

116TH CONGRESS  
2D SESSION

# H. R. 8993

To amend the Homeland Security Act of 2002 to direct the Secretary of Homeland Security to carry out an intelligence and cybersecurity diversity fellowship program, and for other purposes.

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## IN THE HOUSE OF REPRESENTATIVES

DECEMBER 16, 2020

Mr. THOMPSON of Mississippi (for himself and Mr. SCHIFF) introduced the following bill; which was referred to the Committee on Homeland Security

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## A BILL

To amend the Homeland Security Act of 2002 to direct the Secretary of Homeland Security to carry out an intelligence and cybersecurity diversity fellowship program, 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 “Department of Home-  
5 land Security Intelligence and Cybersecurity Diversity  
6 Fellowship Program Act”.

1 **SEC. 2. DEPARTMENT OF HOMELAND SECURITY INTEL-**  
2 **LIGENCE AND CYBERSECURITY DIVERSITY**  
3 **FELLOWSHIP PROGRAM.**

4 (a) IN GENERAL.—Subtitle D of title XIII of the  
5 Homeland Security Act of 2002 is amended by adding at  
6 the end the following new section:

7 **“SEC. 1333. INTELLIGENCE AND CYBERSECURITY DIVER-**  
8 **SITY FELLOWSHIP PROGRAM.**

9 “(a) DEFINITIONS.—In this section:

10 “(1) APPROPRIATE COMMITTEES OF CON-  
11 GRESS.—The term ‘appropriate committees of Con-  
12 gress’ means—

13 “(A) the Committee on Homeland Security  
14 and Governmental Affairs and the Select Com-  
15 mittee on Intelligence of the Senate; and

16 “(B) the Committee on Homeland Security  
17 and the Permanent Select Committee on Intel-  
18 ligence of the House of Representatives.

19 “(2) EXCEPTED SERVICE.—The term ‘excepted  
20 service’ has the meaning given that term in section  
21 2103 of title 5, United States Code.

22 “(3) HISTORICALLY BLACK COLLEGE OR UNI-  
23 VERSITY.—The term ‘historically Black college or  
24 university’ has the meaning given the term ‘part B  
25 institution’ in section 322 of the Higher Education  
26 Act of 1965 (20 U.S.C. 1061).

1           “(4) INSTITUTION OF HIGHER EDUCATION.—  
2           The term ‘institution of higher education’ has the  
3           meaning given that term in section 101 of the High-  
4           er Education Act of 1965 (20 U.S.C. 1001).

5           “(5) MINORITY-SERVING INSTITUTION.—The  
6           term ‘minority-serving institution’ means an institu-  
7           tion of higher education described in section 371(a)  
8           of the Higher Education Act of 1965 (20 U.S.C.  
9           1067q(a)).

10          “(b) PROGRAM.—The Secretary shall carry out an in-  
11          telligence and cybersecurity diversity fellowship program  
12          (in this section referred to as the ‘Program’) under which  
13          an eligible individual may—

14                 “(1) participate in a paid internship at the De-  
15                 partment that relates to intelligence, cybersecurity,  
16                 or a combination thereof;

17                 “(2) receive tuition assistance from the Sec-  
18                 retary; and

19                 “(3) upon graduation from an institution of  
20                 higher education and successful completion of the  
21                 Program (as defined by the Secretary), receive an  
22                 offer of employment to work in an intelligence or cy-  
23                 bersecurity position of the Department that is in the  
24                 excepted service.

1       “(c) ELIGIBILITY.—To be eligible to participate in  
2 the Program, an individual shall—

3               “(1) be a citizen of the United States; and

4               “(2) as of the date of submitting an application  
5 to participate in the Program—

6                       “(A) have a cumulative grade point aver-  
7 age of at least 3.2 on a 4.0 scale;

8                       “(B) be a socially disadvantaged individual  
9 (as that term is defined in section 124.103 of  
10 title 13, Code of Federal Regulations, or suc-  
11 cessor regulation); and

12                       “(C) be a sophomore, junior, or senior at  
13 an institution of higher education, including a  
14 historically Black college or university or minor-  
15 ity-serving institution.

16       “(d) DIRECT HIRE AUTHORITY.—If an individual  
17 who receives an offer of employment under subsection  
18 (b)(3) accepts such offer, the Secretary shall appoint,  
19 without regard to provisions of subchapter I of chapter  
20 33 of title 5, United States Code (except for section 3328  
21 of such title), such individual to the position specified in  
22 such offer.

23       “(e) REPORTS.—

24               “(1) REPORTS.—Not later than one year after  
25 the date of the enactment of this section, and on an

1       annual basis thereafter, the Secretary shall submit  
2       to the appropriate committees of Congress a report  
3       on the Program.

4               “(2) MATTERS.—Each report under paragraph  
5       (1) shall include, with respect to the most recent  
6       year, the following:

7                       “(A) A description of outreach efforts by  
8       the Secretary to raise awareness of the Pro-  
9       gram among institutions of higher education in  
10      which eligible individuals are enrolled.

11                      “(B) Information on specific recruiting ef-  
12      forts conducted by the Secretary to increase  
13      participation in the Program.

14                      “(C) The number of individuals partici-  
15      pating in the Program, listed by the institution  
16      of higher education in which the individual is  
17      enrolled at the time of participation, and infor-  
18      mation on the nature of such participation, in-  
19      cluding regarding whether the duties of the in-  
20      dividual under the Program relate primarily to  
21      intelligence or cybersecurity.

22                      “(D) The number of individuals who ac-  
23      cepted an offer of employment under the Pro-  
24      gram and an identification of the element with-

1           in the Department to which each individual was  
2           appointed.”.

3           (b) CLERICAL AMENDMENT.—The table of contents  
4 for such Act is amended by inserting after the item relat-  
5 ing to section 1332 the following new item:

“Sec. 1333. Intelligence and cybersecurity diversity fellowship program.”.

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