

117TH CONGRESS
2D SESSION

S. _____

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

IN THE SENATE OF THE UNITED STATES

Mr. MENENDEZ (for himself and Mr. RISCH) introduced the following bill; which was read twice and 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; TABLE OF CONTENTS.**

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; table of contents.
Sec. 2. Definitions.

TITLE I—ORGANIZATION AND OPERATIONS OF THE
DEPARTMENT OF STATE

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- Sec. 101. Modernizing the Bureau of Arms Control, Verification, and Compliance and the Bureau of International Security and Non-proliferation.
- Sec. 102. Notification to Congress for United States nationals unlawfully or wrongfully detained abroad.
- Sec. 103. Family Engagement Coordinator.
- Sec. 104. Rewards for Justice.
- Sec. 105. Ensuring geographic diversity and accessibility of passport agencies.
- Sec. 106. Cultural Antiquities Task Force.

TITLE II—PERSONNEL ISSUES

- Sec. 201. Department of State paid Student Internship Program.
- Sec. 202. Improvements to the prevention of, and the response to, harassment, discrimination, sexual assault, and related retaliation.
- Sec. 203. Increasing the maximum amount authorized for science and technology fellowship grants and cooperative agreements.
- Sec. 204. Additional personnel to address backlogs in hiring and investigations.
- Sec. 205. Commission on Reform and Modernization of the Department of State.
- Sec. 206. Foreign affairs training.
- Sec. 207. Security clearance approval process.
- Sec. 208. Addendum for study on foreign service allowances.
- Sec. 209. Curtailments, removals from post, and waivers of privileges and immunities.
- Sec. 210. Report on worldwide availability.
- Sec. 211. Professional development.
- Sec. 212. Management assessments at diplomatic and consular posts.

TITLE III—EMBASSY SECURITY AND CONSTRUCTION

- Sec. 301. Amendments to Secure Embassy Construction and Counterterrorism Act of 1999.
- Sec. 302. Diplomatic support and security.

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

- Sec. 401. Report on barriers to applying for employment with the Department of State.
- Sec. 402. Collection, analysis, and dissemination of workforce data.
- Sec. 403. Centers of Excellence in Foreign Affairs and Assistance.

TITLE V—INFORMATION SECURITY AND CYBER DIPLOMACY

- Sec. 501. United States international cyberspace policy.
- Sec. 502. Bureau of Cyberspace and Digital Policy.
- Sec. 503. International cyberspace and digital policy strategy.
- Sec. 504. Government Accountability Office report on cyber diplomacy.
- Sec. 505. Report on diplomatic programs to detect and respond to cyber threats against allies and partners.
- Sec. 506. Cybersecurity recruitment and retention.
- Sec. 507. Short course on emerging technologies for senior officials.
- Sec. 508. Establishment and expansion of Regional Technology Officer Program.
- Sec. 509. Vulnerability disclosure policy and bug bounty program report.

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TITLE VI—PUBLIC DIPLOMACY

- Sec. 601. United States participation in international fairs and expositions.
- Sec. 602. Press freedom curriculum.
- Sec. 603. Global Engagement Center.
- Sec. 604. Under Secretary for Public Diplomacy.

TITLE VII—OTHER MATTERS

- Sec. 701. Supporting the employment of United States citizens by international organizations.
- Sec. 702. Increasing housing availability for certain employees assigned to the United States Mission to the United Nations.
- Sec. 703. Limitation on United States contributions to peacekeeping operations not authorized by the United Nations Security Council.
- Sec. 704. Boards of Radio Free Europe/Radio Liberty, Radio Free Asia, the Middle East Broadcasting Networks, and the Open Technology Fund.
- Sec. 705. Broadcasting entities no longer required to consolidate into a single private, nonprofit corporation.
- Sec. 706. International broadcasting activities.
- Sec. 707. Global internet freedom.
- Sec. 708. Arms Export Control Act alignment with the Export Control Reform Act.
- Sec. 709. Increasing the maximum annual lease payment available without approval by the Secretary.
- Sec. 710. Report on United States access to critical mineral resources abroad.
- Sec. 711. Ensuring the integrity of communications cooperation.
- Sec. 712. 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. 713. Provision of parking services and retention of parking fees.
- Sec. 714. Diplomatic reception areas.
- Sec. 715. Consular and border security programs visa services cost recovery proposal.

TITLE VIII—EXTENSION OF AUTHORITIES

- Sec. 801. Consulting services.
- Sec. 802. Diplomatic facilities.
- Sec. 803. Extension of existing authorities.
- Sec. 804. War reserves stockpile and military training report.

1 **SEC. 2. DEFINITIONS.**

2 In this Act:

- 3 (1) ADMINISTRATOR.—The term “Adminis-
- 4 trator” means the Administrator of the United
- 5 States Agency for International Development.

1 (2) APPROPRIATE CONGRESSIONAL COMMIT-
2 TEES.—The term “appropriate congressional com-
3 mittees” means the Committee on Foreign Relations
4 of the Senate and the Committee on Foreign Affairs
5 of the House of Representatives.

6 (3) DEPARTMENT.—Unless otherwise specified,
7 the term “Department” means the Department of
8 State.

9 (4) SECRETARY.—Unless otherwise specified,
10 the term “Secretary” means the Secretary of State.

11 (5) USAID.—The term “USAID” means the
12 United States Agency for International Develop-
13 ment.

14 **TITLE I—ORGANIZATION AND**
15 **OPERATIONS OF THE DE-**
16 **PARTMENT OF STATE**

17 **SEC. 101. MODERNIZING THE BUREAU OF ARMS CONTROL,**
18 **VERIFICATION, AND COMPLIANCE AND THE**
19 **BUREAU OF INTERNATIONAL SECURITY AND**
20 **NONPROLIFERATION.**

21 It is the sense of Congress that—

22 (1) the Secretary should take steps to address
23 staffing shortfalls in the chemical, biological, and
24 nuclear weapons issue areas in the Bureau of Arms
25 Control, Verification, and Compliance and in the

1 Bureau of International Security and Nonprolifera-
2 tion;

3 (2) maintaining a fully staffed and resourced
4 Bureau of Arms Control, Verification, and Compli-
5 ance and Bureau of International Security and Non-
6 proliferation is necessary to effectively confront the
7 threat of increased global proliferation; and

8 (3) the Bureau of Arms Control, Verification,
9 and Compliance and the Bureau of International Se-
10 curity and Nonproliferation should increase efforts
11 and dedicate resources to combat the dangers posed
12 by the People’s Republic of China’s conventional and
13 nuclear build-up, the Russian Federation’s tactical
14 nuclear weapons and new types of nuclear weapons,
15 bioweapons proliferation, dual use of life sciences re-
16 search, and chemical weapons.

17 **SEC. 102. NOTIFICATION TO CONGRESS FOR UNITED**
18 **STATES NATIONALS UNLAWFULLY OR**
19 **WRONGFULLY DETAINED ABROAD.**

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

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

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

3 “(b) REFERRALS TO SPECIAL ENVOY; NOTIFICATION
4 TO CONGRESS.—

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

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

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

23 “(2) FORM.—The notification described in
24 paragraph (1)(B) may be classified, if necessary.”.

1 **SEC. 103. FAMILY ENGAGEMENT COORDINATOR.**

2 Section 303 of the Robert Levinson Hostage Recov-
3 ery and Hostage-Taking Accountability Act (22 U.S.C.
4 1741a) is amended by adding at the end the following:

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

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

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

14 “(B) such family member receives con-
15 sistent and accurate information from the
16 United States Government; and

17 “(C) appropriate coordination with the
18 Family Engagement Coordinator described in
19 section 304(c)(2); and

20 “(2) for a United States national held hostage
21 abroad, that any engagement with a family member
22 is coordinated with, consistent with, and not duplica-
23 tive of the efforts of the Family Engagement Coordi-
24 nator described in section 304(c)(2).”.

1 **SEC. 104. REWARDS FOR JUSTICE.**

2 Section 36(b) of the State Department Basic Au-
3 thorities Act of 1956 (22 U.S.C. 2708(b)) is amended—

4 (1) in paragraph (4), by striking “or (10);” and
5 inserting “(10), or (14);”;

6 (2) in paragraph (12), by striking “or” at the
7 end;

8 (3) in paragraph (13), by striking the period at
9 the end and inserting “; or”; and

10 (4) by adding at the end the following:

11 “(14) the prevention, frustration, or resolution
12 of the hostage taking of a United States person, the
13 identification, location, arrest, or conviction of a per-
14 son responsible for the hostage taking of a United
15 States person, or the location of a United States
16 person who has been taken hostage, in any coun-
17 try.”.

18 **SEC. 105. ENSURING GEOGRAPHIC DIVERSITY AND ACCES-**
19 **SIBILITY OF PASSPORT AGENCIES.**

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

1 (b) REVIEW.—The Secretary shall conduct a review
2 of the geographic diversity and accessibility of existing
3 passport agencies to identify—

4 (1) the geographic areas in the United States
5 that are farther than 6 hours' driving distance from
6 the nearest passport agency;

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

9 (3) a plan to ensure that in-person services at
10 physical passport agencies are accessible to all eligi-
11 ble Americans, including Americans living in large
12 population centers, in rural areas, and in States with
13 a high per capita demand for passport services.

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

18 (d) REPORT.—Not later than 180 days after the date
19 of the enactment of this Act, the Secretary shall submit
20 a report to the Committee on Foreign Relations of the
21 Senate, the Committee on Appropriations of the Senate,
22 the Committee on Foreign Affairs of the House of Rep-
23 resentatives, and the Committee on Appropriations of the
24 House of Representatives that contains the findings of the
25 review conducted pursuant to subsection (b).

1 **SEC. 106. CULTURAL ANTIQUITIES TASK FORCE.**

2 The Secretary is authorized to use up to \$1,000,000
3 for grants to carry out the activities of the Cultural Antiq-
4 uities Task Force.

5 **TITLE II—PERSONNEL ISSUES**

6 **SEC. 201. DEPARTMENT OF STATE PAID STUDENT INTERN-**
7 **SHIP PROGRAM.**

8 (a) IN GENERAL.—The Secretary shall establish the
9 Department of State Student Internship Program (re-
10 ferred to in this section as the “Program”) to offer intern-
11 ship opportunities at the Department to eligible students
12 to raise awareness of the essential role of diplomacy in
13 the conduct of United States foreign policy and the real-
14 ization of United States foreign policy objectives.

15 (b) ELIGIBILITY.—An applicant is eligible to partici-
16 pate in the Program if the applicant—

17 (1) is enrolled at least half-time at—

18 (A) an institution of higher education (as
19 such term is defined in section 102(a) of the
20 Higher Education Act of 1965 (20 U.S.C.
21 1002(a)); or

22 (B) an institution of higher education
23 based outside the United States, as determined
24 by the Secretary of State; and

25 (2) is eligible to receive and hold an appropriate
26 security clearance.

1 (c) SELECTION.—The Secretary shall establish selec-
2 tion criteria for students to be admitted into the Program
3 that includes a demonstrated interest in a career in for-
4 eign affairs.

5 (d) OUTREACH.—The Secretary shall—

6 (1) widely advertise the Program, including—

7 (A) on the internet;

8 (B) through the Department’s Diplomats
9 in Residence program; and

10 (C) through other outreach and recruiting
11 initiatives targeting undergraduate and grad-
12 uate students; and

13 (2) conduct targeted outreach to encourage par-
14 ticipation in the Program from—

15 (A) individuals belonging to traditionally
16 underrepresented racial, ethnic, geographic,
17 gender, and disability groups; and

18 (B) students enrolled at minority serving
19 institutions (which shall include any institution
20 listed in section 371(a) of the Higher Education
21 Act of 1965 (20 U.S.C. 1067q(a)).

22 (e) COMPENSATION.—

23 (1) HOUSING ASSISTANCE.—

24 (A) ABROAD.—The Secretary shall provide
25 housing assistance to any student participating

1 in the Program whose permanent address is
2 within the United States if the location of the
3 internship in which such student is partici-
4 pating is outside of the United States.

5 (B) DOMESTIC.—The Secretary may pro-
6 vide housing assistance to a student partici-
7 pating in the Program whose permanent ad-
8 dress is within the United States if the location
9 of the internship in which such student is par-
10 ticipating is more than 50 miles away from
11 such student's permanent address.

12 (2) TRAVEL ASSISTANCE.—The Secretary shall
13 provide a student participating in the Program
14 whose permanent address is within the United
15 States with financial assistance that is sufficient to
16 cover the travel costs of a single round trip by air,
17 train, bus, or other appropriate transportation be-
18 tween the student's permanent address and the loca-
19 tion of the internship in which such student is par-
20 ticipating if such location is—

21 (A) more than 50 miles from the student's
22 permanent address; or

23 (B) outside of the United States.

24 (f) WORKING WITH INSTITUTIONS OF HIGHER EDU-
25 CATION.—The Secretary, to the maximum extent prac-

1 ticable, shall structure internships to ensure that such in-
2 ternships satisfy criteria for academic credit at the institu-
3 tions of higher education in which participants in such in-
4 ternships are enrolled.

5 (g) TRANSITION PERIOD.—

6 (1) IN GENERAL.—Except as provided in para-
7 graphs (2) and (3), beginning not later than 2 years
8 after the date of the enactment of this Act—

9 (A) the Secretary shall convert unpaid in-
10 ternship programs of the Department, including
11 the Foreign Service Internship Program, to in-
12 ternship programs that offer compensation; and

13 (B) upon selection as a candidate for entry
14 into an internship program of the Department,
15 a participant in such internship program may
16 refuse compensation, including if doing so al-
17 lows such participant to receive college or uni-
18 versity curricular credit.

19 (2) EXCEPTION.—The transition required
20 under paragraph (1) shall not apply to unpaid in-
21 ternship programs of the Department that are part
22 of the Virtual Student Federal Service internship
23 program.

24 (3) WAIVER.—

1 (A) IN GENERAL.—The Secretary may
2 waive the requirement under paragraph (1)(A)
3 with respect to a particular unpaid internship
4 program if the Secretary, not later than 30
5 days after making a determination that the con-
6 version of such internship program to a com-
7 pensated internship program would not be con-
8 sistent with effective management goals, sub-
9 mits a report explaining such determination
10 to—

11 (i) the appropriate congressional com-
12 mittees;

13 (ii) the Committee on Appropriations
14 of the Senate; and

15 (iii) the Committee on Appropriations
16 of the House of Representatives.

17 (B) REPORT.—The report required under
18 subparagraph (A) shall—

19 (i) describe the reasons why con-
20 verting an unpaid internship program of
21 the Department to an internship program
22 that offers compensation would not be con-
23 sistent with effective management goals;
24 and

1 (ii)(I) provide justification for main-
2 taining such unpaid status indefinitely; or
3 (II) identify any additional authorities
4 or resources that would be necessary to
5 convert such unpaid internship program to
6 offer compensation in the future.

7 (h) REPORTS.—Not later than 18 months after the
8 date of the enactment of this Act, the Secretary of State
9 shall submit a report to the committees referred to in sub-
10 section (g)(3)(A) that includes—

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

19 (2) data regarding the number of security clear-
20 ance investigations initiated for the students de-
21 scribed in paragraph (1), including the timeline for
22 such investigations, whether such investigations were
23 completed, and when an interim security clearance
24 was granted;

25 (3) information on Program expenditures; and

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 under 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 Director of the Office of Personnel Management,
18 with respect to the number of interns to be hired each
19 year, may—

20 (1) select, appoint, and employ individuals for
21 up to 1 year through compensated internships in the
22 excepted service; 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
2 competitive excepted service.

3 (k) AVAILABILITY OF APPROPRIATIONS.—Intern-
4 ships offered and compensated by the Department under
5 this section shall be funded solely by available amounts
6 appropriated under the heading “Diplomatic Programs”.

7 **SEC. 202. IMPROVEMENTS TO THE PREVENTION OF, AND**
8 **THE RESPONSE TO, HARASSMENT, DISCRIMI-**
9 **NATION, SEXUAL ASSAULT, AND RELATED RE-**
10 **TALIATION.**

11 (a) COORDINATION WITH OTHER AGENCIES.—The
12 Secretary, in coordination with the heads of other Federal
13 agencies that provide personnel to serve in overseas posts
14 under Chief of Mission authority, should develop inter-
15 agency policies regarding harassment, discrimination, sex-
16 ual assault, and related retaliation, including policies
17 for—

18 (1) addressing, reporting, and providing
19 transitioning support;

20 (2) advocacy, service referrals, and travel ac-
21 commodations; and

22 (3) disciplining anyone who violates Depart-
23 ment policies regarding harassment, discrimination,
24 sexual assault, or related retaliation occurring be-

1 tween covered individuals and noncovered individ-
2 uals.

3 (b) DISCIPLINARY ACTION.—

4 (1) SEPARATION FOR CAUSE.—Section
5 610(a)(1) of the Foreign Service Act of 1980 (22
6 U.S.C. 4010(a)(1)), is amended—

7 (A) by striking “decide to”; and

8 (B) by inserting “upon receiving notifica-
9 tion from the Bureau of Diplomatic Security
10 that such member has engaged in criminal mis-
11 conduct, such as murder, rape, or other sexual
12 assault” before the period at the end.

13 (2) UPDATE TO MANUAL.—The Director of
14 Global Talent shall—

15 (A) update the “Grounds for Disciplinary
16 Action” and “List of Disciplinary Offenses and
17 Penalties” sections of the Foreign Affairs Man-
18 ual to reflect the amendments made under
19 paragraph (1); and

20 (B) communicate such updates to Depart-
21 ment staff through publication in Department
22 Notices.

23 (c) SEXUAL ASSAULT PREVENTION AND RESPONSE
24 VICTIM ADVOCATES.—

1 (1) PLACEMENT.—The Secretary shall ensure
2 that the Diplomatic Security Service’s Victims’ Re-
3 source Advocacy Program—

4 (A) is appropriately staffed by advocates
5 who are physically present at—

6 (i) the headquarters of the Depart-
7 ment; and

8 (ii) major domestic and international
9 facilities and embassies, as determined by
10 the Secretary;

11 (B) considers the logistics that are nec-
12 essary to allow for the expedient travel of vic-
13 tims from Department facilities that do not
14 have advocates; and

15 (C) uses funds available to the Department
16 to provide emergency food, shelter, clothing,
17 and transportation for victims involved in mat-
18 ters being investigated by the Diplomatic Secu-
19 rity Service.

20 **SEC. 203. INCREASING THE MAXIMUM AMOUNT AUTHOR-**
21 **IZED FOR SCIENCE AND TECHNOLOGY FEL-**
22 **LOWSHIP GRANTS AND COOPERATIVE**
23 **AGREEMENTS.**

24 Section 504(e)(3) of the Foreign Relations Author-
25 ization Act, Fiscal Year 1979 (22 U.S.C. 2656d(e)(3)) is

1 amended by striking “\$500,000” and inserting
2 “\$2,000,000”.

3 **SEC. 204. ADDITIONAL PERSONNEL TO ADDRESS BACK-**
4 **LOGS IN HIRING AND INVESTIGATIONS.**

5 (a) IN GENERAL.—The Secretary shall seek to in-
6 crease the number of personnel within the Bureau of Glob-
7 al Talent Management and the Office of Civil Rights to
8 address backlogs in hiring and investigations into com-
9 plaints conducted by the Office of Civil Rights.

10 (b) EMPLOYMENT TARGETS.—The Secretary shall
11 seek to employ—

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

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

1 **SEC. 205. COMMISSION ON REFORM AND MODERNIZATION**
2 **OF THE DEPARTMENT OF STATE.**

3 (a) **SHORT TITLE.**—This section may be cited as the
4 “Commission on Reform and Modernization of the De-
5 partment of State Act”.

6 (b) **ESTABLISHMENT OF COMMISSION.**—There is es-
7 tablished, in the legislative branch, the Commission on Re-
8 form and Modernization of the Department of State (re-
9 ferred to in this section as the “Commission”).

10 (c) **PURPOSES.**—The purposes of the Commission
11 are—

12 (1) to examine the changing nature of diplo-
13 macy in the 21st century and the ways in which the
14 Department and its personnel can modernize to ad-
15 vance the interests of the United States; and

16 (2) to offer recommendations to the President
17 and Congress related to—

18 (A) the organizational structure of the De-
19 partment of State;

20 (B) personnel-related matters, including
21 recruitment, promotion, training, and retention
22 of the Department’s workforce in order to re-
23 tain the best and brightest personnel and foster
24 effective diplomacy worldwide, including meas-
25 ures to strengthen diversity and inclusion to en-

1 sure that the Department’s workforce rep-
2 resents all of America;

3 (C) the Department of State’s infrastruc-
4 ture (both domestic and overseas), including in-
5 frastructure relating to information technology,
6 transportation, and security;

7 (D) the link among diplomacy and defense,
8 intelligence, development, commercial, health,
9 law enforcement, and other core United States
10 interests;

11 (E) core legislation that authorizes United
12 States diplomacy, including the Foreign Service
13 Act of 1980 (Public Law 96–465);

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

17 (G) Chief of Mission authority at United
18 States diplomatic missions overseas, including
19 authority over employees of other Federal de-
20 partments and agencies; and

21 (H) treaties that impact United States
22 overseas presence.

23 (d) MEMBERSHIP.—

24 (1) COMPOSITION.—The Commission shall be
25 composed of 8 members, of whom—

1 (A) 1 member shall be appointed by the
2 chairperson of the Committee on Foreign Rela-
3 tions of the Senate, who shall serve as co-chair
4 of the Commission;

5 (B) 1 member shall be appointed by the
6 ranking member of the Committee on Foreign
7 Relations of the Senate, who shall serve as co-
8 chair of the Commission;

9 (C) 1 member shall be appointed by the
10 chairperson of the Committee on Foreign Af-
11 fairs of the House of Representatives;

12 (D) 1 member shall be appointed by the
13 ranking member of the Committee on Foreign
14 Affairs of the House of Representatives;

15 (E) 1 member shall be appointed by the
16 majority leader of the Senate;

17 (F) 1 member shall be appointed by the
18 Speaker of the House of Representatives;

19 (G) 1 member shall be appointed by the
20 minority leader of the Senate; and

21 (H) 1 member shall be appointed by the
22 minority leader of the House of Representa-
23 tives.

24 (2) QUALIFICATIONS; MEETINGS.—

1 (A) MEMBERSHIP.—The members of the
2 Commission should be prominent United States
3 citizens, with national recognition and signifi-
4 cant depth of experience in international rela-
5 tions and with the Department.

6 (B) POLITICAL PARTY AFFILIATION.—Not
7 more than 4 members of the Commission may
8 be from the same political party.

9 (C) MEETINGS.—

10 (i) INITIAL MEETING.—The Commis-
11 sion shall hold the first meeting and begin
12 operations as soon as practicable.

13 (ii) FREQUENCY.—The Commission
14 shall meet at the call of the co-chairs.

15 (iii) QUORUM.—Five members of the
16 Commission shall constitute a quorum for
17 purposes of conducting business, except
18 that 2 members of the Commission shall
19 constitute a quorum for purposes of receiv-
20 ing testimony.

21 (D) VACANCIES.—Any vacancy in the
22 Commission shall not affect the powers of the
23 Commission, but shall be filled in the same
24 manner 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 may not be con-
11 sidered the findings and determinations of the Com-
12 mission unless such findings and determinations are
13 approved by the Commission.

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

19 (f) POWERS OF COMMISSION.—

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

24 (A) hold such hearings and meetings, take
25 such testimony, receive such evidence, and ad-

1 minister such oaths as the Commission or such
2 designated subcommittee or designated member
3 considers necessary;

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

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

19 (2) CONTRACTS.—The Commission, to such ex-
20 tent and in such amounts as are provided in appro-
21 priations Acts, may enter into contracts to enable
22 the Commission to discharge its duties under this
23 section.

24 (3) INFORMATION FROM FEDERAL AGENCIES.—

1 (A) IN GENERAL.—The Commission may
2 secure directly from any executive department,
3 bureau, agency, board, commission, office, inde-
4 pendent establishment, or instrumentality of the
5 Government, information, suggestions, esti-
6 mates, and statistics for the purposes of this
7 section.

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

18 (C) HANDLING.—Information may only be
19 received, handled, stored, and disseminated by
20 members of the Commission and its staff in ac-
21 cordance with all applicable statutes, regula-
22 tions, and Executive orders.

23 (4) ASSISTANCE FROM FEDERAL AGENCIES.—

24 (A) SECRETARY OF STATE.—The Sec-
25 retary shall provide to the Commission, on a

1 nonreimbursable basis, such administrative
2 services, funds, staff, facilities, and other sup-
3 port services as are necessary for the perform-
4 ance of the Commission's duties under this sec-
5 tion.

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

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

20 (5) ASSISTANCE FROM INDEPENDENT ORGANI-
21 ZATIONS.—

22 (A) IN GENERAL.—In order to inform its
23 work, the Commission should review reports
24 that were written during the 15-year period
25 ending on the date of the enactment of this Act

1 by independent organizations and outside ex-
2 perts relating to reform and modernization of
3 the Department.

4 (B) AVOIDING DUPLICATION.—In ana-
5 lyzing the reports referred to in subparagraph
6 (A), the Commission should pay particular at-
7 tention to any specific reform proposals that
8 have been recommended by 2 or more of such
9 reports.

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 quarterly, the Commission shall pro-
19 vide a briefing to the appropriate congressional com-
20 mittees about the work of the Commission.

21 (g) STAFF AND COMPENSATION.—

22 (1) STAFF.—

23 (A) COMPENSATION.—The co-chairs of the
24 Commission, in accordance with rules estab-
25 lished by the Commission, shall appoint and fix

1 the compensation of a staff director and such
2 other personnel as may be necessary to enable
3 the Commission to carry out its duties, without
4 regard to the provisions of title 5, United
5 States Code, governing appointments in the
6 competitive service, and without regard to the
7 provisions of chapter 51 and subchapter III of
8 chapter 53 of such title relating to classification
9 and General Schedule pay rates, except that no
10 rate of pay fixed under this subsection may ex-
11 ceed the equivalent of that payable to a person
12 occupying a position at level V of the Executive
13 Schedule under section 5316 of such title.

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

19 (C) PROCUREMENT OF TEMPORARY AND
20 INTERMITTENT SERVICES.—The co-chairs of
21 the Commission may procure temporary and
22 intermittent services under section 3109(b) of
23 title 5, United States Code, at rates for individ-
24 uals that do not exceed the daily equivalent of
25 the annual rate of basic pay prescribed for level

1 IV of the Executive Schedule under section
2 5315 of such title.

3 (2) COMMISSION MEMBERS.—

4 (A) COMPENSATION.—

5 (i) IN GENERAL.—Except as provided
6 in paragraph (2), each member of the
7 Commission may be compensated at a rate
8 not to exceed the daily equivalent of the
9 annual rate of basic pay in effect for a po-
10 sition at level IV of the Executive Schedule
11 under section 5315 of title 5, United
12 States Code, for each day during which
13 that member is engaged in the actual per-
14 formance of the duties of the Commission
15 under this section.

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

23 (3) TRAVEL EXPENSES.—While away from
24 their homes or regular places of business in the per-
25 formance of service for the Commission, members

1 and staff of the Commission, and any Federal Gov-
2 ernment employees detailed to the Commission, shall
3 be allowed travel expenses, including per diem in lieu
4 of subsistence, in the same manner as persons em-
5 ployed intermittently in Government service are al-
6 lowed expenses under section 5703(b) of title 5,
7 United States Code.

8 (4) SECURITY CLEARANCES FOR COMMISSION
9 MEMBERS AND STAFF.—The appropriate Federal
10 agencies or departments shall cooperate with the
11 Commission in expeditiously providing to Commis-
12 sion members and staff appropriate security clear-
13 ances to the extent possible pursuant to existing pro-
14 cedures and requirements, except that no person
15 shall be provided access to classified information
16 under this section without the appropriate security
17 clearances.

18 (h) REPORT.—

19 (1) IN GENERAL.—Not later than 18 months
20 after the date of the enactment of this Act, the
21 Commission shall submit a final report to the Presi-
22 dent and to Congress that—

23 (A) examines all substantive aspects of De-
24 partment personnel, management, and oper-
25 ations; and

1 (B) contains such findings, conclusions,
2 and recommendations for corrective measures
3 as have been agreed to by a majority of Com-
4 mission members.

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

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

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

18 (C) the Department of State’s infrastruc-
19 ture (both domestic and overseas), including in-
20 frastructure relating to information technology,
21 transportation, and security;

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

1 (E) core legislation that authorizes United
2 States diplomacy;

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

6 (G) treaties that impact United States
7 overseas presence;

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

14 (I) any other areas that the Commission
15 considers necessary for a complete appraisal of
16 United States diplomacy and Department man-
17 agement and operations; and

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

22 (3) DEPARTMENT RESPONSE.—The Secretary
23 shall have the right to review and respond to all
24 Commission recommendations—

1 (A) before the Commission submits its re-
2 port to the President and to Congress; and

3 (B) not later than 90 days after receiving
4 such recommendations from the Commission.

5 (i) TERMINATION OF COMMISSION.—

6 (1) IN GENERAL.—The Commission, and all the
7 authorities under this section, shall terminate on the
8 date that is 60 days after the date on which the
9 final report is submitted pursuant to subsection (h).

10 (2) ADMINISTRATIVE ACTIVITIES BEFORE TER-
11 MINATION.—The Commission may use the 60-day
12 period referred to in paragraph (1) for the purpose
13 of concluding its activities, including providing testi-
14 mony to committees of Congress concerning its re-
15 ports and disseminating the report.

16 (j) AUTHORIZATION OF APPROPRIATIONS.—

17 (1) IN GENERAL.—There is authorized to be
18 appropriated to the Commission to carry out this
19 section \$2,000,000 for fiscal year 2023.

20 (2) AVAILABILITY.—Amounts made available to
21 the Commission pursuant to paragraph (1) shall re-
22 main available until the date on which the Commis-
23 sion is terminated pursuant to subsection (i)(1).

24 (k) INAPPLICABILITY OF CERTAIN ADMINISTRATIVE
25 PROVISIONS.—

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

4 (2) FREEDOM OF INFORMATION ACT.—The pro-
5 visions of section 552 of title 5, United States Code
6 (commonly referred to as the “Freedom of Informa-
7 tion Act”) shall not apply to the activities, records,
8 and proceedings of the Commission.

9 **SEC. 206. FOREIGN AFFAIRS TRAINING.**

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

12 (1) the Department is a crucial national secu-
13 rity agency, whose employees, both Foreign Service
14 and Civil Service, require the best possible training
15 and professional development at every stage of their
16 careers to prepare them to promote and defend
17 United States national interests and the health and
18 safety of United States citizens abroad;

19 (2) the Department faces increasingly complex
20 and rapidly evolving challenges, many of which are
21 science- and technology-driven, and which demand
22 continual, high-quality training and professional de-
23 velopment of its personnel;

24 (3) the new and evolving challenges of national
25 security in the 21st century necessitate the expan-

1 sion of standardized training and professional devel-
2 opment opportunities linked to equitable, account-
3 able, and transparent promotion and leadership
4 practices for Department and other national security
5 agency personnel; and

6 (4) consistent with gift acceptance authority of
7 the Department and other applicable laws in effect
8 as of the date of the enactment of this Act, the De-
9 partment and the Foreign Service Institute may ac-
10 cept funds and other resources from foundations,
11 not-for-profit corporations, and other appropriate
12 sources to help the Department and the Institute en-
13 hance the quantity and quality of training and pro-
14 fessional development offerings, especially in the in-
15 troduction of new, innovative, and pilot model
16 courses.

17 (b) DEFINED TERM.—In this section, the term “ap-
18 propriate committees of Congress” means—

19 (1) the Committee on Foreign Relations of the
20 Senate;

21 (2) the Committee on Appropriations of the
22 Senate;

23 (3) the Committee on Foreign Affairs of the
24 House of Representatives; and

1 (4) the Committee on Appropriations of the
2 House of Representatives.

3 (c) TRAINING AND PROFESSIONAL DEVELOPMENT
4 PRIORITIZATION.—In order to provide the Civil Service of
5 the Department and the Foreign Service with the level of
6 professional development and training needed to effec-
7 tively advance United States interests across the world,
8 the Secretary shall—

9 (1) increase relevant offerings provided by the
10 Department—

11 (A) of interactive virtual instruction to
12 make training and professional development
13 more accessible and useful to personnel de-
14 ployed throughout the world; or

15 (B) at partner organizations, including
16 universities, industry entities, and nongovern-
17 mental organizations, throughout the United
18 States to provide useful outside perspectives to
19 Department personnel by providing such per-
20 sonnel—

21 (i) a more comprehensive outlook on
22 different sectors of United States society;
23 and

24 (ii) practical experience dealing with
25 commercial corporations, universities, labor

1 unions, and other institutions critical to
2 United States diplomatic success;

3 (2) offer courses using computer-based or com-
4 puter-assisted simulations, allowing civilian officers
5 to lead decision making in a crisis environment, and
6 encourage officers of the Department, and recip-
7 rocallly, officers of other Federal departments to par-
8 ticipate in similar exercises held by the Department
9 or other government organizations and the private
10 sector; and

11 (3) increase the duration and expand the focus
12 of certain training and professional development
13 courses, including by extending—

14 (A) the A-100 entry-level course to not
15 less than 12 weeks, which better matches the
16 length of entry-level training and professional
17 development provided to the officers in other
18 national security departments and agencies; and

19 (B) the Chief of Mission course to not less
20 than 6 weeks for first time Chiefs of Mission
21 and creating a comparable 6-week course for
22 new Assistant Secretaries and Deputy Assistant
23 Secretaries to more accurately reflect the sig-
24 nificant responsibilities accompanying such
25 roles.

1 (d) FELLOWSHIPS.—The Director General of the
2 Foreign Service shall—

3 (1) establish new fellowship programs for For-
4 eign Service and Civil Service officers that include
5 short- and long-term opportunities at organizations,
6 including—

7 (A) think tanks and nongovernmental or-
8 ganizations;

9 (B) the Department of Defense, the ele-
10 ments of the intelligence community (as defined
11 in section 3 of the National Security Act of
12 1947 (50 U.S.C. 3003)), and other relevant
13 Federal agencies;

14 (C) industry entities, especially such enti-
15 ties related to technology, global operations, fi-
16 nance, and other fields directly relevant to
17 international affairs; and

18 (D) schools of international relations and
19 other relevant programs at universities through-
20 out the United States; and

21 (2) not later than 180 days after the date of
22 the enactment of this Act, submit a report to Con-
23 gress that describes how the Department could ex-
24 pand the Pearson Fellows Program for Foreign
25 Service Officers and the Brookings Fellow Program

1 for Civil Servants to provide fellows in such pro-
2 grams with the opportunity to undertake a follow-on
3 assignment within the Department in an office in
4 which fellows will gain practical knowledge of the
5 people and processes of Congress, including offices
6 other than the Legislative Affairs Bureau, includ-
7 ing—

8 (A) an assessment of the current state of
9 congressional fellowships, including the demand
10 for fellowships and the value the fellowships
11 provide to both the career of the officer and to
12 the Department; and

13 (B) an assessment of the options for mak-
14 ing congressional fellowships for both the For-
15 eign and Civil Services more career-enhancing.

16 (e) BOARD OF VISITORS OF THE FOREIGN SERVICE
17 INSTITUTE.—

18 (1) ESTABLISHMENT.—Not later than 1 year
19 after the date of the enactment of this Act, the Sec-
20 retary of State shall establish a Board of Visitors of
21 the Foreign Service Institute (referred to in this
22 subsection as the “Board”).

23 (2) DUTIES.—The Board shall provide the Sec-
24 retary with independent advice and recommenda-
25 tions regarding organizational management, stra-

1 tegie planning, resource management, curriculum de-
2 velopment, and other matters of interest to the For-
3 eign Service Institute, including regular observations
4 about how well the Department is integrating train-
5 ing and professional development into the work of
6 the Bureau for Global Talent Management.

7 (3) MEMBERSHIP.—

8 (A) IN GENERAL.—The Board shall be—

9 (i) nonpartisan; and

10 (ii) composed of 12 members, of
11 whom—

12 (I) 2 members shall be appointed
13 by the Chairperson of the Committee
14 on Foreign Relations of the Senate;

15 (II) 2 members shall be ap-
16 pointed by the ranking member of the
17 Committee on Foreign Relations of
18 the Senate;

19 (III) 2 members shall be ap-
20 pointed by the Chairperson of the
21 Committee on Foreign Affairs of the
22 House of Representatives;

23 (IV) 2 members shall be ap-
24 pointed by the ranking member of the

1 Committee on Foreign Affairs of the
2 House of Representatives; and

3 (V) 4 members shall be ap-
4 pointed by the Secretary.

5 (B) QUALIFICATIONS.—Members of the
6 Board shall be appointed from among individ-
7 uals who—

8 (i) are not officers or employees of the
9 Federal Government;

10 (ii) have never been members of the
11 Senior Foreign Service or the Senior Exec-
12 utive Service; and

13 (iii) are eminent authorities in the
14 fields of diplomacy, management, leader-
15 ship, economics, trade, technology, or ad-
16 vanced international relations education.

17 (C) OUTSIDE EXPERTISE.—Not fewer than
18 6 members of the Board shall have a minimum
19 of 10 years of expertise outside the field of di-
20 plomacy.

21 (4) TERMS.—Each member of the Board shall
22 be appointed for a term of 3 years, except that of
23 the members first appointed—

24 (A) 4 members shall be appointed for a
25 term of 3 years;

1 (B) 4 members shall be appointed for a
2 term of 2 years; and

3 (C) 4 members shall be appointed for a
4 term of 1 year.

5 (5) REAPPOINTMENT; REPLACEMENT.—A mem-
6 ber of the Board may be reappointed or replaced at
7 the discretion of the official who made the original
8 appointment.

9 (6) CHAIRPERSON; CO-CHAIRPERSON.—

10 (A) APPROVAL.—The Chairperson and
11 Vice Chairperson of the Board shall be ap-
12 proved by the Secretary of State based upon a
13 recommendation from the members of the
14 Board.

15 (B) SERVICE.—The Chairperson and Vice
16 Chairperson shall serve at the discretion of the
17 Secretary.

18 (7) MEETINGS.—The Board shall meet—

19 (A) at the call of the Director of the For-
20 eign Service Institute and the Chairperson; and

21 (B) not fewer than 2 times per year.

22 (8) COMPENSATION.—Each member of the
23 Board shall serve without compensation, except that
24 a member of the Board shall be allowed travel ex-
25 penses, including per diem in lieu of subsistence, at

1 rates authorized for employees of agencies under
2 subchapter I of chapter 57 of title 5, United States
3 Code, while away from their homes or regular places
4 of business in the performance of service for the
5 Board. Notwithstanding section 1342 of title 31,
6 United States Code, the Secretary may accept the
7 voluntary and uncompensated service of members of
8 the Board.

9 (9) APPLICABILITY OF FEDERAL ADVISORY
10 COMMITTEE ACT.—The Federal Advisory Committee
11 Act (5 U.S.C. App.) shall apply to the Board estab-
12 lished under this subsection.

13 (f) ESTABLISHMENT OF PROVOST OF THE FOREIGN
14 SERVICE INSTITUTE.—

15 (1) ESTABLISHMENT.—There is established in
16 the Foreign Service Institute the position of Provost.

17 (2) APPOINTMENT; REPORTING.—The Provost
18 shall—

19 (A) be appointed by the Board of Visitors
20 of the Foreign Service Institute established
21 under subsection (e); and

22 (B) report to the Director of the Foreign
23 Service Institute.

24 (3) QUALIFICATIONS.—The Provost—

1 (A) may not be an individual who is an of-
2 ficer or employee of the Federal Government or
3 who has ever been a career member of the Sen-
4 ior Foreign Service or the Senior Executive
5 Service; and

6 (B) shall be an eminent authority in the
7 fields of diplomacy, education, management,
8 leadership, economics, history, trade, or tech-
9 nology.

10 (4) DUTIES.—The Provost shall—

11 (A) oversee, review, evaluate, and coordi-
12 nate the academic curriculum for all courses
13 taught and administered by the Foreign Service
14 Institute;

15 (B) coordinate the implementation of a let-
16 ter or numerical grading system for the per-
17 formance of Foreign Service officers in courses
18 of the Foreign Service Institute; and

19 (C) report not less frequently than quar-
20 terly to the Board of Visitors regarding the de-
21 velopment of curriculum and the performance
22 of Foreign Service officers.

23 (5) TERM.—The Provost shall serve for a term
24 of not fewer than 5 years and may be reappointed
25 for 1 additional 5-year term.

1 (6) COMPENSATION.—The Provost shall receive
2 a salary commensurate with the rank and experience
3 of a member of the Senior Foreign Service or the
4 Senior Executive Service, as determined by the
5 Board of Visitors.

6 (g) OTHER AGENCY RESPONSIBILITIES AND OPPOR-
7 TUNITIES FOR CONGRESSIONAL STAFF.—

8 (1) OTHER AGENCIES.—National security agen-
9 cies other than the Department should be afforded
10 the ability to increase the enrollment of their per-
11 sonnel in courses at the Foreign Service Institute
12 and other training and professional development fa-
13 cilities of the Department to promote a whole-of-gov-
14 ernment approach to mitigating national security
15 challenges.

16 (2) CONGRESSIONAL STAFF.—Not later than
17 180 days after the date of the enactment of this Act,
18 the Secretary shall submit a report to the appro-
19 priate committees of Congress that describes—

20 (A) the training and professional develop-
21 ment opportunities at the Foreign Service Insti-
22 tute and other Department facilities for con-
23 gressional staff;

24 (B) the budget impacts of such opportuni-
25 ties; and

1 (C) potential course offerings.

2 (h) STRATEGY FOR ADAPTING TRAINING REQUIRE-
3 MENTS FOR MODERN DIPLOMATIC NEEDS.—

4 (1) IN GENERAL.—Not later than 1 year after
5 the date of the enactment of this Act, the Secretary
6 shall develop and submit to the appropriate commit-
7 tees of Congress a strategy for adapting and evol-
8 ving training requirements to better meet the Depart-
9 ment’s current and future needs for 21st century di-
10 plomacy.

11 (2) ELEMENTS.—The strategy required under
12 subsection (a) shall include the following elements:

13 (A) Integrating training requirements into
14 the Department’s promotion policies, including
15 establishing educational and professional devel-
16 opment standards for training and attainment
17 to be used as a part of tenure and promotion
18 guidelines.

19 (B) Addressing multiple existing and
20 emerging national security challenges, includ-
21 ing—

22 (i) democratic backsliding and
23 authoritarianism;

24 (ii) countering, and assisting United
25 States allies to address, state-sponsored

1 disinformation, including through the
2 Global Engagement Center;

3 (iii) cyber threats;

4 (iv) aggression and malign influence;

5 (v) the implications of climate change
6 for United States diplomacy; and

7 (vi) nuclear threats.

8 (C) Establishing residential training for
9 the A-100 orientation course administered by
10 the Foreign Service Institute and evaluating the
11 feasibility of residential training for long-term
12 training opportunities.

13 (3) UTILIZATION OF EXISTING RESOURCES.—In
14 establishing the residential training program pursu-
15 ant to paragraph (2)(C), the Secretary shall—

16 (A) collaborate with other national security
17 departments and agencies that employ residen-
18 tial training for their orientation courses; and

19 (B) consider using the Department’s For-
20 eign Affairs Security Training Center in Black-
21 stone, Virginia.

22 (i) REPORT AND BRIEFING REQUIREMENTS.—

23 (1) REPORT.—Not later than 1 year after the
24 date of the enactment of this Act, the Secretary

1 shall submit a report to the appropriate committees
2 of Congress that includes—

3 (A) a strategy for broadening and deep-
4 ening professional development and training at
5 the Department, including assessing current
6 and future needs for 21st century diplomacy;

7 (B) the process used and resources needed
8 to implement the strategy referred to in sub-
9 paragraph (A) throughout the Department; and

10 (C) the results and impact of the strategy
11 on the workforce of the Department, particu-
12 larly the relationship between professional de-
13 velopment and training and promotions for De-
14 partment personnel, and the measurement and
15 evaluation methods used to evaluate such re-
16 sults.

17 (2) BRIEFING.—Not later than 1 year after the
18 date on which the Secretary submits the report re-
19 quired under paragraph (1), and annually thereafter
20 for 2 years, the Secretary shall provide to the appro-
21 priate committees of Congress a briefing on the in-
22 formation required to be included in the report.

23 (j) FOREIGN LANGUAGE MAINTENANCE INCENTIVE
24 PROGRAM.—

1 (1) AUTHORIZATION.—The Secretary is author-
2 ized to establish and implement an incentive pro-
3 gram to encourage members of the Foreign Service
4 who possess language proficiency in any of the lan-
5 guages that qualify for bonus points, as determined
6 by the Secretary, to maintain critical foreign lan-
7 guage skills.

8 (2) REPORT.—Not later than 90 days after the
9 date of the enactment of this Act, the Secretary of
10 State shall submit a report to the appropriate com-
11 mittees of Congress that includes a detailed plan for
12 implementing the program authorized under para-
13 graph (1), including anticipated resource require-
14 ments to carry out such program.

15 (k) DEPARTMENT OF STATE WORKFORCE MANAGE-
16 MENT.—

17 (1) SENSE OF CONGRESS.—It is the sense of
18 Congress that informed, data-driven, and long-term
19 workforce management, including with respect to the
20 Foreign Service, the Civil Service, locally employed
21 staff, and contractors, is needed to align diplomatic
22 priorities with the appropriate personnel and re-
23 sources.

24 (2) ANNUAL WORKFORCE REPORT.—

1 (A) IN GENERAL.—In order to understand
2 the Department’s long-term trends with respect
3 to its workforce, the Secretary, in consultation
4 with relevant bureaus and offices, including the
5 Bureau of Global Talent Management, the Bu-
6 reau of Consular Affairs, and the Center for
7 Analytics, shall submit a report to the appro-
8 priate committees of Congress that details the
9 Department’s workforce, disaggregated by For-
10 eign Service, Civil Service, locally employed
11 staff, and contractors, including, with respect to
12 the reporting period—

13 (i) the number of personnel who were
14 hired;

15 (ii) the number of personnel whose
16 employment or contract was terminated or
17 who voluntarily left the Department;

18 (iii) the number of personnel who
19 were promoted, including the grade to
20 which they were promoted;

21 (iv) the demographic breakdown of
22 personnel; and

23 (v) the distribution of the Depart-
24 ment’s workforce based on domestic and
25 overseas assignments, including a break-

1 down of the number of personnel in geo-
2 graphic and functional bureaus, and the
3 number of personnel in overseas missions
4 by region.

5 (B) INITIAL REPORT.—Not later than 180
6 days after the date of the enactment of this
7 Act, the Secretary shall submit the report de-
8 scribed in subparagraph (A) for each of the fis-
9 cal years 2002 through 2022.

10 (C) RECURRING REPORT.—Not later than
11 December 31, 2023, and annually thereafter for
12 the following 9 years, the Secretary shall sub-
13 mit the report described in subparagraph (A)
14 for the most recently concluded fiscal year.

15 (D) USE OF REPORT DATA.—The data in
16 each of the reports required under this para-
17 graph shall be used by Congress, in coordina-
18 tion with the Secretary, to inform recommenda-
19 tions on the appropriate size and composition of
20 the Department.

21 (I) SENSE OF CONGRESS ON THE IMPORTANCE OF
22 FILLING THE POSITION OF UNDERSECRETARY FOR PUB-
23 LIC DIPLOMACY AND PUBLIC AFFAIRS.—It is the sense
24 of Congress that since a vacancy in the position of Under
25 Secretary for Public Diplomacy and Public Affairs is det-

1 rimental to the national security interests of the United
2 States, the President should expeditiously nominate a
3 qualified individual to such position whenever such va-
4 cancy occurs to ensure that the bureaus reporting to such
5 position are able to fulfill their mission of—

6 (1) expanding and strengthening relationships
7 between the people of the United States and citizens
8 of other countries; and

9 (2) engaging, informing, and understanding the
10 perspectives of foreign audiences.

11 (m) REPORT ON PUBLIC DIPLOMACY.—Not later
12 than 120 days after the date of the enactment of this Act,
13 the Secretary shall submit a report to the appropriate
14 committees of Congress that includes—

15 (1) an evaluation of the May 2019 merger of
16 the Bureau of Public Affairs and the Bureau of
17 International Information Programs into the Bureau
18 of Global Public Affairs with respect to—

19 (A) the efficacy of the current configura-
20 tion of the bureaus reporting to the Under Sec-
21 retary for Public Diplomacy and Public Affairs
22 in achieving the mission of the Department;

23 (B) the metrics before and after such
24 merger, including personnel data, disaggregated
25 by position and location, content production,

1 opinion polling, program evaluations, and media
2 appearances;

3 (C) the results of a survey of public diplo-
4 macy practitioners to determine their opinion of
5 the efficacy of such merger and any adjust-
6 ments that still need to be made;

7 (D) a plan for evaluating and monitoring,
8 not less frequently than once every 2 years, the
9 programs, activities, messaging, professional de-
10 velopment efforts, and structure of the Bureau
11 of Global Public Affairs, and submitting a sum-
12 mary of each such evaluation to the appropriate
13 committees of Congress; and

14 (2) a review of recent outside recommendations
15 for modernizing diplomacy at the Department with
16 respect to public diplomacy efforts, including—

17 (A) efforts in each of the bureaus report-
18 ing to the Under Secretary for Public Diplo-
19 macy and Public Affairs to address issues of di-
20 versity and inclusion in their work, structure,
21 data collection, programming, and personnel,
22 including any collaboration with the Chief Offi-
23 cer for Diversity and Inclusion;

24 (B) proposals to collaborate with think
25 tanks and academic institutions working on

1 public diplomacy issues to implement recent
2 outside recommendations; and

3 (C) additional authorizations and appro-
4 priations necessary to implement such rec-
5 ommendations.

6 **SEC. 207. SECURITY CLEARANCE APPROVAL PROCESS.**

7 (a) RECOMMENDATIONS.—Not later than 270 days
8 after the date of the enactment of this Act, the Secretary
9 shall submit recommendations to the appropriate congres-
10 sional committees for streamlining the security clearance
11 approval process within the Bureau of Diplomatic Security
12 so that the security clearance approval process for Civil
13 Service and Foreign Service applicants is completed within
14 6 months, on average, and within 1 year, in the vast ma-
15 jority of cases.

16 (b) REPORT.—Not later than 90 days after the rec-
17 ommendations are submitted pursuant to subsection (a),
18 the Secretary shall submit a report to the appropriate con-
19 gressional committees that—

20 (1) describes the status of the efforts of the De-
21 partment to streamline the security clearance ap-
22 proval process; and

23 (2) identifies any remaining obstacles pre-
24 venting security clearances from being completed
25 within the time frames set forth in subsection (a),

1 including lack of cooperation or other actions by
2 other Federal departments and agencies.

3 **SEC. 208. ADDENDUM FOR STUDY ON FOREIGN SERVICE**
4 **ALLOWANCES.**

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

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

18 (1) the total number of domestic and overseas
19 positions open during the most recent summer bid-
20 ding cycle;

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

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

1 (4) detailed recommendations and a timeline
2 for—

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

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

7 **SEC. 209. CURTAILMENTS, REMOVALS FROM POST, AND**
8 **WAIVERS OF PRIVILEGES AND IMMUNITIES.**

9 (a) CURTAILMENTS REPORT.—

10 (1) IN GENERAL.—Not later than 180 days
11 after the date of the enactment of this Act, and
12 every 180 days thereafter, the Secretary shall sub-
13 mit a report to the appropriate congressional com-
14 mittees regarding curtailments of Department per-
15 sonnel from overseas posts.

16 (2) CONTENTS.—The Secretary shall include in
17 the report required under paragraph (1)—

18 (A) relevant information about any post
19 that, during the 6-month period preceding the
20 report—

21 (i) had more than 5 curtailments; or

22 (ii) had curtailments representing
23 more than 5 percent of Department per-
24 sonnel at such post; and

1 (B) for each post referred to in subpara-
2 graph (A), the number of curtailments,
3 disaggregated by month of occurrence.

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

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

10 (2) include with such notification—

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

13 (B) the date of the declaration; and

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

17 (c) WAIVER OF PRIVILEGES AND IMMUNITIES.—Not
18 later than 15 days after any waiver of privileges and im-
19 munities pursuant to the Vienna Convention on Diplo-
20 matic Relations, done at Vienna April 18, 1961, that is
21 applicable to an entire diplomatic post or to the majority
22 of United States personnel under Chief of Mission author-
23 ity, the Secretary shall notify the appropriate congres-
24 sional committees of such waiver and the reason for such
25 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. 210. REPORT ON WORLDWIDE AVAILABILITY.**

5 (a) IN GENERAL.—Not later than 270 days after en-
6 actment of this Act, the Secretary shall submit a report
7 to the appropriate congressional committees on the feasi-
8 bility of requiring that each member of the Foreign Serv-
9 ice, at the time of entry into the Foreign Service and
10 thereafter, be worldwide available, as determined by the
11 Secretary.

12 (b) CONTENTS.—The report required under sub-
13 section (a) shall include—

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

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

19 (3) recommendations for exclusions and limita-
20 tions, including exemptions for medical reasons, dis-
21 ability, and other circumstances.

22 **SEC. 211. PROFESSIONAL DEVELOPMENT.**

23 (a) REQUIREMENTS.—The Secretary shall strongly
24 encourage that Foreign Service officers seeking entry into

1 the Senior Foreign Service participate in professional de-
2 velopment described in subsection (c).

3 (b) REQUIREMENTS.—Not later than 180 days after
4 the date of the enactment of this Act, the Secretary shall
5 submit recommendations on requiring that Foreign Serv-
6 ice officers complete professional development described in
7 subsection (c) to be eligible for entry into the Senior For-
8 eign Service.

9 (c) PROFESSIONAL DEVELOPMENT DESCRIBED.—
10 Professional development described in this subsection is
11 not less than 6 months of training or experience outside
12 of the Department, including time spent—

13 (1) as a detailee to another government agen-
14 cies, including Congress or a State, Tribal, or local
15 government;

16 (2) in Department-sponsored and -funded uni-
17 versity training that results in an advanced degree,
18 excluding time spent at a university that is fully-
19 funded or operated by the Federal Government.

20 (d) PROMOTION PRECEPTS.—The Secretary shall in-
21 struct promotion boards to consider positively long-term
22 training and out-of-agency detail assignments.

1 **SEC. 212. MANAGEMENT ASSESSMENTS AT DIPLOMATIC**
2 **AND CONSULAR POSTS.**

3 (a) **IN GENERAL.**—Beginning not later than 1 year
4 after the date of the enactment of this Act, the Secretary
5 shall annually conduct, at each diplomatic and consular
6 post, a voluntary survey, which shall be offered to all staff
7 assigned to that post who are citizens of the United States
8 (excluding the Chief of Mission) to assess the management
9 and leadership of that post by the Chief of Mission, the
10 Deputy Chief of Mission, and the Charge d’Affaires.

11 (b) **ANONYMITY.**—All responses to the survey shall
12 be—

13 (1) fully anonymized; and

14 (2) made available to the Director General of
15 the Foreign Service.

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

17 (1) the general morale at post;

18 (2) the presence of any hostile work environ-
19 ment;

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

22 (4) effective leadership and collegial work envi-
23 ronment.

24 (d) **DIRECTOR GENERAL RECOMMENDATIONS.**—

25 Upon compilation and review of the surveys, the Director
26 General of the Foreign Service shall issue recommenda-

1 tions to posts, as appropriate, based on the findings of
2 the surveys.

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

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

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

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

19 (3) the number of referrals to the Inspector
20 General of the Department of State and the Foreign
21 Service, as applicable.

22 (g) INITIAL BASIS.—The Secretary shall carry out
23 the surveys required under this section on an initial basis
24 for 5 years.

1 **TITLE III—EMBASSY SECURITY**
2 **AND CONSTRUCTION**

3 **SEC. 301. AMENDMENTS TO SECURE EMBASSY CONSTRUC-**
4 **TION AND COUNTERTERRORISM ACT OF 1999.**

5 (a) SHORT TITLE.—This section may be cited as the
6 “Secure Embassy Construction and Counterterrorism Act
7 of 2022”.

8 (b) FINDINGS.—Congress makes the following find-
9 ings:

10 (1) The Secure Embassy Construction and
11 Counterterrorism Act of 1999 (title VI of division A
12 of appendix G of Public Law 106–113) was a nec-
13 essary response to bombings on August 7, 1998, at
14 the United States embassies in Nairobi, Kenya, and
15 in Dar es Salaam, Tanzania, that were destroyed by
16 simultaneously exploding bombs. The resulting ex-
17 plosions killed 220 persons and injured more than
18 4,000 others. Twelve Americans and 40 Kenyan and
19 Tanzanian employees of the United States Foreign
20 Service were killed in the attacks.

21 (2) Those bombings, followed by the expedi-
22 tionary diplomatic efforts in Iraq and Afghanistan,
23 demonstrated the need to prioritize the security of
24 United States posts and personnel abroad above
25 other considerations.

1 (3) Between 1999 and 2022, the risk calculus
2 of the Department impacted the ability of United
3 States diplomats around the world to advance the
4 interests of the United States through access to local
5 populations, leaders, and places.

6 (4) America's competitors and adversaries do
7 not have the same restrictions that United States
8 diplomats have, especially in critically important me-
9 dium-threat and high-threat posts.

10 (5) The Department's 2021 Overseas Security
11 Panel report states that—

12 (A) the requirement for setback and col-
13 location of diplomatic posts under paragraphs
14 (2) and (3) of section 606(a) of the Secure Em-
15 bassy Construction and Counterterrorism Act of
16 1999 (22 U.S.C. 4865(a)) has led to sky-
17 rocketing costs of new embassies and con-
18 sulates; and

19 (B) the locations of such posts have be-
20 come less desirable, creating an extremely sub-
21 optimal nexus that further hinders United
22 States diplomats who are willing to accept more
23 risk in order to advance United States' inter-
24 ests.

1 (c) SENSE OF CONGRESS.—It is the sense of Con-
2 gress that—

3 (1) the setback and collocation requirements re-
4 ferred to in subsection (b)(5)(A), even with available
5 waivers, no longer provide the security such require-
6 ments used to provide because of advancement in
7 technologies, such as remote controlled drones, that
8 can evade walls and other such static barriers;

9 (2) the Department should focus on creating
10 performance security standards that—

11 (A) attempt to keep the setback require-
12 ments of diplomatic posts as limited as possible;
13 and

14 (B) provide diplomats access to local popu-
15 lations as much as possible, while still providing
16 a necessary level of security;

17 (3) collocation of diplomatic facilities is often
18 not feasible or advisable, particularly for public di-
19 plomacy spaces whose mission is to reach and be ac-
20 cessible to wide sectors of the public, including in
21 countries with repressive governments, since such
22 spaces are required to permit the foreign public to
23 enter and exit the space easily and openly;

24 (4) the Bureau of Diplomatic Security should—

1 (A) fully utilize the waiver process pro-
2 vided under paragraphs (2)(B) and (3)(B) of
3 section 606(a) of the Secure Embassy Con-
4 struction and Counterterrorism Act of 1999 (22
5 U.S.C. 4865(a)); and

6 (B) appropriately exercise such waiver
7 process as a tool to right-size the appropriate
8 security footing at each diplomatic post rather
9 than only approving waivers in extreme cir-
10 cumstances;

11 (5) the return of great power competition re-
12 quires—

13 (A) United States diplomats to do all they
14 can to outperform our adversaries; and

15 (B) the Department to better optimize use
16 of taxpayer funding to advance United States
17 national interests; and

18 (6) this section will better enable United States
19 diplomats to compete in the 21st century, while sav-
20 ing United States taxpayers millions in reduced
21 property and maintenance costs at embassies and
22 consulates abroad.

23 (d) DEFINITION OF UNITED STATES DIPLOMATIC
24 FACILITY.—Section 603 of the Secure Embassy Construc-
25 tion and Counterterrorism Act of 1999 (title VI of division

1 A of appendix G of Public Law 106–113) is amended to
2 read as follows:

3 **“SEC. 603. UNITED STATES DIPLOMATIC FACILITY DE-**
4 **FINED.**

5 “In this title, the terms ‘United States diplomatic fa-
6 cility’ and ‘diplomatic facility’ mean any chancery, con-
7 sulate, or other office that—

8 “(1) is considered by the Secretary of State to
9 be diplomatic or consular premises, consistent with
10 the Vienna Convention on Diplomatic Relations,
11 done at Vienna April 18, 1961, and the Vienna Con-
12 vention on Consular Relations, done at Vienna April
13 24, 1963, and was notified to the host government
14 as such; or

15 “(2) is otherwise subject to a publicly available
16 bilateral agreement with the host government (con-
17 tained in the records of the United States Depart-
18 ment of State) that recognizes the official status of
19 the United States Government personnel present at
20 the facility.”.

21 (e) **GUIDANCE AND REQUIREMENTS FOR DIPLO-**
22 **MATIC FACILITIES.—**

23 (1) **GUIDANCE FOR CLOSURE OF PUBLIC DIPLO-**
24 **MACY FACILITIES.—**Section 5606(a) of the Public
25 Diplomacy Modernization Act of 2021 (Public Law

1 117–81; 22 U.S.C. 1475g note) is amended to read
2 as follows:

3 “(a) IN GENERAL.—In order to preserve public diplo-
4 macy facilities that are accessible to the publics of foreign
5 countries, not later than 180 days after the date of the
6 enactment of the Secure Embassy Construction and
7 Counterterrorism Act of 2022, the Secretary of State shall
8 adopt guidelines to collect and utilize information from
9 each diplomatic post at which the construction of a new
10 embassy compound or new consulate compound could re-
11 sult in the closure or co-location of an American Space
12 that is owned and operated by the United States Govern-
13 ment, generally known as an American Center, or any
14 other public diplomacy facility under the Secure Embassy
15 Construction and Counterterrorism Act of 1999 (22
16 U.S.C. 4865 et seq.).”.

17 (2) SECURITY REQUIREMENTS FOR UNITED
18 STATES DIPLOMATIC FACILITIES.—Section 606(a) of
19 the Secure Embassy Construction and Counterter-
20 rorism Act of 1999 (22 U.S.C. 4865(a)) is amend-
21 ed—

22 (A) in paragraph (1)(A), by striking “the
23 threat” and inserting “a range of threats, in-
24 cluding that”;

25 (B) in paragraph (2)—

1 (i) in subparagraph (A)—

2 (I) by inserting “in a location
3 that has certain minimum ratings
4 under the Security Environment
5 Threat List as determined by the Sec-
6 retary in his or her discretion” after
7 “abroad”; and

8 (II) by inserting “, personnel of
9 the Peace Corps, and personnel of any
10 other type or category of facility that
11 the Secretary may identify” after
12 “military commander”; and

13 (ii) in subparagraph (B)—

14 (I) by amending clause (i) to
15 read as follows:

16 “(i) IN GENERAL.—Subject to clause
17 (ii), the Secretary of State may waive sub-
18 paragraph (A) if the Secretary, in con-
19 sultation with, as appropriate, the head of
20 each agency employing personnel that
21 would not be located at the site, if applica-
22 ble, determines that it is in the national in-
23 terest of the United States after taking ac-
24 count of any considerations the Secretary
25 in his or her discretion considers relevant,

1 which may include security conditions.”;

2 and

3 (II) in clause (ii), by striking

4 “(ii) CHANCERY OR CONSULATE
5 BUILDING.—” and all that follows

6 through “15 days prior” and inserting
7 the following:

8 “(ii) CHANCERY OR CONSULATE
9 BUILDING.—Prior”; and

10 (C) in paragraph (3)—

11 (i) by amending subparagraph (A) to
12 read as follows:

13 “(A) REQUIREMENT.—

14 “(i) IN GENERAL.—Each newly ac-
15 quired United States diplomatic facility in
16 a location that has certain minimum rat-
17 ings under the Security Environment
18 Threat List as determined by the Sec-
19 retary of State in his or her discretion
20 shall—

21 “(I) be constructed or modified
22 to meet the measured building blast
23 performance standard applicable to a
24 diplomatic facility sited not less than
25 100 feet from the perimeter of the

1 property on which the facility is situ-
2 ated; or

3 “(II) fulfill the criteria described
4 in clause (ii).

5 “(ii) ALTERNATIVE ENGINEERING
6 EQUIVALENCY STANDARD REQUIRE-
7 MENT.—Each facility referred to in clause
8 (i) may, instead of meeting the require-
9 ment under such clause, fulfill such other
10 criteria as the Secretary is authorized to
11 employ to achieve an engineering standard
12 of security and degree of protection that is
13 equivalent to the numerical perimeter dis-
14 tance setback described in such clause
15 seeks to achieve.”; and

16 (ii) in subparagraph (B)—

17 (I) in clause (i)—

18 (aa) by striking “security
19 considerations permit and”; and

20 (bb) by inserting “after tak-
21 ing account of any considerations
22 the Secretary in his or her discre-
23 tion considers relevant, which
24 may include security conditions”

1 after “national interest of the
2 United States”;

3 (II) in clause (ii), by striking
4 “(ii) CHANCERY OR CONSULATE
5 BUILDING.—” and all that follows
6 through “15 days prior” and inserting
7 the following:

8 “(ii) CHANCERY OR CONSULATE
9 BUILDING.—Prior”; and

10 (III) in clause (iii), by striking
11 “an annual” and inserting “a quar-
12 terly”.

13 **SEC. 302. 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) **FINDINGS.**—Congress makes the following find-
17 ings:

18 (1) A robust overseas diplomatic presence is
19 part of an effective foreign policy, particularly in
20 volatile environments where a flexible and timely
21 diplomatic response can be decisive in preventing
22 and addressing conflict.

23 (2) Diplomats routinely put themselves and
24 their families at great personal risk to serve their
25 country overseas where they face threats related to

1 international terrorism, violent conflict, and public
2 health.

3 (3) The Department has a remarkable record of
4 protecting personnel while enabling an enormous
5 amount of global diplomatic activity, often in unse-
6 cure and remote places and facing a variety of evol-
7 ving risks and threats. With support from Congress,
8 the Department of State has revised policy, im-
9 proved physical security through retrofitting and re-
10 placing old facilities, deployed additional security
11 personnel and armored vehicles, and greatly en-
12 hanced training requirements and training facilities,
13 including the new Foreign Affairs Security Training
14 Center in Blackstone, Virginia.

15 (4) Diplomatic missions rely on robust staffing
16 and ambitious external engagement to advance
17 United States interests as diverse as competing with
18 China's malign influence around the world, fighting
19 terrorism and transnational organized crime, pre-
20 venting and addressing violent conflict and humani-
21 tarian disasters, promoting United States businesses
22 and trade, protecting the rights of marginalized
23 groups, addressing climate change, and preventing
24 pandemic disease.

1 (5) Efforts to protect personnel overseas have
2 often resulted in inhibiting diplomatic activity and
3 limiting engagement between embassy personnel and
4 local governments and populations.

5 (6) Given that Congress currently provides an-
6 nual appropriations in excess of \$1,900,000,000 for
7 embassy security, construction, and maintenance,
8 the Department should be able ensure a robust over-
9 seas presence without inhibiting the ability of dip-
10 lomats to—

11 (A) meet outside United States secured fa-
12 cilities with foreign leaders to explain, defend,
13 and advance United States priorities;

14 (B) understand and report on foreign po-
15 litical, social, and economic conditions through
16 meeting and interacting with community offi-
17 cials outside of United States facilities;

18 (C) provide United States citizen services;
19 and

20 (D) collaborate and, at times, compete
21 with other diplomatic missions, particularly
22 those, such as that of the People's Republic of
23 China, that do not have restrictions on meeting
24 locations.

1 (7) Given these stakes, Congress has a respon-
2 sibility to empower, support, and hold the Depart-
3 ment accountable for implementing an aggressive
4 strategy to ensure a robust overseas presence that
5 mitigates potential risks and adequately considers
6 the myriad direct and indirect consequences of a
7 lack of diplomatic presence.

8 (c) ENCOURAGING EXPEDITIONARY DIPLOMACY.—

9 (1) PURPOSE.—Section 102(b) of the Diplo-
10 matic Security Act of 1986 (22 U.S.C. 4801(b)) is
11 amended—

12 (A) by amending paragraph (3) to read as
13 follows:

14 “(3) to promote strengthened security meas-
15 ures, institutionalize a culture of learning, and, in
16 the case of apparent gross negligence or breach of
17 duty, recommend that the Secretary investigate ac-
18 countability for United States Government personnel
19 with security-related responsibilities;”;

20 (B) by redesignating paragraphs (4) and
21 (5) as paragraphs (5) and (6), respectively; and

22 (C) by inserting after paragraph (3) the
23 following:

24 “(4) to support a culture of risk management,
25 instead of risk avoidance, that enables the Depart-

1 ment of State to pursue its vital goals with full
2 knowledge that it is neither desirable nor possible
3 for the Department to avoid all risks;”.

4 (2) BRIEFINGS ON EMBASSY SECURITY.—Sec-
5 tion 105(a)(1) of the Diplomatic Security Act of
6 1986 (22 U.S.C. 4804(a)) is amended—

7 (A) by striking “any plans to open or re-
8 open a high risk, high threat post” and insert-
9 ing “progress towards opening or reopening a
10 high risk, high threat post, and the risk to na-
11 tional security of the continued closure or any
12 suspension of operations and remaining barriers
13 to doing so”;

14 (B) in subparagraph (A), by inserting “the
15 risk to United States national security of the
16 post’s continued closure or suspension of oper-
17 ations,” after “national security of the United
18 States,”; and

19 (C) in subparagraph (C), by inserting “the
20 type and level of security threats such post
21 could encounter, and” before “security
22 ‘tripwires’”.

23 (d) SECURITY REVIEW COMMITTEES.—

1 (1) IN GENERAL.—Section 301 of the Diplo-
2 matic Security Act of 1986 (22 U.S.C. 4831) is
3 amended—

4 (A) in the section heading, by striking
5 “**ACCOUNTABILITY REVIEW BOARDS**” and
6 inserting “**SECURITY REVIEW COMMIT-**
7 **TEES**”;

8 (B) in subsection (a)—

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

11 “(1) CONVENING THE SECURITY REVIEW COM-
12 MITTEE.—In any case of a serious security incident
13 involving loss of life, serious injury, or significant
14 destruction of property at, or related to, a United
15 States Government diplomatic mission abroad (re-
16 ferred to in this title as a ‘Serious Security Inci-
17 dent’), and in any case of a serious breach of secu-
18 rity involving intelligence activities of a foreign gov-
19 ernment directed at a United States Government
20 mission abroad, the Secretary of State shall convene
21 a Security Review Committee, which shall issue a re-
22 port providing a full account of what occurred, con-
23 sistent with section 304.”;

24 (C) by redesignating paragraphs (2) and
25 (3) as paragraphs (3) and (4), respectively;

1 (D) by inserting after paragraph (1) the
2 following:

3 “(2) COMMITTEE COMPOSITION.—The Sec-
4 retary shall designate a Chairperson and may des-
5 ignate additional personnel of commensurate senior-
6 ity to serve on the Security Review Committee,
7 which shall include—

8 “(A) the Director of the Office of Manage-
9 ment Strategy and Solutions;

10 “(B) the Assistant Secretary responsible
11 for the region where the incident occurred;

12 “(C) the Assistant Secretary of State for
13 Diplomatic Security;

14 “(D) the Assistant Secretary of State for
15 Intelligence and Research;

16 “(E) an Assistant Secretary-level rep-
17 resentative from any involved United States
18 Government department or agency.

19 “(F) other personnel determined to be nec-
20 essary or appropriate.”;

21 (i) in paragraph (3), as redesignated
22 by clause (ii)—

23 (I) in the paragraph heading, by
24 striking “DEPARTMENT OF DEFENSE
25 FACILITIES AND PERSONNEL” and in-

1 serting “EXCEPTIONS TO CONVENING
2 A SECURITY REVIEW COMMITTEE”;

3 (II) by striking “The Secretary
4 of State is not required to convene a
5 Board in the case” and inserting the
6 following:

7 “(A) IN GENERAL.—The Secretary of
8 State is not required to convene a Security Re-
9 view Committee—

10 “(i) if the Secretary determines that
11 the incident involves only causes unrelated
12 to security, such as when the security at
13 issue is outside of the scope of the Sec-
14 retary of State’s security responsibilities
15 under section 103;

16 “(ii) if operational control of overseas
17 security functions has been delegated to
18 another agency in accordance with section
19 106;

20 “(iii) if the incident is a cybersecurity
21 incident and is covered by other review
22 mechanisms; or

23 “(iv) in the case”; and

24 (III) by striking “In any such
25 case” and inserting the following:

1 “(B) DEPARTMENT OF DEFENSE INVES-
2 TIGATIONS.—In the case of an incident de-
3 scribed in subparagraph (A)(iv)”;

4 (E) by adding at the end the following:

5 “(5) RULEMAKING.—The Secretary of State
6 shall promulgate regulations defining the member-
7 ship and operating procedures for the Security Re-
8 view Committee and provide such guidance to the
9 Chair and ranking members of the Committee on
10 Foreign Relations of the Senate and the Committee
11 on Foreign Affairs of the House of Representa-
12 tives.”;

13 (2) in subsection (b)—

14 (A) in the subsection heading, by striking
15 “BOARDS” and inserting “SECURITY REVIEW
16 COMMITTEES”; and

17 (B) by amending paragraph (1) to read as
18 follows:

19 “(1) IN GENERAL.—The Secretary of State
20 shall convene an SRC not later than 60 days after
21 the occurrence of an incident described in subsection
22 (a)(1), or 60 days after the Department first be-
23 comes aware of such an incident, whichever is ear-
24 lier, except that the 60-day period for convening an
25 SRC may be extended for one additional 60-day pe-

1 riod if the Secretary determines that the additional
2 period is necessary.”; and

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

5 “(c) CONGRESSIONAL NOTIFICATION.—Whenever the
6 Secretary of State convenes a Security Review Committee,
7 the Secretary shall promptly inform the chair and ranking
8 member of the Committee on Foreign Relations of the
9 Senate and the chair and ranking member of the Com-
10 mittee on Foreign Affairs of the House of Representa-
11 tives.”.

12 (e) TECHNICAL AND CONFORMING AMENDMENTS.—
13 Section 302 of the Diplomatic Security Act of 1986 (22
14 U.S.C. 4832) is amended—

15 (1) in the section heading, by striking “**AC-**
16 **COUNTABILITY REVIEW BOARD**” and inserting
17 “**SECURITY REVIEW COMMITTEE**”; and

18 (2) by striking “a Board” each place such term
19 appears and inserting “a Security Review Com-
20 mittee”.

21 (f) SERIOUS SECURITY INCIDENT INVESTIGATION
22 PROCESS.—Section 303 of the Diplomatic Security Act of
23 1986 (22 U.S.C. 4833) is amended to read as follows:

1 **“SEC. 303. SERIOUS SECURITY INCIDENT INVESTIGATION**
2 **PROCESS.**

3 “(a) INVESTIGATION PROCESS.—

4 “(1) INITIATION UPON REPORTED INCIDENT.—

5 A United States mission shall submit an initial re-
6 port of a Serious Security Incident not later than 3
7 days after such incident occurs, whenever feasible, at
8 which time an investigation of the incident shall be
9 initiated.

10 “(2) INVESTIGATION.—Not later than 10 days
11 after the submission of a report pursuant to para-
12 graph (1), the Secretary shall direct the Diplomatic
13 Security Service to assemble an investigative team to
14 investigate the incident and independently establish
15 what occurred. Each investigation under this sub-
16 section shall cover—

17 “(A) an assessment of what occurred, who
18 perpetrated or is suspected of having per-
19 petrated the Serious Security Incident, and
20 whether applicable security procedures were fol-
21 lowed;

22 “(B) in the event the Serious Security In-
23 cident involved a United States diplomatic com-
24 pound, motorcade, residence, or other facility,
25 an assessment of whether adequate security

1 countermeasures were in effect based on known
2 threat at the time of the incident;

3 “(C) if the incident involved an individual
4 or group of officers, employees, or family mem-
5 bers under Chief of Mission security responsi-
6 bility conducting approved operations or move-
7 ments outside the United States mission, an as-
8 sessment of whether proper security briefings
9 and procedures were in place and whether
10 weighing of risk of the operation or movement
11 took place; and

12 “(D) an assessment of whether the failure
13 of any officials or employees to follow proce-
14 dures or perform their duties contributed to the
15 security incident.

16 “(3) INVESTIGATIVE TEAM.—The investigative
17 team assembled pursuant to paragraph (2) shall
18 consist of individuals from the Diplomatic Security
19 Service who shall provide an independent examina-
20 tion of the facts surrounding the incident and what
21 occurred. The Secretary, or the Secretary’s designee,
22 shall review the makeup of the investigative team for
23 a conflict, appearance of conflict, or lack of inde-
24 pendence that could undermine the results of the in-

1 investigation and may remove or replace any members
2 of the team to avoid such an outcome.

3 “(b) REPORT OF INVESTIGATION.—Not later than 90
4 days after the occurrence of a Serious Security Incident,
5 the investigative team investigating the incident shall pre-
6 pare and submit a Report of Investigation to the Security
7 Review Committee that includes—

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) a complete and accurate account of the
12 casualties, injuries, and damage resulting from the
13 incident; and

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

16 “(c) CONFIDENTIALITY.—The investigative team in-
17 vestigating a Serious Security Incident shall adopt such
18 procedures with respect to confidentiality as determined
19 necessary, including procedures relating to the conduct of
20 closed proceedings or the submission and use of evidence
21 in camera, to ensure in particular the protection of classi-
22 fied information relating to national defense, foreign pol-
23 icy, or intelligence matters. The Director of National In-
24 telligence shall establish the level of protection required
25 for intelligence information and for information relating

1 to intelligence personnel included in the report required
2 under subsection (b). The Security Review Committee
3 shall determine the level of classification of the final report
4 prepared pursuant to section 304(b), and shall incorporate
5 the same confidentiality measures in such report to the
6 maximum extent practicable.”.

7 (g) FINDINGS AND RECOMMENDATIONS OF THE SE-
8 CURITY REVIEW COMMITTEE.—Section 304 of the Diplo-
9 matic Security Act of 1986 (22 U.S.C. 4834) is amended
10 to read as follows:

11 **“SEC. 304. SECURITY REVIEW COMMITTEE FINDINGS AND**
12 **REPORT.**

13 “(a) FINDINGS.—The Security Review Committee
14 shall—

15 “(1) review the Report of Investigation pre-
16 pared pursuant to section 303(b), and all other evi-
17 dence, reporting, and relevant information relating
18 to a Serious Security Incident at a United States
19 mission abroad, including an examination of the
20 facts and circumstances surrounding any serious in-
21 juries, loss of life, or significant destruction of prop-
22 erty resulting from the incident; and

23 “(2) determine, in writing—

1 “(A) whether the incident was security re-
2 lated and constituted a Serious Security Inci-
3 dent;

4 “(B) if the incident involved a diplomatic
5 compound, motorcade, residence, or other mis-
6 sion facility—

7 “(i) whether the security systems, se-
8 curity countermeasures, and security pro-
9 cedures operated as intended; and

10 “(ii) whether such systems worked to
11 materially mitigate the attack or were
12 found to be inadequate to mitigate the
13 threat and attack;

14 “(C) if the incident involved an individual
15 or group of officers conducting an approved op-
16 eration outside the mission, whether a valid
17 process was followed in evaluating the requested
18 operation and weighing the risk of the oper-
19 ation, which determination shall not seek to as-
20 sign accountability for the incident unless the
21 Security Review Committee determines that an
22 official breached his or her duty;

23 “(D) the impact of intelligence and infor-
24 mation availability, and whether the mission
25 was aware of the general operating threat envi-

1 ronment or any more specific threat intelligence
2 or information and took that into account in
3 ongoing and specific operations; and

4 “(E) any other facts and circumstances
5 that may be relevant to the appropriate security
6 management of United States missions abroad.

7 “(b) REPORT.—

8 “(1) SUBMISSION TO SECRETARY OF STATE.—

9 Not later than 60 days after receiving the Report of
10 Investigation prepared pursuant to section 303(b),
11 the Security Review Committee shall submit a report
12 to the Secretary of State that includes—

13 “(A) the findings described in subsection
14 (a); and

15 “(B) any related recommendations.

16 “(2) SUBMISSION TO CONGRESS.—Not later
17 than 90 days after receiving the report pursuant to
18 paragraph (1), the Secretary of State shall submit
19 a copy of the report to the Committee on Foreign
20 Relations of the Senate and the Committee on For-
21 eign Affairs of the House of Representatives.

22 “(c) PERSONNEL RECOMMENDATIONS.—If in the
23 course of conducting an investigation under section 303,
24 the investigative team finds reasonable cause to believe
25 any individual described in section 303(a)(2)(D) has

1 breached the duty of that individual or finds lesser failures
2 on the part of an individual in the performance of his or
3 her duties related to the incident, it shall be reported to
4 the SRC. If the SRC find reasonable cause to support the
5 determination, it shall be reported to the Secretary for ap-
6 propriate action.”.

7 (h) RELATION TO OTHER PROCEEDINGS.—Section
8 305 of the Diplomatic Security Act of 1986 (22 U.S.C.
9 4835) is amended—

10 (1) by inserting “(a) NO EFFECT ON EXISTING
11 REMEDIES OR DEFENSES.—” before “Nothing in
12 this title”; and

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

14 “(b) FUTURE INQUIRIES.—Nothing in this title may
15 be construed to preclude the Secretary of State from con-
16 vening a followup public board of inquiry to investigate
17 any security incident if the incident was of such magnitude
18 or significance that an internal process is deemed insuffi-
19 cient to understand and investigate the incident. All mate-
20 rials gathered during the procedures provided under this
21 title shall be provided to any related board of inquiry con-
22 vened by the Secretary.”.

1 **TITLE IV—A DIVERSE WORK-**
2 **FORCE: RECRUITMENT, RE-**
3 **TENTION, AND PROMOTION**

4 **SEC. 401. REPORT ON BARRIERS TO APPLYING FOR EM-**
5 **PLOYMENT WITH THE DEPARTMENT OF**
6 **STATE.**

7 Not later than 120 days after the date of the enact-
8 ment of this Act, the Secretary shall submit a report to
9 the appropriate congressional committees that—

10 (1) identifies any barriers for applicants apply-
11 ing for employment with the Department;

12 (2) provides demographic data of online appli-
13 cants during the most recent 3 years disaggregated
14 by race, ethnicity, gender, age, veteran status, dis-
15 ability, geographic region, and any other categories
16 determined by the Secretary;

17 (3) assesses any barriers that exist for applying
18 online for employment with the Department,
19 disaggregated by race, ethnicity, gender, age, vet-
20 eran status, disability, geographic region, and any
21 other categories determined by the Secretary; and

22 (4) includes recommendations for addressing
23 any disparities identified in the online application
24 process.

1 **SEC. 402. COLLECTION, ANALYSIS, AND DISSEMINATION OF**
2 **WORKFORCE DATA.**

3 (a) INITIAL REPORT.—Not later than 180 days after
4 the date of the enactment of this Act, the Secretary shall
5 submit a report to the appropriate congressional commit-
6 tees that includes disaggregated demographic data and
7 other information regarding the diversity of the workforce
8 of the Department.

9 (b) DATA.—The report required under subsection (a)
10 shall include, to the maximum extent that the collection
11 and dissemination of such data can be done in a way that
12 protects the confidentiality of individuals and is otherwise
13 permissible by law—

14 (1) demographic data on each element of the
15 workforce of the Department during the 5-year pe-
16 riod ending on the date of the enactment of this Act,
17 disaggregated by rank and grade or grade-equiva-
18 lent, with respect to—

19 (A) individuals hired to join the workforce;

20 (B) individuals promoted, including pro-
21 motions to and within the Senior Executive
22 Service or the Senior Foreign Service;

23 (C) individuals serving as special assistants
24 in any of the offices of the Secretary of State,
25 the Deputy Secretary of State, the Counselor of
26 the Department of State, the Secretary's Policy

1 Planning Staff, the Under Secretary of State
2 for Arms Control and International Security,
3 the Under Secretary of State for Civilian Secu-
4 rity, Democracy, and Human Rights, the Under
5 Secretary of State for Economic Growth, En-
6 ergy, and the Environment, the Under Sec-
7 retary of State for Management, the Under
8 Secretary of State for Political Affairs, and the
9 Under Secretary of State for Public Diplomacy
10 and Public Affairs;

11 (D) individuals serving in each bureau's
12 front office;

13 (E) individuals serving as detailees to the
14 National Security Council;

15 (F) individuals serving on applicable selec-
16 tion boards;

17 (G) members of any external advisory com-
18 mittee or board who are subject to appointment
19 by individuals at senior positions in the Depart-
20 ment;

21 (H) individuals participating in profes-
22 sional development programs of the Department
23 and the extent to which such participants have
24 been placed into senior positions within the De-
25 partment after such participation;

1 (I) individuals participating in mentorship
2 or retention programs; and

3 (J) individuals who separated from the
4 agency, including individuals in the Senior Ex-
5 ecutive Service or the Senior Foreign Service;

6 (2) an assessment of agency compliance with
7 the essential elements identified in Equal Employ-
8 ment Opportunity Commission Management Direc-
9 tive 715, effective October 1, 2003; and

10 (3) data on the overall number of individuals
11 who are part of the workforce, the percentages of
12 such workforce corresponding to each element speci-
13 fied in paragraph (1), and the percentages cor-
14 responding to each rank, grade, or grade equivalent.

15 (c) EFFECTIVENESS OF DEPARTMENT EFFORTS.—
16 The report required under subsection (a) shall describe
17 and assess the effectiveness of the efforts of the Depart-
18 ment—

19 (1) to propagate fairness, impartiality, and in-
20 clusion in the work environment, both domestically
21 and abroad;

22 (2) to enforce anti-harassment and anti-dis-
23 crimination policies, both domestically and at posts
24 overseas;

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

5 (4) to prevent retaliation against employees for
6 participating in a protected equal employment op-
7 portunity activity or for reporting sexual harassment
8 or sexual assault;

9 (5) to provide reasonable accommodation for
10 qualified employees and applicants with disabilities;
11 and

12 (6) to recruit a representative workforce by—

13 (A) recruiting women, persons with disabil-
14 ities, and minorities;

15 (B) recruiting at women's colleges, histori-
16 cally Black colleges and universities, minority-
17 serving institutions, and other institutions serv-
18 ing a significant percentage of minority stu-
19 dents;

20 (C) placing job advertisements in news-
21 papers, magazines, and job sites oriented to-
22 ward women and minorities;

23 (D) sponsoring and recruiting at job fairs
24 in urban and rural communities and at land-
25 grant colleges or universities;

1 (E) providing opportunities through the
2 Foreign Service Internship Program under
3 chapter 12 of the Foreign Service Act of 1980
4 (22 U.S.C. 4141 et seq.), and other hiring ini-
5 tiatives;

6 (F) recruiting mid-level and senior-level
7 professionals through programs designed to in-
8 crease representation in international affairs of
9 people belonging to traditionally under-
10 represented groups;

11 (G) offering the Foreign Service written
12 and oral assessment examinations in several lo-
13 cations throughout the United States or via on-
14 line platforms to reduce the burden of appli-
15 cants having to travel at their own expense to
16 take either or both such examinations;

17 (H) expanding the use of paid internships;
18 and

19 (I) supporting recruiting and hiring oppor-
20 tunities through—

21 (i) the Charles B. Rangel Inter-
22 national Affairs Fellowship Program;

23 (ii) the Thomas R. Pickering Foreign
24 Affairs Fellowship Program; and

1 (iii) other initiatives, including agen-
2 cywide policy initiatives.

3 (d) ANNUAL REPORT.—

4 (1) IN GENERAL.—Not later than 1 year after
5 the publication of the report required under sub-
6 section (a), the Secretary of State shall submit a re-
7 port to the appropriate congressional committees,
8 and make such report available on the Department’s
9 website, that includes, without compromising the
10 confidentiality of individuals and to the extent other-
11 wise consistent with law—

12 (A) disaggregated demographic data, to
13 the maximum extent that collection of such
14 data is permissible by law, relating to the work-
15 force and information on the status of diversity
16 and inclusion efforts of the Department;

17 (B) an analysis of applicant flow data, to
18 the maximum extent that collection of such
19 data is permissible by law; and

20 (C) disaggregated demographic data relat-
21 ing to participants in professional development
22 programs of the Department and the rate of
23 placement into senior positions for participants
24 in such programs.

1 ulations to focus on 1 or more of the areas described
2 in paragraph (2).

3 (2) ELEMENTS.—In conducting the study re-
4 quired under paragraph (1), the Secretary and the
5 Administrator, respectively, shall consider—

6 (A) opportunities to enter into public-pri-
7 vate partnerships that will—

8 (i) increase diversity in foreign affairs
9 and foreign assistance Federal careers; and

10 (ii) prepare a diverse cadre of stu-
11 dents (including nontraditional, mid-career,
12 part-time, and heritage students) and non-
13 profit or business professionals with the
14 skills and education needed to meaning-
15 fully contribute to the formulation and exe-
16 cution of United States foreign policy and
17 assistance;

18 (iii) support the conduct of research,
19 education, and extension programs that re-
20 flect diverse perspectives and a wide range
21 of views of world regions and international
22 affairs—

23 (I) to assist in the development
24 of regional and functional foreign pol-
25 icy skills;

1 (II) to strengthen international
2 development and humanitarian assist-
3 ance programs; and

4 (III) to strengthen democratic in-
5 stitutions and processes in policy-
6 making, including supporting public
7 policies that engender equitable and
8 inclusive societies and focus on chal-
9 lenges and inequalities in education,
10 health, wealth, justice, and other sec-
11 tors faced by diverse communities;

12 (iv) enable domestic and international
13 educational, internship, fellowship, faculty
14 exchange, training, employment or other
15 innovative programs to acquire or
16 strengthen knowledge of foreign languages,
17 cultures, societies, and international skills
18 and perspectives;

19 (v) support collaboration among insti-
20 tutions of higher education, including com-
21 munity colleges, nonprofit organizations,
22 and corporations, to strengthen the en-
23 gagement between experts and specialists
24 in the foreign affairs and foreign assist-
25 ance fields; and

1 (vi) leverage additional public-private
2 partnerships with nonprofit organizations,
3 foundations, corporations, institutions of
4 higher education, and the Federal Govern-
5 ment; and

6 (B) budget and staffing requirements, in-
7 cluding appropriate sources of funding, for the
8 establishment and conduct of operations of such
9 Centers of Excellence.

10 (c) REPORT.—Not later than 120 days after the date
11 of the enactment of this Act, the Secretary shall submit
12 a report to the appropriate congressional committees that
13 contains the findings of the study conducted pursuant to
14 subsection (b).

15 **TITLE V—INFORMATION SECU-**
16 **RITY AND CYBER DIPLOMACY**

17 **SEC. 501. UNITED STATES INTERNATIONAL CYBERSPACE**
18 **POLICY.**

19 (a) IN GENERAL.—It is the policy of the United
20 States—

21 (1) to work internationally to promote an open,
22 interoperable, reliable, and secure Internet governed
23 by the multi-stakeholder model, which—

1 (A) promotes democracy, the rule of law,
2 and human rights, including freedom of expres-
3 sion;

4 (B) supports the ability to innovate, com-
5 municate, and promote economic prosperity;
6 and

7 (C) is designed to protect privacy and
8 guard against deception, fraud, and theft;

9 (2) to encourage and aid United States allies
10 and partners in improving their own technological
11 capabilities and resiliency to pursue, defend, and
12 protect shared interests and values, free from coer-
13 cion and external pressure; and

14 (3) in furtherance of the efforts described in
15 paragraphs (1) and (2)—

16 (A) to provide incentives to the private sec-
17 tor to accelerate the development of the tech-
18 nologies referred to in such paragraphs;

19 (B) to modernize and harmonize with allies
20 and partners export controls and investment
21 screening regimes and associated policies and
22 regulations; and

23 (C) to enhance United States leadership in
24 technical standards-setting bodies and avenues

1 for developing norms regarding the use of dig-
2 ital tools.

3 (b) IMPLEMENTATION.—In implementing the policy
4 described in subsection (a), the President, in consultation
5 with outside actors, as appropriate, including private sec-
6 tor companies, nongovernmental organizations, security
7 researchers, and other relevant stakeholders, in the con-
8 duct of bilateral and multilateral relations, shall strive—

9 (1) to clarify the applicability of international
10 laws and norms to the use of information and com-
11 munications technology (referred to in this sub-
12 section as “ICT”);

13 (2) to reduce and limit the risk of escalation
14 and retaliation in cyberspace, damage to critical in-
15 frastructure, and other malicious cyber activity that
16 impairs the use and operation of critical infrastruc-
17 ture that provides services to the public;

18 (3) to cooperate with like-minded countries that
19 share common values and cyberspace policies with
20 the United States, including respect for human
21 rights, democracy, and the rule of law, to advance
22 such values and policies internationally;

23 (4) to encourage the responsible development of
24 new, innovative technologies and ICT products that

1 strengthen a secure internet architecture that is ac-
2 cessible to all;

3 (5) to secure and implement commitments on
4 responsible country behavior in cyberspace, including
5 commitments by countries—

6 (A) to not conduct, or knowingly support,
7 cyber-enabled theft of intellectual property, in-
8 cluding trade secrets or other confidential busi-
9 ness information, with the intent of providing
10 competitive advantages to companies or com-
11 mercial sectors;

12 (B) to take all appropriate and reasonable
13 efforts to keep their territories clear of inten-
14 tionally wrongful acts using ICT in violation of
15 international commitments;

16 (C) not to conduct or knowingly support
17 ICT activity that intentionally damages or oth-
18 erwise impairs the use and operation of critical
19 infrastructure providing services to the public,
20 in violation of international law;

21 (D) to take appropriate measures to pro-
22 tect the country's critical infrastructure from
23 ICT threats;

24 (E) not to conduct or knowingly support
25 malicious international activity that harms the

1 information systems of authorized emergency
2 response teams (also known as “computer
3 emergency response teams” or “cybersecurity
4 incident response teams”) of another country or
5 authorize emergency response teams to engage
6 in malicious international activity, in violation
7 of international law;

8 (F) to respond to appropriate requests for
9 assistance to mitigate malicious ICT activity
10 emanating from their territory and aimed at the
11 critical infrastructure of another country;

12 (G) to not restrict cross-border data flows
13 or require local storage or processing of data;
14 and

15 (H) to protect the exercise of human rights
16 and fundamental freedoms on the internet,
17 while recognizing that the human rights that
18 people have offline also need to be protected on-
19 line; and

20 (6) to advance, encourage, and support the de-
21 velopment and adoption of internationally recognized
22 technical standards and best practices.

1 **SEC. 502. BUREAU OF CYBERSPACE AND DIGITAL POLICY.**

2 (a) IN GENERAL.—Section 1 of the State Depart-
3 ment Basic Authorities Act of 1956 (22 U.S.C. 2651a),
4 is amended—

5 (1) by redesignating subsections (i) and (j) as
6 subsection (j) and (k), respectively;

7 (2) by redesignating subsection (h) (as added
8 by section 361(a)(1) of division FF of the Consoli-
9 dated Appropriations Act, 2021 (Public Law 116-
10 260)) as subsection (l); and

11 (3) by inserting after subsection (h) the fol-
12 lowing:

13 “(i) BUREAU OF CYBERSPACE AND DIGITAL POL-
14 ICY.—

15 “(1) IN GENERAL.—There is established, within
16 the Department of State, the Bureau of Cyberspace
17 and Digital Policy (referred to in this subsection as
18 the ‘Bureau’). The head of the Bureau shall have
19 the rank and status of ambassador and shall be ap-
20 pointed by the President, by and with the advice and
21 consent of the Senate.

22 “(2) DUTIES.—

23 “(A) IN GENERAL.—The head of the Bu-
24 reau shall perform such duties and exercise
25 such powers as the Secretary of State shall pre-
26 scribe, including implementing the policy de-

1 scribed in section 501(a) of the Department of
2 State Authorization Act of 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, coordinate, and execute,
12 in coordination with other relevant bureaus
13 and offices, the Department of State’s dip-
14 lomatic cyberspace, cybersecurity (includ-
15 ing efforts related to data privacy, data
16 flows, internet governance, information and
17 communications technology standards, and
18 other issues that the Secretary has assigns
19 to the Bureau;

20 “(iii) to advance United States na-
21 tional security and foreign policy interests
22 in cyberspace and to coordinate cyberspace
23 policy and other relevant functions with
24 the Department of State and with other
25 components of the Federal Government;

1 “(iv) to promote an open, interoper-
2 able, reliable, and secure information and
3 communications technology infrastructure
4 globally;

5 “(v) to represent the Secretary of
6 State in interagency efforts to develop and
7 advance Federal Government cyber prior-
8 ities and activities, including efforts to de-
9 velop credible national capabilities, strate-
10 gies, and policies to deter and counter
11 cyber adversaries, and carry out the pur-
12 poses of title V of the Department of State
13 Authorization Act of 2022;

14 “(vi) to engage civil society, the pri-
15 vate sector, academia, and other public and
16 private entities on relevant international
17 cyberspace and information and commu-
18 nications technology issues;

19 “(vii) to lead United States Govern-
20 ment efforts to uphold and further develop
21 global deterrence frameworks for malicious
22 cyber activity;

23 “(viii) to advise the Secretary of State
24 and coordinate with foreign governments
25 regarding responses to national security-

1 level cyber incidents, including coordina-
2 tion on diplomatic response efforts to sup-
3 port allies and partners threatened by ma-
4 licious cyber activity, in conjunction with
5 members of the North Atlantic Treaty Or-
6 ganization and like-minded countries;

7 “(ix) to promote the building of for-
8 eign capacity relating to cyberspace policy
9 priorities;

10 “(x) to promote an open, interoper-
11 able, reliable, and secure information and
12 communications technology infrastructure
13 globally and an open, interoperable, secure,
14 and reliable internet governed by the
15 multi-stakeholder model;

16 “(xi) to promote an international reg-
17 ulatory environment for technology invest-
18 ments and the internet that benefits
19 United States economic and national secu-
20 rity interests;

21 “(xii) to promote cross-border flow of
22 data and combat international initiatives
23 seeking to impose unreasonable require-
24 ments on United States businesses;

1 “(xiii) to promote international poli-
2 cies to protect the integrity of United
3 States and international telecommuni-
4 cations infrastructure from foreign-based
5 threats, including cyber-enabled threats;

6 “(xiv) to lead engagement, in coordi-
7 nation with relevant executive branch agen-
8 cies, with foreign governments on relevant
9 international cyberspace, cybersecurity,
10 cybercrime, and digital economy issues de-
11 scribed in title V of the Department of
12 State Authorization Act of 2022;

13 “(xv) to promote international policies
14 to secure radio frequency spectrum for
15 United States businesses and national se-
16 curity needs;

17 “(xvi) to promote and protect the ex-
18 ercise of human rights, including freedom
19 of speech and religion, through the inter-
20 net;

21 “(xvii) to build capacity of United
22 States diplomatic officials to engage on
23 cyberspace issues;

24 “(xviii) to encourage the development
25 and adoption by foreign countries of inter-

1 nationally recognized standards, policies,
2 and best practices;

3 “(xix) to support efforts by the Global
4 Engagement Center to counter cyber-en-
5 abled information operations against the
6 United States or its allies and partners;
7 and

8 “(xx) to conduct such other matters
9 as the Secretary of State may assign.

10 “(3) QUALIFICATIONS.—The head of the Bu-
11 reau should be an individual of demonstrated com-
12 petency in the fields of—

13 “(A) cybersecurity and other relevant
14 cyberspace and information and communica-
15 tions technology policy issues; and

16 “(B) international diplomacy.

17 “(4) ORGANIZATIONAL PLACEMENT.—

18 “(A) INITIAL PLACEMENT.—Except as
19 provided in subparagraph (B), the head of the
20 Bureau shall report to the Deputy Secretary of
21 State.

22 “(B) SUBSEQUENT PLACEMENT.—The
23 head of the Bureau may report to an Under
24 Secretary of State or to an official holding a
25 higher position than Under Secretary if, not

1 later than 15 days before any change in such
2 reporting structure, the Secretary of State—

3 “(i) consults with the Committee on
4 Foreign Relations of the Senate and the
5 Committee on Foreign Affairs of the
6 House of Representatives; and

7 “(ii) submits a report to such commit-
8 tees that—

9 “(I) indicates that the Secretary,
10 with respect to the reporting structure
11 of the Bureau, has consulted with and
12 solicited feedback from—

13 “(aa) other relevant Federal
14 entities with a role in inter-
15 national aspects of cyber policy;
16 and

17 “(bb) the elements of the
18 Department of State with respon-
19 sibility for aspects of cyber pol-
20 icy, including the elements re-
21 porting to—

22 “(AA) the Under Sec-
23 retary of State for Political
24 Affairs;

1 “(BB) the Under Sec-
2 retary of State for Civilian
3 Security, Democracy, and
4 Human Rights;

5 “(CC) the Under Sec-
6 retary of State for Economic
7 Growth, Energy, and the
8 Environment;

9 “(DD) the Under Sec-
10 retary of State for Arms
11 Control and International
12 Security Affairs;

13 “(EE) the Under Sec-
14 retary of State for Manage-
15 ment; and

16 “(FF) the Under Sec-
17 retary of State for Public
18 Diplomacy and Public Af-
19 fairs;

20 “(II) describes the new reporting
21 structure for the head of the Bureau
22 and the justification for such new
23 structure; and

24 “(III) includes a plan describing
25 how the new reporting structure will

1 better enable the head of the Bureau
2 to carry out the duties described in
3 paragraph (2), including the security,
4 economic, and human rights aspects
5 of cyber diplomacy.

6 “(5) SPECIAL HIRING AUTHORITIES.—The Sec-
7 retary of State may—

8 “(A) appoint employees without regard to
9 the provisions of title 5, United States Code, re-
10 garding appointments in the competitive serv-
11 ice; and

12 “(B) fix the basic compensation of such
13 employees without regard to chapter 51 and
14 subchapter III of chapter 53 of such title re-
15 garding classification and General Schedule pay
16 rates.

17 “(6) RULE OF CONSTRUCTION.—Nothing in
18 this subsection may be construed to preclude the
19 head of the Bureau from being designated as an As-
20 sistant Secretary, if such an Assistant Secretary po-
21 sition does not increase the number of Assistant
22 Secretary positions at the Department above the
23 number authorized under subsection (e)(1).”.

24 (b) SENSE OF CONGRESS.—It is the sense of Con-
25 gress that the Bureau established under section 1(i) of

1 the State Department Basic Authorities Act of 1956, as
2 added by subsection (a), should have a diverse workforce
3 composed of qualified individuals, including individuals
4 from traditionally underrepresented groups.

5 (c) UNITED NATIONS.—The Permanent Representa-
6 tive of the United States to the United Nations should
7 use the voice, vote, and influence of the United States to
8 oppose any measure that is inconsistent with the policy
9 described in section 501(a).

10 **SEC. 503. INTERNATIONAL CYBERSPACE AND DIGITAL POL-**
11 **ICY STRATEGY.**

12 (a) STRATEGY REQUIRED.—Not later than 1 year
13 after the date of the enactment of this Act, the President,
14 acting through the Secretary, and in coordination with the
15 heads of other relevant Federal departments and agencies,
16 shall develop an international cyberspace and digital policy
17 strategy.

18 (b) ELEMENTS.—The strategy required under sub-
19 section (a) shall include—

20 (1) a review of actions and activities under-
21 taken to support the policy described in section
22 501(a);

23 (2) a plan of action to guide the diplomacy of
24 the Department with regard to foreign countries, in-
25 cluding—

1 (A) conducting bilateral and multilateral
2 activities—

3 (i) to develop and support the imple-
4 mentation of norms of responsible country
5 behavior in cyberspace consistent with the
6 objectives specified in section 501(b)(5);

7 (ii) to reduce the frequency and sever-
8 ity of cyberattacks on United States indi-
9 viduals, businesses, governmental agencies,
10 and other organizations;

11 (iii) to reduce cybersecurity risks to
12 United States and allied critical infrastruc-
13 ture;

14 (iv) to improve allies' and partners'
15 collaboration with the United States on cy-
16 bersecurity issues, including information
17 sharing, regulatory coordination and im-
18 provement, and joint investigatory and law
19 enforcement operations related to
20 cybercrime; and

21 (v) to share best practices and ad-
22 vance proposals to strengthen civilian and
23 private sector resiliency to threats and ac-
24 cess to opportunities in cyberspace; and

1 (B) reviewing the status of existing efforts
2 in relevant multilateral fora, as appropriate, to
3 obtain commitments on international norms re-
4 garding cyberspace;

5 (3) a review of alternative concepts for inter-
6 national norms regarding cyberspace offered by for-
7 eign countries;

8 (4) a detailed description of new and evolving
9 threats regarding cyberspace from foreign adver-
10 saries, state-sponsored actors, and non-state actors
11 to—

12 (A) United States national security;

13 (B) the Federal and private sector cyber-
14 space infrastructure of the United States;

15 (C) intellectual property in the United
16 States; and

17 (D) the privacy and security of citizens of
18 the United States;

19 (5) a review of the policy tools available to the
20 President to deter and de-escalate tensions with for-
21 eign countries, state-sponsored actors, and private
22 actors regarding—

23 (A) threats in cyberspace;

24 (B) the degree to which such tools have
25 been used; and

1 (C) whether such tools have been effective
2 deterrents;

3 (6) a review of resources required to conduct
4 activities to build responsible norms of international
5 cyber behavior;

6 (7) a review to determine whether the budg-
7 etary resources, technical expertise, legal authorities,
8 and personnel available to the Department and other
9 relevant Federal agencies are adequate to achieve
10 the actions and activities undertaken to support the
11 policy described in section 501(a);

12 (8) a review to determine whether the Depart-
13 ment is properly organized and coordinated with
14 other Federal agencies to achieve the objectives de-
15 scribed in section 501(b); and

16 (9) a plan of action, developed in consultation
17 with relevant Federal departments and agencies as
18 the President may direct, to guide the diplomacy of
19 the Department with respect to the inclusion of
20 cyber issues in mutual defense agreements.

21 (c) FORM OF STRATEGY.—

22 (1) PUBLIC AVAILABILITY.—The strategy re-
23 quired under subsection (a) shall be available to the
24 public in unclassified form, including through publi-
25 cation in the Federal Register.

1 (2) CLASSIFIED ANNEX.—The strategy required
2 under subsection (a) may include a classified annex.

3 (d) BRIEFING.—Not later than 30 days after the
4 completion of the strategy required under subsection (a),
5 the Secretary shall brief the appropriate congressional
6 committees regarding the strategy, including any material
7 contained in a classified annex.

8 (e) UPDATES.—The strategy required under sub-
9 section (a) shall be updated—

10 (1) not later than 90 days after any material
11 change to United States policy described in such
12 strategy; and

13 (2) not later than 1 year after the inauguration
14 of each new President.

15 **SEC. 504. GOVERNMENT ACCOUNTABILITY OFFICE REPORT**
16 **ON CYBER DIPLOMACY.**

17 Not later than 18 months after the date of the enact-
18 ment of this Act, the Comptroller General of the United
19 States shall submit a report and provide a briefing to the
20 appropriate congressional committees that includes—

21 (1) an assessment of the extent to which United
22 States diplomatic processes and other efforts with
23 foreign countries, including through multilateral
24 fora, bilateral engagements, and negotiated cyber-
25 space agreements, advance the full range of United

1 States interests regarding cyberspace, including the
2 policy described in section 501(a);

3 (2) an assessment of the Department's organi-
4 zational structure and approach to managing its dip-
5 lomatic efforts to advance the full range of United
6 States interests regarding cyberspace, including a
7 review of—

8 (A) the establishment of a Bureau within
9 the Department to lead the Department's inter-
10 national cyber mission;

11 (B) the current or proposed diplomatic
12 mission, structure, staffing, funding, and activi-
13 ties of such Bureau;

14 (C) how the establishment of such Bureau
15 has impacted or is likely to impact the structure
16 and organization of the Department; and

17 (D) what challenges, if any, the Depart-
18 ment has faced or will face in establishing such
19 Bureau; and

20 (3) any other matters that the Comptroller
21 General determines to be relevant.

1 **SEC. 505. REPORT ON DIPLOMATIC PROGRAMS TO DETECT**
2 **AND RESPOND TO CYBER THREATS AGAINST**
3 **ALLIES AND PARTNERS.**

4 Not later than 180 days after the date of the enact-
5 ment of this Act, the Secretary, in coordination with the
6 heads of other relevant Federal agencies, shall submit a
7 report to the appropriate congressional committees that
8 assesses the capabilities of the Department to provide ci-
9 vilian-led support for acute cyber incident response in ally
10 and partner countries that includes—

11 (1) a description and assessment of the Depart-
12 ment's coordination with cyber programs and oper-
13 ations of the Department of Defense and the De-
14 partment of Homeland Security;

15 (2) recommendations on how to improve coordi-
16 nation and executive of Department involvement in
17 programs or operations to support allies and part-
18 ners in responding to acute cyber incidents; and

19 (3) the budgetary resources, technical expertise,
20 legal authorities, and personnel needed for the De-
21 partment to formulate and implement the programs
22 described in this section.

1 **SEC. 506. CYBERSECURITY RECRUITMENT AND RETEN-**
2 **TION.**

3 (a) SENSE OF CONGRESS.—It is the sense of Con-
4 gress that improving computer programming language
5 proficiency will improve—

6 (1) the cybersecurity effectiveness of the De-
7 partment; and

8 (2) the ability of foreign service officers to en-
9 gage with foreign audiences on cybersecurity mat-
10 ters.

11 (b) TECHNOLOGY TALENT ACQUISITION.—

12 (1) ESTABLISHMENT.—The Secretary shall es-
13 tablish positions within the Bureau of Global Talent
14 Management that are solely dedicated to the recruit-
15 ment and retention of Department personnel with
16 backgrounds in cybersecurity, engineering, data
17 science, application development, artificial intel-
18 ligence, critical and emerging technology, and tech-
19 nology and digital policy.

20 (2) GOALS.—The goals of the positions de-
21 scribed in paragraph (1) shall be—

22 (A) to fulfill the critical need of the De-
23 partment to recruit and retain employees for
24 cybersecurity, digital, and technology positions;

1 (B) to actively recruit relevant candidates
2 from academic institutions, the private sector,
3 and related industries;

4 (C) to work with the Office of Personnel
5 Management and the United States Digital
6 Service to develop and implement best strate-
7 gies for recruiting and retaining technology tal-
8 ent; and

9 (D) to inform and train supervisors at the
10 Department on the use of the authorities listed
11 in subsection (c)(1).

12 (3) IMPLEMENTATION PLAN.—Not later than
13 180 days after the date of the enactment of this Act,
14 the Secretary shall submit a plan to the appropriate
15 congressional committees that describes how the ob-
16 jectives and goals set forth in paragraphs (1) and
17 (2) will be implemented.

18 (4) AUTHORIZATION OF APPROPRIATIONS.—
19 There is authorized to be appropriated \$750,000 for
20 each of the fiscal years 2023 through 2027 to carry
21 out this subsection.

22 (c) ANNUAL REPORT ON HIRING AUTHORITIES.—
23 Not later than 1 year after the date of the enactment of
24 this Act, and annually thereafter for the following 5 years,

1 the Secretary shall submit a report to the appropriate con-
2 gressional committees that includes—

3 (1) a list of the hiring authorities available to
4 the Department to recruit and retain personnel with
5 backgrounds in cybersecurity, engineering, data
6 science, application development, artificial intel-
7 ligence, critical and emerging technology, and tech-
8 nology and digital policy;

9 (2) a list of which hiring authorities described
10 in paragraph (1) have been used during the previous
11 5 years;

12 (3) the number of employees in qualified posi-
13 tions hired, aggregated by position and grade level
14 or pay band;

15 (4) the number of employees who have been
16 placed in qualified positions, aggregated by bureau
17 and offices within the Department;

18 (5) the rate of attrition of individuals who begin
19 the hiring process and do not complete the process
20 and a description of the reasons for such attrition;

21 (6) the number of individuals who are inter-
22 viewed by subject matter experts and the number of
23 individuals who are not interviewed by subject mat-
24 ter experts; and

25 (7) recommendations for—

1 (A) reducing the attrition rate referred to
2 in paragraph (5) by 5 percent each year;

3 (B) additional hiring authorities needed to
4 acquire needed technology talent;

5 (C) hiring personnel to hold public trust
6 positions until such personnel can obtain the
7 necessary security clearance; and

8 (D) informing and training supervisors
9 within the Department on the use of the au-
10 thorities listed in paragraph (1).

11 (d) INCENTIVE PAY FOR CYBERSECURITY PROFES-
12 SIONALS.—To increase the number of qualified candidates
13 available to fulfill the cybersecurity needs of the Depart-
14 ment, the Secretary shall—

15 (1) include computer programming languages
16 within the Recruitment Language Program; and

17 (2) provide appropriate language incentive pay.

18 (e) REPORT.—Not later than 1 year after the date
19 of the enactment of this Act, and annually thereafter for
20 the following 5 years, the Secretary shall provide a list
21 to the appropriate congressional committees that identi-
22 fies—

23 (1) the computer programming languages in-
24 cluded within the Recruitment Language Program
25 and the language incentive pay rate; and

1 (2) the number of individuals benefitting from
2 the inclusion of such computer programming lan-
3 guages in the Recruitment Language Program and
4 language incentive pay.

5 **SEC. 507. SHORT COURSE ON EMERGING TECHNOLOGIES**
6 **FOR SENIOR OFFICIALS.**

7 (a) IN GENERAL.—Not later than 1 year after the
8 date of the enactment of this Act, the Secretary shall de-
9 velop and begin providing, for senior officials of the De-
10 partment, a course addressing how the most recent and
11 relevant technologies affect the activities of the Depart-
12 ment.

13 (b) THROUGHPUT OBJECTIVES.—The Secretary
14 should ensure that—

15 (1) during the first year that the course devel-
16 oped pursuant to subsection (a) is offered, not fewer
17 than 20 percent of senior officials are certified as
18 having passed such course; and

19 (2) in each subsequent year, until the date on
20 which 80 percent of senior officials are certified as
21 having passed such course, an additional 10 percent
22 of senior officials are certified as having passed such
23 course.

1 **SEC. 508. ESTABLISHMENT AND EXPANSION OF REGIONAL**
2 **TECHNOLOGY OFFICER PROGRAM.**

3 (a) REGIONAL TECHNOLOGY OFFICER PROGRAM.—

4 (1) ESTABLISHMENT.—The Secretary shall es-
5 tablish a program, which shall be known as the “Re-
6 gional Technology Officer Program” (referred to in
7 this section as the “Program”).

8 (2) GOALS.—The goals of the Program shall in-
9 clude the following:

10 (A) Promoting United States leadership in
11 technology abroad.

12 (B) Working with partners to increase the
13 deployment of critical and emerging technology
14 in support of democratic values.

15 (C) Shaping diplomatic agreements in re-
16 gional and international fora with respect to
17 critical and emerging technologies.

18 (D) Building diplomatic capacity for han-
19 dling critical and emerging technology issues.

20 (E) Facilitating the role of critical and
21 emerging technology in advancing the foreign
22 policy objectives of the United States through
23 engagement with research labs, incubators, and
24 venture capitalists.

1 (F) Maintaining the advantages of the
2 United States with respect to critical and
3 emerging technologies.

4 (b) IMPLEMENTATION PLAN.—Not later than 180
5 days after the date of the enactment of this Act, the Sec-
6 retary shall submit an implementation plan to the appro-
7 priate congressional committees that outlines strategies
8 for—

9 (1) advancing the goals described in subsection
10 (a)(2);

11 (2) hiring Regional Technology Officers and in-
12 creasing the competitiveness of the Program within
13 the Foreign Service bidding process;

14 (3) expanding the Program to include a min-
15 imum of 15 Regional Technology Officers; and

16 (4) assigning not fewer than 2 Regional Tech-
17 nology Officers to posts within—

18 (A) each regional bureau of the Depart-
19 ment; and

20 (B) the Bureau of International Organiza-
21 tion Affairs.

22 (c) ANNUAL BRIEFING REQUIREMENT.—Not later
23 than 180 days after the date of the enactment of this Act,
24 and annually thereafter for the following 5 years, the Sec-
25 retary shall brief the appropriate congressional committees

1 regarding the status of the implementation plan required
2 under subsection (b).

3 (d) AUTHORIZATION OF APPROPRIATIONS.—There is
4 authorized to be appropriated \$25,000,000 for each of the
5 fiscal years 2023 through 2027 to carry out this section.

6 **SEC. 509. VULNERABILITY DISCLOSURE POLICY AND BUG**
7 **BOUNTY PROGRAM REPORT.**

8 (a) DEFINITIONS.—In this section:

9 (1) BUG BOUNTY PROGRAM.—The term “bug
10 bounty program” means a program under which an
11 approved individual, organization, or company is
12 temporarily authorized to identify and report
13 vulnerabilities of internet-facing information tech-
14 nology of the Department in exchange for compensa-
15 tion.

16 (2) INFORMATION TECHNOLOGY.—The term
17 “information technology” has the meaning given
18 such term in section 11101 of title 40, United
19 States Code.

20 (b) VULNERABILITY DISCLOSURE POLICY.—

21 (1) IN GENERAL.—Not later than 180 days
22 after the date of the enactment of this Act, the Sec-
23 retary shall design, establish, and make publicly
24 known a Vulnerability Disclosure Policy (referred to

1 in this section as the “VDP”) to improve Depart-
2 ment cybersecurity by—

3 (A) creating Department policy and infra-
4 structure to receive reports of and remediate
5 discovered vulnerabilities in line with existing
6 policies of the Office of Management and Budg-
7 et and the Department of Homeland Security
8 Binding Operational Directive 20–01 or any
9 subsequent directive; and

10 (B) providing a report on such policy and
11 infrastructure to Congress.

12 (2) ANNUAL REPORTS.—Not later than 180
13 days after the establishment of the VDP pursuant to
14 paragraph (1), and annually thereafter for the fol-
15 lowing 5 years, the Secretary shall submit a report
16 on the VDP to the Committee on Foreign Relations
17 of the Senate, the Committee on Homeland Security
18 and Governmental Affairs of the Senate, the Com-
19 mittee on Foreign Affairs of the House of Rep-
20 resentatives, and the Committee on Homeland Secu-
21 rity of the House of Representatives that includes
22 information relating to—

23 (A) the number and severity of all security
24 vulnerabilities reported;

1 (B) the number of previously unidentified
2 security vulnerabilities remediated as a result;

3 (C) the current number of outstanding
4 previously unidentified security vulnerabilities
5 and Department of State remediation plans;

6 (D) the average time between the reporting
7 of security vulnerabilities and remediation of
8 such vulnerabilities;

9 (E) the resources, surge staffing, roles,
10 and responsibilities within the Department used
11 to implement the VDP and complete security
12 vulnerability remediation;

13 (F) how the VDP identified vulnerabilities
14 are incorporated into existing Department vul-
15 nerability prioritization and management proc-
16 esses;

17 (G) any challenges in implementing the
18 VDP and plans for expansion or contraction in
19 the scope of the VDP across Department infor-
20 mation systems; and

21 (H) any other topic that the Secretary de-
22 termines to be relevant.

23 (c) BUG BOUNTY PROGRAM REPORT.—

24 (1) IN GENERAL.—Not later than 180 days
25 after the date of the enactment of this Act, the Sec-

1 retary shall submit a report to Congress that de-
2 scribes any ongoing efforts by the Department or a
3 third-party vendor under contract with the Depart-
4 ment to establish or carry out a bug bounty program
5 that identifies security vulnerabilities of internet-
6 facing information technology of the Department.

7 (2) REPORT.—Not later than 180 days after
8 the date on which any bug bounty program is estab-
9 lished, the Secretary shall submit a report to the
10 Committee on Foreign Relations of the Senate, the
11 Committee on Homeland Security and Governmental
12 Affairs of the Senate, the Committee on Foreign Af-
13 fairs of the House of Representatives, and the Com-
14 mittee on Homeland Security of the House of Rep-
15 resentatives regarding such program, including in-
16 formation relating to—

17 (A) the number of approved individuals,
18 organizations, or companies involved in such
19 program, disaggregated by the number of ap-
20 proved individuals, organizations, or companies
21 that—

22 (i) registered;

23 (ii) were approved;

24 (iii) submitted security vulnerabilities;

25 and

1 (iv) received compensation;

2 (B) the number and severity of all security
3 vulnerabilities reported as part of such pro-
4 gram;

5 (C) the number of previously unidentified
6 security vulnerabilities remediated as a result of
7 such program;

8 (D) the current number of outstanding
9 previously unidentified security vulnerabilities
10 and Department remediation plans for such
11 outstanding vulnerabilities;

12 (E) the average length of time between the
13 reporting of security vulnerabilities and remedi-
14 ation of such vulnerabilities;

15 (F) the types of compensation provided
16 under such program;

17 (G) the lessons learned from such pro-
18 gram;

19 (H) the public accessibility of contact in-
20 formation for the Department regarding the
21 bug bounty program;

22 (I) the incorporation of bug bounty pro-
23 gram identified vulnerabilities into existing De-
24 partment vulnerability prioritization and man-
25 agement processes; and

1 (J) any challenges in implementing the bug
2 bounty program and plans for expansion or
3 contraction in the scope of the bug bounty pro-
4 gram across Department information systems.

5 **TITLE VI—PUBLIC DIPLOMACY**

6 **SEC. 601. UNITED STATES PARTICIPATION IN INTER-**
7 **NATIONAL FAIRS AND EXPOSITIONS.**

8 (a) IN GENERAL.—Notwithstanding section 204 of
9 the Admiral James W. Nance and Meg Donovan Foreign
10 Relations Authorization Act, Fiscal Years 2000 and 2001
11 (22 U.S.C. 2452b), and subject to subsection (b), amounts
12 available under title I of the Department of State, Foreign
13 Operations, and Related Programs Appropriations Act,
14 2022 (division K of Public Law 117–103), or under prior
15 such Acts, may be made available to pay for expenses re-
16 lated to United States participation in international fairs
17 and expositions abroad, including for construction and op-
18 eration of pavilions or other major exhibits.

19 (b) LIMITATION ON SOLICITATION OF FUNDS.—Sen-
20 ior employees of the Department, in their official capacity,
21 may not solicit funds to pay expenses for a United States
22 pavilion or other major exhibit at any international expo-
23 sition or world’s fair registered by the Bureau of Inter-
24 national Expositions.

1 (c) AUTHORIZATION OF APPROPRIATIONS.—There is
2 authorized to be appropriated \$20,000,000 to the Depart-
3 ment for United States participation in international fairs
4 and expositions abroad, including for construction and op-
5 eration of pavilions or other major exhibits.

6 **SEC. 602. PRESS FREEDOM CURRICULUM.**

7 The Secretary shall ensure that there is a press free-
8 dom curriculum for the National Foreign Affairs Training
9 Center that enables Foreign Service officers to better un-
10 derstand issues of press freedom and the tools that are
11 available to help protect journalists and promote freedom
12 of the press norms, which may include—

13 (1) the historic and current issues facing press
14 freedom, including countries of specific concern;

15 (2) the Department's role in promoting press
16 freedom as an American value, a human rights
17 issue, and a national security imperative;

18 (3) ways to incorporate press freedom pro-
19 motion into other aspects of diplomacy; and

20 (4) existing tools to assist journalists in distress
21 and methods for engaging foreign governments and
22 institutions on behalf of individuals engaged in jour-
23 nalistic activity who are at risk of harm.

1 **SEC. 603. GLOBAL ENGAGEMENT CENTER.**

2 (a) IN GENERAL.—Section 1287(j) of the National
3 Defense Authorization Act for Fiscal Year 2017 (22
4 U.S.C. 2656 note) is amended by striking “the date that
5 is 8 years after the date of the enactment of this Act”
6 and inserting “December 31, 2027”.

7 (b) HIRING AUTHORITY FOR GLOBAL ENGAGEMENT
8 CENTER.—Notwithstanding any other provision of law,
9 the Secretary, during the 5-year period beginning on the
10 date of the enactment of this Act and solely to carry out
11 the functions of the Global Engagement Center described
12 in section 1287(b) of the National Defense Authorization
13 Act for Fiscal Year 2017 (22 U.S.C. 2656 note), may—

14 (1) appoint employees without regard to ap-
15 pointment in the competitive service; and

16 (2) fix the basic compensation of such employ-
17 ees regarding classification and General Schedule
18 pay rates.

19 **SEC. 604. UNDER SECRETARY FOR PUBLIC DIPLOMACY.**

20 Section 1(b)(3) of the State Department Basic Au-
21 thorities Act of 1956 (22 U.S.C. 2651a) is amended—

22 (1) in subparagraph (D), by striking “and” at
23 the end;

24 (2) in subparagraph (E), by striking the period
25 at the end and inserting “; and”; and

26 (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. SUPPORTING THE EMPLOYMENT OF UNITED** 18 **STATES CITIZENS BY INTERNATIONAL ORGA-** 19 **NIZATIONS.**

20 (a) IN GENERAL.—The Secretary is authorized to
21 promote the employment and advancement of United
22 States citizens by international organizations and bodies,
23 including by—

1 (1) providing stipends, consultation, and analyt-
2 ical services to support United States citizen appli-
3 cants; and

4 (2) making grants for the purposes described in
5 paragraph (1).

6 (b) USING DIPLOMATIC PROGRAMS FUNDING TO
7 PROMOTE THE EMPLOYMENT OF UNITED STATES CITI-
8 ZENS BY INTERNATIONAL ORGANIZATIONS.—Amounts
9 appropriated under the heading “DIPLOMATIC PROGRAMS”
10 in any Act making appropriations for the Department of
11 State, Foreign Operations, and Related Programs may be
12 made available for grants, programs, and activities de-
13 scribed in subsection (a).

14 **SEC. 702. INCREASING HOUSING AVAILABILITY FOR CER-**
15 **TAIN EMPLOYEES ASSIGNED TO THE UNITED**
16 **STATES MISSION TO THE UNITED NATIONS.**

17 (a) ADDITIONAL EMPLOYEES.—Section 9(2) of the
18 United Nations Participation Act of 1945 (22 U.S.C.
19 287e–1(2)), is amended by striking “30” and inserting
20 “41”.

21 (b) HEALTH SYSTEMS AND RESILIENCE FUND.—

22 (1) ESTABLISHMENT.—There is established in
23 the Treasury of the United States a fund to be
24 known as the “Health Systems and Resilience
25 Fund”.

1 (2) AUTHORIZATION OF APPROPRIATIONS.—

2 There is authorized to be appropriated to the Health
3 Systems and Resilience Fund \$10,000,000, which—

4 (A) shall be used by USAID for global
5 health activities in challenging environments
6 and countries in crisis; and

7 (B) shall remain available until expended.

8 **SEC. 703. LIMITATION ON UNITED STATES CONTRIBUTIONS**
9 **TO PEACEKEEPING OPERATIONS NOT AU-**
10 **THORIZED BY THE UNITED NATIONS SECU-**
11 **RITY COUNCIL.**

12 The United Nations Participation Act of 1945 (22
13 U.S.C. 287 et seq.) is amended by adding at the end the
14 following:

15 **“SEC. 12. LIMITATION ON UNITED STATES CONTRIBUTIONS**
16 **TO PEACEKEEPING OPERATIONS NOT AU-**
17 **THORIZED BY THE UNITED NATIONS SECU-**
18 **RITY COUNCIL.**

19 “None of the funds authorized to be appropriated or
20 otherwise made available to pay assessed and other ex-
21 penses of international peacekeeping activities under this
22 Act may be made available for an international peace-
23 keeping operation that has not been expressly authorized
24 by the United Nations Security Council.”.

1 **SEC. 704. BOARDS OF RADIO FREE EUROPE/RADIO LIB-**
2 **ERTY, RADIO FREE ASIA, THE MIDDLE EAST**
3 **BROADCASTING NETWORKS, AND THE OPEN**
4 **TECHNOLOGY FUND.**

5 The United States International Broadcasting Act of
6 1994 (22 U.S.C. 6201 et seq.) is amended by inserting
7 after section 306 (22 U.S.C. 6205) the following:

8 **“SEC. 307. GRANTEE CORPORATE BOARDS OF DIRECTORS.**

9 “(a) IN GENERAL.—The corporate board of directors
10 of each grantee under this title—

11 “(1) shall be bipartisan;

12 “(2) shall have the sole responsibility to operate
13 their respective grantees within the jurisdiction of
14 their respective States of incorporation;

15 “(3) shall be composed of not fewer than 5
16 members and not more than 7 members, who shall
17 be qualified individuals who are not employed in the
18 public sector; and

19 “(4) shall appoint successors in the event of va-
20 cancies on their respective boards, in accordance
21 with applicable bylaws.

22 “(b) NOT FEDERAL EMPLOYEES.—No employee of
23 any grantee under this title may be a Federal employee.”.

1 **SEC. 705. BROADCASTING ENTITIES NO LONGER REQUIRED**
2 **TO CONSOLIDATE INTO A SINGLE PRIVATE,**
3 **NONPROFIT CORPORATION.**

4 Section 310 of the United States International
5 Broadcasting Act of 1994 (22 U.S.C. 6209) is repealed.

6 **SEC. 706. INTERNATIONAL BROADCASTING ACTIVITIES.**

7 Section 305(a) of the United States International
8 Broadcasting Act of 1994 (22 U.S.C. 6204(a)) is amend-
9 ed—

10 (1) by striking paragraph (20);

11 (2) by redesignating paragraphs (21), (22), and
12 (23) as paragraphs (20), (21), and (22), respectively;
13 and

14 (3) in paragraph (20), as redesignated, by
15 striking “or between grantees,”.

16 **SEC. 707. GLOBAL INTERNET FREEDOM.**

17 (a) STATEMENT OF POLICY.—It is the policy of the
18 United States to promote internet freedom through pro-
19 grams of the Department and USAID that preserve and
20 expand the Internet as an open, global space for freedom
21 of expression and association, which shall be prioritized
22 for countries—

23 (1) whose governments restrict freedom of ex-
24 pression on the Internet; and

25 (2) that are important to the national interest
26 of the United States.

1 (b) PURPOSE AND COORDINATION WITH OTHER
2 PROGRAMS.—Global internet freedom programming under
3 this section—

4 (1) shall be coordinated with other United
5 States foreign assistance programs that promote de-
6 mocracy and support the efforts of civil society—

7 (A) to counter the development of repres-
8 sive internet-related laws and regulations, in-
9 cluding countering threats to internet freedom
10 at international organizations;

11 (B) to combat violence against bloggers
12 and other civil society activists who utilize the
13 Internet; and

14 (C) to enhance digital security training
15 and capacity building for democracy activists;

16 (2) shall seek to assist efforts—

17 (A) to research key threats to internet
18 freedom;

19 (B) to continue the development of tech-
20 nologies that provide or enhance access to the
21 Internet, including circumvention tools that by-
22 pass internet blocking, filtering, and other cen-
23 sorship techniques used by authoritarian gov-
24 ernments; and

1 (C) to maintain the technological advan-
2 tage of the Federal Government over the cen-
3 sorship techniques described in subparagraph
4 (B); and

5 (3) shall be incorporated into country assistance
6 and democracy promotion strategies, as appropriate;

7 (c) AUTHORIZATION OF APPROPRIATIONS.—There
8 are authorized to be appropriated for fiscal year 2023—

9 (1) \$75,000,000 to the Department and
10 USAID, which shall be used to continue efforts to
11 promote internet freedom globally, and shall be
12 matched, to the maximum extent practicable, by
13 sources other than the Federal Government, includ-
14 ing the private sector; and

15 (2) \$49,000,000 to the United States Agency
16 for Global Media (referred to in this section as the
17 “USAGM”) and its grantees, which shall be used for
18 internet freedom and circumvention technologies
19 that are designed—

20 (A) for open-source tools and techniques to
21 securely develop and distribute digital content
22 produced by the USAGM and its grantees;

23 (B) to facilitate audience access to such
24 digital content on websites that are censored;

1 (C) to coordinate the distribution of such
2 digital content to targeted regional audiences;
3 and

4 (D) to promote and distribute such tools
5 and techniques, including digital security tech-
6 niques.

7 (d) UNITED STATES AGENCY FOR GLOBAL MEDIA
8 ACTIVITIES.—

9 (1) ANNUAL CERTIFICATION.—For any new
10 tools or techniques authorized under subsection
11 (c)(2), the Chief Executive Officer of the USGAM,
12 in consultation with the President of the Open Tech-
13 nology Fund (referred to in this subsection as the
14 “OTF”) and relevant Federal departments and
15 agencies, shall submit an annual certification to the
16 appropriate congressional committees that verifies
17 they—

18 (A) have evaluated the risks and benefits
19 of such new tools or techniques; and

20 (B) have established safeguards to mini-
21 mize the use of such new tools or techniques for
22 illicit purposes.

23 (2) INFORMATION SHARING.—The Secretary
24 may not direct programs or policy of the USAGM or
25 the OTF, but may share any research and develop-

1 ment with relevant Federal departments and agen-
2 cies for the exclusive purposes of—

3 (A) sharing information, technologies, and
4 best practices; and

5 (B) assessing the effectiveness of such
6 technologies.

7 (3) UNITED STATES AGENCY FOR GLOBAL
8 MEDIA.—The Chief Executive Officer of the
9 USAGM, in consultation with the President of the
10 OTF, shall—

11 (A) coordinate international broadcasting
12 programs and incorporate such programs into
13 country broadcasting strategies, as appropriate;

14 (B) solicit project proposals through an
15 open, transparent, and competitive application
16 process, including by seeking input from tech-
17 nical and subject matter experts; and

18 (C) support internet circumvention tools
19 and techniques for audiences in countries that
20 are strategic priorities for the OTF, in accord-
21 ance with USAGM’s annual language service
22 prioritization review.

23 (e) USAGM REPORT.—Not later than 120 days after
24 the date of the enactment of this Act, the Chief Executive

1 Office of the USAGM shall submit a report to the appro-
2 priate congressional committees that describes—

3 (1) as of the date of the report—

4 (A) the full scope of internet freedom pro-
5 grams within the USAGM, including—

6 (i) the efforts of the Office of Internet
7 Freedom; and

8 (ii) the efforts of the Open Tech-
9 nology Fund;

10 (B) the capacity of internet censorship cir-
11 cumvention tools supported by the Office of
12 Internet Freedom and grantees of the Open
13 Technology Fund that are available for use by
14 individuals in foreign countries seeking to coun-
15 teract censors; and

16 (C) any barriers to the provision of the ef-
17 forts described in clause (i) and (ii) of subpara-
18 graph (A), including access to surge funding;
19 and

20 (2) successful examples from the Office of
21 Internet Freedom and Open Technology Fund in-
22 volving—

23 (A) responding rapidly to internet shut-
24 downs in closed societies; and

1 (B) ensuring uninterrupted circumvention
2 services for USAGM entities to promote inter-
3 net freedom within repressive regimes.

4 (f) JOINT REPORT.—Not later than 60 days after the
5 date of the enactment of this Act, the Secretary and the
6 Administrator of USAID shall jointly submit a report,
7 which may include a classified annex, to the appropriate
8 congressional committees that describes—

9 (1) as of the date of the report—

10 (A) the full scope of internet freedom pro-
11 grams within the Department and USAID, in-
12 cluding—

13 (i) Department circumvention efforts;

14 and

15 (ii) USAID efforts to support internet
16 infrastructure; and

17 (B) the capacity of internet censorship cir-
18 cumvention tools supported by the Federal Gov-
19 ernment that are available for use by individ-
20 uals in foreign countries seeking to counteract
21 censors;

22 (C) any barriers to provision of the efforts
23 enumerated in clauses (i) and (ii) of subsection
24 (e)(1)(A), including access to surge funding;
25 and

1 (2) any new resources needed to provide the
2 Federal Government with greater capacity to provide
3 and boost internet access—

4 (A) to respond rapidly to internet shut-
5 downs in closed societies; and

6 (B) to provide Internet connectivity to for-
7 eign locations where the provision of additional
8 Internet access service would promote freedom
9 from repressive regimes.

10 (g) SECURITY AUDITS.—Before providing any sup-
11 port for open source technologies under this section, such
12 technologies must undergo comprehensive security audits
13 that to ensure that such technologies are secure and have
14 not been compromised in a manner that is detrimental to
15 the interest of the United States or to the interests of indi-
16 viduals and organizations benefitting from programs sup-
17 ported by such funding.

18 (h) SURGE.—

19 (1) AUTHORIZATION OF APPROPRIATIONS.—
20 Subject to paragraph (2), there is authorized to be
21 appropriated, in addition to amounts otherwise made
22 available for such purposes, \$2,500,000 to support
23 internet freedom programs in closed societies, in-
24 cluding programs that—

1 (A) are carried out in crisis situations by
2 vetted entities that are already engaged in
3 Internet freedom programs;

4 (B) involve circumvention tools; or

5 (C) increase the overseas bandwidth for
6 companies that received Federal funding during
7 the previous fiscal year.

8 (2) CERTIFICATION.—Amounts authorized to be
9 appropriated pursuant to paragraph (1) may not be
10 expended until the Secretary has certified to the ap-
11 propriate congressional committees, the Committee
12 on Appropriations of the Senate, and the Committee
13 on Appropriations of the House of Representatives
14 that the use of such funds is in the national interest
15 of the United States.

16 (i) DEFINED TERM.—In this section, the term “inter-
17 net censorship circumvention tool” means a software ap-
18 plication or other tool that an individual can use to evade
19 foreign government restrictions on internet access.

20 **SEC. 708. ARMS EXPORT CONTROL ACT ALIGNMENT WITH**
21 **THE EXPORT CONTROL REFORM ACT.**

22 Section 38(e) of the Arms Export Control Act (22
23 U.S.C. 2778(e)) is amended—

24 (1) by striking “subsections (c), (d), (e), and
25 (g) of section 11 of the Export Administration Act

1 of 1979, and by subsections (a) and (c) of section
2 12 of such Act” and inserting “subsections (c) and
3 (d) of section 1760 of the Export Control Reform
4 Act of 2018 (50 U.S.C. 4819), and by subsections
5 (a)(1), (a)(2), (a)(3), (a)(4), (a)(7), (c), and (h) of
6 section 1761 of such Act (50 U.S.C. 4820)”;

7 (2) by striking “11(c)(2)(B) of such Act” and
8 inserting “1760(c)(2) of such Act (50 U.S.C.
9 4819(c)(2))”;

10 (3) by striking “11(c) of the Export Adminis-
11 tration Act of 1979” and inserting “section 1760(c)
12 of the Export Control Reform Act of 2018 (50
13 U.S.C. 4819(c))”; and

14 (4) by striking “\$500,000” and inserting “the
15 greater of \$1,200,000 or the amount that is twice
16 the value of the transaction that is the basis of the
17 violation with respect to which the penalty is im-
18 posed.”.

19 **SEC. 709. INCREASING THE MAXIMUM ANNUAL LEASE PAY-**
20 **MENT AVAILABLE WITHOUT APPROVAL BY**
21 **THE SECRETARY.**

22 Section 10(a) of the Foreign Service Buildings Act,
23 1926 (22 U.S.C. 301(a)), is amended by striking
24 “\$50,000” and inserting “\$100,000”.

1 **SEC. 710. REPORT ON UNITED STATES ACCESS TO CRIT-**
2 **ICAL MINERAL RESOURCES ABROAD.**

3 Not later than 120 days after the date of the enact-
4 ment of this Act, the Secretary shall submit a report to
5 the appropriate congressional committees that details,
6 with regard to the Department—

7 (1) diplomatic efforts to ensure United States
8 access to critical minerals acquired from outside of
9 the United States that are used to manufacture
10 clean energy technologies; and

11 (2) collaboration with other parts of the Fed-
12 eral Government to build a robust supply chain for
13 critical minerals necessary to manufacture clean en-
14 ergy technologies.

15 **SEC. 711. ENSURING THE INTEGRITY OF COMMUNICATIONS**
16 **COOPERATION.**

17 (a) **DEFINED TERM.**—In this section, the term “ap-
18 propriate congressional committees” means—

19 (1) the Committee on Foreign Relations of the
20 Senate;

21 (2) the Select Committee on Intelligence of the
22 Senate;

23 (3) the Committee on Armed Services of the
24 Senate;

25 (4) the Committee on Foreign Affairs of the
26 House of Representatives;

1 (5) the Permanent Select Committee on Intel-
2 ligence of the House of Representatives; and

3 (6) the Committee on Armed Services of the
4 House of Representatives.

5 (b) DETERMINATION.—Notwithstanding any other
6 provision of law, not later than 15 days after any Chief
7 of Mission determines that communications equipment
8 provided by the United States Government to a foreign
9 government has been used for a purpose other than the
10 purpose for which the equipment was authorized, the Sec-
11 retary shall submit to the appropriate congressional com-
12 mittees—

13 (1) an unclassified notification that indicates
14 that such an incident occurred and the country in
15 which it occurred; and

16 (2) a classified notification that describes the
17 incident concerned, 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.

1 **SEC. 712. CONGRESSIONAL OVERSIGHT, QUARTERLY RE-**
2 **VIEW, AND AUTHORITY RELATING TO CON-**
3 **CURRENCE PROVIDED BY CHIEFS OF MIS-**
4 **SION FOR THE PROVISION OF SUPPORT RE-**
5 **LATING TO CERTAIN UNITED STATES GOV-**
6 **ERNMENT OPERATIONS.**

7 (a) NOTIFICATION REQUIRED.—Not later than 30
8 days after the date on which a Chief of Mission provides
9 concurrence for the provision of United States Govern-
10 ment support to entities or individuals engaged in facili-
11 tating or supporting United States Government military-
12 or security-related operations within the area of responsi-
13 bility of the Chief of Mission, the Secretary shall notify
14 the appropriate congressional committees of the provision
15 of such concurrence.

16 (b) SEMIANNUAL REVIEW, DETERMINATION, AND
17 BRIEFING REQUIRED.—Not less frequently than every
18 180 days, the Secretary, in order to ensure that the sup-
19 port described in subsection (a) continues to align with
20 United States foreign policy objectives and the objectives
21 of the Department, shall—

22 (1) conduct a review of any concurrence de-
23 scribed in subsection (a) in effect as of the date of
24 the review;

1 (2) based on the review, determine whether to
2 revoke any such concurrence pending further study
3 and review; and

4 (3) brief the appropriate congressional commit-
5 tees on the results of the review.

6 (c) REVOCATION OF CONCURRENCE.—If the Sec-
7 retary determines to revoke any concurrence described in
8 subsection (a) pursuant to a review conducted under sub-
9 section (b), the Secretary may revoke such concurrence.

10 (d) ANNUAL REPORT REQUIRED.—Not later than
11 January 31 of each year, the Secretary shall submit to
12 the appropriate congressional committees a report that in-
13 cludes the following:

14 (1) A description of any support described in
15 subsection (a) that was provided with the concur-
16 rence of a Chief of Mission during the calendar year
17 preceding the calendar year in which the report is
18 submitted.

19 (2) An analysis of the effects of the support de-
20 scribed in paragraph (1) on diplomatic lines of ef-
21 fort, including with respect to—

22 (A) Nonproliferation, Anti-terrorism,
23 Demining, and Related Programs (NADR) and
24 associated Antiterrorism Assistance (ATA) pro-
25 grams;

1 (B) International Narcotics Control and
2 Law Enforcement (INCLE) programs; and

3 (C) Foreign Military Sales (FMS), Foreign
4 Military Financing (FMF), and associated
5 training programs.

6 **SEC. 713. PROVISION OF PARKING SERVICES AND RETEN-**
7 **TION OF PARKING FEES.**

8 The Secretary of State may—

9 (1) provide parking services, including electric
10 vehicle charging and other parking services, in facili-
11 ties operated by or for the Department; and

12 (2) charge fees for such services that may be
13 deposited into the appropriate account of the De-
14 partment, to remain available until expended for the
15 purposes of such account.

16 **SEC. 714. DIPLOMATIC RECEPTION AREAS.**

17 (a) **DEFINED TERM.**—In this section, the term “re-
18 ception areas” has the meaning given such term in section
19 41(c) of the State Department Basic Authorities Act of
20 1956 (22 U.S.C. 2713(c)).

21 (b) **IN GENERAL.**—The Secretary may sell goods and
22 services and use the proceeds of such sales for administra-
23 tion and related support of the reception areas consistent
24 with section 41(a) of the State Department Basic Authori-
25 ties Act of 1956 (22 U.S.C. 2713(a)).

1 (c) AMOUNTS COLLECTED.—Amounts collected pur-
2 suant to the authority provided under subsection (b) may
3 be deposited into an account in the Treasury, to remain
4 available until expended.

5 **SEC. 715. CONSULAR AND BORDER SECURITY PROGRAMS**
6 **VISA SERVICES COST RECOVERY PROPOSAL.**

7 Section 103 of the Enhanced Border Security and
8 Visa Entry Reform Act of 2002 (8 U.S.C. 1713) is amend-
9 ed—

10 (1) in subsection (b)—

11 (A) by inserting “or surcharge” after “ma-
12 chine-readable visa fee”; and

13 (B) by adding at the end the following:

14 “The amount of the machine-readable visa fee
15 or surcharge under this subsection may also ac-
16 count for the cost of other consular services
17 that are not otherwise subject to a fee or sur-
18 charge retained by the Department of State.”;

19 and

20 (2) in subsection (d), by inserting “or sur-
21 charges” after “amounts collected as fees”.

1 **TITLE VIII—EXTENSION OF**
2 **AUTHORITIES**

3 **SEC. 801. CONSULTING SERVICES.**

4 Any consulting services through procurement con-
5 tracts shall be limited to contracts in which such expendi-
6 tures are a matter of public record and available for public
7 inspection, except where otherwise provided under existing
8 law, or under existing Executive order issued pursuant to
9 existing law.

10 **SEC. 802. DIPLOMATIC FACILITIES.**

11 For the purposes of calculating the costs of providing
12 new United States diplomatic facilities in any fiscal year,
13 in accordance with section 604(e) of the Secure Embassy
14 Construction and Counterterrorism Act of 1999 (22
15 U.S.C. 4865 note), the Secretary of State, in consultation
16 with the Director of the Office of Management and Budg-
17 et, shall determine the annual program level and agency
18 shares for such fiscal year in a manner that is proportional
19 to the contribution of the Department of State for this
20 purpose.

21 **SEC. 803. EXTENSION OF EXISTING AUTHORITIES.**

22 (a) **EXTENSION OF AUTHORITIES.—**

23 (1) **PASSPORT FEES.—**Section 1(b)(2) of the
24 Passport Act of June 4, 1920 (22 U.S.C. 214(b)(2))

1 shall be applied by striking “September 30, 2010”
2 and inserting “September 30, 2023”.

3 (2) INCENTIVES FOR CRITICAL POSTS.—The
4 authority contained in section 1115(d) of the Sup-
5 plemental Appropriations Act, 2009 (Public Law
6 111–32) shall remain in effect through “September
7 30, 2023”.

8 (3) USAID CIVIL SERVICE ANNUITANT WAIV-
9 ER.—Section 625(j)(1)(B) of the Foreign Assistance
10 Act of 1961 (22 U.S.C. 2385(j)(1)(B)) shall be ap-
11 plied by striking “October 1, 2010” and inserting
12 “September 30, 2023”.

13 (4) OVERSEAS PAY COMPARABILITY AND LIM-
14 ITATION.—

15 (A) IN GENERAL.—The authority provided
16 by section 1113 of the Supplemental Appropria-
17 tions Act, 2009 (Public Law 111–32) shall re-
18 main in effect through September 30, 2023.

19 (B) LIMITATION.—The authority described
20 in subparagraph (A) may not be used to pay an
21 eligible member of the Foreign Service (as de-
22 fined in section 1113(b) of the Supplemental
23 Appropriations Act, 2009 (Public Law 111–
24 32)) a locality-based comparability payment
25 (stated as a percentage) that exceeds two-thirds

1 of the amount of the locality-based com-
2 parability payment (stated as a percentage)
3 that would be payable to such member under
4 section 5304 of title 5, United States Code, if
5 such member's official duty station were in the
6 District of Columbia.

7 (5) INSPECTOR GENERAL ANNUITANT WAIV-
8 ER.—The authorities provided in section 1015(b) of
9 the Supplemental Appropriations Act, 2010 (Public
10 Law 111–212)—

11 (A) shall remain in effect through Sep-
12 tember 30, 2023; and

13 (B) may be used to facilitate the assign-
14 ment of persons for oversight of programs in
15 Somalia, South Sudan, Syria, Venezuela, and
16 Yemen.

17 (6) ACCOUNTABILITY REVIEW BOARDS.—The
18 authority provided under section 301(a)(3) of the
19 Omnibus Diplomatic Security and Antiterrorism Act
20 of 1986 (22 U.S.C. 4831(a)(3)) shall remain in ef-
21 fect for facilities in Afghanistan and shall apply to
22 facilities in Ukraine through September 30, 2023,
23 except that the notification and reporting require-
24 ments contained in such section shall include the ap-
25 propriate congressional committees, the Committee

1 on Appropriations of the Senate, and the Committee
2 on Appropriations of the House of Representatives.

3 (7) DEPARTMENT OF STATE INSPECTOR GEN-
4 ERAL WAIVER AUTHORITY.—The Inspector General
5 of the Department may waive the provisions of sub-
6 sections (a) through (d) of section 824 of the For-
7 eign Service Act of 1980 (22 U.S.C. 4064), on a
8 case-by-case basis, for an annuitant reemployed by
9 the Inspector General on a temporary basis, subject
10 to the same constraints and in the same manner by
11 which the Secretary of State may exercise such waiv-
12 er authority pursuant to subsection (g) of such sec-
13 tion.

14 (b) EXTENSION OF PROCUREMENT AUTHORITY.—
15 Section 7077 of the Department of State, Foreign Oper-
16 ations, and Related Programs Appropriations Act, 2012
17 (division I of Public Law 112–74) shall continue in effect
18 until September 30, 2023.

19 **SEC. 804. WAR RESERVES STOCKPILE AND MILITARY**
20 **TRAINING REPORT.**

21 (a) EXTENSION OF WAR RESERVES STOCKPILE AU-
22 THORITY.—Section 12001(d) of the Department of De-
23 fense Appropriations Act, 2005 (Public Law 108–287;
24 118 Stat. 1011) is amended by striking “of this section”

1 and all that follows through the period at the end and
2 inserting “of this section after September 30, 2023.”.

3 (b) ANNUAL FOREIGN MILITARY TRAINING RE-
4 PORT.—For the purposes of implementing section 656 of
5 the Foreign Assistance Act of 1961, the term “military
6 training provided to foreign military personnel by the De-
7 partment of Defense and the Department of State” shall
8 be deemed to include all military training provided by for-
9 eign governments with funds appropriated to the Depart-
10 ment of Defense or the Department of State, except for
11 training provided by the government of a country des-
12 ignated under section 517(b) of such Act (22 U.S.C.
13 2321k(b)) as a major non-North Atlantic Treaty Organi-
14 zation ally. Such third-country training shall be clearly
15 identified in the report submitted pursuant to such section
16 656.