

118TH CONGRESS  
2D SESSION

# H. R. 8469

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.

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## IN THE HOUSE OF REPRESENTATIVES

MAY 21, 2024

Ms. BROWN (for herself, Ms. STEVENS, Ms. ADAMS, Mrs. BEATTY, Ms. BROWNLEY, Mr. CARSON, Mr. CARTER of Louisiana, Mrs. CHERFILUS-McCORMICK, Mr. CLYBURN, Ms. CROCKETT, Mr. EVANS, Mrs. FOUSHEE, Mrs. HAYES, Ms. NORTON, Mr. HORSFORD, Mr. JACKSON of Illinois, Mr. LARSEN of Washington, Ms. LEE of California, Mr. LIEU, Mr. LYNCH, Mr. MCGOVERN, Ms. MOORE of Wisconsin, Mr. MRVAN, Ms. KELLY of Illinois, Ms. PLASKETT, Mrs. RAMIREZ, Ms. SEWELL, Mr. THOMPSON of Mississippi, Ms. TOKUDA, Ms. VELÁZQUEZ, Ms. WASSERMAN SCHULTZ, Mrs. WATSON COLEMAN, Ms. WILLIAMS of Georgia, and Mr. BISHOP of Georgia) introduced the following bill; which was referred to the Committee on Homeland Security

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## 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 commu-

nities, 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

1 Cybersecurity and Infrastructure Security Agency of the  
2 Department of Homeland Security shall conduct outreach  
3 to different institutions to raise awareness of and promote  
4 the cybersecurity workforce, including to educators,  
5 unions, chambers of commerce, State and local workforce  
6 development offices, private sector entities, community  
7 colleges, parents of K-12 students, and other institutions  
8 as the Director determines appropriate.

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

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

1 (e) AUTHORIZATION OF APPROPRIATIONS.—There is  
2 authorized to be appropriated to the Director of the Cy-  
3 bersecurity and Infrastructure Security Agency of the De-  
4 partment of Homeland Security \$20,000,000 for fiscal  
5 year 2025 and each fiscal year thereafter through 2030.

6 (f) DEFINITIONS.—In this section:

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

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

15 (3) NONTRADITIONAL EDUCATIONAL PATH.—  
16 The term “nontraditional educational path” means a  
17 graduate of any of the following:

18 (A) A two year degree program, trade  
19 school, or community college.

20 (B) A historically Black college or univer-  
21 sity;

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

1 (D) A Tribal College or University (as  
2 such term is defined in section 316(b) of the  
3 Higher Education Act of 1965 (20 U.S.C.  
4 1059c(b))).

5 (E) An Alaska Native-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 (F) A Native Hawaiian-serving institution  
10 (as such term is defined in section 317(b) of  
11 the Higher Education Act of 1965 (20 U.S.C.  
12 1059d(b))).

13 (G) A Predominantly Black Institution (as  
14 such term is defined in section 318(b) of the  
15 Higher Education Act of 1965 (20 U.S.C.  
16 1059e(b))).

17 (H) A Native American-serving, nontribal  
18 institution (as such term is defined in section  
19 319(b) of the Higher Education Act of 1965  
20 (20 U.S.C. 1059f(b))).

21 (I) An Asian-American and Native Amer-  
22 ican Pacific Islander-serving institution (as  
23 such term is defined in section 320(b) of the  
24 Higher Education Act of 1965 (20 U.S.C.  
25 1059g(b))).

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

5           (5) RACIAL AND ETHNIC MINORITY.—The term  
6           “racial and ethnic minority” means Black or African  
7           American, Hispanic or Latino, Asian American, or  
8           Native American.

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

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