



Alliance of Latinx Leadership and Policy

Latino Political Appointments in the Biden Administration

The OPM data covers appointments made in 2021 and those made in the first five months of 2022. The data includes cabinet secretaries but does not include judicial appointments.

Political Appointments by Ethnicity, Gender and Fiscal Year

FY	Gender	American Indian/Alaska Native	Asian	Black/African American	Hawaiian or Pacific Islander	Hispanic /Latino	More Than One Race	Minority Total	White	Unspecified	Total
2022	Female	REDACTED	22	48	REDACTED	37	11	119	178	REDACTED	299
2022	Male	REDACTED	14	28	REDACTED	23	5	77	154	REDACTED	235
2022	Total		8	36	76	60	16	196	332	6	534
2021	Male	13	79	104	REDACTED	82	23	301	531	4	836
2021	Female	13	103	152	REDACTED	97	40	409	650	4	1,063
2021	Total	26	182	256	4	179	63	710	1,181	8	1,899

*Redacted indicates there are fewer than four appointments in a given category. Note the number of appointees for a particular demographic can differ from the annual total because appointments in the redacted categories are reflected in the overall total.

The population rate is the benchmark used by the Administration for measuring representation. The table above illustrates how Latinos are significantly underrepresented in the Biden Administration. The Biden Administration made 2,433 appointments during the period covered by the data, 1,899 in FY2021 and 534 in FY2022.

Demographic Distribution

Percentages of the population by race and ethnicity cited in this report are according to the [Census Bureau's 2020 population census](#).

The data shows that two hundred thirty-nine (239) Latino appointees serve in the Biden Administration. In 2021, 1,179 Latinos were appointed, and an additional 60 in FY 2022. Latinos comprise 9.8% of the Biden appointments and 19% of the U.S. population. Latinos are significantly underrepresented in the Biden Administration. Latino appointments would have to double to reach proportional representation.

Asian Americans have 218 appointments, or 8.9% of the total, and comprise 6.1% of the U.S. population. Asians are over-represented in the number of Biden appointments.

African Americans have 332 appointments, or 13.6% of the total, and makeup precisely 13.6% of the U.S. population. African Americans have proportional representation in the Biden administration.

One thousand five hundred thirteen (1513) of the Biden appointments are White and comprise 62% of total appointments. Whites make up 59% of the U.S. population. Whites are overrepresented in the Biden Administration.

Analysis by Gender

There is a total of 1362 female appointees in the Biden Administration.

- There are 134 Latina appointments comprising 9.9% of female appointments. Latinas comprise 19% of the nation’s female population and are significantly underrepresented in the Biden Administration.
- One hundred twenty-five (125) Asian female appointees are 9.1% of the total female appointments. Asian women comprise 6.1 % of the nation’s female population and are overrepresented in the Biden administration.
- There are 200 African American female appointees, or 15% of the total female appointments. Black women comprise 13.6% of the nation’s female population and are overrepresented in the Biden administration.
- There are 828 White female appointees, or 60.7% of the total female appointments. White women make up 59% of the nation’s female population and are slightly overrepresented in the Biden Administration,

The following table illustrates the types of appointments by race and ethnicity.

Political Appointments by Ethnicity and Fiscal Year											
FY	Political	American Indian/ Alaska Native	Asian	Black/ African American	Hawaiian or Pacific Islander	Hispanic	More Than One Race	Minority Total	White	Unspecified	Total
2022	NON-CAREER SENIOR EXECUTIVES	REDACTED	5	11	REDACTED	15	REDACTED	36	69	REDACTED	108
2022	OTHER - EXECUTIVE LEVEL	REDACTED	REDACTED	REDACTED	REDACTED	REDACTED	REDACTED	REDACTED	REDACTED	REDACTED	REDACTED
2022	PRES APPT NOT NEEDING SENATE APPROVAL	REDACTED	REDACTED	REDACTED	REDACTED	REDACTED	REDACTED	REDACTED	REDACTED	REDACTED	7
2022	PRES APPT REQUIRING SENATE APPROVAL	REDACTED	5	16	REDACTED	5	REDACTED	30	53	REDACTED	84
2022	SCHEDULE C	REDACTED	4	26	47	REDACTED	39	11	127	203	REDACTED
2022	TOTAL	8	36	76	REDACTED	60	16	196	332	6	534
2021	NON-CAREER SENIOR EXECUTIVES	REDACTED	9	56	71	REDACTED	36	16	189	362	REDACTED
2021	OTHER - EXECUTIVE LEVEL	REDACTED	REDACTED	REDACTED	REDACTED	REDACTED	REDACTED	REDACTED	REDACTED	REDACTED	4
2021	PRES APPT NOT NEEDING SENATE APPROVAL	REDACTED	REDACTED	REDACTED	REDACTED	REDACTED	REDACTED	REDACTED	REDACTED	4	70
2021	PRES APPT REQUIRING SENATE APPROVAL	REDACTED	16	21	REDACTED	14	REDACTED	54	85	REDACTED	141
2021	SCHEDULE C	REDACTED	14	107	156	REDACTED	123	45	448	683	REDACTED
2021	TOTAL	26	182	256	4	179	63	710	1,181	8	1,899

*The redacted category indicates fewer than four appointments.

Note the number of appointees for a particular demographic group can differ from the annual total because appointments in the redacted categories are reflected in the total.

Latinos are the nation’s largest racial and ethnic group. The population rate of each demographic group is the benchmark used by the Administration for measuring representation. To achieve

equitable representation, Latinos would have to comprise 19% of total appointments, Asians 6.1%, Blacks 13.6%, and Whites 59% of each appointment type to reach full representation.

Comparing the number of Latino appointments to the overall number of Biden appointments in the same categories shows significant Latino underrepresentation. Comparing the number of Latino appointments to the number of appointments of other demographic groups in the same categories shows Latinos are the only underrepresented demographic group.

Schedule C is the lowest rank of political appointments and the category with the most political appointments for all groups, including Latinos.

Latinos are the only group underrepresented in the Schedule C category:

There are 1,465 Schedule C Biden appointees for the period covered.

- Latinos make up 162 or 11% of Schedule C appointments.
- Asian Americans make up 133 or 9% of Schedule C appointments.
- Blacks make up 203 or 13.8% of the Schedule C category.
- Whites comprise 886 or 60% of the Schedule C appointments.

Latinos are the only group underrepresented in the SES category:

There is a total of 659 non-career SES Biden appointments.

- Latinos make up 51 or 7.7% of the SES appointments.
- Asians make up 61 or 9.2% of the SES appointments.
- Blacks make up 82 or 12.4% of the SES appointments.
- Whites make up 431 or 65% of the SES appointments.

Latinos are the only group that is underrepresented in the PAS category:

There are 225 Biden PAS appointments.

- Latinos make up 19 or 8.4% of PAS appointments.
- Asians make up 21 or 9.3% of PAS appointments.
- Blacks make up 37 or 16.4% of PAS appointments.
- Whites make up 138 or 61% of PAS appointments.

There is a PA category, Presidential Appointment, which does not need Senate Confirmation, but the totals were redacted for all groups, indicating fewer than 4 PA appointments.

Appointment Level Distribution Gender and Ethnicity

Political Appointments by Ethnicity, Gender and Fiscal Year				
FY	Political Appointment Type	Gender	Hispanic/Latino	Total
2022	NON-CAREER SENIOR EXECUTIVES	Female	8	66
2022	NON-CAREER SENIOR EXECUTIVES	Male	7	42
2022	OTHER - EXECUTIVE LEVEL	Female	REDACTED	REDACTED
2022	OTHER - EXECUTIVE LEVEL	Male	REDACTED	REDACTED
2022	PRES APPT NOT NEEDING SENATE APPROVAL	Female	REDACTED	REDACTED
2022	PRES APPT NOT NEEDING SENATE APPROVAL	Male	REDACTED	REDACTED
2022	PRES APPT REQUIRING SENATE APPROVAL	Female	REDACTED	34
2022	PRES APPT REQUIRING SENATE APPROVAL	Male	4	50
2022	SCHEDULE C	Female	27	192
2022	SCHEDULE C	Male	12	140
2022	TOTAL		60	534
2021	NON-CAREER SENIOR EXECUTIVES	Female	22	316
2021	NON-CAREER SENIOR EXECUTIVES	Male	14	235
2021	OTHER - EXECUTIVE LEVEL	Female	REDACTED	REDACTED
2021	OTHER - EXECUTIVE LEVEL	Male	REDACTED	REDACTED
2021	PRES APPT NOT NEEDING SENATE APPROVAL	Female	REDACTED	34
2021	PRES APPT NOT NEEDING SENATE APPROVAL	Male	4	36
2021	PRES APPT REQUIRING SENATE APPROVAL	Female	5	76
2021	PRES APPT REQUIRING SENATE APPROVAL	Male	9	65
2021	SCHEDULE C	Female	68	636
2021	SCHEDULE C	Male	55	497
2021	TOTAL		179	1,899

*OPM provided appointment type only for Latinas.

There are 828 Schedule C female appointees; 95 or 11% are Latinas.

There are 382 female SES appointees, 30 Latinas or 7.8%.

There are 110 PAS female appointees; 5 Latinas were PAS appointees in 2021, and the 2022 entry is redacted. There is a possibility of additional Latina PAS appointments, but we cannot ascertain the value because the 2022 entry is redacted. Assuming there are only 5 Latina PAS appointments, Latinas would comprise 4.5% of total female PASs. Even if there were an additional 3 Latina PAS appointments (3 is the highest possible value assigned to a redacted category), Latinas would make up only 7.2% of female PAS appointments, a rate well below proportional representation.

Appointments by Agency

Note: The OPM data does not include White House staff appointments. The WH Office of Administration, which provides personnel support to the Office of the President, is not subject to FOIA.

However, Politico, the news website, reported in November 2021 that WH internal data, not made public, was shared with [Politico's Playbook](#), a daily online report covering the WH.

Following a letter to President Biden from four Latino senators expressing concern about the lack of Latino leadership in the ranks of the WH personnel, Politico, in November 2021, wrote that despite WH assertions about having the most diverse staff, Latinos were not equitably represented. The article reported that at the time, the only two staff members with the title of Assistant to the President were in the First Lady's office, and one was on her way out. At the time of publication, none of the 19 WH staffers that carry the title Assistant to the President were Latinos. Recently, one Latina has been promoted to Assistant to the President.

Moreover, according to the article, when the WH released the staff list to Politico's Playbook in July of 2021, it asserted that 44% of Biden appointees were diverse; it masked the fact that despite being 18.5% of the population, Latinos made up only 10% of WH appointees. The same data indicated that Blacks made up 16% of WH staff and 13.4% of the population; Asians made up 17% of the WH staff but comprised only 6.1% of the population.

The table showing the number of appointments by agencies is available upon request to ALLP.

Important to note: there are Latino appointments in other departments besides those listed below, but if appointments total less than four in any department or agency, they are listed as redacted. As such, we cannot identify those departments with fewer than four Latino appointees. However, the redacted designation does not affect the total number of Latino appointments.

2022 Appointments by Department:

Agriculture	04
Commerce	06
Education	08
HUD	04
HHS	05

The appointments above represent 27 of the 60 Latino appointments made in 2022.

2021 Appointments by Department:

Agriculture	04
Commerce	16
Defense	06
Energy	14
Education	22
Labor	09
EPA	07
GSA	04
HHS	12
DHS	15
HUD	06
Interior	09
OPM	06
SBA	04
State	07
Transportation	06
Treasury	06

The appointments above represent 153 of the 179 Latino appointments made in 2021.