



**National
Urban League**

*Empowering Communities.
Changing Lives.*

VIA ELECTRONIC MAIL

February 13, 2017

The Honorable Mitch McConnell
Majority Leader
United States Senate
Washington, DC 20510

The Honorable Charles Schumer
Democratic Leader
United States Senate
Washington, DC 20510

Dear Senators McConnell and Schumer:

The National Urban League (NUL) is the nation's largest and oldest civil rights organization dedicated to the economic empowerment of historically underserved urban communities. Founded in 1910 and headquartered in New York City, the National Urban League spearheads the efforts of its local affiliates through the development of programs, public policy research and advocacy. Today, the National Urban League has 88 affiliates serving 300 communities, in 36 states and the District of Columbia, providing direct services that impact and improve the lives of more than 2 million people nationwide.

At the core of economic civil rights is the idea that all people should have access to jobs for which they are qualified. Despite the progress this country has made related to corporate diversity and inclusion, our Congress, specifically the U.S. Senate, has failed to move the needle when it comes to diversity and inclusion. This is deeply concerning and an embarrassment to our country. While policy decisions affecting all Americans are debated in the halls of Congress, persons of color are largely absent in top-level staff positions. Thus, on issues like education, the economy, health care, and decisions of war and peace, Members of Congress are legislating without the perspectives of black and brown staff.

In 2015, the Joint Center for Political and Economic Studies released a 31-page report depicting the diversity problem. It found that although people of color made up over 36% of the U.S. population, they represented only 7% of Chiefs of Staff, Communication Directors and Legislative Directors combined in the personal offices of all U.S. Senators. Since the 2015 report, the numbers have barely improved. When it comes to numbers for African Americans alone the findings are even more alarming. As of today, there are only two African American chiefs of staff out of one hundred; two African American legislative directors out of one hundred; and there is only one African American communications director out of one hundred. Most troubling is the fact that of the four African American senior staffers, only one works for a Democratic senator.

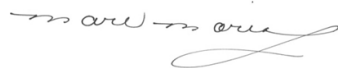
On January 5, the National Urban League's Washington Bureau hosted a panel discussion on this important issue. The discussion centered on solutions for addressing the lack of diversity at the senior staff level and discussed the creation of a pipeline for junior staffers of color. During the discussion, NUL proposed the following solutions:

1. Congress must enact legislation or rules subjecting it to employment laws which require reporting of employment demographics.
2. Congress must publish and announce vacancies for senior staff positions, so those vacancies are no longer filled in secrecy and behind closed doors.
3. Once vacancies are announced, fair interview processes must be established employing the National Football League's "Rooney Rule". The Rooney Rule is the NFL's policy that requires league teams to interview minority candidates for head coaching and senior football operation jobs.

In furtherance of our efforts, please find attached hard and soft copies of senior level resumes. These are the resumes of African Americans and other persons of color who are qualified for and prepared to interview for senior staff level vacancies. We are hopeful that by reviewing this list, you and other Members will see that there is a plethora of qualified and trained individuals for these positions.

The National Urban League will continue to make this a top priority. Also, we want to offer our assistance in connecting you to qualified applicants and/or advising best practices. If you have any questions, please don't hesitate to contact Donald Cravins, the Executive Director of NUL's Washington Bureau at dcravins@nul.org or (202) 629-5755.

Sincerely,



Marc H. Morial
President and CEO
National Urban League

CC: The Honorable Richard Shelby (AL)
The Honorable Luther Strange (AL)
The Honorable Jeff Flake (AZ)
The Honorable John McCain (AZ)
The Honorable Kamala Harris (CA)
The Honorable Diane Feinstein (CA)
The Honorable Michael Bennet (CO)
The Honorable Cory Gardner (CO)
The Honorable Thomas Carper (DE)
The Honorable Christopher Coons (DE)
The Honorable Johnny Isakson (GA)
The Honorable David Perdue (GA)
The Honorable Bill Nelson (FL)
The Honorable Marco Rubio (FL)
The Honorable Mazie Hirono (HI)
The Honorable Brian Schatz (HI)
The Honorable Tammy Duckworth (IL)
The Honorable Richard Durbin (IL)
The Honorable Bill Cassidy (LA)
The Honorable John Kennedy (LA)

The Honorable Benjamin Cardin (MD)
The Honorable Chris Van Hollen (MD)
The Honorable Thad Cochran (MS)
The Honorable Roger Wicker (MS)
The Honorable Catherine Cortez Masto (NV)
The Honorable Dean Heller (NV)
The Honorable Martin Heinrich (NM)
The Honorable Tom Udall (NM)
The Honorable Cory Booker (NJ)
The Honorable Robert Menendez (NJ)
The Honorable Kirsten Gillibrand (NY)
The Honorable Richard Burr (NC)
The Honorable Thom Tillis (NC)
The Honorable Sherrod Brown (OH)
The Honorable Rob Portman (OH)
The Honorable Robert Casey (PA)
The Honorable Patrick Toomey (PA)
The Honorable Lindsey Graham (SC)
The Honorable Tim Scott (SC)
The Honorable Lamar Alexander (TN)
The Honorable Bob Corker (TN)
The Honorable John Cornyn (TX)
The Honorable Ted Cruz (TX)
The Honorable Tim Kaine (VA)
The Honorable Mark Warner (VA)