

114TH CONGRESS  
1ST SESSION

# H. R. 2432

To amend title 5, United States Code, to provide for a gender equality-focused investment option under the Thrift Savings Plan.

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## IN THE HOUSE OF REPRESENTATIVES

MAY 19, 2015

Mr. BEYER (for himself and Mr. NOLAN) introduced the following bill; which was referred to the Committee on Oversight and Government Reform

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## A BILL

To amend title 5, United States Code, to provide for a gender equality-focused investment option under the Thrift Savings Plan.

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 “Federal Employee  
5 Gender Diversity Investment Act”.

6 **SEC. 2. FINDINGS.**

7 Congress finds the following:

8 (1) A proven track record of taking advantage  
9 of the talents, ideas, and contributions of women is

1 an excellent indicator of companies that are primed  
2 for long-term growth and sustainability.

3 (2) A report reviewing 2,360 global companies  
4 found that those with women directors outperformed  
5 those without in return on equity.

6 (3) Companies with greater numbers of women  
7 in senior management outperformed those without  
8 women directors in return on equity and scored  
9 higher when being evaluated on organization, leader-  
10 ship, accountability and innovation.

11 (4) Investing in women and girls is one of the  
12 most important strategies for alleviating poverty and  
13 promoting sustainable development around the  
14 globe.

15 **SEC. 3. GENDER EQUALITY-FOCUSED STOCK INDEX FUND.**

16 (a) DEFINITION.—Section 8438(a) of title 5, United  
17 States Code, is amended—

18 (1) by redesignating paragraphs (2) through  
19 (10) as paragraphs (3) through (11), respectively;

20 (2) by inserting after paragraph (1) the fol-  
21 lowing:

22 “(2) the term ‘Gender Equality-Focused Stock  
23 Index Fund’ means the fund established under sub-  
24 section (b)(1)(G);”; and

1           (3) in paragraph (10), as redesignated by para-  
2           graph (1) of this subsection, by striking “paragraph  
3           (8)(D)” each place it appears and inserting “para-  
4           graph (9)(D)”.

5           (b) ESTABLISHMENT.—

6           (1) IN GENERAL.—Section 8438(b)(1) of title  
7           5, United States Code, is amended—

8           (A) in subparagraph (E), by striking  
9           “and” at the end;

10          (B) in subparagraph (F), by striking the  
11          period at the end and inserting “; and”; and

12          (C) by adding at the end the following:

13          “(G) a Gender Equality-Focused Stock Index  
14          Fund as provided under paragraph (6).”.

15          (2) FUND REQUIREMENTS.—Section 8438(b) of  
16          title 5, United States Code, is amended by adding  
17          at the end the following:

18          “(6)(A)(i) The Board shall select a minimum of one  
19          index which is a commonly recognized, passively managed  
20          index comprised of stocks (from the United States or  
21          international equity markets) that have been analyzed and  
22          selected based on criteria consistent with the purposes of  
23          this paragraph.

24          “(ii) The criteria under clause (i) shall at a minimum  
25          include—

1           “(I) gender diversity in corporate board and  
2           senior management composition;

3           “(II) pay equity;

4           “(III) workplace relations and benefits; and

5           “(IV) international operations and human  
6           rights.

7           “(iii) The historical performance of each index se-  
8           lected under this subparagraph shall be comparable to  
9           that of the other investment funds and options available  
10          under this subsection.

11          “(B) The Gender Equality-Focused Stock Index  
12          Fund shall be invested in a portfolio designed to replicate  
13          the performance of the index in subparagraph (A) (or, if  
14          more than one index is selected, the overall average per-  
15          formance). The portfolio shall be designed such that, to  
16          the extent practicable, the percentage of the Gender  
17          Equality-Focused Stock Index Fund that is invested in  
18          each stock is the same as the percentage determined by  
19          dividing the aggregate market value of all shares of that  
20          stock by the aggregate market value of all shares of all  
21          stocks included in such index (or indexes).”.

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