

Amendment to H.R. 8800

Offered by: Ms. Mace of South Carolina

In the appropriate place in the report to accompany H.R. 8800, insert the following new Directive Report Language:

Impacts of Diversity, Equity, and Inclusion Criteria, Metrics, and Quotas on Promotion Selection Board Recommendations

The committee is pleased the Department of Defense has rolled back and phased out diversity, equity, and inclusion (DEI) initiatives which the Department had prioritized in prior years. The committee considers meritocracy and the maintenance of high standards to be essential to readiness, lethality, unit cohesion, and the culture of excellence in the Department of Defense and the military services. The committee is concerned that previous DEI initiatives may have resulted in less qualified candidates being selected for promotion, having a negative impact on the quality and effectiveness of the United States Military.

Therefore, the committee directs the Secretary of the Defense, in coordination with the Secretaries of the military departments, to report to the House Committee on Armed Services and the Senate Committee on Armed Service not later than December 1, 2026 on the following:

- (1) whether over the last ten fiscal years, promotion selection board recommendations have been impacted by DEI criteria, metrics or quotas;
- (2) what DEI criteria, if any, have been used by promotion selection boards over the last ten fiscal years to base their recommendations;
- (3) how many promotion selection board recommendations over the last ten fiscal years have recommended a less qualified candidate for promotion over a more qualified candidate on the basis of DEI criteria, metrics or quotas;
- (4) any directives given to the promotion selection boards over the last ten fiscal years related to DEI criteria, metrics or quotas; and
- (5) any other information the Secretary of Defense deems appropriate.