

116TH CONGRESS  
1ST SESSION

# H. R. 2276

To amend title 14, United States Code, to direct the Coast Guard to submit a report to Congress on efforts to increase gender diversity, and for other purposes.

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## IN THE HOUSE OF REPRESENTATIVES

APRIL 10, 2019

Mr. PAPPAS introduced the following bill; which was referred to the Committee on Transportation and Infrastructure

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## A BILL

To amend title 14, United States Code, to direct the Coast Guard to submit a report to Congress on efforts to increase gender diversity, 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 This Act may be cited as the “Fair and Equal Treat-  
5 ment of Women in the Coast Guard Act”.

6 **SEC. 2. REPORTS ON GENDER DIVERSITY IN THE COAST**  
7 **GUARD.**

8 (a) ACTION PLAN.—

1           (1) IN GENERAL.—Not later than 180 days  
2 after the date of the enactment of this Act, the  
3 Commandant of the Coast Guard shall—

4           (A) determine which recommendations in  
5 the RAND gender diversity report can prac-  
6 tically be implemented to promote gender di-  
7 versity in the Coast Guard; and

8           (B) submit a report to the Committee on  
9 Transportation and Infrastructure of the House  
10 of Representatives and the Committee on Com-  
11 merce, Science, and Transportation of the Sen-  
12 ate on the actions the Coast Guard has taken  
13 or plans to take to implement such rec-  
14 ommendations.

15           (2) DEFINITION.—In this subsection, the term  
16 “RAND diversity report” means the RAND Cor-  
17 poration’s Homeland Security Operational Analysis  
18 Center 2019 report entitled “Improving Gender Di-  
19 versity in the U.S. Coast Guard: Identifying Bar-  
20 riers to Female Retention”.

21           (b) RECURRING REPORT.—Chapter 51 of title 14,  
22 United States Code, is amended by adding at the end the  
23 following:

1 **“§ 5109. Report on gender diversity in the Coast**  
2 **Guard**

3 “(a) IN GENERAL.—Not later than January 15,  
4 2022, and biennially thereafter, the Commandant shall  
5 submit a report on gender diversity in the Coast Guard  
6 to the Committee on Transportation and Infrastructure  
7 of the House of Representatives and the Committee on  
8 Commerce, Science, and Transportation of the Senate.

9 “(b) CONTENTS.—The report required under sub-  
10 section (a) shall contain the following:

11 “(1) GENDER DIVERSITY OVERVIEW.—An over-  
12 view of Coast Guard active duty and Reserve mem-  
13 bers, including the number of officers and enlisted  
14 members and the percentages of men and women in  
15 each.

16 “(2) RECRUITMENT AND RETENTION.—(A) An  
17 analysis of the changes in the recruitment and reten-  
18 tion of women over the previous two years.

19 “(B) A discussion of any changes to Coast  
20 Guard recruitment and retention over the previous  
21 two years that were aimed at increasing the recruit-  
22 ment and retention of female members.

23 “(3) PARENTAL LEAVE.—(A) The number of  
24 men and women who took parental leave during each  
25 year covered by the report, including the average  
26 length of such leave periods.

1           “(B) A discussion of the ways in which the  
2           Coast Guard worked to mitigate the impacts of pa-  
3           rental leave on Coast Guard operations and on the  
4           careers of the members taking such leave.

5           “(4) LIMITATIONS.—An analysis of current  
6           gender-based limitations on Coast Guard career op-  
7           portunities, including discussion of—

8                   “(A) shipboard opportunities;

9                   “(B) opportunities to serve at remote  
10           units; and

11                   “(C) any other limitations on the opportu-  
12           nities of female members.

13           “(5) PROGRESS UPDATE.—An update on the  
14           Coast Guard’s progress on the implementation of the  
15           action plan required under section 2 of the Fair and  
16           Equal Treatment of Women in the Coast Guard  
17           Act.”.

18           (c) CLERICAL AMENDMENT.—The analysis for chap-  
19           ter 51 of title 14, United States Code, is amended by add-  
20           ing at the end the following:

“5109. Report on gender diversity in the Coast Guard.”.

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