



March 2, 2020

The Honorable Hakeem Jeffries  
Chair  
House Democratic Caucus  
U.S. House of Representatives  
Washington, D.C. 20515

The Honorable Grace Meng  
Chair  
Committee on Caucus Procedures  
U.S. House of Representatives  
Washington, D.C. 20515

Dear Chairs Jeffries and Meng:

We write to you in anticipation of the introduction of the Diversity Rule for possible adoption by the House Democratic Caucus. As the Tri-Caucus Congressional Staff Associations, we encourage you to prioritize diversity and inclusion in hiring by promptly adopting the Diversity Rule into Caucus procedures.

In a November 2018 Dear Colleague letter to House Democrats, Speaker Nancy Pelosi underscored the importance of hiring “diverse staff whose advice and expertise will enrich our service to our country.” In the same letter, she called for adoption of the Rooney Rule for senior staff hiring. Just two months prior, the Joint Center for Political and Economic Studies released a [report on the composition of senior congressional staff in the House of Representatives](#). At the time of the report’s release, the Joint Center found that although people of color accounted for 38 percent of our country’s population, only 13.7 percent of senior House staffers were people of color. In 2015, the Joint Center conducted a [similar study](#) on the composition of Senate staff and found that only 7.1 percent of senior Senate staffers were people of color at the time of the report’s release.

The Caucus’s adoption of the Diversity Rule would be a meaningful step towards addressing the significant lack of staff diversity on Capitol Hill. As organizations that represent staff from several different races and ethnicities in Congress, we share a common goal with you to increase inclusion and diversity in Congress. We stand ready as a resource to the Committee and the Caucus to offer a staff perspective on the importance of the Diversity Rule and provide resumes of qualified candidates from our respective associations.

Thank you for your consideration. We look forward to working with you on the Caucus’s prompt adoption of this critical hiring practice.

Sincerely,

**Congressional Hispanic Staff Association**

President Valeria Sandoval ([Valeria\\_Sandoval@warner.senate.gov](mailto:Valeria_Sandoval@warner.senate.gov))

**Congressional Asian Pacific American Staff Association**

Co-Presidents Liz Lee ([Liz.Lee@mail.house.gov](mailto:Liz.Lee@mail.house.gov)) and Alice Lin ([Alice.Lin@mail.house.gov](mailto:Alice.Lin@mail.house.gov))

**Congressional Black Associates**

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President Jonathan Carter ([Jonathan\\_Carter@blumenthal.senate.gov](mailto:Jonathan_Carter@blumenthal.senate.gov))