

116TH CONGRESS  
1ST SESSION

# H. R. 5084

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## AN ACT

To amend the Securities Exchange Act of 1934 to require the submission by issuers of data relating to diversity 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,*

1 **SECTION 1. SHORT TITLE.**

2 This Act may be cited as the “Improving Corporate  
3 Governance Through Diversity Act of 2019”.

4 **SEC. 2. SUBMISSION OF DATA RELATING TO DIVERSITY BY**  
5 **ISSUERS.**

6 Section 13 of the Securities Exchange Act of 1934  
7 (15 U.S.C. 78m) is amended by adding at the end the  
8 following:

9 “(s) SUBMISSION OF DATA RELATING TO DIVER-  
10 SITY.—

11 “(1) DEFINITIONS.—In this subsection—

12 “(A) the term ‘executive officer’ has the  
13 meaning given the term in section 230.501(f) of  
14 title 17, Code of Federal Regulations, as in ef-  
15 fect on the date of enactment of this subsection;  
16 and

17 “(B) the term ‘veteran’ has the meaning  
18 given the term in section 101 of title 38, United  
19 States Code.

20 “(2) SUBMISSION OF DISCLOSURE.—Each  
21 issuer required to file an annual report under sub-  
22 section (a) shall disclose in any proxy statement and  
23 any information statement relating to the election of  
24 directors filed with the Commission the following:

1           “(A) Data, based on voluntary self-identi-  
2           fication, on the racial, ethnic, and gender com-  
3           position of—

4                   “(i) the board of directors of the  
5           issuer;

6                   “(ii) nominees for the board of direc-  
7           tors of the issuer; and

8                   “(iii) the executive officers of the  
9           issuer.

10           “(B) The status of any member of the  
11           board of directors of the issuer, any nominee  
12           for the board of directors of the issuer, or any  
13           executive officer of the issuer, based on vol-  
14           untary self-identification, as a veteran.

15           “(C) Whether the board of directors of the  
16           issuer, or any committee of that board of direc-  
17           tors, has, as of the date on which the issuer  
18           makes a disclosure under this paragraph,  
19           adopted any policy, plan, or strategy to promote  
20           racial, ethnic, and gender diversity among—

21                   “(i) the board of directors of the  
22           issuer;

23                   “(ii) nominees for the board of direc-  
24           tors of the issuer; or

1                   “(iii) the executive officers of the  
2                   issuer.

3                   “(3) ALTERNATIVE SUBMISSION.—In any 1-  
4                   year period in which an issuer required to file an an-  
5                   nual report under subsection (a) does not file with  
6                   the Commission a proxy statement relating to the  
7                   election of directors or an information statement, the  
8                   issuer shall disclose the information required under  
9                   paragraph (2) in the first annual report of issuer  
10                  that the issuer submits to the Commission after the  
11                  end of that 1-year period.

12                  “(4) ANNUAL REPORT.—Not later than 18  
13                  months after the date of the enactment of this sub-  
14                  section, and annually thereafter, the Commission  
15                  shall submit to the Committee on Financial Services  
16                  of the House of Representatives and to the Com-  
17                  mittee on Banking, Housing, and Urban Affairs of  
18                  the Senate and publish on the website of the Com-  
19                  mission a report that analyzes the information dis-  
20                  closed pursuant to paragraphs (1), (2), and (3) and  
21                  identifies any trends in such information.

22                  “(5) BEST PRACTICES.—

23                         “(A) IN GENERAL.—The Director of the  
24                         Office of Minority and Women Inclusion of the  
25                         Commission shall, not later than the end of the

1           3-year period beginning on the date of the en-  
2           actment of this subsection and every three  
3           years thereafter, publish best practices for com-  
4           pliance with this subsection.

5           “(B) COMMENTS.—The Director of the Of-  
6           fice of Minority and Women Inclusion of the  
7           Commission may, pursuant to subchapter II of  
8           chapter 5 of title 5, United States Code, solicit  
9           public comments related to the best practices  
10          published under subparagraph (A).”.

11 **SEC. 3. DIVERSITY ADVISORY GROUP.**

12          (a) ESTABLISHMENT.—The Securities and Exchange  
13          Commission shall establish a Diversity Advisory Group  
14          (the “Advisory Group”), which shall be composed of rep-  
15          resentatives from the government, academia, and the pri-  
16          vate sector.

17          (b) STUDY AND RECOMMENDATIONS.—The Advisory  
18          Group shall—

19                (1) carry out a study that identifies strategies  
20                that can be used to increase gender, racial, and eth-  
21                nic diversity among members of boards of directors  
22                of issuers; and

23                (2) not later than 9 months after the establish-  
24                ment of the Advisory Group, submit a report to the  
25                Commission, the Committee on Financial Services of

1 the House of Representatives, and the Committee on  
2 Banking, Housing, and Urban Affairs of the Senate  
3 that—

4 (A) describes any findings from the study  
5 conducted pursuant to paragraph (1); and

6 (B) makes recommendations of strategies  
7 that issuers could use to increase gender, racial,  
8 and ethnic diversity among board members.

9 (c) ANNUAL REPORT.—Not later than 1 year fol-  
10 lowing the submission of a report pursuant to subsection  
11 (b), and annually thereafter, the Commission shall submit  
12 a report to the Committee on Financial Services of the  
13 House of Representatives and the Committee on Banking,  
14 Housing, and Urban Affairs of the Senate that describes  
15 the status of gender, racial, and ethnic diversity among  
16 members of the board of directors of issuers.

17 (d) PUBLIC AVAILABILITY OF REPORTS.—The Com-  
18 mission shall make all reports of the Advisory Group avail-  
19 able to issuers and the public, including on the website  
20 of the Commission.

21 (e) DEFINITIONS.—For the purposes of this section:

22 (1) ISSUER.—The term “issuer” has the mean-  
23 ing given the term in section 3 of the Securities Ex-  
24 change Act of 1934.

1           (2) COMMISSION.—The term “Commission”  
2       means the Securities and Exchange Commission.

Passed the House of Representatives November 19,  
2019.

Attest:

*Clerk.*

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