

117TH CONGRESS
2D SESSION

H. R. 7393

To direct the Secretary of Veterans Affairs to develop an employee recruitment strategy that includes partnering with minority-serving institutions, and for other purposes.

IN THE HOUSE OF REPRESENTATIVES

APRIL 5, 2022

Ms. OCASIO-CORTEZ introduced the following bill; which was referred to the
Committee on Veterans' Affairs

A BILL

To direct the Secretary of Veterans Affairs to develop an employee recruitment strategy that includes partnering with minority-serving institutions, and for other purposes.

1 *Be it enacted by the Senate and House of Representa-*
2 *tives of the United States of America in Congress assembled,*

3 **SECTION 1. SHORT TITLE.**

4 This Act may be cited as the “Improving VA Work-
5 force Diversity Through Minority-serving Institutions Act
6 of 2022”.

1 **SEC. 2. IMPROVEMENT TO WORKFORCE PLANNING AND RE-**
2 **CRUITMENT BY DEPARTMENT OF VETERANS**
3 **AFFAIRS.**

4 (a) EMPLOYEE RECRUITMENT STRATEGY.—The Sec-
5 retary of Veterans Affairs shall—

6 (1) develop and carry out an employee recruit-
7 ment strategy for the Department of Veterans Af-
8 fairs that includes partnering with minority-serving
9 institutions (as defined in section 371(a) of the
10 Higher Education Act of 1965 (20 U.S.C.
11 1067q(a))); and

12 (2) develop and carry out a plan to ensure
13 that—

14 (A) vacant positions in the Department
15 may be filled from a pool of candidates that in-
16 cludes—

17 (i) diverse leaders; and

18 (ii) diverse candidates identified for
19 promotion; and

20 (B) such positions are filled using pro-
21 motion panels that comprise diverse evaluators,
22 reviewers, or assessors.

23 (b) PROGRAM.—In developing the plan under sub-
24 section (a)(2), the Secretary may establish a program, in
25 coordination with minority-serving professional organiza-
26 tions, to foster and encourage individuals from under-

1 served communities to serve in the Senior Executive Serv-
2 ice of the Department.

3 (c) REPORT.—Not later than 180 days after the date
4 of the enactment of this Act, the Secretary shall submit
5 to the Committees on Veterans’ Affairs of the House of
6 Representatives and the Senate a report on the progress
7 made by the Secretary to implement the strategy and plan
8 developed under subsection (a).

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