

118TH CONGRESS  
1ST SESSION

# H. R. 701

To restrict the appointment of certain military personnel to diversity, equity,  
and inclusion positions.

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## IN THE HOUSE OF REPRESENTATIVES

FEBRUARY 1, 2023

Mr. BANKS introduced the following bill; which was referred to the Committee on Armed Services, and in addition to the Committee on Oversight and Accountability, for a period to be subsequently determined by the Speaker, in each case for consideration of such provisions as fall within the jurisdiction of the committee concerned

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## A BILL

To restrict the appointment of certain military personnel  
to diversity, equity, and inclusion positions.

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 “DEI Pay Cap Act of  
5 2023”.

6 **SEC. 2. DIVERSITY, EQUITY, AND INCLUSION PERSONNEL**  
7 **GRADE CAP.**

8 (a) IN GENERAL.—The Secretary of Defense may not  
9 appoint to, or otherwise employ in, any position with du-

1 ties as described in subsection (b) a military or civilian  
2 employee with a rank or grade in excess of E-5 base pay  
3 or GS-5 not adjusted for locality.

4 (b) COVERED DUTIES.—The duties referred to in  
5 subsection (a) are as follows:

6 (1) Developing, refining, and implementing di-  
7 versity, equity, and inclusion policy.

8 (2) Leading working groups and councils to de-  
9 veloping diversity, equity, and inclusion goals and  
10 objectives to measure performance and outcomes.

11 (3) Creating and implementing diversity, equity,  
12 and inclusion education, training courses, and work-  
13 shops for military and civilian personnel.

14 (c) APPLICABILITY TO CURRENT EMPLOYEES.—Any  
15 military or civilian employee appointed to a position with  
16 duties described in subsection (b) who holds a rank or  
17 grade in excess of that allowed under subsection (a) shall  
18 be reassigned to another position not later than 180 days  
19 after the date of the enactment of this Act.

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