

116TH CONGRESS
2D SESSION

H. R. 8248

To establish a grant program in the Department of Defense to increase the number of women, LGBT individuals, and underrepresented minorities in military and civilian leadership positions of the Department of Defense.

IN THE HOUSE OF REPRESENTATIVES

SEPTEMBER 14, 2020

Mr. VEASEY (for himself, Mr. CASTRO of Texas, Mr. VELA, and Ms. ESCOBAR) introduced the following bill; which was referred to the Committee on Armed Services

A BILL

To establish a grant program in the Department of Defense to increase the number of women, LGBT individuals, and underrepresented minorities in military and civilian leadership positions of the Department of Defense.

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 “Diversity in Military
5 Leadership Act”.

1 **SEC. 2. GRANT PROGRAM TO INCREASE THE NUMBER OF**
2 **WOMEN AND UNDERREPRESENTED MINORI-**
3 **TIES IN MILITARY AND CIVILIAN LEADER-**
4 **SHIP POSITIONS OF THE DEPARTMENT OF**
5 **DEFENSE.**

6 (a) GRANTS AUTHORIZED.—The Secretary of De-
7 fense may award grants on a competitive basis to any enti-
8 ty that the Secretary determines has the capacity and ex-
9 pertise to carry out the activities described in subsection
10 (b) for the purpose of increasing the participation of
11 women and underrepresented minorities in military and
12 civilian leadership positions of the Department of Defense.

13 (b) APPLICATION.—An entity that seeks a grant
14 under this section shall submit an application to the Sec-
15 retary at such time, in such manner, and containing such
16 information as the Secretary may require.

17 (c) AUTHORIZED ACTIVITIES.—An entity that re-
18 ceives a grant under this section shall use the grant funds
19 to carry out one or more of the following activities:

20 (1) Online interactive workshops for women and
21 underrepresented minorities.

22 (2) Mentoring programs that partner members
23 of the Armed Forces and officers and employees of
24 the Department with students who are women or
25 underrepresented minorities, or both.

1 (3) Internships for undergraduate and graduate
2 students who are women or underrepresented mi-
3 norities, or both, with the Department.

4 (4) Outreach programs that provide elementary
5 school and secondary school students who are
6 women or underrepresented minorities, or both, with
7 opportunities to increase their exposure to military
8 and civilian defense careers.

9 (5) Such additional activities as the Secretary
10 may authorize.

11 (d) DEFINITIONS.—In this section:

12 (1) The term “minority” means American In-
13 dian, Alaskan Native, Black (not of Hispanic ori-
14 gin), Hispanic (including persons of Mexican, Puerto
15 Rican, Cuban, and Central or South American ori-
16 gin), Asian (including underrepresented subgroups),
17 Native Hawaiian, Pacific Islander origin subgroup,
18 lesbian, gay, bisexual, transgender, or queer, or
19 other demographic group underrepresented in mili-
20 tary and civilian leadership positions of the Depart-
21 ment of Defense.

22 (2) The term “underrepresented minority”
23 means a minority group that is not represented in
24 military and civilian leadership positions of the De-
25 partment of Defense at a rate comparable to the

1 percentage of the population of the United States
2 that is comprised of members of that underrep-
3 resented minority.

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