

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

Each personal and committee office should develop and adopt its own diversity plan.



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.