

**H.R. 7673, Represent America Abroad Act of 2020**

As ordered reported by the House Committee on Foreign Affairs on October 1, 2020

By Fiscal Year, Millions of Dollars	2021	2021-2025	2021-2030
Direct Spending (Outlays)	0	0	0
Revenues	0	0	0
Increase or Decrease (-) in the Deficit	0	0	0
Spending Subject to Appropriation (Outlays)	*	*	not estimated
Statutory pay-as-you-go procedures apply?	No	<b>Mandate Effects</b>	
Increases on-budget deficits in any of the four consecutive 10-year periods beginning in 2031?	No	Contains intergovernmental mandate?	No
		Contains private-sector mandate?	No
* = between zero and \$500,000.			

H.R. 7673 would require the Department of State to establish a program to recruit mid-career professionals from minority groups to join the U.S. Foreign Service. The department also would be required to provide those recruits with training and career development opportunities. Finally, the bill would require the department to report to the Congress on its implementation of the bill.

The department did not provide information about how it would implement H.R. 7673. Its Bureau of Global Talent Management has several ongoing efforts to recruit diverse employees for the Foreign Service; however, those are primarily aimed at entry-level personnel. The department is also developing a new program to recruit highly qualified mid-career professionals, but that program will not exclusively focus on minorities. The department does provide career development opportunities for employees from minority groups.

On the basis of information about those programs and similar reports, CBO estimates that some of the bill's requirements would be met with existing programs and resources and that any incremental efforts to implement H.R. 7673 would cost less than \$500,000 over the 2021-2025 period. Such spending would be subject to the availability of appropriated funds.

The CBO staff contact for this estimate is Sunita D'Monte. The estimate was reviewed by Leo Lex, Deputy Director of Budget Analysis.