The 2021 House Compensation and Diversity Study was administered to 10,995 House staffers; more than half (5,777) responded to this survey.

**Executive Summary**

**2021 HOUSE COMPENSATION & DIVERSITY STUDY**

52.5% of staffers identify as transgender.

**Gender**
- 43.7% are men
- 55.8% are women
- 0.5% are non-binary
- 0.1% self describe

**Race and Ethnicity**
- 0.6% Native Hawaiian or Other Pacific Islander
- 0.7% American Indian or Alaska Native
- 1.0% Middle Eastern or North African
- 2.0% Other
- 5.4% Asian or Asian American
- 5.8% Multi Racial
- 15.2% Black or African American
- 69.3% White

**Transgender Status**
- 0.2% of staffers identify as transgender.

**Sexual Orientation**
- 88.2% of staffers are heterosexual or straight.

**Representation of Minorities by Job Level**

For House Overall and Member Office, representation of minority groups is lower at senior-level positions when compared to junior-level positions.

- **Staffers of color**
  - Senior-level: 24.2%
  - Mid-level: 31.2%
  - Junior-level: 26.6%

- **White**
  - Senior-level: 88.3%
  - Mid-level: 87.2%
  - Junior-level: 83.1%

- **Latino, Hispanic, or Spanish Origin**
  - Senior-level: 11.7%
  - Mid-level: 12.8%
  - Junior-level: 16.9%

- **Non-Latino, Hispanic, or Spanish Origin**
  - Senior-level: 75.8%
  - Mid-level: 68.8%
  - Junior-level: 73.4%
Executive Summary

2021 HOUSE DEMOGRAPHICS & COMPENSATION STUDY

Demographics & Diversity

House Staff Demographics (continued)

**Age**

56.0% of staffers are under the age of 33.

**Military Status**

7.3% of staffers currently or have previously served in the U.S. military.

**Disability Status**

9.2% of staffers have a disability (e.g., hearing difficulty, ambulatory difficulty).

**Caregiver Status**

25.1% of staffers have primary caregiving responsibilities (e.g., children, siblings, parents).

**Childhood Caregiver’s Highest Level of Education**

42.1% of staffers’ childhood caregivers received a graduate degree or higher.

*Childhood caregiver’s highest level of education is used to measure socioeconomic status.

Perceptions of Inclusion

**Perceptions of Climate**

79.3% of staffers who participated in this survey believe the general climate within their office to be inclusive.

**Perceptions of Leader Values**

78.8% of staffers who participated in this survey believe their leadership values staffers with varied backgrounds and experiences.

Of staffers who participated in this survey, those who believe the general climate within their office is inclusive and that their leadership values staffers with varied backgrounds and experiences report greater job satisfaction and lower intentions to look for a job elsewhere.