inclusion to en-  
15 sure that the Department's workforce rep-  
16 resents all of America;

17 (C) the Department's infrastructure—both  
18 domestic and overseas—to include information  
19 technology, transportation, and security;

20 (D) the link between diplomacy and de-  
21 fense, intelligence, development, commercial,  
22 health, law enforcement, and other core United  
23 States interests;

24 (E) core legislation that authorizes United  
25 States diplomacy;

1 (F) related regulations, rules, and proc-  
2 esses that define United States diplomatic ef-  
3 forts, including the Foreign Affairs Manual;

4 (G) treaties that impact United States  
5 overseas presence;

6 (H) the authority of Chiefs of Mission at  
7 United States diplomatic missions overseas, in-  
8 cluding the degree of authority that Chiefs of  
9 Mission exercise in reality over Department and  
10 other Federal employees at overseas posts;

11 (I) any other areas that the Commission  
12 consider necessary for a complete appraisal of  
13 United States diplomacy and Department man-  
14 agement and operations; and

15 (J) the amount of time, manpower, and fi-  
16 nancial resources that would be necessary to  
17 implement the recommendations specified under  
18 this paragraph.

19 (3) DEPARTMENT RESPONSE.—Before the  
20 Commission submits its report to the President and  
21 Congress, the Secretary shall have the right to re-  
22 view and respond to all Commission recommenda-  
23 tions not later than 90 days after receiving the rec-  
24 ommendations from the Commission.

25 (i) TERMINATION OF COMMISSION.—

1           (1) IN GENERAL.—The Commission, and all the  
2           authorities under this section, shall terminate 180  
3           days after the date on which the final report is sub-  
4           mitted under subsection (h).

5           (2) ADMINISTRATIVE ACTIVITIES BEFORE TER-  
6           MINATION.—The Commission may use the 180-day  
7           period referred to in paragraph (1) for the purpose  
8           of concluding its activities, including providing testi-  
9           mony to committees of Congress concerning its re-  
10          ports and disseminating the report.

11          (j) AUTHORIZATION OF APPROPRIATIONS.—

12           (1) IN GENERAL.—There is authorized to be  
13           appropriated to the Commission to carry out this  
14           section \$6,000,000 for fiscal year 2023.

15           (2) AVAILABILITY.—Amounts made available to  
16           the Commission under paragraph (1) shall remain  
17           available until the termination of the Commission.

18          (k) INAPPLICABILITY OF CERTAIN ADMINISTRATIVE  
19          PROVISIONS.—

20           (1) FEDERAL ADVISORY COMMITTEE ACT.—The  
21           Federal Advisory Committee Act (5 U.S.C. App.)  
22           shall not apply to the Commission.

23           (2) FREEDOM OF INFORMATION ACT.—The pro-  
24           visions of section 552 of title 5, United States Code  
25           (commonly referred to as the Freedom of Informa-

1       tion Act), shall not apply to the activities, records,  
2       and proceedings of the Commission under this sec-  
3       tion.

4       **SEC. 312. MANAGEMENT ASSESSMENTS AT DIPLOMATIC**  
5                                   **AND CONSULAR POSTS.**

6       (a) IN GENERAL.—Beginning not later than 1 year  
7       after the date of the enactment of this Act, the Secretary  
8       shall annually for 5 years conduct at each diplomatic and  
9       consular post a voluntary survey, offered to all staff as-  
10      signed to that post who are citizens of the United States  
11      other than chiefs of mission, to assess the management  
12      and leadership of each such post by the Chief of Mission,  
13      the Deputy Chief of Mission, and the Charge d’Affaires.

14      (b) ANONYMITY.—All responses to the survey de-  
15      scribed in subsection (a) shall be—

16                   (1) fully anonymized; and

17                   (2) made available to the Director General of  
18      the Foreign Service.

19      (c) SURVEY.—The survey shall seek to assess—

20                   (1) the general morale at post;

21                   (2) the presence of any hostile work environ-  
22      ment;

23                   (3) the presence of any harassment, discrimina-  
24      tion, retaliation, or other mistreatment; and

1           (4) effective leadership and collegial work envi-  
2           ronment.

3           (d) DIRECTOR GENERAL RECOMMENDATIONS.—

4           Upon compilation and review of the surveys, the Director  
5           General of the Foreign Service shall issue recommenda-  
6           tions to posts, as appropriate, based on the findings of  
7           the surveys.

8           (e) REFERRAL.—If the surveys reveal any action that  
9           is grounds for referral to the Inspector General of the De-  
10          partment of State and the Foreign Service, the Director  
11          General of the Foreign Service may refer the matter to  
12          the Inspector General of the Department of State and the  
13          Foreign Service, who shall, as the Inspector General con-  
14          siders appropriate, conduct an inspection of the post in  
15          accordance with section 209(b) of the Foreign Service Act  
16          of 1980 (22 U.S.C. 3929(b)).

17          (f) ANNUAL REPORT.—The Director General of the  
18          Foreign Service shall submit an annual report to the ap-  
19          propriate congressional committees that includes—

20                 (1) any trends or summaries from the surveys;

21                 (2) the posts where corrective action was rec-  
22                 ommended or taken in response to any issues identi-  
23                 fied by the surveys; and

1           (3) the number of referrals to the Inspector  
2       General of the Department of State and the Foreign  
3       Service, as applicable.

4 **SEC. 313. STREAMLINING OF SECURITY CLEARANCE PROC-**  
5 **ESS.**

6       (a) **RECOMMENDATIONS.**—Not later than 270 days  
7 after the date of the enactment of this Act, the Secretary  
8 shall submit to the appropriate congressional committees  
9 recommendations for streamlining the process of inves-  
10 tigating and adjudicating security clearances within the  
11 Bureau of Diplomatic Security in a manner that ensures  
12 such process is completed for individuals for whom a con-  
13 ditional offer of employment to the Civil Service or For-  
14 eign Service of the Department has been made, by—

15           (1) not later than 180 days following the date  
16       on which an application for a security clearance is  
17       submitted, on average; and

18           (2) not later than 1 year following such date,  
19       in the vast majority of cases.

20       (b) **REPORT.**—Not later than 90 days after the rec-  
21 ommendations are submitted pursuant to subsection (a),  
22 the Secretary shall submit to the appropriate congres-  
23 sional committees a report that—



1           (1) describes the status of the efforts of the  
2       Secretary to streamline the process specified in such  
3       subsection; and

4           (2) identifies any remaining obstacles pre-  
5       venting security clearances from being completed  
6       within the time frames set forth in such subsection,  
7       including lack of cooperation or other actions by the  
8       heads of other Federal departments and agencies.

9       **SEC. 314. MODIFICATIONS TO FOREIGN AFFAIRS MANUAL**  
10                                   **WITH RESPECT TO SECURITY CLEARANCES.**

11       Not later than 1 year after the date of the enactment  
12       of this Act, the Secretary shall take such steps as may  
13       be necessary—

14           (1) to revise the Foreign Affairs Manual to  
15       streamline the security clearance investigation and  
16       adjudication process within the Bureau of Diplo-  
17       matic Security; and

18           (2) to the extent practicable, to ensure that the  
19       changes made pursuant to paragraph (1) do not un-  
20       duly delay efforts to achieve Civil Service or Foreign  
21       Service hiring at personnel ceiling levels within any  
22       fiscal year.

1 **SEC. 315. ADDITIONAL PERSONNEL TO ADDRESS BACK-**  
2 **LOGS IN HIRING AND INVESTIGATIONS.**

3 (a) IN GENERAL.—The Secretary should seek to in-  
4 crease the number of personnel in the Bureau of Global  
5 Talent Management and the Office of Civil Rights to ad-  
6 dress backlogs in hiring and investigations into complaints  
7 conducted by the Office of Civil Rights.

8 (b) EMPLOYMENT TARGETS.—The Secretary should  
9 seek to employ—

10 (1) not fewer than 15 additional personnel in  
11 the Bureau of Global Talent Management and the  
12 Office of Civil Rights (compared to the number of  
13 personnel so employed as of the day before the date  
14 of the enactment of this Act) by the date that is 180  
15 days after such date of enactment; and

16 (2) not fewer than 15 additional personnel in  
17 such Bureau and Office (compared to the number of  
18 personnel so employed as of the day before the date  
19 of the enactment of this Act) by the date that is 1  
20 year after such date of enactment.

21 **SEC. 316. REPORT ON WORLDWIDE AVAILABILITY.**

22 Not later than 270 days after the date of the enact-  
23 ment of this Act, the Secretary shall submit a report to  
24 the appropriate congressional committees on the feasibility  
25 of requiring worldwide availability for all members of the  
26 Foreign Service, that includes—

1 (1) the feasibility of a worldwide availability re-  
2 quirement for all members of the Foreign Service;

3 (2) considerations if such a requirement were to  
4 be implemented, including the potential effect on re-  
5 cruitment and retention; and

6 (3) recommendations for exclusions and limita-  
7 tions, including exemptions for medical reasons, dis-  
8 ability, and other circumstances.

9 **SEC. 317. SUPPORTING THE EMPLOYMENT OF UNITED**  
10 **STATES CITIZENS BY INTERNATIONAL ORGA-**  
11 **NIZATIONS.**

12 The Secretary is authorized to promote the employ-  
13 ment and advancement of United States citizens by inter-  
14 national organizations and bodies, including by—

15 (1) providing stipends, consultation, coaching,  
16 and analytical services to support United States cit-  
17 izen applicants; and

18 (2) making grants for the purposes described in  
19 paragraph (1).

20 **SEC. 318. AUTHORIZING THE USE OF DIPLOMATIC PRO-**  
21 **GRAMS FUNDING TO PROMOTE THE EMPLOY-**  
22 **MENT OF UNITED STATES CITIZENS BY**  
23 **INTERNATIONAL ORGANIZATIONS.**

24 Amounts appropriated pursuant to the authorization  
25 under section 101 of this Act or otherwise made available

1 to the “Diplomatic Programs” account of the Department  
2 may be made available for grants, programs, and activities  
3 to promote the employment of United States citizens by  
4 international organizations and bodies, including by pro-  
5 viding consultation, coaching, and analytical services to  
6 support United States citizen applicants.

7 **SEC. 319. INCREASING THE MAXIMUM AMOUNT AUTHOR-**  
8 **IZED FOR SCIENCE AND TECHNOLOGY FEL-**  
9 **LOWSHIP GRANTS AND COOPERATIVE**  
10 **AGREEMENTS.**

11 Section 504(e)(3) of the Foreign Relations Author-  
12 ization Act, Fiscal Year 1979 (22 U.S.C. 2656d) is  
13 amended by striking “\$500,000” and inserting  
14 “\$2,000,000”.

15 **SEC. 320. REPORT ON CHANGES TO THE FOREIGN SERVICE**  
16 **OFFICER TEST.**

17 Not later than 180 days after the date of the enact-  
18 ment of this Act and annually thereafter for 2 years, the  
19 Secretary shall submit a report to the appropriate congres-  
20 sional committees on any changes made to the Foreign  
21 Service entry process after January 1, 2022, that includes  
22 each of the following:

- 23 (1) A description and justification of the use of  
24 artificial intelligence, including deep textual analysis,

1 in any portion of the entry process and its impacts  
2 on recruitment into the Foreign Service.

3 (2) A description and justification of the use of  
4 virtual formats for any portion of the entry process  
5 and its impacts on recruitment into the Foreign  
6 Service.

7 (3) A description and justification of the enti-  
8 ties, groups, or individuals informed or consulted on  
9 any changes to the Foreign Service entry process,  
10 during the one year period prior to their implemen-  
11 tation.

12 (4) The numbers and demographics of appli-  
13 cants taking the written portion of the Foreign Serv-  
14 ice officer test.

15 (5) The numbers and demographics of appli-  
16 cants who are subsequently permitted to take the  
17 Foreign Service oral assessment.

18 (6) The numbers and demographics of appli-  
19 cants who pass the Foreign Service oral assessment.

20 (7) The criteria used for passing the Foreign  
21 Service oral assessment.

22 (8) The numbers and demographics of appli-  
23 cants who pass the security clearance, medical clear-  
24 ance, and suitability review, and thus are eligible for  
25 entry into the Foreign Service.

1 (9) A comparative analysis of the current For-  
2 eign Service entry process and results, including a  
3 comparison between those eligible for entry into the  
4 Foreign Service after the current entry process is  
5 completed and those so eligible for such entry pursu-  
6 ant to the process as in effect prior to January 1,  
7 2022.

8 **Subtitle B—Matters Relating to**  
9 **Training and Professional De-**  
10 **velopment**

11 **SEC. 331. FACILITATION AND ENCOURAGEMENT OF TRAIN-**  
12 **ING AND PROFESSIONAL DEVELOPMENT FOR**  
13 **FOREIGN SERVICE AND CIVIL SERVICE PER-**  
14 **SONNEL.**

15 (a) SENSE OF CONGRESS.—It is the sense of Con-  
16 gress that a recognition throughout the Department of the  
17 value and importance of training and professional develop-  
18 ment for Foreign Service and Civil Service personnel of  
19 the Department is vital to the development and mainte-  
20 nance by such personnel of the skills and expertise re-  
21 quired for the Department to contribute fully and effec-  
22 tively to the conduct of the foreign affairs of the United  
23 States.

24 (b) STUDY AND REPORT.—

1           (1) IN GENERAL.—The Secretary, in consulta-  
2           tion with relevant Federal agencies and institutions  
3           of higher education (as such term is defined section  
4           102 of the Higher Education Act of 1965 (20  
5           U.S.C. 1002)), shall conduct a study on the feasi-  
6           bility of establishing a diplomatic officers’ reserve  
7           corps or similar mechanism in the Department to  
8           augment the Department’s personnel needs at any  
9           level on a temporary or permanent basis.

10           (2) ELEMENTS.—In conducting the study re-  
11           quired by paragraph (1), the Secretary shall con-  
12           sider whether any such diplomatic officers’ reserve  
13           corps should be modeled on the Senior Reserve Offi-  
14           cers’ Training Corps established under chapter 103  
15           of title 10, United States Code, to encourage the re-  
16           cruitment and retention of personnel who have the  
17           critical language skills necessary to meet the require-  
18           ments of the Foreign Service, by providing financial  
19           assistance to students studying critical languages at  
20           institutions of higher education.

21           (3) REPORT.—Not later than one year after the  
22           date of the enactment of this Act, the Secretary  
23           shall submit to the appropriate congressional com-  
24           mittees a report that contains the results of the  
25           study required by paragraph (1).

1 (b) EQUAL WEIGHT FOR TRAINING AND DEVELOP-  
2 MENT IN PROMOTION PRECEPTS AND EVALUATION CRI-  
3 TERIA.—

4 (1) FOREIGN SERVICE.—The Secretary shall  
5 take appropriate actions to ensure the evaluation of  
6 precepts described in section 603 of the Foreign  
7 Service Act of 1980 (22 U.S.C. 4003) upon which  
8 selection boards under section 602 of that Act (22  
9 U.S.C. 4002) make recommendations for promotion  
10 of members of the Foreign Service under section  
11 601 of that Act (22 U.S.C. 4001) afford equal  
12 weight to the undertaking of training, professional  
13 development, and foreign language acquisition and  
14 retention among any other objective criteria consid-  
15 ered by selection boards in making such rec-  
16 ommendations.

17 (2) CIVIL SERVICE.—The Secretary shall take  
18 appropriate actions to ensure that the performance  
19 standards established and maintained under chapter  
20 43 of title 5, United States Code, for any job per-  
21 formance appraisal system for Civil Service per-  
22 sonnel of the Department afford equal weight to the  
23 undertaking of training, professional development,  
24 and foreign language acquisition and retention



1 among any other objective criteria in the evaluation  
2 of the job performance of such personnel.

3 (c) RESPONSE TO SUBORDINATE TRAINING AND DE-  
4 VELOPMENT NEEDS IN EVALUATION OF SUPERVISOR  
5 PERFORMANCE.—

6 (1) FOREIGN SERVICE.—The Secretary shall  
7 take appropriate actions to ensure the evaluation of  
8 precepts for recommendations for promotion de-  
9 scribed in subsection (b)(1) for members of the For-  
10 eign Service in supervisory positions incorporates the  
11 extent to which such members addressed the train-  
12 ing and professional development needs of the per-  
13 sonnel under their supervision as the Secretary con-  
14 siders appropriate.

15 (2) CIVIL SERVICE.—The Secretary shall take  
16 appropriate actions to ensure that the performance  
17 standards described in subsection (b)(2) for Civil  
18 Service personnel of the Department in supervisory  
19 positions afford appropriate weight to addressing the  
20 training and professional development needs of the  
21 personnel under their supervision as the Secretary  
22 considers appropriate.

1 **SEC. 332. SENSE OF CONGRESS ON PARTNERSHIPS BE-**  
2 **TWEEN DEPARTMENT OF STATE AND ACA-**  
3 **DEMIC AND OTHER NON-DEPARTMENT INSTI-**  
4 **TUTIONS AND ORGANIZATIONS FOR TRAIN-**  
5 **ING AND PROFESSIONAL DEVELOPMENT OF**  
6 **FOREIGN SERVICE AND CIVIL SERVICE PER-**  
7 **SONNEL.**

8 (a) FINDING.—Congress finds that partnerships be-  
9 tween the Department, on the one hand, and other United  
10 States Government agencies, academic institutions, and  
11 other private sector organizations and entities, on the  
12 other hand, have proven valuable in providing and expand-  
13 ing the availability of opportunities for training and pro-  
14 fessional development for Foreign Service and Civil Serv-  
15 ice personnel of the Department.

16 (b) SENSE OF CONGRESS.—In light of the finding in  
17 subsection (a), it is the sense of Congress that the Sec-  
18 retary should expand and enhance existing partnerships  
19 described in that subsection, and enter into new such part-  
20 nerships, in order to provide or expand opportunities for  
21 training and professional development for Foreign Service  
22 and Civil Service personnel of the Department, including  
23 through—

24 (1) agreements with academic institutions with  
25 which the Department has a current such partner-  
26 ship to increase the number of such personnel au-

1       thorized to attend such institutions for training or  
2       professional development purposes, to expand the  
3       courses of education or training pursuable by such  
4       personnel at such institutions for such purposes, or  
5       both;

6               (2) agreements with academic institutions with  
7       which the Department does not have a current such  
8       partnership (including, in particular, institutions  
9       with which the Department has no history or a lim-  
10      ited history of partnership) to authorize such per-  
11      sonnel to attend such institutions for training or  
12      professional development purposes;

13              (3) agreements with component institutions of  
14      the Department of Defense (including the National  
15      Defense University and the other Senior Service Col-  
16      leges) to—

17                      (A) increase the number of such personnel  
18                      authorized to attend such institutions for, or as  
19                      part of, a professional development tour of duty  
20                      required for promotion from the pre-senior level  
21                      or for other training or professional develop-  
22                      ment purposes; or

23                      (B) newly authorize the attendance of such  
24                      personnel at such institutions for, or as part of,

1           such a professional development tour of duty or  
2           for such other purposes;

3           (4) agreements with other Federal departments  
4           agencies for detailing such personnel for training or  
5           professional development purposes; and

6           (5) agreements with appropriate private sector  
7           organizations and entities for detailing such per-  
8           sonnel to such organizations or entities for training  
9           or professional development purposes.

10 **SEC. 333. TRAINING RELATED TO CONFLICT PREVENTION.**

11         The Secretary shall, with the assistance of other rel-  
12         evant officials and in consultation with outside experts,  
13         scholars, and others as appropriate, include as part of the  
14         standard training provided to all personnel of the Depart-  
15         ment prior to departure for posting in an overseas mission  
16         instruction on conflict prevention and crisis response co-  
17         ordination across the interagency. Such training may—

18           (1) include scenario-based instruction on the  
19           management of crises and responses to early warn-  
20           ing signs of conflict;

21           (2) incorporate practical exercises to identify  
22           gaps in emerging crisis response strategies that pre-  
23           pare Department personnel to implement a coordi-  
24           nated and comprehensive approach to conflict pre-  
25           vention; and

1           (3) be developed in consultation with and the  
2           active participation of representatives of the Depart-  
3           ment of Defense, the United States Agency for  
4           International Development, and applicable elements  
5           of the intelligence community (as defined in section  
6           3(4) of the National Security Act of 1947 (50  
7           U.S.C. 3003(4))), as well as nongovernmental orga-  
8           nizations and other humanitarian actors.

9   **SEC. 334. AUTHORITY TO PURSUE COURSEWORK OUTSIDE**  
10                           **OF THE FOREIGN SERVICE INSTITUTE AND**  
11                           **ACROSS THE UNITED STATES.**

12           (a) IN GENERAL.—The Secretary is authorized to  
13           permit Department personnel to seek business, economics,  
14           language, commercial diplomacy, or other courses and  
15           training opportunities, as practical and relevant, at insti-  
16           tutions of higher education across the United States to  
17           fulfill required credits or training. The Secretary shall also  
18           explore opportunities to partner with institutions of higher  
19           education, as practical and relevant, to support the cur-  
20           riculum development and course instruction at the Foreign  
21           Service Institute, including by incorporating sessions with  
22           visiting lecturers from institutions of higher education into  
23           course curricula at every level.

24           (b) INSTITUTION OF HIGHER EDUCATION DE-  
25           FINED.—In this section, the term “institution of higher

1 education” has the meaning given such term is defined  
2 section 102 of the Higher Education Act of 1965 (20  
3 U.S.C. 1002).

4 **SEC. 335. ESTABLISHMENT OF FOREIGN SERVICE INSTI-**  
5 **TUTE INNOVATION ADVISOR.**

6 (a) ESTABLISHMENT.—The Secretary may establish  
7 the position of the Foreign Service Institute Innovation  
8 Advisor. The Secretary may designate a current employee  
9 of the Department serving in a career or non-career posi-  
10 tion in the Senior Foreign Service or at the level of a Dep-  
11 uty Assistant Secretary or Higher to serve concurrently  
12 as the Advisor.

13 (b) DUTIES.—The Advisor’s responsibilities may in-  
14 clude—

15 (1) interfacing with Foreign Service Institute  
16 leadership and faculty;

17 (2) conducting and participating in broader re-  
18 views of curriculum, course elimination, and course  
19 development at the Foreign Service Institute to iden-  
20 tify gaps in training and outdated modes or content  
21 of instruction;

22 (3) consulting with representatives of public  
23 and private nonprofit educational institutions, rep-  
24 resentatives responsible for training in other Federal  
25 departments and agencies, as well as private sector

1 experts, to determine ways to modernize and maxi-  
2 mize effectiveness of programming of the Foreign  
3 Service Institute;

4 (4) coordinating with the Secretary of State,  
5 leadership and faculty of the Foreign Service Insti-  
6 tute, and other relevant officials to implement sug-  
7 gested reforms and revisions to programming of the  
8 Foreign Service Institute;

9 (5) consulting with entities in the private sector  
10 and at United States institutions of higher education  
11 to determine best practices in course modernization  
12 and to identify ways that the Foreign Service Insti-  
13 tute can more closely collaborate with such entities,  
14 including with respect to course development;

15 (6) assessing the critical language training of-  
16 ferings of the Department for Foreign Service Offi-  
17 cers; and

18 (7) consulting and sharing best practices in  
19 critical language training, including with relevant  
20 representatives of the Department of Defense, the  
21 Department of Education, and elements of the intel-  
22 ligence community (as such term is defined in sec-  
23 tion 3(4) of the National Security Act of 1947 (50  
24 U.S.C.10 3003(4))).

1 **SEC. 336. REPORT ON COURSE PERFORMANCE.**

2 Not later than 180 days after the date of the enact-  
3 ment of this Act, the Under Secretary of Management,  
4 in consultation with the Director of the Foreign Service  
5 Institute, shall submit to the appropriate congressional  
6 committees a report evaluating—

7 (1) the impact of its training efforts at the For-  
8 eign Service Institute;

9 (2) whether the current system of course per-  
10 formance evaluation should be revised to more accu-  
11 rately determine impacts on student learning and in-  
12 corporating of training material;

13 (3) the criteria, including a detailed enumera-  
14 tion, used to evaluate student performance in For-  
15 eign Service Institute courses; and

16 (4) efforts to establish minimum coursework  
17 standards for completion, whether through letter  
18 grading, a pass/fail system, or other metrics.

19 **SEC. 337. LANGUAGE TRAINING FOR FOREIGN SERVICE**  
20 **PERSONNEL.**

21 (a) **MULTIPLE TOURS OF DUTY FOR PROFICIENCY**  
22 **CONSOLIDATION AND DEVELOPMENT.**—In assigning For-  
23 eign Service officers with foreign language proficiency to  
24 posts abroad, the Secretary shall, to the extent practicable,  
25 prioritize the assignment of such officers to—



1           (1) such number of tours of duty in one or  
2           more countries in which the language or dialect of  
3           such proficiency is common as may be needed by  
4           such officers to use such proficiency;

5           (2) one or more tours of duty in one or more  
6           countries in which the language or dialect of such  
7           proficiency is not common, but in which such pro-  
8           ficiency will facilitate the development by such offi-  
9           cers of language proficiency in language or dialect  
10          common in such countries; or

11          (3) tours of duty described in both paragraphs  
12          (1) and (2).

13          (b) TRIENNIAL REVIEW OF FOREIGN LANGUAGE  
14          PROFICIENCY REQUIREMENTS FOR POSITIONS  
15          ABROAD.—The Secretary shall, acting through the Direc-  
16          tor General of the Foreign Service, submit to the appro-  
17          priate congressional committees every three years—

18               (1) the results of a review of each Foreign  
19               Service position abroad that is language-designated,  
20               in order to determine whether a continuing require-  
21               ment for foreign language proficiency for such posi-  
22               tion is warranted; and

23               (2) an explanation of any posts with language-  
24               designated positions at which language proficiency  
25               among Foreign Service personnel may be deficient to

1 meet mission objectives, along with the steps the De-  
2 partment is taking to increase language proficiency  
3 in such posts.

4 (c) SENSE OF CONGRESS ON USE OF SAVINGS REAL-  
5 IZED THROUGH MORE EFFICIENT USE OF LANGUAGE  
6 TRAINING RESOURCES.—It is the sense of Congress that  
7 any savings realized by the Department as a result of the  
8 more efficient use of language training resources should  
9 be credited to the Foreign Service Institute and made  
10 available to the Institute for training.

11 (d) REPORT.—Not later than 1 year after the date  
12 of the enactment of this Act, the Secretary shall submit  
13 to Congress a report on the benefits of and challenges re-  
14 garding officers serving repeat tours in the same geo-  
15 graphic area or mission, and the impact repeat tours have  
16 on promotion and career development and advancement.

17 **SEC. 338. MERITORIOUS STEP INCREASE AUTHORITY.**

18 Section 406 of the Foreign Service Act of 1980 (22  
19 U.S.C. 3966) is amended by adding at the end the fol-  
20 lowing new subsection:

21 “(c) A chief of mission may grant, on the basis of  
22 especially meritorious service, including that exemplified  
23 through critical language proficiency, an additional salary  
24 increase to any member of the Service receiving an in-  
25 crease in salary under subsection (a) corresponding to any

1 higher step in the salary class in which the member is  
2 serving.”.

3 **SEC. 339. PROFESSIONAL DEVELOPMENT.**

4 (a) PARTICIPATION.—The Secretary shall strongly  
5 encourage Foreign Service officers seeking entry into the  
6 Senior Foreign Service to participate in professional devel-  
7 opment described in subsection (c).

8 (b) REQUIREMENTS.—Not later than 180 days after  
9 the date of the enactment of this Act, the Secretary shall  
10 submit recommendations for ensuring that Foreign Serv-  
11 ice officers complete professional development described in  
12 subsection (c) in order to be eligible for entry into the Sen-  
13 ior Foreign Service.

14 (c) PROFESSIONAL DEVELOPMENT DESCRIBED.—  
15 Professional development described in this subsection is  
16 a period of not fewer than 6 months of training or experi-  
17 ence acquired outside of the Department, such as time  
18 spent—

19 (1) as a detailee to another government agency,  
20 Congress, or a State, Tribal, or local government; or

21 (2) in Department-sponsored and -funded  
22 course of higher education that results in an ad-  
23 vanced degree, excluding time spent at a university  
24 that is fully funded or operated by the Federal Gov-  
25 ernment.

1 **SEC. 340. STUDY AND REPORT ON FOREIGN SERVICE INSTI-**  
2 **TUTE SCHOOL OF LANGUAGE STUDIES.**

3 (a) IN GENERAL.—The Comptroller General of the  
4 United States—

5 (1) shall conduct a study on whether the For-  
6 eign Service Institute School of Language Studies  
7 curriculum and instruction effectively prepares  
8 United States Government employees to advance  
9 United States diplomatic and national security prior-  
10 ities abroad; and

11 (2) submit to the appropriate congressional  
12 committees a report that contains the results of the  
13 study.

14 (b) MATTERS TO BE INCLUDED.—The report re-  
15 quired by subsection (a)(2) shall include—

16 (1) an analysis of the teaching methods used at  
17 the Foreign Service Institute's School of Language  
18 Studies;

19 (2) a comparative analysis on the benefits of  
20 language proficiency compared to practical job ori-  
21 ented language learning;

22 (3) an analysis of whether the testing regiment  
23 at the School of Language Studies is an effective  
24 measure of ability to communicate and carry out an  
25 employee's duties abroad; and

1           (4) an analysis of qualifications for training  
2           specialists and language and culture instructors at  
3           the School of Language Studies.

4 **SEC. 341. USAID TENURING AND INCENTIVE LANGUAGES.**

5           Not later than 180 days after the date of the enact-  
6           ment of this Act, and annually thereafter for not fewer  
7           than five years, the Administrator of the United States  
8           Agency for International Development shall submit to the  
9           appropriate congressional committees a certification that  
10          Mandarin Chinese has been included in the lists of  
11          tenuring and incentive languages of the Agency.

12 **SEC. 342. AUTHORIZATION OF APPROPRIATIONS FOR THE**  
13                   **BENJAMIN A. GILMAN INTERNATIONAL**  
14                   **SCHOLARSHIPS PROGRAM.**

15          There is authorized to be appropriated not less than  
16          \$20,000,000 for each of fiscal years 2022 through 2026  
17          to carry out the Benjamin A. Gilman International Schol-  
18          arships Program of the Department to achieve the fol-  
19          lowing purposes:

20               (1) Promoting the acquisition of critical lan-  
21               guage skills, including Mandarin Chinese, Arabic,  
22               and Russian, by students from the United States.

23               (2) Promoting the subsequent entry into the  
24               Department workforce of such students who are  
25               qualified applicants.

1           (3) Promoting diversity among participants and  
2           supporting the inclusion of a more diverse workforce  
3           at the Department.

4 **TITLE IV—A DIVERSE WORK-**  
5 **FORCE: RECRUITMENT, RE-**  
6 **TENTION, AND PROMOTION**

7 **SEC. 401. COLLECTION, ANALYSIS, AND DISSEMINATION OF**  
8 **WORKFORCE DATA.**

9           (a) INITIAL REPORT.—Not later than 180 days after  
10 the date of the enactment of this Act, the Secretary shall  
11 submit to the appropriate congressional committees a re-  
12 port, that shall also be made publicly available on an inter-  
13 net website of the Department, that includes  
14 disaggregated demographic data and other information re-  
15 garding the diversity of the workforce of the Department.

16           (b) DATA.—The report under subsection (a) shall in-  
17 clude, to the maximum extent collection and dissemination  
18 of data included in the report may be carried out in a  
19 manner that protects the confidentiality of individuals and  
20 is otherwise permissible under applicable law, the following  
21 data:

22           (1) Demographic data on each element of the  
23 workforce of the Department, disaggregated by rank  
24 and grade or grade-equivalent, with respect to the  
25 following groups:

1 (A) Individuals hired to join the workforce.

2 (B) Individuals promoted during the 5-  
3 year period ending on the date of the enactment  
4 of this Act, including promotions to and within  
5 the Senior Executive Service or the Senior For-  
6 eign Service.

7 (C) Individuals serving during the 5-year  
8 period ending on the date of the enactment of  
9 this Act as special assistants in any of the of-  
10 fices of the Secretary, the Deputy Secretary of  
11 State, the Counselor of the Department of  
12 State, the Secretary's Policy Planning Staff,  
13 the Under Secretary for Arms Control and  
14 International Security, the Under Secretary for  
15 Civilian Security, Democracy, and Human  
16 Rights, the Under Secretary for Economic  
17 Growth, Energy, and the Environment, the Un-  
18 dersecretary for Management, the Undersecre-  
19 tary of State for Political Affairs, and the  
20 Under Secretary for Public Diplomacy and  
21 Public Affairs.

22 (D) Individuals serving during the 5-year  
23 period ending on the date of the enactment of  
24 this Act in each bureau's front office.

1           (E) Individuals serving during the 5-year  
2 period ending on the date of the enactment of  
3 this Act as detailees to the National Security  
4 Council.

5           (F) Individuals serving on applicable selec-  
6 tion boards.

7           (G) Members of any external advisory com-  
8 mittee or board who are subject to appointment  
9 by individuals at senior positions in the Depart-  
10 ment.

11           (H) Individuals participating in profes-  
12 sional development programs of the Depart-  
13 ment, and the extent to which such participants  
14 have been placed into senior positions within  
15 the Department after such participation.

16           (I) Individuals participating in mentorship  
17 or retention programs.

18           (J) Individuals who separated from the  
19 agency during the 5-year period ending on the  
20 date of the enactment of this Act, including in-  
21 dividuals in the Senior Executive Service or the  
22 Senior Foreign Service.

23           (2) An assessment of agency compliance with  
24 the essential elements identified in Equal Employ-



1       ment Opportunity Commission Management Direc-  
2       tive 715, effective October 1, 2003.

3           (3) Data on the overall number of individuals  
4       who are part of the workforce of the Department,  
5       the percentages of such workforce corresponding to  
6       each element specified in paragraph (1), and the  
7       percentages corresponding to each rank, grade, or  
8       grade equivalent.

9       (c) OTHER CONTENTS.—The report under subsection  
10   (a) shall also describe and assess the effectiveness of the  
11   efforts of the Department—

12           (1) to propagate fairness, impartiality, and in-  
13       clusion in the work environment, both domestically  
14       and at posts outside of the United States;

15           (2) to enforce anti-harassment and anti-dis-  
16       crimination policies, both domestically and at posts  
17       outside of the United States;

18           (3) to refrain from engaging in unlawful dis-  
19       crimination in any phase of the employment process,  
20       including recruitment, hiring, evaluation, assign-  
21       ments, promotion, retention, and training;

22           (4) to prevent retaliation against employees for  
23       participating in a protected equal employment op-  
24       portunity activity or for reporting sexual harassment  
25       or sexual assault;

1           (5) to provide reasonable accommodation for  
2           qualified employees and applicants with disabilities;  
3           and

4           (6) to recruit a representative workforce by—

5                 (A) recruiting women, persons with disabili-  
6                 ties, and minorities;

7                 (B) recruiting at women’s colleges, histori-  
8                 cally Black colleges and universities, minority-  
9                 serving institutions, and other institutions serv-  
10                ing a significant percentage of minority stu-  
11                dents;

12                (C) placing job advertisements in news-  
13                papers, magazines, and job sites oriented to-  
14                ward women and minorities;

15                (D) sponsoring and recruiting at job fairs  
16                in urban and rural communities and land-grant  
17                colleges or universities;

18                (E) providing opportunities through the  
19                Foreign Service Internship Program under  
20                chapter 12 of the Foreign Service Act of 1980  
21                (22 U.S.C. 4141 et seq.) and other hiring ini-  
22                tiatives;

23                (F) recruiting mid-level and senior-level  
24                professionals through programs designed to in-  
25                crease representation in international affairs of

1 people belonging to traditionally under-rep-  
2 resented groups;

3 (G) offering the Foreign Service written  
4 and oral assessment examinations in several lo-  
5 cations throughout the United States to reduce  
6 the burden of applicants having to travel at  
7 their own expense to take either or both such  
8 examinations;

9 (H) expanding the use of paid internships;  
10 and

11 (I) supporting recruiting and hiring oppor-  
12 tunities through—

13 (i) the Charles B. Rangel Inter-  
14 national Affairs Fellowship Program;

15 (ii) the Thomas R. Pickering Foreign  
16 Affairs Fellowship Program; and

17 (iii) other initiatives, including agen-  
18 cy-wide policy initiatives.

19 (d) ANNUAL REPORTS.—

20 (1) IN GENERAL.—Not later than one year  
21 after the publication of the report under subsection  
22 (a) and annually thereafter for 5 years, the Sec-  
23 retary shall submit to the appropriate congressional  
24 committees a report, that shall also be made publicly  
25 available on an internet website of the Department,

1 and which may be reflected in another annual report  
2 required under another provision of law.

3 (2) MATTERS.—Each report under paragraph  
4 (1) shall include, to the maximum extent collection  
5 and dissemination of data included in the report  
6 may be carried out in a manner that protects the  
7 confidentiality of individuals and is otherwise per-  
8 missible under applicable law—

9 (A) disaggregated demographic data relat-  
10 ing to the workforce and information on the  
11 status of diversity and inclusion efforts of the  
12 Department;

13 (B) an analysis of applicant flow data; and

14 (C) disaggregated demographic data relat-  
15 ing to participants in professional development  
16 programs of the Department and the rate of  
17 placement into senior positions for participants  
18 in such programs.

19 **SEC. 402. PROMOTING DIVERSITY AND INCLUSION IN THE**  
20 **DEPARTMENT OF STATE WORKFORCE.**

21 (a) IN GENERAL.—The Secretary shall ensure that  
22 individuals in senior and supervisory positions of the De-  
23 partment, or who have responsibilities related to recruit-  
24 ment, retention, or promotion of employees, should have

1 a demonstrated commitment to equal opportunity, diver-  
2 sity, and inclusion.

3 (b) CONSIDERATION.—In making any recommenda-  
4 tions on nominations, conducting interviews, identifying or  
5 selecting candidates, or appointing acting individuals for  
6 positions equivalent to an Assistant Secretary or above,  
7 the Secretary shall use best efforts to consider at least  
8 one individual reflective of diversity.

9 (c) ESTABLISHMENT.—

10 (1) IN GENERAL.—The Secretary shall establish  
11 a mechanism to ensure that appointments or details  
12 of Department employees to staff positions in the  
13 Offices of the Secretary, the Deputy Secretary, the  
14 Counselor of the Department, the Secretary's Policy  
15 Planning Staff, or any of the Undersecretaries of  
16 State, and details to the National Security Council,  
17 are transparent, competitive, equitable, and inclu-  
18 sive, and made without regard to an individual's  
19 race, color, religion, sex (including pregnancy,  
20 transgender status, or sexual orientation), national  
21 origin, age (if 40 or older), disability, or genetic in-  
22 formation.

23 (2) REPORT.—Not later than 90 days after the  
24 date of the enactment of this Act, the Secretary  
25 shall submit to the appropriate congressional com-

1       mittees a report regarding the mechanism required  
2       under paragraph (1).

3       (d) AVAILABILITY.—The Secretary shall use best ef-  
4       forts to consider at least one individual reflective of diver-  
5       sity for the staff positions specified in subsection (c)(1)  
6       and ensure such positions are equitably available to em-  
7       ployees of the Civil Service and Foreign Service of the De-  
8       partment.

9       **SEC. 403. EXPANDING SCOPE OF FELLOWSHIP PROGRAMS**  
10       **TO INCLUDE CIVIL SERVANTS.**

11       Section 47 of the State Department Basic Authorities  
12       Act of 1956 (22 U.S.C. 2719) is amended by inserting  
13       “or the Civil Service” after “Foreign Service” each place  
14       it appears.

15       **SEC. 404. CENTERS OF EXCELLENCE IN FOREIGN AFFAIRS**  
16       **AND ASSISTANCE.**

17       (a) PURPOSE.—The purposes of this section are—

18               (1) to advance the values and interests of the  
19       United States overseas through programs that foster  
20       innovation, competitiveness, and a diversity of back-  
21       grounds, views, and experience in the formulation  
22       and implementation of United States foreign policy  
23       and assistance; and

24               (2) to create opportunities for specialized re-  
25       search, education, training, professional develop-

1       ment, and leadership opportunities for historically  
2       under-represented populations within the Depart-  
3       ment and USAID.

4       (b) STUDY.—

5           (1) IN GENERAL.—The Secretary shall conduct  
6       a study on the feasibility of establishing Centers of  
7       Excellence in Foreign Affairs and Assistance (re-  
8       ferred to in this section as the “Centers of Excel-  
9       lence”) within institutions that serve historically  
10      underrepresented populations to focus on 1 or more  
11      of the areas described in paragraph (2).

12          (2) ELEMENTS.—In conducting the study re-  
13      quired under paragraph (1), the Secretary, respec-  
14      tively, shall consider—

15           (A) opportunities to enter into public-pri-  
16      vate partnerships that will—

17           (i) increase diversity in foreign affairs  
18      and foreign assistance Federal careers;

19           (ii) prepare a diverse cadre of stu-  
20      dents (including nontraditional, mid-career,  
21      part-time, and heritage students) and non-  
22      profit or business professionals with the  
23      skills and education needed to meaning-  
24      fully contribute to the formulation and exe-

1                   cution of United States foreign policy and  
2                   assistance;

3                   (iii) support the conduct of research,  
4                   education, and extension programs that re-  
5                   flect diverse perspectives and a wide range  
6                   of views of world regions and international  
7                   affairs—

8                   (I) to assist in the development  
9                   of regional and functional foreign pol-  
10                  icy skills;

11                  (II) to strengthen international  
12                  development and humanitarian assist-  
13                  ance programs; and

14                  (III) to strengthen democratic in-  
15                  stitutions and processes in policy-  
16                  making, including supporting public  
17                  policies that engender equitable and  
18                  inclusive societies and focus on chal-  
19                  lenges and inequalities in education,  
20                  health, wealth, justice, and other sec-  
21                  tors faced by diverse communities;

22                  (iv) enable domestic and international  
23                  educational, internship, fellowship, faculty  
24                  exchange, training, employment or other  
25                  innovative programs to acquire or



1 strengthen knowledge of foreign languages,  
2 cultures, societies, and international skills  
3 and perspectives;

4 (v) support collaboration among insti-  
5 tutions of higher education, including com-  
6 munity colleges, nonprofit organizations,  
7 and corporations, to strengthen the en-  
8 gagement between experts and specialists  
9 in the foreign affairs and foreign assist-  
10 ance fields; and

11 (vi) leverage additional public-private  
12 partnerships with nonprofit organizations,  
13 foundations, corporations, institutions of  
14 higher education, and the Federal Govern-  
15 ment; and

16 (B) budget and staffing requirements, in-  
17 cluding appropriate sources of funding, for the  
18 establishment and conduct of operations of such  
19 Centers of Excellence.

20 (c) REPORT.—Not later than 120 days after the date  
21 of the enactment of this Act, the Secretary shall submit  
22 a report to the appropriate congressional committees that  
23 contains the findings of the study conducted pursuant to  
24 subsection (b).

1     **TITLE V—MATTERS RELATING**  
2             **TO CYBERSECURITY**  
3     **Subtitle A—Information Security**  
4             **and Cyber Diplomacy**

5     **SEC. 501. VULNERABILITY DISCLOSURE POLICY AND BUG**  
6             **BOUNTY PROGRAM REPORT.**

7             (a) **DEFINITIONS.**—In this section:

8                     (1) **BUG BOUNTY PROGRAM.**—The term “bug  
9             bounty program” means a program under which an  
10            approved individual, organization, or company is  
11            temporarily authorized to identify and report  
12            vulnerabilities of internet-facing information tech-  
13            nology of the Department in exchange for compensa-  
14            tion.

15                    (2) **INFORMATION TECHNOLOGY.**—The term  
16            “information technology” has the meaning given  
17            such term in section 11101 of title 40, United  
18            States Code.

19             (b) **VULNERABILITY DISCLOSURE POLICY.**—

20                    (1) **IN GENERAL.**—Not later than 180 days  
21            after the date of the enactment of this Act, the Sec-  
22            retary shall design, establish, and make publicly  
23            known a Vulnerability Disclosure Policy (VDP) to  
24            improve Department cybersecurity by—

1 (A) creating Department policy and infra-  
2 structure to receive and remediate discovered  
3 vulnerabilities in line with existing policies of  
4 the Office of Management and Budget and the  
5 Department of Homeland Security Binding  
6 Operational Directive 20-01 or any subsequent  
7 directive; and

8 (B) providing a report on such policy and  
9 infrastructure to Congress.

10 (2) ANNUAL REPORTS.—Not later than 180  
11 days after the establishment of the VDP under para-  
12 graph (1) and annually thereafter for the next five  
13 years, the Secretary shall submit to the Committee  
14 on Foreign Affairs of the House of Representatives,  
15 the Committee on Foreign Relations of the Senate,  
16 and the Committee on Homeland Security and Gov-  
17 ernmental Affairs of the Senate a report on the  
18 VDP, including information relating to the following:

19 (A) The number and severity of all secu-  
20 rity vulnerabilities reported.

21 (B) The number of previously unidentified  
22 security vulnerabilities remediated as a result.

23 (C) The current number of outstanding  
24 previously unidentified security vulnerabilities  
25 and Department remediation plans.

1 (D) The average length of time between  
2 the reporting of security vulnerabilities and re-  
3 mediation of such vulnerabilities.

4 (E) The resources, surge staffing, roles,  
5 and responsibilities within the Department used  
6 to implement the VDP and complete security  
7 vulnerability remediation.

8 (F) Description of how VDP identified  
9 vulnerabilities are incorporated into existing  
10 Department vulnerability prioritization and  
11 management processes.

12 (G) Any challenges in implementing the  
13 VDP and plans for expansion or contraction in  
14 the scope of the VDP across Department infor-  
15 mation systems.

16 (H) Any other information the Secretary  
17 determines relevant.

18 (c) BUG BOUNTY PROGRAM REPORT.—

19 (1) IN GENERAL.—Not later than 180 days  
20 after the date of the enactment of this Act, the Sec-  
21 retary shall report to Congress on any ongoing ef-  
22 forts to establish or carry out a bug bounty program  
23 by the Department or a third-party vendor to the  
24 Department to identify security vulnerabilities of

1 internet-facing information technology of the De-  
2 partment.

3 (2) REPORT.—Not later than 180 days after  
4 the date on which any bug bounty program under  
5 subsection (a) is established, the Secretary shall sub-  
6 mit to the Committee on Foreign Relations of the  
7 Senate, the Committee on Homeland Security and  
8 Governmental Affairs of the Senate, and the Com-  
9 mittee on Foreign Affairs of the House of Rep-  
10 resentatives a report on such program, including in-  
11 formation relating to—

12 (A) the number of approved individuals,  
13 organizations, or companies involved in such  
14 program, broken down by the number of ap-  
15 proved individuals, organizations, or companies  
16 that—

17 (i) registered;

18 (ii) were approved;

19 (iii) submitted security vulnerabilities;

20 and

21 (iv) received compensation;

22 (B) the number and severity of all security  
23 vulnerabilities reported as part of such pro-  
24 gram;

1 (C) the number of previously unidentified  
2 security vulnerabilities remediated as a result of  
3 such program;

4 (D) the current number of outstanding  
5 previously unidentified security vulnerabilities  
6 and Department remediation plans;

7 (E) the average length of time between the  
8 reporting of security vulnerabilities and remedi-  
9 ation of such vulnerabilities;

10 (F) the types of compensation provided  
11 under such program;

12 (G) the lessons learned from such pro-  
13 gram;

14 (H) confirming whether contact informa-  
15 tion for the Department regarding the bug  
16 bounty program is publicly accessible;

17 (I) description of how bug bounty program  
18 identified vulnerabilities are incorporated into  
19 existing Department vulnerability prioritization  
20 and management processes; and

21 (J) any challenges in implementing the bug  
22 bounty program and plans for expansion or  
23 contraction in the scope of the bug bounty pro-  
24 gram across Department information systems.

1           **Subtitle B—Matters Relating to**  
2                           **Cyber Diplomacy**

3   **SEC. 511. UNITED STATES INTERNATIONAL CYBERSPACE**  
4                           **POLICY.**

5           (a) IN GENERAL.—It is the policy of the United  
6 States—

7                   (1) to work internationally to promote an open,  
8 interoperable, reliable, and secure internet governed  
9 by the multi-stakeholder model, that—

10                           (A) promotes democracy, rule of law, and  
11 human rights, including freedom of expression;

12                           (B) supports the ability to innovate, com-  
13 municate, and promote economic prosperity;  
14 and

15                           (C) protects privacy and guards against  
16 deception, fraud, and theft;

17                   (2) to encourage and aid United States allies  
18 and partners in improving their own technological  
19 capabilities and resiliency to pursue, defend, and  
20 protect shared interests and values, free from coer-  
21 cion and external pressure; and

22                   (3) in furtherance of the foregoing, to—

23                           (A) provide incentives to the private sector  
24 to accelerate development of such technologies;

1 (B) modernize and harmonize with allies  
2 and partners export controls and investment  
3 screening regimes and associated policies and  
4 regulations; and

5 (C) enhance United States leadership in  
6 technical standards-setting bodies and avenues  
7 for developing norms regarding the use of dig-  
8 ital tools.

9 (b) IMPLEMENTATION.—In implementing the policy  
10 described in subsection (a), the President, in consultation  
11 with outside actors, including private sector companies,  
12 nongovernmental organizations, security researchers, and  
13 other relevant stakeholders, in the conduct of bilateral and  
14 multilateral relations, shall pursue the following objectives:

15 (1) Clarifying the applicability of international  
16 laws and norms to the use of information commu-  
17 nications and technology (ICT).

18 (2) Reducing and limiting the risk of escalation  
19 and retaliation in cyberspace, damage to critical in-  
20 frastructure, and other malicious cyber activity that  
21 impairs the use and operation of critical infrastruc-  
22 ture that provides services to the public.

23 (3) Cooperating with like-minded countries that  
24 share common values and cyberspace policies with  
25 the United States, including respect for human



1 rights, democracy, and the rule of law, to advance  
2 such values and policies internationally.

3 (4) Encouraging the responsible development of  
4 new, innovative technologies and ICT products that  
5 strengthen a secure internet architecture that is ac-  
6 cessible to all.

7 (5) Securing and implementing commitments  
8 on responsible country behavior in cyberspace, in-  
9 cluding the following:

10 (A) Countries should not conduct, or  
11 knowingly support, cyber-enabled theft of intel-  
12 lectual property, including trade secrets or  
13 other confidential business information, with  
14 the intent of providing competitive advantages  
15 to companies or commercial sectors.

16 (B) Countries should take all appropriate  
17 and reasonable efforts to keep their territories  
18 clear of intentionally wrongful acts using ICTs  
19 in violation of international commitments.

20 (C) Countries should not conduct or know-  
21 ingly support ICT activity that, contrary to  
22 international law, intentionally damages or oth-  
23 erwise impairs the use and operation of critical  
24 infrastructure providing services to the public,  
25 and should take appropriate measures to pro-

1 tect their critical infrastructure from ICT  
2 threats.

3 (D) Countries should not conduct or know-  
4 ingly support malicious international activity  
5 that, contrary to international law, harms the  
6 information systems of authorized emergency  
7 response teams (also known as “computer  
8 emergency response teams” or “cybersecurity  
9 incident response teams”) of another country or  
10 authorize emergency response teams to engage  
11 in malicious international activity.

12 (E) Countries should respond to appro-  
13 priate requests for assistance to mitigate mali-  
14 cious ICT activity emanating from their terri-  
15 tory and aimed at the critical infrastructure of  
16 another country.

17 (F) Countries should not restrict cross-bor-  
18 der data flows or require local storage or proc-  
19 essing of data.

20 (G) Countries should protect the exercise  
21 of human rights and fundamental freedoms on  
22 the internet and recognize that the human  
23 rights that people have offline also need to be  
24 protected online.

1           (6) Advancing, encouraging, and supporting the  
2           development and adoption of internationally recog-  
3           nized technical standards and best practices.

4   **SEC. 512. BUREAU ADDRESSING CYBERSPACE AND DIGITAL**  
5                           **POLICY.**

6           (a) IN GENERAL.—Section 1 of the State Depart-  
7           ment Basic Authorities Act of 1956 (22 U.S.C. 2651a),  
8           as amended by section 102 of this Act, is further amended  
9           by adding at the end the following:

10           “(m) BUREAU OF CYBERSPACE AND DIGITAL POL-  
11           ICY.—

12                   “(1) IN GENERAL.—There is established, within  
13           the Department of State, a bureau addressing cyber-  
14           space and digital policy (referred to in this sub-  
15           section as the ‘Bureau’). The head of the Bureau  
16           shall have the rank and status of ambassador and  
17           shall be appointed by the President, by and with the  
18           advice and consent of the Senate.

19                   “(2) DUTIES.—

20                           “(A) IN GENERAL.—The head of the Bu-  
21           reau shall perform such duties and exercise  
22           such powers as the Secretary of State shall pre-  
23           scribe, including implementing the policy of the  
24           United States described in section 511 of the

1 Department of State Authorization Act of  
2 2022.

3 “(B) DUTIES DESCRIBED.—The principal  
4 duties and responsibilities of the head of the  
5 Bureau shall be—

6 “(i) to serve as the principal cyber-  
7 space policy official within the senior man-  
8 agement of the Department of State and  
9 as the advisor to the Secretary of State for  
10 cyberspace and digital issues;

11 “(ii) to lead the Department of  
12 State’s diplomatic cyberspace and digital  
13 efforts, including efforts relating to inter-  
14 national cyber policy, deterrence and inter-  
15 national responses to cyber threats, infor-  
16 mation and communications technology  
17 (ICT) security, standards, and governance,  
18 data privacy and data flows, Internet gov-  
19 ernance and digital freedom, as well as co-  
20 ordinate and engage on related efforts such  
21 as digital economy, cybercrime, and other  
22 issues that the Secretary assigns to the  
23 Bureau;

24 “(iii) to coordinate cyberspace policy  
25 and other relevant functions within the De-

1           department of State and with other compo-  
2           nents of the United States Government, in-  
3           cluding through the Cyberspace Policy Co-  
4           ordinating Committee described in para-  
5           graph (6), and by convening other coordi-  
6           nating meetings with appropriate officials  
7           from the Department and other compo-  
8           nents of the United States Government on  
9           a regular basis;

10           “(iv) to promote an open, interoper-  
11           able, reliable, and secure information and  
12           communications technology infrastructure  
13           globally;

14           “(v) to represent the Secretary of  
15           State in interagency efforts to develop and  
16           advance the purposes of title V of the De-  
17           partment of State Authorization Act of  
18           2022;

19           “(vi) to act as a liaison to civil soci-  
20           ety, the private sector, academia, and other  
21           public and private entities on relevant  
22           international cyberspace and ICT issues;

23           “(vii) to lead United States Govern-  
24           ment efforts to uphold and further develop

1 global deterrence frameworks for malicious  
2 cyber activity;

3 “(viii) to develop and execute adver-  
4 sary-specific strategies to influence adver-  
5 sary decision-making through the imposi-  
6 tion of costs and deterrence strategies, in  
7 coordination with other relevant Executive  
8 agencies;

9 “(ix) to advise the Secretary and co-  
10 ordinate with foreign governments on re-  
11 sponses to national security-level cyber in-  
12 cidents, including coordination on diplo-  
13 matic response efforts to support allies and  
14 partners threatened by malicious cyber ac-  
15 tivity, in conjunction with members of the  
16 North Atlantic Treaty Organization and  
17 like-minded countries;

18 “(x) to promote the adoption of na-  
19 tional processes and programs that enable  
20 threat detection, prevention, and response  
21 to malicious cyber activity emanating from  
22 the territory of a foreign country, including  
23 as such activity relates to the United  
24 States’ allies, as appropriate;

1           “(xi) to promote the building of for-  
2           foreign capacity relating to cyberspace policy  
3           priorities;

4           “(xii) to promote the maintenance of  
5           an open, interoperable, secure, and reliable  
6           Internet governed by the multistakeholder  
7           model, instead of by centralized govern-  
8           ment control;

9           “(xiii) to promote an international  
10          regulatory environment for technology in-  
11          vestments and the internet that benefits  
12          United States economic and national secu-  
13          rity interests;

14          “(xiv) to promote cross-border flow of  
15          data and combat international initiatives  
16          seeking to impose unreasonable require-  
17          ments on United States businesses;

18          “(xv) to promote international policies  
19          to protect the integrity of United States  
20          and international telecommunications in-  
21          frastructure from foreign-based threats, in-  
22          cluding cyber-enabled threats;

23          “(xvi) to lead engagement, in coordi-  
24          nation with relevant Executive agencies,  
25          with foreign governments on relevant inter-

1 national cyberspace and digital economy  
2 issues as described in title V of the De-  
3 partment of State Authorization Act of  
4 2022;

5 “(xvii) to promote international poli-  
6 cies to secure radio frequency spectrum for  
7 United States businesses and national se-  
8 curity needs;

9 “(xviii) to promote and protect the ex-  
10 ercise of human rights, including freedom  
11 of speech and religion, through the inter-  
12 net;

13 “(xix) to promote international initia-  
14 tives to strengthen civilian and private sec-  
15 tor resiliency to threats in cyberspace;

16 “(xx) to build capacity of United  
17 States diplomatic officials to engage on  
18 cyberspace issues;

19 “(xxi) to encourage the development  
20 and adoption by foreign countries of inter-  
21 nationally recognized standards, policies,  
22 and best practices;

23 “(xxii) to consult, as appropriate, with  
24 other Executive agencies with related func-



1                   tions vested in such Executive agencies by  
2                   law; and

3                   “(xxiii) to conduct such other matters  
4                   as the Secretary of State may assign.

5                   “(3) QUALIFICATIONS.—The head of the Bu-  
6                   reau should be an individual of demonstrated com-  
7                   petency in the fields of—

8                   “(A) cybersecurity and other relevant  
9                   cyberspace and ICT policy issues; and

10                  “(B) international diplomacy.

11                  “(4) ORGANIZATIONAL PLACEMENT.—During  
12                  the 1-year period beginning on the date of the enact-  
13                  ment of the Department of State Authorization Act  
14                  of 2022, the head of the Bureau shall report to the  
15                  Deputy Secretary of State. After the conclusion of  
16                  such period, the head of the Bureau may report to  
17                  an Under Secretary of State or to an official holding  
18                  a higher position than Under Secretary if, not less  
19                  than 15 days prior to any change in such reporting  
20                  structure, the Secretary of State consults with and  
21                  provides to the Committee on Foreign Relations of  
22                  the Senate and the Committee on Foreign Affairs of  
23                  the House of Representatives the following:

24                  “(A) A notification that the Secretary has,  
25                  with respect to the reporting structure of the

1 Bureau, consulted with and solicited feedback  
2 from—

3 “(i) other relevant Federal entities  
4 with a role in international aspects of  
5 cyber policy; and

6 “(ii) the elements of the Department  
7 of State with responsibility over aspects of  
8 cyber policy, including the elements report-  
9 ing to—

10 “(I) the Under Secretary for Po-  
11 litical Affairs;

12 “(II) the Under Secretary for Ci-  
13 vilian Security, Democracy, and  
14 Human Rights;

15 “(III) the Under Secretary for  
16 Economic Growth, Energy, and the  
17 Environment;

18 “(IV) the Under Secretary for  
19 Arms Control and International Secu-  
20 rity Affairs;

21 “(V) the Under Secretary for  
22 Management; and

23 “(VI) the Under Secretary for  
24 Public Diplomacy and Public Affairs.

1           “(B) A description of the new reporting  
2           structure for the head of the Bureau, as well as  
3           a description of the data and evidence used to  
4           justify such new structure.

5           “(C) A plan describing how the new re-  
6           porting structure will better enable the head of  
7           the Bureau to carry out the responsibilities  
8           specified in paragraph (2), including the secu-  
9           rity, economic, and human rights aspects of  
10          cyber diplomacy.

11          “(5) SPECIAL HIRING AUTHORITIES.—The Sec-  
12          retary of State may (1) appoint employees without  
13          regard to the provisions of title 5, United States  
14          Code, regarding appointments in the competitive  
15          service; and (2) fix the basic compensation of such  
16          employees without regard to chapter 51 and sub-  
17          chapter III of chapter 53 of such title regarding  
18          classification and General Schedule pay rates.

19          “(6) RULE OF CONSTRUCTION.—Nothing in  
20          this subsection may be construed to preclude the  
21          head of the Bureau from being designated as an As-  
22          sistant Secretary, if such an Assistant Secretary po-  
23          sition does not increase the number of Assistant  
24          Secretary positions at the Department above the  
25          number authorized under subsection (c)(1).

1 “(7) COORDINATION.—

2 “(A) CYBERSPACE POLICY COORDINATING  
3 COMMITTEE.—In conjunction with establishing  
4 the Bureau pursuant to this subsection, there is  
5 established a senior-level Cyberspace Policy Co-  
6 ordinating Committee to ensure that cyberspace  
7 issues receive broad senior level-attention and  
8 coordination across the Department of State  
9 and provide ongoing oversight of such issues.  
10 The Cyberspace Policy Coordinating Committee  
11 shall be chaired by the head of the Bureau or  
12 an official of the Department of State holding  
13 a higher position, and operate on an ongoing  
14 basis, meeting not less frequently than quar-  
15 terly. Committee members shall include appro-  
16 priate officials at the Assistant Secretary level  
17 or higher from—

18 “(i) the Under Secretariat for Polit-  
19 ical Affairs;

20 “(ii) the Under Secretariat for Civil-  
21 ian Security, Democracy, and Human  
22 Rights;

23 “(iii) the Under Secretariat for Eco-  
24 nomic Growth, Energy and the Environ-  
25 ment;

1 “(iv) the Under Secretariat for Arms  
2 Control and International Security;

3 “(v) the Under Secretariat for Man-  
4 agement;

5 “(vi) the Under Secretariat for Public  
6 Diplomacy and Public Affairs;

7 “(vii) the Special Envoy for Critical  
8 and Emerging Technology; and

9 “(viii) other senior level Department  
10 participants, as appropriate.

11 “(B) OTHER MEETINGS.—The head of the  
12 Bureau shall convene other coordinating meet-  
13 ings with appropriate officials from the Depart-  
14 ment of State and other components of the  
15 United States Government to ensure regular co-  
16 ordination and collaboration on crosscutting  
17 cyber policy issues.”.

18 (b) SENSE OF CONGRESS.—It is the sense of Con-  
19 gress that—

20 (1) the Bureau established under section 1(m)  
21 of the State Department Basic Authorities Act of  
22 1956, as added by subsection (a), should have a di-  
23 verse workforce composed of qualified individuals,  
24 including such individuals from traditionally under-  
25 represented groups.

1           (2) the Permanent Representative of the United  
2 States to the United Nations should use the voice,  
3 vote, and influence of the United States to oppose  
4 any measure that is inconsistent with the policy de-  
5 scribed in section 511.

6 **SEC. 513. INTERNATIONAL CYBERSPACE EXECUTIVE AR-**  
7 **RANGEMENTS.**

8           (a) IN GENERAL.—The President is encouraged to  
9 enter into executive arrangements with foreign govern-  
10 ments that support the policy described in section 511.

11           (b) TRANSMISSION TO CONGRESS.—Section 112b of  
12 title 1, United States Code, is amended—

13           (1) in subsection (a) by striking “International  
14 Relations” and inserting “Foreign Affairs”;

15           (2) in subsection (e)(2)(B), by adding at the  
16 end the following new clause:

17                           “(iii) A bilateral or multilateral cyber-  
18 space agreement.”;

19           (3) by redesignating subsection (f) as sub-  
20 section (g); and

21           (4) by inserting after subsection (e) the fol-  
22 lowing new subsection:

23           “(f) With respect to any bilateral or multilateral  
24 cyberspace agreement under subsection (e)(2)(B)(iii) and  
25 the information required to be transmitted to Congress

1 under subsection (a), or with respect to any arrangement  
2 that seeks to secure commitments on responsible country  
3 behavior in cyberspace consistent with section 511(b)(5)  
4 of the Department of State Authorization Act of 2022,  
5 the Secretary of State shall provide an explanation of such  
6 arrangement, including—

7 “(1) the purpose of such arrangement;

8 “(2) how such arrangement is consistent with  
9 the policy described in section 511 of such Act; and

10 “(3) how such arrangement will be imple-  
11 mented.”.

12 (c) STATUS REPORT.—During the 5-year period im-  
13 mediately following the transmittal to Congress of an  
14 agreement described in clause (iii) of section  
15 112b(e)(2)(B) of title 1, United States Code, as added by  
16 subsection (b)(2), or until such agreement has been dis-  
17 continued, if discontinued within 5 years, the President  
18 shall—

19 (1) notify the appropriate congressional com-  
20 mittees if another country fails to adhere to signifi-  
21 cant commitments contained in such agreement; and

22 (2) describe the steps that the United States  
23 has taken or plans to take to ensure that all such  
24 commitments are fulfilled.

1 (d) EXISTING EXECUTIVE ARRANGEMENTS.—Not  
2 later than 180 days after the date of the enactment of  
3 this Act, the Secretary shall brief the appropriate congress-  
4 sional committees regarding any executive bilateral or  
5 multilateral cyberspace arrangement in effect before the  
6 date of enactment of this Act, including—

7 (1) the arrangement announced between the  
8 United States and Japan on April 25, 2014;

9 (2) the arrangement announced between the  
10 United States and the United Kingdom on January  
11 16, 2015;

12 (3) the arrangement announced between the  
13 United States and China on September 25, 2015;

14 (4) the arrangement announced between the  
15 United States and Korea on October 16, 2015;

16 (5) the arrangement announced between the  
17 United States and Australia on January 19, 2016;

18 (6) the arrangement announced between the  
19 United States and India on June 7, 2016;

20 (7) the arrangement announced between the  
21 United States and Argentina on April 27, 2017;

22 (8) the arrangement announced between the  
23 United States and Kenya on June 22, 2017;

24 (9) the arrangement announced between the  
25 United States and Israel on June 26, 2017;



1 (10) the arrangement announced between the  
2 United States and France on February 9, 2018;

3 (11) the arrangement announced between the  
4 United States and Brazil on May 14, 2018; and

5 (12) any other similar bilateral or multilateral  
6 arrangement announced before such date of enact-  
7 ment.

8 **SEC. 514. INTERNATIONAL STRATEGY FOR CYBERSPACE.**

9 (a) STRATEGY REQUIRED.—Not later than 1 year  
10 after the date of the enactment of this Act, the President,  
11 acting through the Secretary, and in coordination with the  
12 heads of other relevant Federal departments and agencies,  
13 shall develop an international cyberspace and digital policy  
14 strategy.

15 (b) ELEMENTS.—The strategy required under sub-  
16 section (a) shall include the following:

17 (1) A review of actions and activities under-  
18 taken to support the policy described in section 511.

19 (2) A plan of action to guide the diplomacy of  
20 the Department with regard to foreign countries, in-  
21 cluding—

22 (A) conducting bilateral and multilateral  
23 activities to—

24 (i) develop and support the implemen-  
25 tation of norms of responsible country be-

1 havior in cyberspace consistent with the  
2 objectives specified in section 511(b)(5);

3 (ii) reduce the frequency and severity  
4 of cyberattacks on United States individ-  
5 uals, businesses, governmental agencies,  
6 and other organizations;

7 (iii) reduce cybersecurity risks to  
8 United States and allied critical infrastruc-  
9 ture;

10 (iv) improve allies' and partners' col-  
11 laboration with the United States on cyber-  
12 security issues, including information shar-  
13 ing, regulatory coordination and improve-  
14 ment, and joint investigatory and law en-  
15 forcement operations related to cybercrime;  
16 and

17 (v) share best practices and advance  
18 proposals to strengthen civilian and private  
19 sector resiliency to threats and access to  
20 opportunities in cyberspace; and

21 (B) reviewing the status of existing efforts  
22 in relevant multilateral fora, as appropriate, to  
23 obtain commitments on international norms in  
24 cyberspace.

1           (3) A review of alternative concepts with regard  
2           to international norms in cyberspace offered by for-  
3           eign countries.

4           (4) A detailed description of new and evolving  
5           threats in cyberspace from foreign adversaries, state-  
6           sponsored actors, and non-state actors to—

7                   (A) United States national security;

8                   (B) Federal and private sector cyberspace  
9           infrastructure of the United States;

10                  (C) intellectual property in the United  
11           States; and

12                  (D) the privacy and security of citizens of  
13           the United States.

14           (5) A review of policy tools available to the  
15           President to deter and de-escalate tensions with for-  
16           eign countries, state-sponsored actors, and private  
17           actors regarding threats in cyberspace, the degree to  
18           which such tools have been used, and whether such  
19           tools have been effective deterrents.

20           (6) A review of resources required to conduct  
21           activities to build responsible norms of international  
22           cyber behavior.

23           (7) A review of whether the budgetary re-  
24           sources, technical expertise, legal authorities, and  
25           personnel available to the Department and other rel-

1       evant Federal agencies are adequate to achieve the  
2       actions and activities undertaken to support the pol-  
3       icy described in section 511.

4           (8) A review of whether the Department is  
5       properly organized and coordinated with other Fed-  
6       eral agencies to achieve the objectives described in  
7       section 511.

8           (9) A plan of action, developed in consultation  
9       with relevant Federal departments and agencies as  
10      the President may direct, to guide the diplomacy of  
11      the Department with regard to inclusion of cyber  
12      issues in mutual defense agreements.

13      (c) FORM OF STRATEGY.—

14           (1) PUBLIC AVAILABILITY.—The strategy re-  
15      quired under subsection (a) shall be available to the  
16      public in unclassified form, including through publi-  
17      cation in the Federal Register.

18           (2) CLASSIFIED ANNEX.—The strategy required  
19      under subsection (a) may include a classified annex,  
20      consistent with United States national security inter-  
21      ests, if the Secretary determines that such annex is  
22      appropriate.

23      (d) BRIEFING.—Not later than 30 days after the  
24      completion of the strategy required under subsection (a),  
25      the Secretary shall brief the appropriate congressional

1 committees on the strategy, including any material con-  
2 tained in a classified annex.

3 (e) UPDATES.—The strategy required under sub-  
4 section (a) shall be updated—

5 (1) not later than 90 days after any material  
6 change to United States policy described in such  
7 strategy; and

8 (2) not later than one year after the inaugura-  
9 tion of each new President.

10 **SEC. 515. ADDITION TO ANNUAL COUNTRY REPORTS ON**  
11 **HUMAN RIGHTS PRACTICES.**

12 The Foreign Assistance Act of 1961 is amended—

13 (1) in section 116 (22 U.S.C. 2151n), by add-  
14 ing at the end the following new subsection:

15 “(h)(1) The report required under subsection (d)  
16 shall include an assessment of freedom of expression with  
17 respect to electronic information in each foreign country,  
18 which information should include, to the extent prac-  
19 ticable, the following:

20 “(A) An assessment of the extent to which  
21 government authorities inappropriately attempt  
22 to filter, censor, or otherwise block or remove  
23 nonviolent expression of political or religious  
24 opinion or belief through the Internet, including  
25 electronic mail, and a description of the means

1 by which such authorities attempt to inappro-  
2 priately block or remove such expression.

3 “(B) An assessment of the extent to which  
4 government authorities in the country have per-  
5 secuted or otherwise punished, arbitrarily and  
6 without due process, an individual or group for  
7 the nonviolent expression of political, religious,  
8 or ideological opinion or belief through the  
9 Internet, including electronic mail.

10 “(C) An assessment of the extent to which  
11 government authorities have sought, inappropri-  
12 ately and with malicious intent, to collect, re-  
13 quest, obtain, or disclose without due process  
14 personally identifiable information of a person  
15 in connection with that person’s nonviolent ex-  
16 pression of political, religious, or ideological  
17 opinion or belief, including expression that  
18 would be protected by the International Cov-  
19 enant on Civil and Political Rights, adopted at  
20 New York December 16, 1966, and entered into  
21 force March 23, 1976, as interpreted by the  
22 United States.

23 “(D) An assessment of the extent to which  
24 wire communications and electronic communica-  
25 tions are monitored without due process and in

1           contravention to United States policy with re-  
2           spect to privacy, human rights, democracy, and  
3           rule of law.

4           “(2) In compiling data and making assessments  
5           under paragraph (1), United States diplomatic per-  
6           sonnel should consult with relevant entities, includ-  
7           ing human rights organizations, the private sector,  
8           the governments of like-minded countries, technology  
9           and Internet companies, and other appropriate non-  
10          governmental organizations or entities.

11          “(3) In this subsection—

12                 “(A) the term ‘electronic communication’  
13                 has the meaning given the term in section 2510  
14                 of title 18, United States Code;

15                 “(B) the term ‘Internet’ has the meaning  
16                 given the term in section 231(e)(3) of the Com-  
17                 munications Act of 1934 (47 U.S.C. 231(e)(3));

18                 “(C) the term ‘personally identifiable infor-  
19                 mation’ means data in a form that identifies a  
20                 particular person; and

21                 “(D) the term ‘wire communication’ has  
22                 the meaning given the term in section 2510 of  
23                 title 18, United States Code.”; and

24                 (2) in section 502B (22 U.S.C. 2304)—

1 (A) by redesignating the second subsection  
2 (i) (relating to child marriage) as subsection (j);  
3 and

4 (B) by adding at the end the following new  
5 subsection:

6 “(k)(1) The report required under subsection (b)  
7 shall include an assessment, to the extent practicable, of  
8 freedom of expression with respect to electronic informa-  
9 tion in each foreign country, which information should in-  
10 clude the following:

11 “(A) An assessment of the extent to which  
12 government authorities inappropriately attempt  
13 to filter, censor, or otherwise block or remove  
14 nonviolent expression of political or religious  
15 opinion or belief through the Internet, including  
16 electronic mail, and a description of the means  
17 by which such authorities attempt to inappro-  
18 priately block or remove such expression.

19 “(B) An assessment of the extent to which  
20 government authorities have persecuted or oth-  
21 erwise punished, arbitrarily and without due  
22 process, an individual or group for the non-  
23 violent expression of political, religious, or ideo-  
24 logical opinion or belief through the Internet,  
25 including electronic mail.



1           “(C) An assessment of the extent to which  
2           government have sought, inappropriately and  
3           with malicious intent, to collect, request, obtain,  
4           or disclose without due process personally iden-  
5           tifiable information of a person in connection  
6           with that person’s nonviolent expression of po-  
7           litical, religious, or ideological opinion or belief,  
8           including expression that would be protected by  
9           the International Covenant on Civil and Polit-  
10          ical Rights, adopted at New York December 16,  
11          1966, and entered into force March 23, 1976,  
12          as interpreted by the United States.

13           “(D) An assessment of the extent to which  
14          wire communications and electronic communica-  
15          tions are monitored without due process and in  
16          contravention to United States policy with re-  
17          spect to privacy, human rights, democracy, and  
18          rule of law.

19           “(2) In compiling data and making assessments  
20          under paragraph (1), United States diplomatic per-  
21          sonnel should consult with relevant entities, includ-  
22          ing human rights organizations, the private sector,  
23          the governments of like-minded countries, technology  
24          and Internet companies, and other appropriate non-  
25          governmental organizations or entities.

1 “(3) In this subsection—

2 “(A) the term ‘electronic communication’  
3 has the meaning given the term in section 2510  
4 of title 18, United States Code;

5 “(B) the term ‘Internet’ has the meaning  
6 given the term in section 231(e)(3) of the Com-  
7 munications Act of 1934 (47 U.S.C. 231(e)(3));

8 “(C) the term ‘personally identifiable infor-  
9 mation’ means data in a form that identifies a  
10 particular person; and

11 “(D) the term ‘wire communication’ has  
12 the meaning given the term in section 2510 of  
13 title 18, United States Code.”.

14 **SEC. 516. GAO REPORT ON CYBER DIPLOMACY.**

15 Not later than 1 year after the date of the enactment  
16 of this Act, the Comptroller General of the United States  
17 shall submit a report and provide a briefing to the appro-  
18 priate congressional committees that includes—

19 (1) an assessment of the extent to which United  
20 States diplomatic processes and other efforts with  
21 foreign countries, including through multilateral  
22 fora, bilateral engagements, and negotiated cyber-  
23 space agreements, advance the full range of United  
24 States interests in cyberspace, including the policy  
25 described in section 511;

1           (2) an assessment of the Department's organi-  
2           zational structure and approach to managing its dip-  
3           lomatic efforts to advance the full range of United  
4           States interests in cyberspace, including a review  
5           of—

6                   (A) the establishment of a Bureau in the  
7           Department to lead the Department's inter-  
8           national cyber mission;

9                   (B) the current or proposed diplomatic  
10          mission, structure, staffing, funding, and activi-  
11          ties of the Bureau;

12                   (C) how the establishment of the Bureau  
13          has impacted or is likely to impact the structure  
14          and organization of the Department; and

15                   (D) what challenges, if any, the Depart-  
16          ment has faced or will face in establishing such  
17          Bureau; and

18           (3) any other matters determined relevant by  
19          the Comptroller General.

20   **SEC. 517. REPORT ON DIPLOMATIC PROGRAMS TO DETECT**  
21                                   **AND RESPOND TO CYBER THREATS AGAINST**  
22                                   **ALLIES AND PARTNERS.**

23          Not later than 180 days after the date of the enact-  
24          ment of this Act, the Secretary and the Director of the  
25          Cybersecurity and Infrastructure Security Agency, in co-

1 ordination with the Secretary of Defense and other rel-  
2 evant Federal agencies, shall submit a report to the appro-  
3 priate congressional committees that assess the Depart-  
4 ment and the Cybersecurity and Infrastructure Security  
5 Agency's capabilities to provide civilian-led support for  
6 acute cyber incident response in ally and partner countries  
7 that includes—

8 (1) an assessment of the Department and the  
9 Cyber and Infrastructure Security Agency's current  
10 and previous efforts to support the Department of  
11 Defense Hunt Forward missions;

12 (2) recommendations for creating a civilian-led  
13 program to support allies and partners in respond-  
14 ing to acute cyber incidents; and

15 (3) the budgetary resources, technical expertise,  
16 legal authorities, and personnel needed for the De-  
17 partment and the Cybersecurity and Infrastructure  
18 Security Agency to formulate and implement such a  
19 program outlined in this section.

20 **SEC. 518. CYBERSECURITY RECRUITMENT AND RETEN-**  
21 **TION.**

22 (a) **TECHNOLOGY TALENT ACQUISITION.**—

23 (1) **ESTABLISHMENT.**—The Secretary shall es-  
24 tablish at least three positions within the Bureau of  
25 Global Talent Management solely dedicated to the

1 recruitment and retention of Department personnel  
2 with backgrounds in cybersecurity, engineering, data  
3 science, application development, artificial intel-  
4 ligence, critical and emerging technology, and tech-  
5 nology and digital policy.

6 (2) GOALS.—The goals of these positions will  
7 be—

8 (A) to fulfill the critical need of the De-  
9 partment to recruit employees for cybersecurity,  
10 digital, and technology positions;

11 (B) to fulfill the critical need of the De-  
12 partment to retain employees for cybersecurity,  
13 digital, and technology positions;

14 (C) to actively recruit relevant candidates  
15 from academic institutions, the private sector,  
16 and related industries;

17 (D) to work with the Office of Personnel  
18 Management and the United States Digital  
19 Service to develop and implement best strate-  
20 gies for recruiting and retaining technology tal-  
21 ent; and

22 (E) to inform and train supervisors at the  
23 Department on the use of the authorities listed  
24 in subsection (2)(a).

1           (3) IMPLEMENTATION PLAN.—Not later than  
2           180 days after the date of the enactment of this Act,  
3           the Secretary shall submit to the appropriate con-  
4           gressional committees an implementation plan to  
5           execute the objectives outlined in subsections (1) and  
6           (2).

7           (4) AUTHORIZATION OF APPROPRIATIONS.—  
8           There is authorized to be appropriated \$750,000 for  
9           each of fiscal years 2023 through 2027 to carry out  
10          this section.

11          (b) ANNUAL REPORT ON HIRING AUTHORITIES.—  
12          Not later than 1 year after the date of the enactment of  
13          this Act, and annually thereafter for the following 5 years,  
14          the Secretary shall submit to the appropriate congres-  
15          sional committees a report, which shall include—

16                (1) a list of the hiring authorities currently  
17                available to the Department to recruit and retain  
18                personnel with backgrounds in cybersecurity, engi-  
19                neering, data science, application development, arti-  
20                ficial intelligence, critical and emerging technology,  
21                and technology and digital policy;

22                (2) a list of which hiring authorities outlined in  
23                subsection (b)(1) have been used in the previous five  
24                years;

1           (3) the number of employees in qualified posi-  
2           tions hired, aggregated by position and grade level  
3           or pay band;

4           (4) the placement of employees in qualified po-  
5           sitions, aggregated by bureau and offices within the  
6           Department;

7           (5) the rate of attrition of individuals who begin  
8           the hiring process and do not complete the process  
9           and a description of the reasons for such attrition;

10          (6) the number of individuals who are inter-  
11          viewed by subject matter experts and the number  
12          who are not; and

13          (7) Recommendations for—

14               (A) improving the attrition rate identified  
15               in subsection (b)(5) by 5 percent each year;

16               (B) additional hiring authorities needed to  
17               acquire needed technology talent;

18               (C) hiring personnel to hold public trust  
19               positions until they can obtain the necessary se-  
20               curity clearance; and

21               (D) informing and training supervisors  
22               within the Department on the use of the au-  
23               thorities listed in subsection (a)(2)(a).

1 **SEC. 519. SHORT COURSE ON EMERGING TECHNOLOGIES**  
2 **FOR SENIOR OFFICIALS.**

3 (a) IN GENERAL.—Not later than 1 year after the  
4 date of the enactment of this Act, the Secretary shall de-  
5 velop and begin providing, for senior officials of the De-  
6 partment, a course that addresses how the most recent  
7 and relevant technologies affect the activities of the De-  
8 partment.

9 (b) THROUGHPUT OBJECTIVES.—The Secretary shall  
10 ensure that—

11 (1) in the first year that the course is offered,  
12 not fewer than 20 percent of senior officials are cer-  
13 tified as having passed the course; and

14 (2) in each subsequent year, until the date that  
15 80 percent of senior officials are certified as having  
16 passed such course, an additional 10 percent of sen-  
17 ior officials are so certified.

18 **SEC. 520. ESTABLISHMENT AND EXPANSION OF THE RE-**  
19 **GIONAL TECHNOLOGY OFFICER PROGRAM.**

20 (a) REGIONAL TECHNOLOGY OFFICER PROGRAM.—

21 (1) ESTABLISHMENT.—The Secretary should  
22 establish a program to be known as the “Regional  
23 Technology Officer Program”.

24 (2) GOALS.—The goals of the Program shall  
25 be—



1 (A) to promote United States leadership in  
2 technology abroad;

3 (B) to work with partners to energize crit-  
4 ical and emerging technology ecosystems that  
5 support democratic values;

6 (C) to shape diplomatic agreements in re-  
7 gional and international forums with respect to  
8 critical and emerging technologies;

9 (D) to build diplomatic post capacities for  
10 handling critical and emerging technology  
11 issues;

12 (E) to engage with non-traditional stake-  
13 holders that facilitate the growth of critical and  
14 emerging technology, including research labs,  
15 incubators, and venture capitalists; and

16 (F) to maintain the advantages of the  
17 United States with respect to critical and  
18 emerging technologies.

19 (b) IMPLEMENTATION PLAN.—Not later than 180  
20 days after the date of the enactment of this Act, the Sec-  
21 retary shall submit to the appropriate congressional com-  
22 mittees an implementation plan, which shall outline strate-  
23 gies—

24 (1) to advance the goals described in subsection

25 (a)(2);

1           (2) to hire Regional Technology Officers and in-  
2           crease the competitiveness for the Program within  
3           the Foreign Service bidding process;

4           (3) to expand the Program to include a min-  
5           imum of 15 Regional Technology Officers; and

6           (4) to assign not fewer than 2 Regional Tech-  
7           nology Officers to posts within—

8                   (A) the Bureau of African Affairs;

9                   (B) the Bureau of East Asian and Pacific  
10           Affairs;

11                   (C) the Bureau of European and Eurasian  
12           Affairs;

13                   (D) the Bureau of Near Eastern Affairs;

14                   (E) the Bureau of South and Central  
15           Asian Affairs;

16                   (F) the Bureau of Western Hemisphere  
17           Affairs; and

18                   (G) the Bureau of International Organiza-  
19           tion Affairs.

20           (c) ANNUAL BRIEFING REQUIREMENT.—Not later  
21           than 180 days after the date of the enactment of this Act,  
22           and annually thereafter for the following 5 years, the Sec-  
23           retary shall brief the appropriate congressional committees  
24           on the status of the implementation plan required by sub-  
25           section (b).

1 (d) AUTHORIZATION OF APPROPRIATIONS.—There is  
2 authorized to be appropriated \$100,000,000 for each of  
3 fiscal years 2023 through 2027 to carry out this section.

## 4 **TITLE VI—PUBLIC DIPLOMACY**

### 5 **SEC. 601. INTERNATIONAL FAIRS AND EXPOSITIONS.**

6 (a) IN GENERAL.—Notwithstanding section 204 of  
7 the Admiral James W. Nance and Meg Donovan Foreign  
8 Relations Authorization Act, Fiscal Years 2000 and 2001  
9 (22 U.S.C. 2452b), funds appropriated or otherwise made  
10 available for the Department of State in any fiscal year  
11 may be obligated and expended for United States partici-  
12 pation in international fairs and expositions abroad, in-  
13 cluding for construction and operation of United States  
14 pavilions or other major exhibits, subject to subsections  
15 (b), (c), (d), and (e).

16 (b) AUTHORIZATION OF APPROPRIATIONS.—There is  
17 authorized to be appropriated \$20,000,000 to the Depart-  
18 ment for United States participation in international fairs  
19 and expositions abroad, including for construction and op-  
20 eration of pavilions or other major exhibits.

21 (c) LIMITATION ON SOLICITATION OF FUNDS.—Sen-  
22 ior employees of the Department, in their official capacity,  
23 may not solicit funds to pay expenses for a United States  
24 pavilion or other major exhibit at any international expo-

1 sition or world's fair registered by the Bureau of Inter-  
2 national Expositions.

3 (d) COST-SHARE REQUIREMENT.—Funds made avail-  
4 able pursuant to subsection (a) and (b) to the Department  
5 of State for a United States pavilion or other major ex-  
6 hibit at an international fair or exposition abroad shall  
7 be made available on a cost-matching basis, to the max-  
8 imum extent practicable, from sources other than the  
9 United States Government.

10 (e) NOTIFICATION.—

11 (1) IN GENERAL.—No funds made available  
12 pursuant to subsection (a) or (b) to the Department  
13 of State for a United States pavilion or other major  
14 exhibit at an international fair or exposition abroad  
15 may be obligated until—

16 (A) the appropriate congressional commit-  
17 tees have been notified of such intended obliga-  
18 tion; and

19 (B) a period of not fewer than 15 days has  
20 elapsed following such notification.

21 (2) MATTERS TO BE INCLUDED.—Each notifi-  
22 cation under paragraph (1) shall include the fol-  
23 lowing:

24 (A) A description of the source of such  
25 funds, including any funds reprogrammed or

1 transferred by the Department of State to be  
2 made available for such pavilion or other major  
3 exhibit abroad.

4 (B) An estimate of the amount of invest-  
5 ment such pavilion or other major exhibit  
6 abroad could bring to the United States.

7 (C) A description of the strategy of the  
8 Department to identify and obtain such match-  
9 ing funds from sources other than the United  
10 States Government, in accordance with sub-  
11 section (d).

12 (f) FINAL REPORT.—Not later than 180 days after  
13 the date on which a United States pavilion or other major  
14 exhibit abroad is opened at an international fair or expo-  
15 sition as specified in this section, the Secretary of State  
16 shall submit to the appropriate congressional committees  
17 a report that includes—

18 (1) the number of United States businesses  
19 that participated in such pavilion or other major ex-  
20 hibit; and

21 (2) the dollar amount and source of any match-  
22 ing funds obtained by the Department.

23 (g) APPROPRIATE CONGRESSIONAL COMMITTEES  
24 DEFINED.—In this section, the term “appropriate con-  
25 gressional committees” means the following:

1           (1) The Committee on Foreign Affairs and the  
2           Committee on Appropriations of the House of Rep-  
3           resentatives.

4           (2) The Committee on Foreign Relations and  
5           the Committee on Appropriations of the Senate.

6   **SEC. 602. GLOBAL ENGAGEMENT CENTER.**

7           (a) IN GENERAL.—Section 1287(j) of the National  
8           Defense Authorization Act for Fiscal Year 2017 (22  
9           U.S.C. 2656 note) is amended by striking “the date that  
10          is 8 years after the date of the enactment of this Act”  
11          and inserting “December 31, 2027”.

12          (b) HIRING AUTHORITY FOR GLOBAL ENGAGEMENT  
13          CENTER.—Notwithstanding any other provision of law,  
14          the Secretary, during the 5-year period beginning on the  
15          date of the enactment of this Act and solely to carry out  
16          the functions of the Global Engagement Center described  
17          in section 1287(b) of the National Defense Authorization  
18          Act for Fiscal Year 2017 (22 U.S.C. 2656 note), may—

19                 (1) appoint employees without regard to ap-  
20                 pointment in the competitive service; and

21                 (2) fix the basic compensation of such employ-  
22                 ees regarding classification and General Schedule  
23                 pay rates.

1 **SEC. 603. PAPERWORK REDUCTION ACT.**

2 Chapter 35 of title 44, United States Code, (com-  
3 monly known as the “Paperwork Reduction Act”) shall  
4 not apply to the collection of information directed at any  
5 individuals conducted by, or on behalf of, the Department  
6 for the purpose of audience research, monitoring, and  
7 evaluations, and in connection with the Department’s ac-  
8 tivities conducted pursuant to the United States Informa-  
9 tion and Educational Exchange Act of 1948 (22 U.S.C.  
10 1431 et seq.).

11 **SEC. 604. CULTURAL ANTIQUITIES TASK FORCE.**

12 The Secretary, in consultation with the Assistant  
13 Secretary of State for the Bureau of Educational and Cul-  
14 tural Affairs, is authorized to make available up to  
15 \$1,000,000 of the amounts appropriated for the Bureau  
16 of Educational and Cultural Affairs for grants to carry  
17 out the activities of the Cultural Antiquities Task Force.

18 **SEC. 605. UNDER SECRETARY FOR PUBLIC DIPLOMACY.**

19 Section 1(b)(3) of the State Department Basic Au-  
20 thorities Act of 1956 (22 U.S.C. 2651a) is amended—

21 (1) in subparagraph (D), by striking “and” at  
22 the end;

23 (2) in subparagraph (E), by striking the period  
24 at the end and inserting “; and”; and

25 (3) by adding at the end the following:

1 “(F) coordinate the allocation and manage-  
2 ment of the financial and human resources for  
3 public diplomacy, including for—

4 “(i) the Bureau of Educational and  
5 Cultural Affairs;

6 “(ii) the Bureau of Global Public Af-  
7 fairs;

8 “(iii) the Office of Policy, Planning,  
9 and Resources for Public Diplomacy and  
10 Public Affairs;

11 “(iv) the Global Engagement Center;  
12 and

13 “(v) the public diplomacy functions  
14 within the regional and functional bu-  
15 reaus.”.

## 16 **TITLE VII—OTHER MATTERS**

### 17 **SEC. 701. ARMS EXPORT CONTROL ACT ALIGNMENT WITH** 18 **THE EXPORT CONTROL REFORM ACT.**

19 Section 38(e) of the Arms Export Control Act (22  
20 U.S.C. 2778(e)) is amended—

21 (1) by striking “subsections (c), (d), (e), and  
22 (g) of section 11 of the Export Administration Act  
23 of 1979, and by subsections (a) and (c) of section  
24 12 of such Act” and inserting “subsections (c) and  
25 (d) of section 1760 of the Export Control Reform



1 Act of 2018 (50 U.S.C. 4819), and by subsections  
2 (a)(1), (a)(2), (a)(3), (a)(4), (a)(7), (c), and (h) of  
3 section 1761 of such Act (50 U.S.C. 4820)”;

4 (2) by striking “11(c)(2)(B) of such Act” and  
5 inserting “1760(c)(2) of such Act (50 U.S.C.  
6 4819(c)(2))”;

7 (3) by striking “11(c) of the Export Adminis-  
8 tration Act of 1979” and inserting “section 1760(c)  
9 of the Export Control Reform Act of 2018 (50  
10 U.S.C. 4819(c))”; and

11 (4) by striking “\$500,000” and inserting “the  
12 greater of \$1,200,000 or the amount that is twice  
13 the value of the transaction that is the basis of the  
14 violation with respect to which the penalty is im-  
15 posed.”.

16 **SEC. 702. CONGRESSIONAL OVERSIGHT, QUARTERLY RE-**  
17 **VIEW, AND AUTHORITY RELATING TO CON-**  
18 **CURRENCE PROVIDED BY CHIEFS OF MIS-**  
19 **SION FOR THE PROVISION OF SUPPORT RE-**  
20 **LATING TO CERTAIN UNITED STATES GOV-**  
21 **ERNMENT OPERATIONS.**

22 (a) NOTIFICATION REQUIRED.—Not later than 30  
23 days after the date on which a chief of mission provides  
24 concurrence for the provision of United States Govern-  
25 ment support to entities or individuals engaged in facili-

1 tating or supporting United States Government operations  
2 within the area of responsibility of the chief of mission,  
3 the Secretary shall notify the appropriate congressional  
4 committees of the provision of such concurrence.

5 (b) SEMIANNUAL REVIEW, DETERMINATION, AND  
6 BRIEFING REQUIRED.—Not less frequently than every  
7 180 days, the Secretary shall, in order to ensure support  
8 described in subsection (a) continues to align with United  
9 States foreign policy objectives and the objectives of the  
10 Department—

11 (1) conduct a review of any concurrence de-  
12 scribed in subsection (a) in effect as of the date of  
13 the review;

14 (2) based on the review, determine whether to  
15 revoke any such concurrence pending further study  
16 and review; and

17 (3) brief the appropriate congressional commit-  
18 tees on the results of the review and any determina-  
19 tions to revoke concurrence pursuant to such review.

20 (c) REVOCATION OF CONCURRENCE.—If the Sec-  
21 retary determines to revoke any concurrence described in  
22 subsection (a) pursuant to a review conducted under sub-  
23 section (b), the Secretary may revoke such concurrence.

24 (d) ANNUAL REPORT REQUIRED.—Not later than  
25 January 31 of each year, the Secretary shall submit to

1 the appropriate congressional committees a report that in-  
2 cludes the following:

3 (1) A description of any support described in  
4 subsection (a) that was provided with the concur-  
5 rence of a chief of mission during the calendar year  
6 preceding the calendar year in which the report is  
7 submitted.

8 (2) An analysis of the effects of the support de-  
9 scribed in paragraph (1) on diplomatic lines of ef-  
10 fort, including with respect to the following:

11 (A) Nonproliferation, Anti-terrorism,  
12 Demining, and Related Programs and associ-  
13 ated Anti-Terrorism Assistance programs.

14 (B) International Narcotics Control and  
15 Law Enforcement programs.

16 (C) Foreign Military Sales, Foreign Mili-  
17 tary Financing, and associated training pro-  
18 grams.

19 **SEC. 703. REGIONAL CIVILIAN INTERAGENCY MECHANISM**  
20 **STUDY.**

21 (a) **STUDY.**—The Secretary, in consultation with the  
22 Secretary of Defense, Secretary of Treasury, Secretary of  
23 Commerce, Secretary of Homeland Security, the Attorney  
24 General, and other appropriate organizations and govern-  
25 mental agencies, shall conduct a study to assess the suit-

1 ability and feasibility of establishing regional civilian inter-  
2 agency mechanisms, as described in the findings and rec-  
3 ommendations of the “Report on Gray Zone Activities”  
4 published in 2017 by the Department’s International Se-  
5 curity Advisory Board.

6 (a) REPORT.—Not later than 180 days after the date  
7 of the enactment of this Act, the Secretary shall submit  
8 to the appropriate congressional committees a report on  
9 the results of the study conducted pursuant to subsection  
10 (a).

11 (b) ELEMENTS.—The report required under sub-  
12 section (b) shall include the following elements:

13 (1) An assessment of the challenges that the  
14 Department faces within the current interagency  
15 process in deliberating, shaping, and implementing  
16 United States foreign policy;

17 (2) An assessment of the feasibility of estab-  
18 lishing an independent, civilian counterpart mecha-  
19 nism to the Combatant Commands of the Depart-  
20 ment of Defense;

21 (3) An assessment of what challenges, particu-  
22 larly in countering gray zone threats, these mecha-  
23 nisms might help resolve by coordinating policy exe-  
24 cution across all instruments of national power;

1           (4) An assessment of what opportunities, in-  
2           cluding in gray zone activities, these mechanisms  
3           might better exploit by coordinating policy execution  
4           across all instruments of national power;

5           (5) As assessment of what other agencies  
6           should be included in these regional mechanisms to  
7           help better facilitate the execution of United States  
8           foreign policy;

9           (6) An assessment of the advantages and dis-  
10          advantages of the various organizational structures  
11          (or other models that the Secretary determines ap-  
12          propriate) outlined in the “Report on Gray Zone Ac-  
13          tivities” published in 2017 by the Department’s  
14          International Security Advisory Board;

15          (7) An assessment of the risks and benefits of  
16          collocating such civilian mechanisms with the com-  
17          batant commands (or additional locations that the  
18          Secretary determines appropriate), including an esti-  
19          mation and description of any costs associated with  
20          creating these entities;

21          (8) An assessment of what efficiencies and inef-  
22          ficiencies would result by the creation of such coordi-  
23          nating mechanisms, the associated risks of these new  
24          entities, and plausible options to mitigate such risks;  
25          and

1           (9) A description of the resources and author-  
2           izations that would be required to establish such ci-  
3           vilian mechanisms.

4 **SEC. 704. MODIFICATION OF PRIOR NOTIFICATION OF**  
5 **SHIPMENT OF ARMS.**

6           Subsection (i) of section 36 of the Arms Export Con-  
7           trol Act (22 U.S.C. 2776) is amended to read as follows:

8           “(i) **PRIOR NOTIFICATION OF SHIPMENT OF ARMS.**—  
9           At least 30 days prior to the initial and final shipment  
10          of a sale of defense articles subject to the requirements  
11          of subsection (b), the President shall submit to the Chair-  
12          person and Ranking Member of the Committee on Foreign  
13          Relations of the Senate and the Chairperson and Ranking  
14          Member of the Committee on Foreign Affairs of the House  
15          of Representatives a notification of such pending ship-  
16          ment. Such notification shall be submitted in unclassified  
17          form, but may include a classified annex.”.

18 **SEC. 705. LIMITATION ON UNITED STATES CONTRIBUTIONS**  
19 **TO PEACEKEEPING OPERATIONS NOT AU-**  
20 **THORIZED BY THE UNITED NATIONS SECU-**  
21 **RITY COUNCIL.**

22          The United Nations Participation Act of 1945 (22  
23          U.S.C. 287 et seq.) is amended by adding at the end the  
24          following:

1 **“SEC. 12. LIMITATION ON UNITED STATES CONTRIBUTIONS**  
2 **TO PEACEKEEPING OPERATIONS NOT AU-**  
3 **THORIZED BY THE UNITED NATIONS SECU-**  
4 **RITY COUNCIL.**

5 “None of the funds authorized to be appropriated or  
6 otherwise made available to pay assessed or other expenses  
7 of international peacekeeping activities under this Act may  
8 be made available for an international peacekeeping oper-  
9 ation that has not been expressly authorized by the United  
10 Nations Security Council.”.

11 **SEC. 706. REPORT ON UNITED STATES ACCESS TO CRIT-**  
12 **ICAL MINERAL RESOURCES ABROAD.**

13 Not later than 120 days after the date of the enact-  
14 ment of this Act, the Secretary shall submit a report to  
15 the appropriate congressional committees that details,  
16 with regard to the Department—

17 (1) diplomatic efforts to ensure United States  
18 access to critical minerals acquired from outside of  
19 the United States that are used to manufacture  
20 clean energy technologies; and

21 (2) collaboration with other parts of the Fed-  
22 eral Government to build a robust supply chain for  
23 critical minerals necessary to manufacture clean en-  
24 ergy technologies.

1 **SEC. 707. ENSURING THE INTEGRITY OF COMMUNICATIONS**  
2 **COOPERATION.**

3 (a) DETERMINATION.—Notwithstanding any other  
4 provision of law, not later than 15 days after the date on  
5 which any Chief of Mission determines that communica-  
6 tions equipment provided by the United States Govern-  
7 ment to a foreign government has been used for a purpose  
8 other than the purpose for which the equipment was au-  
9 thorized, the Secretary shall submit to the appropriate  
10 congressional committees—

11 (1) a notification, which shall be submitted in  
12 unclassified form, that indicates that such an inci-  
13 dent occurred and the country in which it occurred;  
14 and

15 (2) a notification, which may be submitted in  
16 classified form, that describes the incident con-  
17 cerned, including a description of—

18 (A) the Federal department or agency that  
19 provided the equipment;

20 (B) the foreign entity or individual that  
21 used the equipment for unlawful purposes; and

22 (C) how the equipment was used in an un-  
23 lawful manner.

24 (b) APPROPRIATE CONGRESSIONAL COMMITTEES  
25 DEFINED.—In this section, the term “appropriate con-  
26 gressional committees” means—





1 **SEC. 709. EMERGENCY MEDICAL SERVICES AUTHORITY.**

2 Section 3 of the State Department Basic Authorities  
3 Act of 1956 (22 U.S.C. 2670) is amended—

4 (1) in subsection (l), by striking “and” after  
5 the semicolon;

6 (2) in subsection (m), by striking the period  
7 and inserting “; and”; and

8 (3) by adding at the end the following new sub-  
9 section:

10 “(n) in exigent circumstances, as determined by the  
11 Secretary, provide emergency medical services or related  
12 support for private United States citizens, nationals, and  
13 permanent resident aliens abroad, or third country nation-  
14 als connected to such persons or to the diplomatic or devel-  
15 opment missions of the United States abroad, who are un-  
16 able to obtain such services or support otherwise, with  
17 such assistance provided on a reimbursable basis to the  
18 extent feasible.”.