

August 17, 2020

President Donald J. Trump  
The White House  
1600 Pennsylvania Avenue, N.W.  
Washington, D.C. 20500

The Honorable Mitch McConnell  
Majority Leader  
United States Senate  
317 Russell Senate Office Building  
Washington, D.C. 20510

The Honorable Charles Schumer  
Minority Leader  
United States Senate  
322 Hart Senate Office Building  
Washington, D.C. 20510

The Honorable Roy Blunt  
Chairman  
Committee on Rules & Administration  
United States Senate  
260 Russell Senate Office Building  
Washington, D.C. 20515

The Honorable Amy Klobuchar  
Ranking Member  
Committee on Rules & Administration  
United States Senate  
425 Dirksen Senate Office Building  
Washington, D.C. 20515

Dear Mr. President and Senators McConnell, Schumer, Blunt, and Klobuchar:

We the undersigned, nonpartisan staff members of the Federal Election Commission (FEC) affirm our commitment to make our workplace a model of inclusion and equal opportunity for all, regardless of racial, class, gender, or other differences. To give voice to our shared belief that equity is a vital component of a healthy workplace, and in order to address the historical lack of racial diversity at the top ranks of our agency, we write in our personal capacities to ask the White House to nominate and the United States Senate to confirm people of color to serve as FEC Commissioners.

As you know, the FEC is an independent agency of the U.S. government that has civil jurisdiction over the regulation and enforcement of federal campaign finance law, the disclosure of campaign finance activity, and the administration of the presidential public funding program. Opening its doors in 1975, the agency through the years has navigated through changing legal landscapes, and has sought to meet its mission by carefully balancing the protection of political speech as a First Amendment right with the elimination of corruption in our democratic system.

The agency is led by six Commissioners, nominated by the President and confirmed by the Senate. By law, the FEC must have a working quorum of at least four Commissioners to carry out many of the agency's central functions. At present, only three Commissioners are serving while three vacancies remain unfilled.

As our nation continues to confront inequalities in varying forms, staff members of the FEC have been reflecting upon the events that have been unfolding in our country over the past few months in the fight for racial justice. At a Summer 2020 agency-sponsored training on diversity and inclusion, staff members heard colleagues' personal stories of suffering disrespect and a lack of upward mobility in the workplace as a result of race, and we reflected on the ways in which many of us have tolerated and even benefited from the unfair treatment of our FEC colleagues. We vow to do better.

The conversations sparked by this training also crystallized our understanding of a major impediment to fostering a truly equitable and inclusive workplace—the makeup of our leadership. Congress designed the Commission to inform its decision making through a diversity of views. That is, in part, achieved by requiring that no more than three Commissioners representing any one party serve at once. But membership in a political party is not the only difference representative of the American public.

For its entire 45-year existence, the agency has had a total of [31 Commissioners](#)—the overwhelming majority of whom have been white. Such homogenous senior leadership is not reflective of the diverse nation the FEC serves, and it is detrimental to the morale and effectiveness of the agency. Commissioners bring more than their legal training to their work here; their decision-making is informed by their upbringing, their experiences, and their understanding of different perspectives. By excluding members of a wide swath of our country's population, the Commission loses out on the perspectives of people from diverse communities.

Who serves as a Commissioner also affects the workplace and agency staff, for whom Commissioners should serve as models and mentors. The signatories below recognize that for too long, the path of least resistance has been for agency leadership to voice support for promoting the principle of diversity while continuing to hire, train, and promote primarily people who resemble those who already occupy top leadership positions at the agency.

Just as no political party has a flawless record on race, we believe fervently that none has a monopoly on advancing diversity. We make this call not to tip the balance toward any party or potential nominee but instead to rectify a historical blindness to the benefits Commissioners of diverse backgrounds and experiences can bring to the agency staff, to its mission, and to the nation.

We call on the country's political leadership to nominate and confirm Commissioners of color.

Thank you for your consideration of this matter.

Sincerely,

Romy Adame-Wilson  
Michael Adamsky  
Jaime Amrhein  
R. Bradley Austin  
Jack Baisden  
Isaac Baker  
Laura Beaufort  
Michael Beckman  
Wanda Brown  
Nicole Burgess  
Debbie Chacona  
Lisa Chapman  
Paul Clark  
Jonella Culmer  
Christal Dennis  
Justine A. di Giovanni  
Dominique Dillenseger  
Michael Dobi  
Thaddeus H. Ewald  
Reginald W. Freeman  
Robert Fultz  
Saurav Ghosh  
Carmen Gray  
Esther Gyory  
Kimberly D. Hart  
Michael-Ann Henry  
Christian Hilland  
DeBorah Holloway  
Lorenzo Holloway  
Judith Ingram  
Nataliya Ioffe  
Daniel Kent  
Isaac King  
Liz Kurland  
Corinne Lucas  
Roy Q. Lockett  
Kevin L. McQueen  
Don W. Michael III  
Carolina Mongeon  
Rickida Morcomb  
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Wanda O'Neal  
Elena Paoli  
Kevin Paulsen  
Claudio Pavia  
Ana Peña-Wallace  
Pat Phongsvirajati  
Aaron Rabinowitz  
Camilla Reminsky  
Carmen Robinson  
Kevin Salley  
Jessica Selinkoff  
Tanya Senanayake  
Jamie Sikorsky  
Kendrick Smith  
Neven Stipanovic  
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David L. Taylor, Sr.  
Deborah Tibbs  
Jason Upchurch  
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Nora Wheatley  
Rebecca Willis  
Susan Worthington