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## RACIAL DIVERSITY AMONG TOP U.S. HOUSE STAFF

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### Executive Summary

This report provides empirical evidence regarding the lack of racial diversity among top staff in the U.S. House of Representatives. This report defines top staff (or “key” or “senior” staff) to include: chiefs of staff, legislative directors, and communications directors in the Washington, DC personal offices of U.S. House Members; chiefs of staff, policy directors, and communications directors in the top four leadership offices of each political party; and staff directors assigned to full committees. The data reflect House employment on June 1, 2018. Read the full 37-page report at [JointCenter.org](http://JointCenter.org).

Key findings show:

- People of color account for 38 percent of the U.S. population, but only 13.7 percent of all top House staff.
- Of the 329 personal offices of White Members, only sixteen (under 5 percent) are led by chiefs of staff of color. Six work for Democratic Members, and ten for Republican members.
- In the personal offices of White Democratic Members, less than 8 percent of top staff are people of color, even though these offices represent districts that are, on average, over 37 percent of color. Just over 2 percent of White Democratic Members’ top staffers are Black.
- In the personal offices of White Republican Members, only 3 percent of top staff are people of color, even though these Members represent districts that are, on average, 26 percent people of color. Less than 1 percent of these Members’ top staffers are Black.
- Nearly three-quarters of U.S. House Members (313 Members) have no top staff of color. Over a quarter of the U.S. House (114 Members) do not have any top staff of color even though they represent districts that are over 33 percent people of color.

- **Not one Latina/o, Asian American/Pacific Islander (AAPI), or Native American** serves in any of the 40 committee staff director positions or in any of the 24 top staff positions in the four top leadership offices of either party.
- **While Democratic Congressional Hispanic Caucus Members, on average, have districts that are 61 percent Latina/o, collectively they have personal office top staff that are less than 28 percent Latina/o.** Collectively, Members of the Republican Congressional Hispanic Conference are slightly more likely to have top Latina/o staff (just over 29 percent Latina/o). Almost 40 percent of Congressional Hispanic Caucus Members and half of Congressional Hispanic Conference Members have no Latina/o top staff.
- **Women** account for almost 61 percent of Black top staffers, almost 45 percent of Latina/o top staffers, and just over 31 percent of AAPI top staffers.
- **For Asian American/Pacific Islander Members,** just over 77 percent of personal office top staff are White, 20 percent are AAPI, and almost 3 percent are Latina/o.
- **Congressional Black Caucus Members hire a greater percentage of top staff of color** in their personal offices (just over 63 percent) than Members of other major caucuses.

### **Top Staff Diversity in U.S. House Personal Offices, Full Committee Offices, and Leadership Offices**

<b>Race</b>	<b>Number of Top House Staff</b>	<b>Percentage of Top House Staff</b>	<b>Percentage of U.S. Population<sup>1</sup></b>
White	1013	86.3	62
African American	79	6.7	12.3
Latina/o	45	3.8	17.3
Asian American/Pacific Islander	32	2.7	5.4
Native American	1	0.1	0.7
Bi/Multiracial	4	0.3	2.3
<b>TOTAL</b>	<b>1174</b>	<b>100</b>	<b>100</b>