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(Original Signature of Member)

118TH CONGRESS
2D SESSION

H. R. _____

To establish in the Cybersecurity and Infrastructure Security Agency of the Department of Homeland Security a program to promote the cybersecurity field to disadvantaged communities, including older individuals, racial and ethnic minorities, people with disabilities, geographically diverse communities, socioeconomically diverse communities, women, individuals from nontraditional educational paths, individuals who are veterans, and individuals who were formerly incarcerated, and for other purposes.

IN THE HOUSE OF REPRESENTATIVES

Ms. BROWN introduced the following bill; which was referred to the Committee
on _____

A BILL

To establish in the Cybersecurity and Infrastructure Security Agency of the Department of Homeland Security a program to promote the cybersecurity field to disadvantaged communities, including older individuals, racial and ethnic minorities, people with disabilities, geographically diverse communities, socioeconomically diverse communities, women, individuals from nontraditional educational paths, individuals who are veterans, and individuals who were formerly incarcerated, 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 “Diverse Cybersecurity
5 Workforce Act of 2024”.

6 **SEC. 2. EXPANSION OF CISA’S CYBERSECURITY EDUCATION**
7 **AND TRAINING ASSISTANCE PROGRAM.**

8 (a) IN GENERAL.—Not later than 180 days after the
9 date of the enactment of this Act, the Director of the Cy-
10 bersecurity and Infrastructure Security Agency of the De-
11 partment of Homeland Security shall establish within the
12 Cybersecurity Education and Training Assistance Pro-
13 gram of the Agency a program (in this section referred
14 to as the “Program”) to promote the cybersecurity field
15 to disadvantaged communities, including older individuals,
16 racial and ethnic minorities, people with disabilities, geo-
17 graphically diverse communities, socioeconomically diverse
18 communities, women, individuals from nontraditional edu-
19 cational paths, individuals who are veterans, and individ-
20 uals who were formerly incarcerated.

21 (b) OUTREACH.—To carry out subsection (a) and
22 promote awareness of the Program, the Director of the
23 Cybersecurity and Infrastructure Security Agency of the
24 Department of Homeland Security shall conduct outreach
25 to different institutions to raise awareness of and promote

1 the cybersecurity workforce, including to educators,
2 unions, chambers of commerce, State and local workforce
3 development offices, private sector entities, community
4 colleges, parents of K-12 students, and other institutions
5 as the Director determines appropriate.

6 (c) APPLICABILITY.—The Director of the Cybersecu-
7 rity and Infrastructure Security Agency of the Depart-
8 ment of Homeland Security shall tailor the Program to
9 the unique needs of each region and sector across the
10 United States.

11 (d) ANNUAL REPORTS.—Not later than one year
12 after the date of the enactment of this Act and annually
13 thereafter, the Director of the Cybersecurity and Infra-
14 structure Security Agency of the Department of Home-
15 land Security shall submit to the Committee on Homeland
16 Security of the House of Representatives and the Com-
17 mittee on Homeland Security and Governmental Affairs
18 of the Senate a report on the efficacy of the Program,
19 including how the Program is impacting the general char-
20 acteristics of the cyber workforce throughout the United
21 States, and suggestions for Congress regarding how to im-
22 prove the Program.

23 (e) AUTHORIZATION OF APPROPRIATIONS.—There is
24 authorized to be appropriated to the Director of the Cy-
25 bersecurity and Infrastructure Security Agency of the De-

1 partment of Homeland Security \$20,000,000 for fiscal
2 year 2025 and each fiscal year thereafter through 2030.

3 (f) DEFINITIONS.—In this section:

4 (1) DISABILITY.—The term “disability” means
5 an intellectual or developmental disability.

6 (2) GEOGRAPHICALLY DIVERSE.—The term
7 “geographically diverse” means that the participants
8 should be represented as close as possible to an
9 equal spread of high-density urban areas, suburban
10 areas, and rural areas of the United States or over-
11 represent low-income communities.

12 (3) NONTRADITIONAL EDUCATIONAL PATH.—
13 The term “nontraditional educational path” means a
14 graduate of any of the following:

15 (A) A two year degree program, trade
16 school, or community college.

17 (B) A historically Black college or univer-
18 sity;

19 (C) A Hispanic-serving institution (as such
20 term is defined in section 502(a) of the Higher
21 Education Act of 1965 (20 U.S.C. 1101a(a))).

22 (D) A Tribal College or University (as
23 such term is defined in section 316(b) of the
24 Higher Education Act of 1965 (20 U.S.C.
25 1059c(b))).

1 (E) An Alaska Native-serving institution
2 (as such term is defined in section 317(b) of
3 the Higher Education Act of 1965 (20 U.S.C.
4 1059d(b))).

5 (F) A Native Hawaiian-serving institution
6 (as such term is defined in section 317(b) of
7 the Higher Education Act of 1965 (20 U.S.C.
8 1059d(b))).

9 (G) A Predominantly Black Institution (as
10 such term is defined in section 318(b) of the
11 Higher Education Act of 1965 (20 U.S.C.
12 1059e(b))).

13 (H) A Native American-serving, nontribal
14 institution (as such term is defined in section
15 319(b) of the Higher Education Act of 1965
16 (20 U.S.C. 1059f(b))).

17 (I) An Asian-American and Native Amer-
18 ican Pacific Islander-serving institution (as
19 such term is defined in section 320(b) of the
20 Higher Education Act of 1965 (20 U.S.C.
21 1059g(b))).

22 (4) OLDER.—The term “older” means an indi-
23 vidual who has attained the age of 40 or older as of
24 the date on which such individual is scheduled to
25 begin participation in the Program.

1 (5) RACIAL AND ETHNIC MINORITY.—The term
2 “racial and ethnic minority” means Black or African
3 American, Hispanic or Latino, Asian American, or
4 Native American.

5 (6) SOCIOECONOMICALLY DIVERSE.—The term
6 “socioeconomically diverse” means a spread of in-
7 come levels, including low-income individuals.