

FACT SHEET:
Ahead of Releasing 2021 Annual Report to Congress on Personnel, Biden-Harris White House Releases Update on Staff Diversity

The White House's Commitment to Diversity and Pay Equity

The Biden-Harris Administration is the most diverse Administration in history. Building an Administration that looks like America has been a long-standing commitment of the President, both in terms of White House staff and presidential appointees across the federal government.

Within the first 100 days of the Administration, the Biden-Harris Administration hired 1,500 presidential appointees throughout the federal government – double the number of appointees hired by any prior administration by the 100-day mark. And more than half of all Biden appointees are women, and half identify as racially and/or ethnically diverse.

The White House staff listed in the *Annual Report to Congress on Personnel* released today are highly qualified for the work they lead, bringing a wealth of experience, training, and perspective to the work of tackling the country's most difficult problems. In alignment with the President's commitment to diversity and pay equity, the White House has taken significant steps to ensure the White House staff reflects the diversity of the country and the highest standards economic and social justice for all.

One such example relates to the White House's establishment of a salary structure that includes pay bands for Biden-Harris appointees, which is a best practice for helping to achieve pay equity. Each pay band relates to job descriptions that are associated with certain competencies, skills, and experience, and the structure ensures that all those hired at the same level are paid the same. Pay bands also help ensure that, regardless of gender or race, those completing similar work are paid the same.

In addition to instituting pay bands, further examples of this White House's commitment to diversity, equity, and inclusion include:

- **Executive Order on DEIA in the Federal Workforce:** President Biden signed an Executive Order to advance diversity, equity, inclusion, and accessibility (DEIA) in the Federal workforce on Friday, June 25. This Order re-establishes a government-wide initiative on diversity and inclusion led by OPM, EEOC, and OMB with leadership and coordination from the Domestic Policy Council. It tasks federal agencies with making their workforces more diverse, equitable, inclusive, and accessible by conducting new internal assessments of barriers to diversity within their workforce, issuing new strategic plans to address these barriers, and establishing Chief Diversity Officers to help lead implementation of the Order.
- **First-Ever Chief Diversity and Inclusion Director:** For the first time ever, the White House staff includes a Chief Diversity and Inclusion Director (Michael Leach), whose portfolio includes coordinating training and programming for all White House staff aimed to increase awareness of best practices in diversity and inclusion.

- **Trainings for Hiring Managers in Inclusive Practice:** The White House has provided trainings for all White House hiring managers on best practices in equitable hiring and methods for reducing implicit bias in interviewing.
- **Accessibility and ASL Interpretation:** The White House has prioritized ensuring improved accessibility for staff and the public, including the provision of ASL interpretation at every White House press briefing.

Diversity Metrics of White House Staff

As of July 1, 2021:

Of the White House's senior staff, approximately 56% are female and 36% come from racially and/or ethnically diverse communities.

Of White House employees appointed during the Biden-Harris Administration, the White House staff is predominantly female, with women making up approximately 60% of staff. This surpasses the 50.8% share of the national population who are women per the 2019 U.S. Census and the 47.0% share of women within the labor force as reported by the U.S. Bureau of Labor Statistics. It is also the case that across every level of seniority within the White House there are more women than men.

The average salary across genders is roughly equal, with women earning \$93,752 on average, and men earning \$94,639 on average.

Approximately 44% of Biden-Harris appointees at the White House are part of racially and/or ethnically diverse communities, which surpasses the 39.9% share of the national population who are part of diverse communities and the 38.4% total of diverse representation in the U.S. labor force as reported by the U.S. Bureau of Labor Statistics.