

February 12, 2019

Assistant Attorney General Brian Benczkowski  
Assistant Attorney General Jeff Clark  
Assistant Attorney General Makan Delrahim  
Assistant Attorney General John Demers  
Assistant Attorney General Eric Dreiband  
Assistant Attorney General Joseph Hunt  
Principal Deputy Attorney General Richard Zuckerman

United States Department of Justice  
950 Pennsylvania Avenue  
Washington, DC 20530-0001

Dear Assistant Attorneys General Benczkowski, Clark, Delrahim, Demers, Dreiband, and Hunt, and Principal DAAG Zuckerman:

We write this letter to you, the heads of the Department of Justice litigating components, to express our concern about the lack of women in top-level leadership positions and to ask that you be vigilant in recognizing the importance of gender diversity and inclusion when making hiring decisions for leadership positions in your offices. The DOJ Gender Equality Network (DOJ GEN) is a resource and advocacy group comprised of roughly 375 Department employees and contractors. We believe that a diverse workplace is essential to the mission of the Department, and we advocate for policies that enhance equality of opportunity within the Department's workforce, regardless of gender.

We have compiled information about gender and diversity among current DOJ leadership at the DAAG level and above. As shown in the first enclosed chart, there are currently *no* women in top-level leadership roles in the Antitrust Division, Civil Division, Civil Rights Division, Criminal Division, National Security Division, Tax Division, and Solicitor General's Office. The dearth of women in top leadership roles sends a negative message, both to Department employees and to the public at large, that DOJ does not value including women in top-level decision-making.

Another matter of interest to DOJ GEN is the overall number of women in managerial Senior Executive Service (SES) positions (see second enclosed chart). Women currently fill roughly 45% of attorney positions and hold about 38% of SES positions in the

litigating components. It is vital that women be strongly considered for SES roles, and with your support, we hope that the numbers of women in SES roles will grow in the coming years. SES leaders provide day-to-day oversight and management, and they are responsible for many on-the-ground decisions, including determining which employees will staff high profile litigation and policy roles. They also influence the application of human resources policies that affect Department employees.

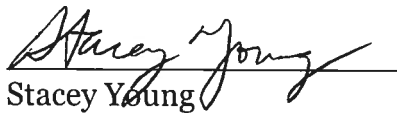
A diverse SES leadership shows that the Department is committed to fostering “an inclusive workplace where diversity and individual differences are valued and leveraged to achieve the vision and mission of the organization.”<sup>1</sup> We believe that when more women and employees of diverse backgrounds are in SES roles, decision makers will be exposed to a greater variety of ideas and perspectives, which in turn fosters greater innovation and productivity, and better results.

We are interested to hear from each of you about what you have done or plan to do to address the lack of women in top-level leadership positions in your respective offices. We also ask that you raise this issue with the Acting Attorney General and any future Attorneys General as a matter of priority for your office and for the Department.

Should you wish to discuss this issue further, we welcome the opportunity to meet with you or with a representative from your office to discuss our ideas and possible ways to better foster equality in leadership positions. We appreciate your consideration and look forward to hearing from you.

Sincerely,

On behalf of the DOJ GEN Board:



Stacey Young  
DOJ GEN President



Melanie Krebs-Pilotti  
DOJ GEN Vice-President

---

<sup>1</sup> Guide to Senior Executive Service Qualifications (Sept. 2012), *available at* [https://www.opm.gov/policy-data-oversight/senior-executive-service/reference-materials/guidetosesquals\\_2012.pdf](https://www.opm.gov/policy-data-oversight/senior-executive-service/reference-materials/guidetosesquals_2012.pdf)