

103^D CONGRESS
1ST SESSION

S. 1713

To award grants to public-private partnerships to encourage work force diversity in order to improve the working conditions of all Americans and to help organizations compete more effectively both domestically and internationally, and for other purposes.

IN THE SENATE OF THE UNITED STATES

NOVEMBER 19 (legislative day, NOVEMBER 2), 1993

Mr. DODD introduced the following bill; which was read twice and referred to the Committee on Labor and Human Resources

A BILL

To award grants to public-private partnerships to encourage work force diversity in order to improve the working conditions of all Americans and to help organizations compete more effectively both domestically and internationally, 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 “Work Force Diversity
5 Partnership Act of 1993”.

6 **SEC. 2. FINDINGS.**

7 Congress finds that—

1 (1) the United States is becoming the most di-
2 verse work-place in the world at a time of growing
3 economic dissatisfaction and intense global competi-
4 tion;

5 (2) people of color, caucasian women, and im-
6 migrants will account for 85 percent of the net
7 growth in our Nation's labor force during the
8 1990's;

9 (3) the expectations, characteristics, demands,
10 beliefs, work values, motivating factors and edu-
11 cational backgrounds of individuals in the work force
12 are becoming increasingly diverse;

13 (4) employees, managers, administrators and
14 government officials are inadequately prepared to
15 deal effectively with increased diversity in the work
16 force;

17 (5) increased domestic and international com-
18 petition require that business, industry and govern-
19 ment leaders effectively motivate and manage this
20 diverse work force;

21 (6) as more parents join the work force, it has
22 become increasingly difficult for employees to bal-
23 ance the demands of the workplace with the needs
24 of families; and

1 (7) by understanding and valuing diversity
2 which respects differences, employers emphasize cre-
3 ativity, self initiative, leadership, innovation, and
4 team-work, and thereby improve the working condi-
5 tions of all Americans and the chances for economic
6 success.

7 **SEC. 3. PURPOSE.**

8 It is the purpose of this Act to establish a grant pro-
9 gram within the Department of Labor to—

10 (1) study and address issues relating to work
11 force and cultural diversity and their impact on eco-
12 nomic competitiveness, employment opportunities,
13 advancement and retention; and

14 (2) develop collaborative public and private sec-
15 tor education and training materials that address
16 the issues of work force and cultural diversity.

17 **SEC. 4. DEFINITIONS.**

18 As used in this Act—

19 (1) FEDERAL SHARE.—

20 (A) IN GENERAL.—Except as provided in
21 subparagraph (B), the term “Federal share”
22 means 50 percent of the cost of each grant
23 awarded under this Act.

24 (B) EXCEPTION.—If the Secretary, after
25 consultation with the peer review panel, deter-

1 mines that to do so will further the purposes of
2 this Act, the Secretary may increase the
3 amount of the Federal share.

4 (2) INSTITUTION OF HIGHER EDUCATION.—The
5 term “institution of higher education” has the same
6 meaning given that term by section 1201(a) of the
7 Higher Education Act of 1965 (20 U.S.C. 1141(a)).

8 (3) NON-FEDERAL SHARE.—

9 (A) IN GENERAL.—The term “non-Federal
10 share” means the amount required to be ex-
11 pended by the recipient of a grant under this
12 Act.

13 (B) IN-KIND SERVICES.—Amounts avail-
14 able to pay the non-Federal share under this
15 paragraph may include in-kind services or other
16 resources.

17 (4) SECRETARY.—The term “Secretary” means
18 the Secretary of Labor.

19 **SEC. 5. WORK FORCE DIVERSITY GRANT PROGRAM.**

20 (a) PROGRAM AUTHORIZED.—The Secretary is au-
21 thorized to award grants to eligible entities to pay the
22 Federal share of the cost of programs established by such
23 entities that are designed to—

24 (1) target and develop issues relating to work
25 force and cultural diversity;

1 (2) develop public and private sector education
2 and training materials that focus on the issues of
3 work force and cultural diversity;

4 (3) foster research, scholarship, innovative cur-
5 riculum development, development of teaching mate-
6 rials, and other practicable supportive academic ac-
7 tivities relating to such issues;

8 (4) assist in the dissemination and transfer of
9 such materials for use in private sector training ef-
10 forts as they relate to issues of work force and cul-
11 tural diversity; and

12 (5) develop and establish cooperative higher
13 education-business training programs to assist public
14 and private industry leaders and workers in address-
15 ing the issue of work force diversity.

16 (b) REQUIREMENT.—The Secretary shall ensure that
17 the recipient of a grant under this Act agrees to establish,
18 operate, and provide the non-Federal share of the cost of
19 the work force diversity programs for which the grant is
20 made.

21 (c) DURATION OF GRANT.—No grant awarded under
22 this Act may be for a period longer than 3 years.

23 **SEC. 6. GRANT RECIPIENT SELECTION.**

24 (a) SUBMISSION OF PROPOSALS.—To be eligible for
25 a grant under this Act an entity shall prepare and submit

1 to the Secretary a proposal, at such time, in such manner
2 and containing such information as the Secretary may rea-
3 sonably require.

4 (b) PARTICIPANTS.—

5 (1) IN GENERAL.—An institution of higher edu-
6 cation in partnership with one or more organizations
7 described in paragraph (2), shall be eligible to re-
8 ceive a grant under this Act.

9 (2) ORGANIZATIONS.—An organization referred
10 to in paragraph (1) shall be—

11 (A) a corporation, business, or partnership,
12 whether for profit or nonprofit;

13 (B) a labor organization; or

14 (C) an organization that has a dem-
15 onstrated interest or expertise in work force di-
16 versity issues.

17 (e) CRITERIA FOR SELECTION.—

18 (1) IN GENERAL.—In determining whether to
19 approve a proposal submitted under subsection (a),
20 the Secretary shall take into account—

21 (A) the extent to which the grant applicant
22 demonstrates a potential to achieve one or more
23 of the purposes of this Act;

24 (B) the level of participation and financial
25 commitment of the participants;

1 (C) the likelihood that a proposed program
2 will foster the creation of increased diversity
3 awareness programs in other institutional envi-
4 ronments;

5 (D) the likelihood that the proposed pro-
6 gram will result in the development and dis-
7 semination of national or regional best prac-
8 tices;

9 (E) the extent to which the project will im-
10 pact the international competitiveness of the
11 United States economy; and

12 (F) such other criteria as the Secretary
13 may prescribe.

14 (2) FACULTY PARTICIPATION.—The Secretary
15 shall encourage partnerships desiring to receive a
16 grant under this Act to submit proposals that are
17 written by teams of faculty from multiple disciplines,
18 student and academic affairs professional, or student
19 organizations concerned with multicultural edu-
20 cation, or any combination thereof.

21 (3) PRIORITY.—In awarding grants under this
22 Act, the Secretary shall give priority to grant pro-
23 posals that demonstrate the availability of sufficient
24 amounts of non-Federal contributions or resources
25 from non-governmental entities.

1 **SEC. 7. AREAS OF ACTION.**

2 A recipient of a grant under this Act shall use
3 amounts received under such grant to engage in activities
4 in accordance with one or more of the following guidelines:

5 (1) The development of instructional material
6 concerning efforts designed to address cultural and
7 work force diversity issues within the workplace set-
8 ting.

9 (2) The development of public and private sec-
10 tor education and training materials that will ad-
11 dress the issues of work force and cultural diversity.

12 (3) The development of new approaches to work
13 force diversity issues and scholarship efforts to be
14 integrated within the curriculum of business schools,
15 ethnic and women's studies, engineering schools, so-
16 cial science disciplines, humanities and the arts and
17 sciences. In using grant funds under this paragraph,
18 a grantee may employ approaches to be carried out
19 in conjunction with corporate education and training
20 programs.

21 (4) The conduct of research concerning
22 multicultural workplace interactions and team man-
23 agement and business in multicultural and multi-lin-
24 gual marketplace settings.

25 (5) The implementation of faculty development
26 programs that focus on research, appropriate learn-

1 ing environments, and pedagogical approaches to
2 teaching multicultural management and work diver-
3 sity issues.

4 (6) The development and dissemination of in-
5 formation concerning models for summer precollege
6 business internship programs that aid in integrating
7 the workplace and in giving students a better under-
8 standing of the private sector and of work force di-
9 versity issues.

10 (7) The conduct of forums, workshops, and con-
11 ferences in which representatives from academic,
12 corporate, government, or other institutions with a
13 demonstrated interest or expertise in work force di-
14 versity will focus on issues, attitudes and strategies
15 that sensitize managers, employees, faculty, cor-
16 porate, government and other leaders and workers to
17 workplace diversity issues.

18 (8) Any other activities that the Secretary de-
19 termines to be appropriate to meet the purposes of
20 this Act.

21 **SEC. 8. PEER REVIEW.**

22 To assist the Secretary in carrying out this Act, the
23 Secretary shall establish peer review panels to review the
24 merits of grant proposals proposed under this Act. In es-
25 tablishing such panels, the Secretary shall seek the widest

1 participation of qualified individuals from participants, as
2 defined in section 6(b). Each peer review panel shall re-
3 port the findings and recommendations of the panel to the
4 Secretary.

5 **SEC. 9. RECIPIENT REPORTS.**

6 Each recipient of a grant under this Act shall prepare
7 and submit an annual report to the Secretary. Each such
8 report shall include a summary of the progress of the ac-
9 tivities implemented under the grant to achieve the pur-
10 poses of this Act, a summary of the expenditures involved,
11 a plan describing the recipient's planned use of funds for
12 the forthcoming year, an explanation of the uses made of
13 the results of the grant program where appropriate, and
14 any other information that the Secretary determines to be
15 appropriate.

16 **SEC. 10. REPORT.**

17 The Secretary shall annually prepare and submit to
18 the appropriate committees of Congress, a report that
19 shall include an evaluation of the progress made in achiev-
20 ing the purposes of this Act.

21 **SEC. 11. AUTHORIZATION OF APPROPRIATIONS.**

22 There are authorized to be appropriated to carry out
23 this Act, \$10,000,000 for fiscal year 1994, and such sums
24 as may be necessary for each of the fiscal years 1995
25 through 1998.

