

February 27, 2018

The Honorable Jefferson B. Sessions III
Attorney General
United States Department of Justice
950 Pennsylvania Avenue
Washington, DC 20530-0001

Dear Attorney General Sessions:

We are a coalition of employee resource groups that includes the DOJ Association of Black Attorneys, DOJ Blacks in Government, DOJ Gender Equality Network, DOJ Association of Hispanic Employees for Advancement and Development, DEA Hispanic Organization for Progress and Equality, DOJ Pan Asia Employees Association, DOJ Pride, and BOP Pride. We represent the interests of a broad and diverse group of organizations made up of roughly 2,000 Department of Justice employees and contractors who share a strong and collective commitment to ensure that the Department is a diverse and inclusive workplace. We are open to all interested employees, believe that a diverse workplace is essential to the mission of the Department, and work to advocate for policies that enhance equality of opportunity within the Department's workforce, regardless of color, ethnicity, national origin, gender, gender identity, sexual orientation, and disability.

The work of the Department, perhaps more than any other federal agency, concerns issues that affect the rights and liberties that are guaranteed to each and every American by the United States Constitution. When the Department itself reflects the diversity of the various communities it serves, then the American public has greater confidence in the Department's decisions. Research has shown that organizations committed to a diverse leadership are more successful. Furthermore, diversity fosters innovation and creativity through a greater variety of perspectives, ideas, and problem-solving methods, increases an organization's talent pool, contributes to higher employee morale and productivity, and increases the Department's ability to retain talented employees.¹

The recent appointments within the Department, unfortunately, represent a largely homogenous new leadership, which we believe makes the Department more insular and less effective, and diminishes employee morale. In contrast to the progress that we have seen over past decades, few women, people of color, and LGBTQ people are among the President's nominees for United States Attorneys. There are almost no women and very few people of color and LGBTQ people in appointed leadership roles in the Antitrust Division, Civil Division, Civil Rights Division,

¹ See McKinsey Report, "Why Diversity Matters" (January 2015), *available at* <https://www.mckinsey.com/business-functions/organization/our-insights/why-diversity-matters>.

Criminal Division, Environment & Natural Resources Division, Justice Management Division, National Security Division, and Tax Division. Additionally, many offices also lack diversity in career leadership roles.

The Department's leaders are instrumental in both setting an example for the Department's employees and working to advance Departmental policies and initiatives in a fair and equitable manner. Therefore, we encourage you to promote diversity and inclusion among the Department's leadership, and to ensure that the Department is reflective of the communities we serve. We also believe that we can work with you to ensure that a diverse pool of Department of Justice employees have the professional opportunity both to demonstrate existing job knowledge, skills and leadership abilities, and that all employees have the opportunity to compete for experiences needed to position themselves for future leadership opportunities. In this spirit, we respectfully recommend that your office, together with others in the Department:

- (1) Be mindful of the importance of diversity as you make future hiring decisions. We also recommend that efforts be made to have a diverse hiring panel in hiring decisions.
- (2) Demonstrate your commitment to diversity in employment by issuing your Equal Employment Opportunity Policy Statement. The EEOC's Management Directive 715 requires agency heads to issue a written policy statement expressing their commitment to equal employment opportunity and a workplace free of discriminatory harassment. The statement "should be issued at the beginning of their tenure and thereafter on an annual basis." We respectfully request that you issue your EEO Policy Statement and that, consistent with binding EEOC precedent, the Statement include protection against discrimination on the basis of sexual orientation and gender identity on behalf of the Department's many dedicated LGBTQ employees.
- (3) Designate someone in your office to be the liaison on diversity-related issues within the Department. In the past, a liaison on diversity from the Attorney General's Office communicated to the Department's employees that the leadership supports diversity and is committed to ensuring that there is a diverse workforce within the Department. We would expect and encourage a newly appointed liaison to repeat and build upon that message.
- (4) In addition, we believe that it is critical to maintain the Attorney General's Diversity Management Advisory Council, which was created to coordinate Department-wide diversity management efforts. We believe that the Council should remain active and that representatives from the employee resource groups be included on the Council.

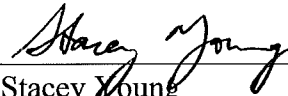
Many of us have spent the majority of our careers at the Department; all of us are dedicated to the mission and future success of the Department. We would like to work with you toward this shared goal, and respectfully request the opportunity to meet with you or a representative from

your office in the near future to discuss ideas to develop and retain an outstanding and diverse workforce at the Department of Justice. Thank you for taking the time to consider our concerns.

Sincerely,



Melanie Krebs-Pilotti
DOJ Gender Equality Network



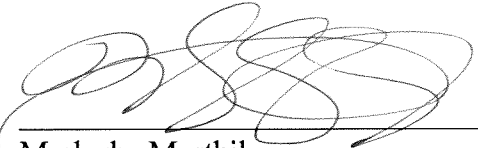
Stacey Young
DOJ Gender Equality Network



Wendi Hammond
BOP Pride



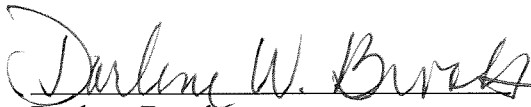
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DEA Hispanic Organization for Progress
and Equality



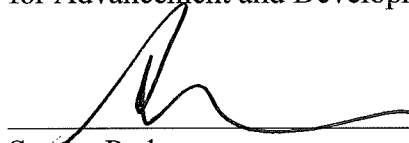
Marlysha Myrthil
DOJ Association of Black Attorneys



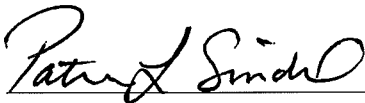
Jorge Gonzalez
DOJ Association of Hispanic Employees
for Advancement and Development



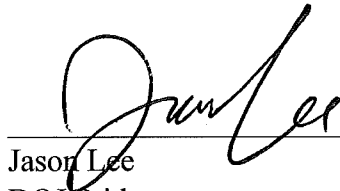
Darlene Brooks
DOJ Blacks in Government



Sandra Park
DOJ Pan Asia Employees Association



Patricia Sindel
DOJ Pride



Jason Lee
DOJ Pride

cc: Rod Rosenstein, Deputy Attorney General