

# United States Senate

May 19, 2022

The Honorable Chris Coons  
Chairman  
Subcommittee on State, Foreign  
Operations, and Related Programs  
Committee on Appropriations  
United States Senate  
Washington, DC 20510

The Honorable Lindsey Graham  
Ranking Member  
Subcommittee on State, Foreign  
Operations, and Related Programs  
Committee on Appropriations  
United States Senate  
Washington, DC 20510

Dear Chairman Coons and Ranking Member Graham:

As you begin work on the Fiscal Year 2023 State, and Foreign Operations Appropriations bill, we respectfully request your continued support for programs that further diversity, equity, and inclusion in foreign affairs and assistance, and support the implementation of recent executive orders focused on workforce diversity and racial equity in the federal government and its operations.

Our requests reflect the importance of providing continuing support for diversifying our foreign affairs and assistance workforce; mitigating security and human rights concerns arising from race-based violence and extremism; and advancing an equitable approach to U.S. foreign policy and assistance practices and programs overseas to meet the complex challenges facing the globe.

We therefore, respectfully request your support for the following initiatives –

**State Department Diversity, Equity, and Inclusion Initiatives - \$76 million** to continue and expand Diversity, Equity, Inclusion & Accessibility (DEIA) efforts at the State Department. The request builds upon the President's DEIA request of \$65.6 million which provides for the Office of the Chief Diversity and Inclusion Officer, paid internships, thirty diversity staff, recruitment initiatives including continued support for the Charles B. Rangel International Affairs Program, Thomas R. Pickering Foreign Affairs Fellowship, and professional development opportunities for diverse mid-career, and senior professionals, including participation in the International Career Advancement Program, and with the Senior Executive and Foreign Services (SES/SFS). Additional funds above the President's request would support an increase in recruitment, international education, research partnerships, leadership initiatives, and related technical assistance with Historically Black Colleges and Universities (HBCUs), Minority Serving Institutions (MSIs), and minority-led organizations.

**USAID - Diversity, Equity, and Inclusion Initiatives - \$34 million** is requested to support USAID's diversity, equity, inclusion, and accessibility initiatives. This includes supporting and increasing the President's request of \$29.5 million which provides for the important work and staffing of the Agency's first Chief Diversity and Inclusion Officer; recruitment, retention, and promotion efforts for underrepresented groups; doubling the Payne Fellowship Program; and increasing paid internships, training, and professional development opportunities. The additional funds will assist in implementing USAID's recently released Equity Action Plan, including hiring Inclusive Development Advisors at every Mission alongside Gender Advisors, and increasing opportunities for HBCUs, MSIs, minority-owned small businesses, and local entities to work and partner with the Agency.

We also request your support for the following report language –

***Global Racial Equity Initiatives in Foreign Affairs and Assistance.**—Funds appropriated under the “Diplomatic and Consular Programs” heading shall be made available for Foreign Affairs and Assistance Agencies in consultation with their Chief Diversity Officers and senior official(s) responsible for racial equity issues to implement Equity Action Plans by integrating equity into Agencies’ domestic and overseas policies, strategies, and practices; enhancing the ability of underrepresented groups to pursue Agency business, partnerships, international exchanges, and other opportunities; preventing discrimination in Agency programs; and supporting staffing and other resources to achieve these objectives.*

***State Department Global Racial Equity Initiatives.**—The Committee welcomes the State Department’s announcement of a Special Representative for Racial Equity to support implementation of the State Department Equity Action Plan and address global racial discrimination, including towards African descendants. The Committee recommends no less than \$5M to support the staffing and initiatives of the Special Representative’s office, placing Racial Equity staff in overseas Missions, and to implement racial justice, equity, and inclusion initiatives at the United Nations and other multilateral organizations including supporting the International Decade for People of African Descent, International Convention on the Elimination of All Forms of Racial Discrimination, and work of the Working Group of Experts of People of African Descent, Special Rapporteur on Contemporary forms of Racism, and Independent Expert on Minority Issues, for example.*

***Paid Internships and Fellowships at Foreign Affairs Agencies** – Foreign Affairs agencies may offer compensated and uncompensated internships, and select, appoint, and employ individuals for not more than 52 weeks, under an excepted service, and remove any such compensated intern without regard to the provisions of law governing appointments in the competitive excepted service, notwithstanding any other provision of law: Provided, That the Agency shall consult with OPM on implementation of this authority, including on the number of individuals to be hired annually hereunder. Agencies may make an offer of employment to an intern following the successful completion of their program. Agencies may also establish Foreign Affairs Futures Fellowships for underrepresented racial and ethnic students that provide a paid fellowship,*

tuition support, and an offer of employment at the agency upon successful completion of an institution of higher education and the fellowship program.

**Agency Reports on Senior Positions** – The Committee requests not later than 90 days after the date of enactment of this legislation, comprehensive reports from all function 150 Agencies to Congress on the demographic composition of all leadership and senior leadership positions including Chief of Mission, Mission Director, Deputy Assistant Secretary, Deputy Chief of Mission, Principal Officer, Deputy Mission Director and similar positions; the front office staff of Agency heads; special assistants and senior advisors to senior leadership; detailees to the National Security Council; individuals serving on selection boards; and members of any external advisory committee or board, including those subject to appointments by senior individuals.

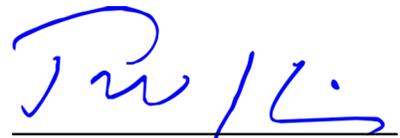
**Countering Global Racism** – The Committee is alarmed by the rise in global racial and ethnic bias, discrimination, and extremism, including continuing connections between bias-motivated mass shootings in our country and abroad. Global racism impacts the lives of diverse communities in our country and abroad, including U.S. citizens living and traveling abroad from those working in international affairs and national security agencies, Members of Congress and Congressional staff to students, tourists, and others. The committee requests a report within 90 days that lists State Department, USAID, and other Agency initiatives explicitly focused on addressing racial and ethnic prejudice, discrimination, and/or race-based extremism. The report should include any civil society grants and other support, embassy/mission programs and initiatives, exchange and leadership programs, and other efforts to address these issues, as well as dollar amounts spent on programing and grants where possible.

We thank you for your past support of these issues, and consideration of this request.

Sincerely,



Robert Menendez  
United States Senator



Tim Kaine  
United States Senator



Richard Blumenthal  
United States Senator



Kirsten Gillibrand  
United States Senator



Cory A. Booker  
United States Senator



Sherrod Brown  
United States Senator



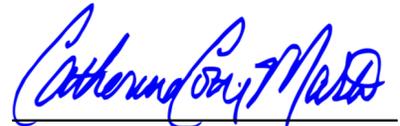
Tammy Duckworth  
United States Senator



Angus S. King, Jr.  
United States Senator



Mazie K. Hirono  
United States Senator



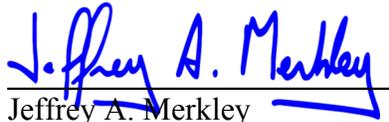
Catherine Cortez Masto  
United States Senator

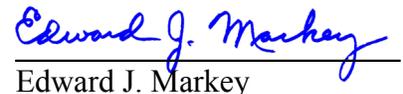


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United States Senator



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Alex Padilla  
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