



November 9, 2016

President-Elect Donald J. Trump
Trump-Pence Transition Team
1717 Pennsylvania Ave, NW
Washington, DC 20006

Dear President-Elect Trump:

Congratulations on your win in yesterday's historic election. We were heartened by the opening words in your victory speech, during which you said:

Now it is time for America to bind the wounds of division To all Republicans and Democrats and Independents across this nation, I say it is time for us to come together as one united people. It is time. I pledge to every citizen of our land that I will be president for all of Americans, and this is so important to me. For those who have chosen not to support me in the past, of which there were a few people, I'm reaching out to you for your guidance and your help so that we can work together and unify our great country.

We are writing to accept your offer to work with you to help ensure the future success of our nation. Specifically, we would like to work with you to identify strong candidates of color for federal appointments.

We represent the [Black Talent Initiative](#) and the [Latino Talent Initiative](#). Collectively, we represent a consortium of 36 African American organizations and 40 Latino organizations from around the nation. One key goal we share is to increase racial diversity in federal appointments.

Federal appointments are important to all Americans. The White House appoints over 6,000 positions, of which about 1,600 are senior appointments. Collectively, these appointees manage over 2 million personnel, oversee budgets totaling over \$3.5 trillion, and help set the policy agenda for our nation.

Historically, diversity in appointments has been a challenge. While African Americans and Latinos account for 30 percent of the population of the United States, these groups represented only 8.7 percent of appointees in the last full non-election year of the George W. Bush Administration. The numbers are also low for diversity in Congress—Latinos and African Americans represent only 3 percent of top Senate staff.

	Black	Latino
U.S. Population	13%	17%
GWB Appointments (2007)	4.3%	4.4%
Top Senate Staff	0.9%	2.1%

This problem transcends political party. For example, African Americans account for only 0.7 percent of top Democratic Senate staff.

We would like to work with you on appointments to address these issues. Using our extensive networks, our organizations identify and vet top candidates of color (including Republicans and Independents) for federal appointments.

We would like to meet with your transition team to explain our process, and talk about working together moving forward.

Regards,

Teresa Chaurand, Latino Victory Foundation ([Latino Talent Initiative](#))
Spencer Overton, Joint Center for Political and Economic Studies ([Black Talent Initiative](#))