

AMENDMENT TO H.R. 5658
OFFERED BY MR. MEEK OF FLORIDA AND MR.
CUMMINGS OF MARYLAND

At the appropriate place in title X, add the following
new section:

1 **SEC. 10__ . SENIOR MILITARY LEADERSHIP DIVERSITY**
2 **COMMISSION.**

3 (a) ESTABLISHMENT OF COMMISSION.—

4 (1) IN GENERAL.—There is hereby established
5 a commission to be known as the “Senior Military
6 Leadership Diversity Commission”.

7 (b) COMPOSITION.—

8 (1) MEMBERSHIP.—The commission shall be
9 composed of 23 members, as follows:

10 (A) The Director of the Defense Manpower
11 Management Center.

12 (B) The Director of the Defense Equal
13 Opportunity Management Institute.

14 (C) 1 senior military leader from each of
15 the Army, Navy, Air Force, and Marine Corps
16 who serves or has served in a leadership posi-
17 tion with either a military department com-

1 mand or combatant command shall be ap-
2 pointed by the Secretary of Defense.

3 (D) 1 retired general or flag officer from
4 each of the Army, Navy, Air Force, and Marine
5 Corps shall be appointed by the Secretary of
6 Defense.

7 (E) 1 retired senior noncommissioned offi-
8 cer from each of the Army, Navy, Air Force,
9 and Marine Corps shall be appointed by the
10 Secretary of Defense.

11 (F) 5 retired senior officers who served in
12 leadership positions with either a military de-
13 partment command or combatant command
14 shall be appointed by the Secretary of Defense,
15 of which no less than 3 shall represent the
16 views of minority veterans.

17 (G) 4 individuals with expertise in culti-
18 vating diverse leaders in private or non-profit
19 organizations shall be appointed by the Sec-
20 retary of Defense.

21 (2) CHAIRMAN.—The Secretary of Defense
22 shall designate one member described in paragraphs
23 (1)(F) or (1)(G) as chairman of the commission.

24 (3) PERIOD OF APPOINTMENT; VACANCIES.—
25 Members shall be appointed for the life of the com-

1 mission. Any vacancy in the commission shall be
2 filled in the same manner as the original appoint-
3 ment.

4 (4) DEADLINE FOR APPOINTMENT.—All mem-
5 bers of the commission shall be appointed not later
6 than 60 days after the date of the enactment of this
7 Act.

8 (5) QUORUM.—12 members of the commission
9 shall constitute a quorum but a lesser number may
10 hold hearings.

11 (c) MEETINGS.—

12 (1) INITIAL MEETING.—The commission shall
13 conduct its first meeting not later than 30 days
14 after the date on which a majority of the appointed
15 members of the commission have been appointed.

16 (2) MEETINGS.—The commission shall meet at
17 the call of the chairman.

18 (d) DUTIES.—

19 (1) STUDY.—The commission shall study the
20 diversity within the senior leadership of the Armed
21 Forces. The study shall be a comprehensive evalua-
22 tion and assessment of policies that provide opportu-
23 nities for the advancement of minority members of
24 the Armed Forces.

1 (2) SCOPE OF STUDY.—In carrying out the
2 study, the commission shall examine the following:

3 (A) Efforts to develop and maintain di-
4 verse leadership at all levels of the Armed
5 Forces.

6 (B) The successes and failures of devel-
7 oping and maintaining a diverse leadership,
8 particularly at the general and flag officer posi-
9 tions.

10 (C) The effect of expanding Department of
11 Defense secondary educational programs to di-
12 verse civilian populations, to include service
13 academy preparatory schools.

14 (D) The ability of current recruitment and
15 retention practices to attract and maintain a di-
16 verse pool of qualified individuals in sufficient
17 numbers in officer pre-commissioning programs.

18 (E) The ability of current activities to in-
19 crease continuation rates for ethnic and gender
20 specific members of the Armed Forces.

21 (F) The benefits of conducting an annual
22 conference attended by civilian military, active-
23 duty and retired military, and corporate leaders
24 on diversity, to include a review of current pol-
25 icy and the annual demographic data from the

1 Defense Equal Opportunity Management Insti-
2 tute.

3 (G) The status of prior recommendations
4 made to the Department of Defense and to
5 Congress concerning diversity initiatives within
6 the Armed Forces.

7 (H) The incorporation of private sector
8 practices that have been successful in culti-
9 vating diverse leadership.

10 (I) The establishment and maintenance of
11 fair promotion and command opportunities for
12 ethnic and gender specific members of the
13 Armed Forces at the O-5 grade level and above.

14 (J) An assessment of pre-command billet
15 assignments of ethnic-specific members of the
16 Armed Forces.

17 (K) An assessment of command selection
18 of ethnic-specific members of the Armed
19 Forces.

20 (3) CONSULTATION WITH PRIVATE PARTIES.—

21 In carrying out the study under this subsection, the
22 commission may consult with appropriate private,
23 for profit, and non-profit organizations and advocacy
24 groups to learn methods for developing, imple-

1 menting, and sustaining senior diverse leadership
2 within the Department of Defense.

3 (e) REPORTS.—

4 (1) IN GENERAL.—Not later than 12 months
5 after the date on which the commission first meets,
6 the commission shall submit to the President and
7 Congress a report on the study. The report shall in-
8 clude the following: —

9 (A) the findings and conclusions of the
10 commission;

11 (B) the recommendations of the commis-
12 sion for improving diversity within the Depart-
13 ment of Defense; and

14 (C) other information and recommenda-
15 tions the commission considers appropriate.

16 (2) INTERIM REPORTS.—The commission may
17 submit to the President and Congress interim re-
18 ports as the Commission considers appropriate.

19 (f) POWERS OF THE COMMISSION.—

20 (1) HEARINGS.—The commission may hold
21 such hearings, sit and act at such times and places,
22 take such testimony, and receive such evidence as
23 the commission considers appropriate.

24 (2) INFORMATION FROM FEDERAL AGENCIES.—

25 Upon request by the chairman of the commission,

1 any department or agency of the Federal Govern-
2 ment may provide information that the commission
3 considers necessary to carry out its duties.

4 (h) FUNDING.—There is authorized to be appro-
5 priated \$250,000 to fund the activities of the Commission.
6 Such funds shall remain available until expended.

7 (i) TERMINATION OF COMMISSION.—The commission
8 shall terminate 60 days after the date on which the com-
9 mission submits the report under subsection (e)(1).

In section 301, reduce the amount for Operation and
Maintenance, Defense-wide, by \$250,000, to be derived
from amounts for Emergency and Extraordinary Ex-
penses.

