



December 1, 2020

Dear President-Elect Biden:

On behalf of The Leadership Conference on Civil and Human Rights, a coalition charged by its diverse membership of more than 220 national organizations to promote and protect the civil and human rights of all persons in the United States, we write to share our views on important qualifications for the nearly 4000 appointments you will begin making as you prepare to take office. In short, we urge you to appoint individuals who have a demonstrated commitment to upholding civil and human rights, supporting marginalized communities, advancing progressive values, and who are reflective of our nation's tremendous diversity.

You are entering the Presidency in the midst of a global health and economic crisis that has spared virtually no one. The communities we represent have been facing particularly dire consequences, yet they have been failed time and time again by the lack of leadership of the outgoing President and his administration. As a result, people of color are several times more likely to face severe and even fatal complications from the COVID-19 virus, and are more likely to face economic hardships, including unemployment and homelessness. While all children have experienced tremendous upheaval due to long-term school closures and more restrictive class environments, children of color are less likely to have the resources necessary to connect remotely and continue their learning. And people of color have borne the brunt of hateful scapegoating over the virus by the outgoing President and some of his supporters. For people of color, immigrants, women, people with disabilities, the LGBTQ community, religious minorities, and many others, the rhetoric and policies of the outgoing administration have exacerbated longstanding inequality and division, and underscore the tremendous need for change.

The change your administration promises requires having a diversity of people working for you, providing you guidance, and carrying out your vision. All prospective appointees to your administration will bring their own experiences, characteristics, and qualifications to the job. However, we strongly urge you to prioritize the appointment of – and we will most enthusiastically support – individuals (including to the positions on [the attached list](#)) who have the following characteristics:

- A demonstrated commitment to civil rights, not only in their words but in their deeds.
- A commitment to active and inclusive antiracist policymaking that removes barriers to equal opportunity, promotes restorative justice, and is rooted in an understanding of systemic inequalities in our nation.
- The ability to listen to a variety of opinions and build consensus, and to be transparent, responsive, and accountable in making decisions.
- A progressive vision for America
- In key enforcement positions, appointees should have significant experience advocating on behalf of victims of discrimination.

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AAJC

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- Appointees should reflect and represent the diversity of our country. This diversity includes race, sex, gender identity, sexual orientation, disability status, ethnicity, national origin, religion, socio-economic status, age, and educational, experiential, and professional backgrounds.
- Wherever applicable, appointees should have a well-established track record of promoting diversity and fair employment policies in their prior hiring and management practices.

Given the appalling and unprecedented refusal of the outgoing President to cooperate with your transition team, we should hope that the Senate will act as expeditiously as possible to confirm nominees with the characteristics described above so that your administration can get to work immediately. But given the urgency and severity of the public health and economic crises awaiting your administration next January, if you do face partisan obstruction, we urge you to consider making use of acting and recess appointments to fully staff the agencies under your purview with people who meet the above criteria. Our nation cannot afford to wait.

We hope you find these criteria helpful, and we greatly appreciate you taking them to heart. We and our many member organizations stand ready to offer our assistance and insights on the monumental staffing and policy decisions that lie ahead of you.

Sincerely,

The Leadership Conference on Civil and Human Rights
African Public Affairs Committee
American Association for Access, Equity and Diversity
American Association of People with Disabilities
American Association of University Women (AAUW)
American Federation of State, County & Municipal Employees
Americans for Democratic Action (ADA)
Americans for Financial Reform
Arab American Institute (AAI)
Asian & Pacific Islander American Health Forum
Asian American Legal Defense and Education Fund (AALDEF)
Asian Americans Advancing Justice - AAJC
Asian and Pacific Islander American Vote
Augustus F. Hawkins Foundation
Autistic Self Advocacy Network
Bend the Arc Jewish Action
Brennan Center for Justice
Center for Disability Rights
Center for Reproductive Rights
Center for Responsible Lending
Center for the Study of Hate & Extremism - California State University, San Bernardino

Council of Parent Attorneys and Advocates
Crescent City Media Group
Demand Justice
Demos
Education Law Center - PA
End Citizens United / Let America Vote Action Fund
Equal Rights Advocates
Futures Without Violence
Hindu American Foundation
Hispanic Federation
Housing Choice Partners
Human Rights Campaign
Impact Fund
In Our Own Voice: National Black Women's Reproductive Justice Agenda
Institute for Intellectual Property and Social Justice
Iota Phi Lambda Sorority, Inc.
Japanese American Citizens League
Justice in Aging
Lambda Legal
League of Women Voters of the United States
Matthew Shepard Foundation
MAZON: A Jewish Response to Hunger
Muslim Advocates
NAACP
NAACP Legal Defense and Educational Fund, Inc.
NARAL Pro-Choice America
National Action Network
National Alliance for Partnerships in Equity (NAPE)
National Asian Pacific American Women's Forum (NAPAWF)
National Association of Human Rights Workers
National Center for Learning Disabilities
National Center for Parent Leadership, Advocacy, and Community Empowerment (National PLACE)
National Center for Youth Law
National Coalition for Asian Pacific American Community Development (National CAPACD)
National Coalition for Literacy
National Coalition for the Homeless
National Community Reinvestment Coalition
National Consumer Law Center
National Council of Asian Pacific Americans (NCAPA)
National Council of Jewish Women
National Disability Rights Network (NDRN)
National Education Association
National Employment Law Project

National Employment Lawyers Association
National Fair Housing Alliance
National Health Law Program
National Homelessness Law Center
National Immigration Law Center
National Indian Education Association
National Legal Aid & Defender Association
National Low Income Housing Coalition
National Organization for Women
National Partnership for Women and Families
National Women's Law Center
National Workrights Institute
New York Immigration Coalition
OCA – Asian Pacific American Advocates
Oxfam America
People For the American Way
People's Parity Project
Planned Parenthood Federation of America
Poverty & Race Research Action Council
Public Advocacy for Kids (PAK)
Public Citizen
Public Justice
Reproaction
Service Employees International Union (SEIU)
SHK Global Health
Sikh American Legal Defense and Education Fund (SALDEF)
Sikh Coalition
South Asian Americans Leading Together (SAALT)
Southeast Asia Resource Action Center (SEARAC)
The United Methodist Church – General Board of Church and Society
Transformative Justice Coalition
True North Research
UnidosUS
United Church of Christ, OC Inc.
UNITED SIKHS
United Steelworkers
United We Dream
Voices for Progress
Women Employed
Workplace Fairness
YWCA USA