

RACIAL DIVERSITY AMONG U.S. SENATE STAFFERS



People of color make up **36%** of the U.S. population but only **7.1%** of top Senate staffers.



The problem persists even in states with large minority populations.

	Hispanics as % of state population	% Hispanics in top Senate office positions		African-Americans as % of state population	% African-Americans in top Senate office positions		
NM	46%	16.7%		MS	38% 0		
CA	38%	0%		LA	33%	0	
TX	38%	0%		GA	32%	0	
AZ	30%	16.7%		MD	31%	0	
NV	27%	0%		SC	29%	16.7%	

How to fix it.

Increasing diversity in top staff positions will enhance legislative deliberation, innovation, and legitimacy. Senators should work to increase diversity by taking the following steps:

Transparency
Be more transparent about who works in each office.

Mentorship
Establish a competitive senior-level minority fellowship; Hire CBCF, CHCI, & APAICS interns.

Training
Require implicit bias training for staff who make hiring and staff evaluation decisions.

Accountability
Strengthen Democratic Diversity Initiative Office and create Republican counterpart; Develop and implement diversity plan for each personal office and committee office.

Recruitment
Employ the NFL's "Rooney Rule" to ensure offices consider at least one person of color when hiring.

Resources
Centralize diversity resources for Senators and staff.