

Accountable.US Analysis: Biden Administration Nominees To At Least Five Major Departments Generally Received Faster Tracks Through The Congressional Process If They Were White Men

SUMMARY: President Biden sought a diverse range of nominees to head up positions at the Departments of Justice, State, Commerce, Energy, and Interior. However, an Accountable.US analysis of these nominees indicates that white and male nominees generally received the fastest track through the Congressional process, having waited less time to go from their official nominations to receiving a Senate hearing, as well as receiving their confirmations quicker than other identity groups. The analysis of congressional nominees under the Biden administration found both racial and gender disparities in the time it took a nominee to be confirmed through the congressional process.

Department of Justice: At the Department of Justice under Biden, just over half (55%) of nominees were white, to 45% nonwhite; 60% of nominees were male to 40% female. **White nominees were shown to have a faster track to being confirmed during the congressional confirmation process, with the process going about 60% faster than for nonwhite nominees.** White male nominees at the Justice Department averaged faster hearings and confirmations than nonwhite nominees. Finally, of the five nominees who faced the longest delays, four were nonwhite alongside withdrawn white male nominee David Chipman. This group included Assistant AG Kristen Clarke, who supporters argued faced race-baiting attacks during her process; and Assistant AG Vanita Gupta, who received support from the National Women’s Law Center over sexism and racism holding up her nomination.

State Department: At the State Department, white male nominees had a faster track during the congressional confirmation process relative to other groups. 75% of State nominees were white, with 25% nonwhite, and there were 27% more male than female nominees. **White males fared the best in terms of the timeframe to receive confirmation, going 13.7% faster than nonwhite females, 11% faster than white females, and 7% faster than nonwhite males. Male nominees (of all races) also fared better than female nominees (of all races) at State,** receiving their congressional hearing and being confirmed at a more than 7% faster rate than female nominees. Finally, of the five nominees who faced the longest delays, three were nonwhite and none were white males. Topping the list of delays was C. S. Eliot Kang, who was involved in non-proliferation; Sarah Margon, who received criticism for her time at a human rights organization; and Barbara Leaf, Assistant Secretary nominee for Near Eastern Affairs, who faced delays from Texas Senator Ted Cruz (R-TX).

Commerce Department: Across the 18 nominations for the **Commerce Department, white nominees (male and female) received a 37% faster track to receiving a congressional hearing – at 53.3 days to 73.3 days for nonwhite nominees – and a similar 55% faster track through the overall process,** receiving confirmations an average of 88.2 days after nomination vs. 137.5 days for nonwhite nominees. **White men received the fastest track: they received a congressional hearing in 52.2 days from nomination, 41% faster than nonwhite women, 39% faster than nonwhite men, and 4% faster than white women.** The numbers were similar for being confirmed: the 72.7 days average for white men was 42% faster than white women, 61% faster than for nonwhite women, and 117% faster than for nonwhite men (who took an average 158 days

to move through the process). Arun Venkataraman, a nonwhite male nominated for Assistant Secretary and Director General of the US and Foreign Commercial Service has waited the longest without receiving congressional confirmation, at 231 days.

Department of Energy: Across the 12 nominations for the **Department of Energy**, **male nominees (white and nonwhite) received a congressional hearing twice as fast as their female counterparts – at 32.5 days vs. 66 days.** Similarly, **male nominees had a 54% faster track through the overall process, receiving confirmations an average of 84.8 days after nomination vs. 131 days for female nominees.** White men received the fastest track: **they received a congressional hearing 33.3 days from nomination, 110% faster than nonwhite females (70 days) and 90% faster than white females (63.3 days).** The numbers were similar for **being confirmed: the 82-day average for white men was 59% faster than for white women (131 days) and 13% faster than for nonwhite men (93 days).** Demographic comparisons on confirmations were hindered by the fact that, out of 3 nonwhite women nominees to the Energy Department, all three have yet to be confirmed. This includes Shalanda Baker, candidate for Director of the Office of Minority Economic Impact; Asmeret Berhe, candidate for Director of the Office of Science; and Mari Robinson, candidate for Assistant Secretary of Energy in the Office of Electricity.

Department of the Interior: Across the 11 nominations for the **Department of the Interior**, **male nominees (white and nonwhite) received a congressional hearing twice as fast – 32.5 days vs. 66 days for female nominees –** and had a 3% faster track through the overall process. The sole white male nominee at the Department of the Interior, Deputy Secretary Tommy Beaudreau, received a swift confirmation process: it took only 14 days for Beaudreau to get a hearing. **This was 378% faster than the average for white females (67.2 days), 321% faster than the average for nonwhite females (59 days), and 173% faster than for nonwhite males (38.3 days).** Beaudreau spent a total of 63 days in the process before being confirmed, 78% faster than nonwhite men (112.7 days), 76% faster than white women (111 days), and 52% than nonwhite women (96 days). The three remaining Biden Interior nominees who have not yet been confirmed are all women – Assistant Secretary nominee Cynthia Stachelberg (at 267 days in the process), Assistant Secretary nominee Laura Daniel-Davis (at 209 days in the process), and US Fish and Wildlife Director nominee Martha Williams (at 84 days in the process). In particular, Native American nominees for Interior have faced opposition. Native advocacy groups and some former Senators criticized loaded language used at the hearing for now-Interior Secretary Deb Haaland, saying references to her “radical” agenda were a dog whistle on her tribal status more than a policy-oriented critique. Later, Republicans opposed a separate Native nominee, now-Solicitor Robert T. Anderson, with Senator John Barrasso arguing that his background in tribal law was insufficient towards navigating public lands issues. Anderson would go on to be confirmed in a bipartisan vote.

White Nominees For The Department Of Justice Had A Faster Track In The Congressional Confirmation Process

Department Of Justice Nominees Have Leaned White, Male

At The Department Of Justice, 55% Of Congressional Nominees Were White, With 45% Nonwhite. [Accountable.US Analysis – Biden Cabinet Nominees, 11/8/21]

At The Department Of Justice, 60% Of Nominees Were Male (22) To 40% Female (18). [Accountable.US Analysis – Biden Cabinet Nominees, 11/8/21]

White Nominees At The Department Of Justice Received A Faster Confirmation Track, And White Male Nominees Fared Better Than Nonwhite Nominees

WHITE NOMINEES FOR THE JUSTICE DEPARTMENT FARED BEST AT RECEIVING A FAST TRACK TO CONFIRMATION RELATIVE TO NONWHITE NOMINEES

DoJ's White Nominees Had The Fastest Track To Congressional Confirmation, At A Rate 22% Faster Than Nonwhite Nominees. White nominees received confirmation an average of 0.9 days from the date of their official nomination, 15.7 days faster than nonwhite nominees, at 86.6 days. [Accountable.US Analysis – Biden Cabinet Nominees, 11/8/21]

DoJ's White Nominees Had The Fastest Track To Congressional Confirmation From The Date Of Their Congressional Hearing, 60% Faster Than Nonwhite Nominees. White nominees went from hearing to confirmation in an average of 21.8 days, 14.2 days faster than nonwhite nominees, at 35 days. [Accountable.US Analysis – Biden Cabinet Nominees, 11/8/21]

WHITE MALE NOMINEES FOR THE JUSTICE DEPARTMENT FARED BEST AT RECEIVING A FAST TRACK TO CONFIRMATION RELATIVE TO NONWHITE MALE AND FEMALE NOMINEES

DoJ's White Male Nominees Had A Faster Track To Confirmation Than Nonwhite Nominees, Going Nearly 5% Faster Than Nonwhite Males And Nearly 17% Faster Than Nonwhite Females. White male nominees took an average of 80.5 days to geo confirmation from the date of nomination, compared to 84.4 days for nonwhite males (a difference of 3.1) and 94 days for nonwhite females (a difference of 13.5). [Accountable.US Analysis – Biden Cabinet Nominees, 11/8/21]

DoJ's White Male Nominees Received A Faster Track From Hearing To Confirmation Than Nonwhite Females, Receiving Confirmation 12.5% Faster. White male nominees took an average of 56.6 days to receive a hearing, 7.1 days quicker than nonwhite females (63.7). [Accountable.US Analysis – Biden Cabinet Nominees, 11/8/21]

Justice Department Nominees Who Faced Delays Included Nonwhite Assistant Attorneys General And Associate Attorney General

OF THE FIVE JUSTICE DEPARTMENT NOMINEES THAT TOOK LONGEST TO BE CONFIRMED OR WITHDRAW FROM THE PROCESS, FOUR WERE NONWHITE (MEN AND WOMEN) ALONGSIDE ONE WHITE MALE

NAME	POSITION	RACE/SEX	DAYS	STATUS
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Ronald Davis	Director, US Marshalls	Nonwhite Male	163	Confirmed
David Chipman	Director, Bureau of Alcohol Tobacco and Firearms	White Male	154 (Note: withdrew from consideration)	Withdrew
Todd Kim	Assistant Attorney General	Nonwhite Male	133	Confirmed
Kristen Clarke	Assistant Attorney General	Nonwhite Female	125	Confirmed
Vanita Gupta	Associate Attorney General	Nonwhite Female	91	Confirmed

[Accountable.US Analysis – Biden Cabinet Nominees, 11/8/21]

ASSISTANT ATTORNEY GENERAL NOMINEE KRISTEN CLARKE, A NONWHITE FEMALE, RANKED AMONG THE TOP DELAYED DOJ NOMINEES, WITH A FEDERAL JUDGE REFERRING TO THE DELAYS AS RACIST IN ORIGIN

Kristen Clarke Was the Nominee For Assistant Attorney General. [Congress.gov – PN79-2, [5/25/21](#)]

Clarke Was Officially Nominated By The President On January 20, 2021, Biden's First Day In Office, But Was Not Confirmed Until May 25, 2021. [Congress.gov – PN79-2, [5/25/21](#)]

Clarke's 125 Day Wait Was Among The Longest For Nominated DOJ Staffers. Clarke was only beaten by US Marshalls Director Ron Davis, ATF nominee David Chipman, and Assistant AG Todd Kim. [Accountable.US Analysis – Biden Cabinet Nominees, 11/8/21]

Newsweek HEADLINE: "The Racist Attacks Against Kristen Clarke End Now. The Senate Must Confirm Her" [Newsweek, [4/14/21](#)]

- **Judge For US District Court In Southern New York: Clarke Delay In Confirmation Grounded In "Race-Baiting Attacks," "Dangerous Smear Campaign."** "But the sad fact is, over the years, whenever a woman or a person of color has been nominated to head the Civil Rights Division, they have been singled out for insidious, race-baiting attacks—which have been successful in scuttling their appointment. This is now happening to Kristen Clarke, President Biden's nominee to head the Civil Rights Division. A dangerous smear campaign has been launched in an effort to spread misinformation about Ms. Clarke, her values, and her record. It cannot be allowed to succeed." [Newsweek, [4/14/21](#)]
- **Judge For US District Court In Southern New York: Attacks On Clarke Echoed Previous Attacks On Nominees Of Color In The Past Under Bill Clinton, Such As Lani Guinier And Bill Lan Lee.** "The charges must be soundly rejected by all United States senators. But make no mistake: These accusations aren't just false; they represent racism and sexism in its rawest form, just like the racially driven attacks that were brought against other civil rights leaders of color nominated for this very position. Look no further than Lani Guinier, a stellar Black woman civil rights attorney nominated by President Clinton for this same position, who was attacked as a 'quota queen.' Bill Lan Lee, another civil rights leader, was attacked for his views on affirmative action. Debo Adegbile, a Black male, was attacked as a defender of cop killers." [Newsweek, [4/14/21](#)]

ASSOCIATE ATTORNEY GENERAL NOMINEE VANITA GUPTA, A NONWHITE FEMALE, RANKED AMONG THE TOP DELAYED DOJ NOMINEES, WITH THE NATIONAL WOMEN'S LAW CENTER ARGUING THE DELAYS WERE GROUNDED IN RACISM AND SEXISM AND NOTING DISPARITIES WITH SIMILAR NOMINEES

Vanita Gupta Was the Nominee For Associate Attorney General. [Congress.gov – PN79-4, [4/21/21](#)]

Gupta Was Officially Nominated By The President On January 20, 2021, Biden's First Day In Office, But Was Not Confirmed Until April 21, 2021. [Congress.gov – PN79-4, [4/21/21](#)]

Gupta's 91 Day Wait Was Among The Longest For Nominated DOJ Staffers. Clarke was only beaten by US Marshalls Director Ron Davis, ATF nominee David Chipman, Assistant AG Todd Kim, and Assistant AG Kristen Clarke. [Accountable.US Analysis – Biden Cabinet Nominees, 11/8/21]

National Women's Law Center HEADLINE: "We Won't Let Sexism and Racism Undermine Vanita Gupta's Nomination" [National Women's Law Center – Press Release, [3/10/21](#)]

- **NWLC: Gupta Received More Interruptions During Her Confirmation Than Similar Positioned Nominees, Was Labeled With Terms Like "Radical" And "Strident."** "And yet during her confirmation hearing, we saw blatant unequal treatment by some Senators questioning Ms. Gupta when compared to the other DOJ nominees, Judge Garland or Ms. Monaco. Even though many of her answers mirrored the other nominees' answers, which were accepted and met with minimal resistance, Senators who opposed Ms. Gupta's nomination repeatedly badgered her, interrupted her (at least 15 times), and refused to listen to her answers. Despite being on the same hearing, Ms. Gupta received three times as many questions as Ms. Monaco. Instead of asking about her qualifications, some Senators mischaracterized her prior advocacy positions and statements and pressed her to apologize for her harsh tweets. Her opponents also labelled her decades long record of zealously advocating for marginalized communities as "radical," "extreme-left," "strident," and "salacious." Make no mistake, this is coded language used to bring down women of color with lived experiences and backgrounds that dare to challenge the status quo of corporate cishet-white-men having a monopoly over these powerful positions and defining what is considered neutral and unbiased." [National Women's Law Center – Press Release, [3/10/21](#)]

White Male Nominees For State Department Had Faster Track In Congressional Confirmation Process

State Department Nominees Leaned White, Male

At The Biden State Department, 75% Of Nominees Were White, With 25% Nonwhite. [Accountable.US Analysis – Biden Cabinet Nominees, 11/8/21]

At The State Department, There Were 27% More Male (57) Than Female (43) Nominees. [Accountable.US Analysis – Biden Cabinet Nominees, 11/8/21]

For Biden Nominees At The State Department, White Male Nominees Had A Faster Track In The Congressional Confirmation Process Than Their Counterparts, And Male Nominees (Of All Races) Averaged Faster Hearings And Confirmations Than Women (Of All Races)

WHITE MALE NOMINEES AT THE STATE DEPARTMENT FARED BEST AT RECEIVING A FAST TRACK TO NOMINATION, RELATIVE TO OTHER GROUPS

State Department's White Male Nominees Had The Fastest Track To Receiving Congressional Confirmation, At 13.7% Faster Than Nonwhite Females, 11% Faster Than White Females, And 7% Faster Than Nonwhite Males. White males received confirmation 15.3 days faster than nonwhite females, 12.9 days faster than white females, and 7.7 days faster than nonwhite males. [Accountable.US Analysis – Biden Cabinet Nominees, 11/8/21]

State Department's White Male Nominees Were 11% Faster Than White Females, 1.5% Faster Than Nonwhite Males To Go From Their Nomination To Confirmation Hearing. White males nominated at the State Department received hearings 7.7 days faster than white females, and about 1 day faster than nonwhite males. Nonwhite females received hearings about 0.5 days faster than white males. [Accountable.US Analysis – Biden Cabinet Nominees, 11/8/21]

MALE STATE DEPARTMENT NOMINEES RECEIVED HEARINGS, CONFIRMATIONS FASTER THAN FEMALE NOMINEES

State Department's Female Nominees Took 7.7% Longer To Receive A Congressional Hearing Than Male Nominees. This difference averaged to roughly 5.5 days faster, across all nominees. [Accountable.US Analysis – Biden Cabinet Nominees, 11/8/21]

State Department's Female Nominees Took 7.4% Longer To Receive A Congressional Confirmation. This difference averaged to roughly 8.6 days faster, across all nominees. [Accountable.US Analysis – Biden Cabinet Nominees, 11/8/21]

State Department Nominees Who Faced Delays Included Nonwhite Assistant Secretary On Non-Proliferation, And A Human Rights Nominee Criticized For Past Work

OF THE FIVE STATE DEPARTMENT STAFF NOMINEES THAT TOOK LONGEST TO RECEIVE THEIR CONGRESSIONAL HEARING, THREE WERE NONWHITE ALONG WITH TWO WHITE FEMALES

NAME	POSITION	RACE/SEX	DAYS	STATUS
C.S. Eliot Kang	Assistant Secretary, International Security and Non-Proliferation	Nonwhite Male	146	In Progress
Sarah Margon	Assistant Secretary, Democracy, Human Rights and Labor	White Female	146	In Progress
Marcia S.B. Bernicat	Director General of the Foreign Service	Nonwhite Female	140	In Progress
Barbara A. Leaf	Assistant Secretary, Near Eastern Affairs	White Female	139	In Progress
Donald Lu	Assistant Secretary, South Asian Affairs	Nonwhite Male	90	Confirmed

[Accountable.US Analysis – Biden Cabinet Nominees, 11/8/21]

AMONG THE BIDEN ADMINISTRATION'S NON-AMBASSADOR STATE DEPARTMENT NOMINEES, ASSISTANT SECRETARY NOMINEE C. S. ELIOT KANG, A NONWHITE MALE, TIED FOR THE LONGEST TO RECEIVE A HEARING

C. S. Eliot Kang Was the Nominee For Assistant Secretary Of State, Specializing In International Security And Non-Proliferation. [Congress.gov – PN416, [10/19/21](#)]

Kang Was Officially Nominated By The President On April 22, 2021, But Did Not Receive A Hearing For 146 Days, On September 15, 2021. [Congress.gov – PN416, [10/19/21](#)]

Kang's 146 Day Wait Was Tied For The Longest For Nominated Staffers At The State Department. Kang tied with Sarah Margon. Kang was only beat overall in the department by Steven Bondy, nominated ambassador to Bahrain, who took 203 days to receive a hearing. [Accountable.US Analysis – Biden Cabinet Nominees, 11/8/21]

AMONG NON-AMBASSADOR STATE DEPARTMENT NOMINEES, ASSISTANT SECRETARY NOMINEE SARAH MARGON TIED FOR THE LONGEST TIME TO RECEIVE A HEARING, BEING CRITICIZED FOR HER WORK AT A HUMAN RIGHTS ORGANIZATION

Sarah Margon Was the Nominee For Assistant Secretary Of State, Specializing In Democracy, Human Rights, And Labor. [Congress.gov – PN554, [9/22/21](#)]

Margon Was Officially Nominated By The President On April 29, 2021, But Did Not Receive A Hearing For 146 Days, On September 22, 2021. [Congress.gov – PN554, [9/22/21](#)]

Margon's 146 Day Wait Was Tied For The Longest For Nominated Staffers At The State Department. Margon tied with C. S. Eliot Kang. Margon was only beat overall in the department by Steven Bondy, nominated ambassador to Bahrain, who took 203 days to receive a hearing. [Accountable.US Analysis – Biden Cabinet Nominees, 11/8/21]

May 2021: Margon Had Received Criticism From Republicans For Her Work At Human Rights Watch, With The Republican Jewish Conference Arguing Margon "Made A Mockery Of The Concept Of 'Human Rights.'" "Sarah Margon, up for a top human rights role at the State Department, is the latest Biden nominee to face fierce pushback from conservatives, among them the Republican Jewish Coalition. [...] Abrams statement came just hours after the RJC recorded its opposition, in blistering terms. 'Sarah Margon's nomination to a key role at the State Department dealing with democracy and human rights is completely inappropriate,' the RJC said in a statement, noting her past employment by Human Rights Watch." [The Times of Israel, [5/5/21](#)]

NOMINEE FOR ASSISTANT SECRETARY FOR NEAR EASTERN AFFAIRS BARBARA LEAF TOOK 139 DAYS TO RECEIVE A HEARING AFTER BEING BLOCKED BY SENATOR TED CRUZ (R-TX)

Sarah Barbara Leaf Was the Nominee For Assistant Secretary Of State, Specializing In Near Eastern Affairs. [Congress.gov – PN549, [11/3/21](#)]

Leaf Was Officially Nominated By The President On April 29, 2021, But Did Not Receive A Hearing For 139 Days, On September 15, 2021. [Congress.gov – PN549, [11/3/21](#)]

Senator Ted Cruz Placed A Hold On Leaf's Nomination, Claiming She Had Failed To Answer Some Of His Written Questions To His Satisfaction. "Sen. Ted Cruz has placed a hold on President Joe Biden's pick to lead the State Department's Middle East bureau, escalating the Texas Republican's battle with the administration over diplomatic nominations and kicking off a sensitive, new policy fight. In an email obtained by POLITICO, Cruz's team explained to Senate Foreign Relations Committee GOP offices that the lawmaker was seeking to delay the panel's approval of Barbara Leaf, a top Middle East National Security Council official nominated to be the assistant secretary of State for Near Eastern affairs. According to the email, Leaf

didn't answer three of Cruz's written questions to the senator's satisfaction, and in one case Cruz's team claims the NSC official lied." [Politico, [10/19/21](#)]

White Male Nominees For The Department Of Commerce Had Faster Track In Congressional Confirmation Process

Commerce Department Nominees Leaned White, Male

Of The 18 Total Nominees At The Commerce Department, 11 (62%) Were White And 7 (38%) Were Nonwhite. [Accountable.US Analysis – Biden Cabinet Nominees, 1/10/22]

Of The 18 Total Nominees At The Commerce Department, 11 (62%) Were Male And 7 (38%) Were Female. [Accountable.US Analysis – Biden Cabinet Nominees, 1/10/22]

White Male Nominees For The Commerce Department Held An Advantage In Congressional Nominations, Receiving Hearings And Being Confirmed At A Faster Rate Than Their Nonwhite Counterparts

TOP STALLED NOMINEES WHO HAVE YET TO BE CONFIRMED AT COMMERCE INCLUDED ASSISTANT SECRETARY NOMINEE ARUN VENKATARAMAN

NAME	POSITION	DAYS	RACE/SEX	STATUS
Arun Venkataraman	Assistant Secretary/Director General of the US and Foreign Commercial Service	237	Nonwhite Male	In Progress
Grant T. Harris	Assistant Secretary	225	White Male	In Progress
Alan F. Estevez	Under Secretary for Industry and Security	188	White Male	In Progress

[Accountable.US Analysis – Biden Cabinet Nominees, 1/19/22]

WHITE NOMINEES AT COMMERCE HAD FASTER TRACK THROUGH CONFIRMATION PROCESS THAN NONWHITE NOMINEES, IN TERMS OF BOTH HEARINGS AND CONFIRMATIONS

Commerce Department's White Nominees Had Faster Track To Receiving Congressional Hearings Once Nominated, 37% Faster Than Nonwhite Nominees. White Commerce nominees received a congressional hearing an average of 53.3 days following official nomination, compared to 73.3 days for nonwhite nominees (20 day difference). [Accountable.US Analysis – Biden Cabinet Nominees, 1/10/22]

Commerce Department's White Nominees Had Faster Track To Receiving Congressional Confirmation, With Votes Taking Place 55% Faster Than Nonwhite Nominees. White Commerce nominees received congressional confirmation an average of 88.2 days following official nomination, compared to 137.5 days for nonwhite nominees (49.3 day difference). [Accountable.US Analysis – Biden Cabinet Nominees, 1/10/22]

WHITE MALE NOMINEES FROM THE COMMERCE DEPARTMENT FARED BETTER THROUGH THE CONFIRMATION PROCESS IN RECEIVING TIMELY HEARINGS AND CONFIRMATIONS

Commerce Department's White Male Nominees Had The Fastest Track To Receiving A Congressional Hearing After Being Nominated, At 41% Faster Than Nonwhite Females, 39% Faster Than Nonwhite Males, And 4% Faster Than White Females. White male Commerce nominees received a congressional

hearing an average of 52.2 days following official nomination, compared to 74 days for nonwhite females, 73 days for nonwhite males, and 54.6 days for white females. [Accountable.US Analysis – Biden Cabinet Nominees, 1/10/22]

Commerce Department’s White Male Nominees Had Faster Track To Receiving Congressional Confirmation After Being Nominated, At 117% Faster Than Nonwhite Males, 61% Faster Than Nonwhite Females, And 42% Faster Than White Females. White male Commerce nominees received a congressional hearing an average of 72.7 days following official nomination, compared to 158 days for nonwhite males, 117 days for nonwhite females, and 103.7 days for white females. [Accountable.US Analysis – Biden Cabinet Nominees, 1/10/22]

White Male Nominees For The Department Of Energy Had Faster Track In Congressional Confirmation Process

Energy Department Nominees Leaned White, Equal In Gender

Of The 12 Total Nominees At The Energy Department, 8 (67%) Were White And 4 (33%) Were Nonwhite. [Accountable.US Analysis – Biden Cabinet Nominees, 1/10/22]

Of The 12 Total Nominees At The Energy Department, 6 (50%) Were Male And 6 (50%) Were Female. [Accountable.US Analysis – Biden Cabinet Nominees, 1/10/22]

White Male Nominees From The Energy Department Held An Advantage In Congressional Nominations, Receiving Hearings And Being Confirmed At A Faster Rate

MALE NOMINEES FROM THE ENERGY DEPARTMENT HAD FASTER TRACK THROUGH CONFIRMATION PROCESS THAN FEMALES NOMINEES, IN TERMS OF BOTH HEARINGS AND CONFIRMATIONS

Energy Department’s Male Nominees Had A Faster Track To Receiving Congressional Hearings Once Nominated, 103% Faster Than Female Nominees. Male Energy nominees received a congressional hearing an average of 32.5 days following official nomination, compared to 66 days for female nominees (33.5 day difference). [Accountable.US Analysis – Biden Cabinet Nominees, 1/10/22]

Energy Department’s Male Nominees Had Faster Track To Receiving Congressional Confirmation, With Votes Taking Place 54% Faster Than Female Nominees. Male Energy nominees were confirmed by Congress an average of 84.8 days following official nomination, compared to 131 days for female nominees (46.2 day difference). [Accountable.US Analysis – Biden Cabinet Nominees, 1/10/22]

WHITE MALE NOMINEES FROM THE ENERGY DEPARTMENT GENERALLY FARED BETTER THROUGH THE CONFIRMATION PROCESS IN RECEIVING TIMELY HEARINGS AND CONFIRMATIONS

Energy Department’s White Male Nominees Had The Fastest Track To Receiving A Congressional Hearing After Being Nominated, At 110% Faster Than Nonwhite Females And 90% Faster Than White Females, While Roughly Tying Nonwhite Males. White male Energy nominees received a congressional hearing an average of 33.3 days following official nomination, compared to 70 days for nonwhite females, and 63.3 days for white females. Nonwhite males narrowly beat white males for receiving a hearing at 30 days. [Accountable.US Analysis – Biden Cabinet Nominees, 1/10/22]

Energy Department’s White Male Nominees Had Faster Track To Receiving Congressional Confirmation After Being Nominated, 59% Faster Than White Females And 13% Faster Than Nonwhite Males – And With No Nonwhite Female Nominees Yet Being Confirmed. White male Energy nominees were confirmed by congress an average of 82 days following official nomination, compared to 93 days for nonwhite males, and 131 days for white females. No nonwhite female has yet been confirmed from the Energy Department. [Accountable.US Analysis – Biden Cabinet Nominees, 1/10/22]

Nonwhite Women Made Up The Top Spots For Stalled Nominations At The Energy Department, And None Of The Nominated Nonwhite Women At Energy Has Yet Received Congressional Confirmation

UNCONFIRMED ENERGY DEPARTMENT NOMINEES WITH THE LONGEST WAIT TIME FOR CONFIRMATION HAVE BEEN UP FOR 259 DAYS

Two Of The Top 3 Nominees With The Longest Confirmation Waits Were Nonwhite Women, Shalanda Baker And Asmeret Berhe, Alongside Assistant Secretary Nominee Brad Crabtree.

NAME	POSITION	DAYS	RACE/SEX	STATUS
Shalanda H. Baker	Director, Office of Minority Economic Impact	267	Nonwhite Female	In Progress
Asmeret A. Berhe	Director, Office of Science	267	Nonwhite Female	In Progress
Brad John Crabtree	Assistant Secretary of Energy, Fossil Energy and Carbon Management	128	White Male	In Progress

[Accountable.US Analysis – Biden Cabinet Nominees, 1/19/22]

NONE OF THE NONWHITE FEMALE NOMINEES AT THE ENERGY DEPARTMENT HAVE BEEN CONFIRMED BY THE SENATE, LEAVING THREE POSITIONS UNFILLED, INCLUDING FOR THE OFFICE OF MINORITY ECONOMIC IMPACT

Shalanda Baker, Candidate For Director Of The Office Of Minority Economic Impact, Has Been Waiting Confirmation Since April 27, 2021. [Congress.gov – PN440 for Shalanda Baker, [1/3/22](#)]

- **Per Their Mission Statement, The Office Of Economic Impact And Diversity Advises The Secretary Of The Impact Of DOE Policy-Making On Minority Communities, Institutions, And US Population Segments.** “The Office of Economic Impact and Diversity (ED) advises the Secretary on the impact of energy policies, regulations, and DOE programs on minority communities, minority institutions, and specific segments of the U.S. population.” [Department of Energy – Office of Minority Economic Impact and Diversity, accessed [1/13/22](#)]

Asmeret Berhe, Candidate For Director Of The Office Of Science, Has Been Waiting Confirmation Since April 27, 2021. [Congress.gov – PN441 for Asmeret Berhe, [1/3/22](#)]

Maria Robinson, Candidate For Assistant Secretary Of Energy (Office Of Electricity), Has Been Waiting Confirmation Since October 4, 2021. [Congress.gov – PN1223 for Maria Robinson, [1/3/22](#)]

Baker, Berhe, And Robinson Constitute The Only Nonwhite Female Nominees Across The Energy Department. [Accountable.US Analysis – Biden Cabinet Nominees, 1/10/22]

White Male Nominees For The Department Of Interior Had Faster Track In Congressional Confirmation Process

Department Of The Interior Nominees Leaned White, Female

Of The 11 Total Nominees At The Department Of The Interior, 6 (55%) Were White And 5 (45%) Were Nonwhite. [Accountable.US Analysis – Biden Cabinet Nominees, 1/10/22]

Of The 11 Total Nominees At The Department Of The Interior, 4 (36%) Were Male And 7 (64%) Were Female. [Accountable.US Analysis – Biden Cabinet Nominees, 1/10/22]

White Male Nominees From The Interior Held An Advantage In Congressional Nominations In Receiving Timely Hearings And Confirmations

MALE NOMINEES FROM THE INTERIOR DEPARTMENT RECEIVED HEARINGS TWICE AS QUICKLY AS FEMALE NOMINEES, AND HELD A MORE MODEST ADVANTAGE IN OVERALL CONFIRMATION TIME

Interior Department's Male Nominees Had A Faster Track To Receiving Congressional Hearings Once Nominated, Twice As Quickly As Female Nominees. Male Interior nominees received a congressional hearing an average of 32.3 days following official nomination, compared to 64.9 days for female nominees (32.6 day difference). [Accountable.US Analysis – Biden Cabinet Nominees, 1/10/22]

Interior Department's Male Nominees Had Faster Track To Receiving Congressional Confirmation, With Votes Taking Place 3% Faster Than Female Nominees. Male Interior nominees received congressional confirmation an average of 100.3 days following official nomination, compared to 103.5 days for female nominees (3.2 day difference). [Accountable.US Analysis – Biden Cabinet Nominees, 1/10/22]

SOLE WHITE MALE NOMINEE AT INTERIOR, DEPUTY SECRETARY TOMMY BEAUDREAU, RECEIVED THE FASTEST HEARING FROM THE DATE OF HIS NOMINATION (14 DAYS) AND WAS SECOND HIGHEST IN TOTAL TIME DURING THE CONFIRMATION PROCESS (63 DAYS), BEATING AVERAGES FROM OTHER GROUPS

Interior Department's White Male Nominee Had The Fastest Track To Receiving A Congressional Hearing After Being Nominated At 14 Days - At 378% Faster Than The Average For White Females, 173% Faster Than The Average For Nonwhite Males, And 321% Faster Than The Average For Nonwhite Females. Sole white male Interior nominee received a congressional hearing an average of 14 days following official nomination, compared to 59 days for nonwhite females, 38.3 days for nonwhite males, and 67.2 days for white females. [Accountable.US Analysis – Biden Cabinet Nominees, 1/10/22]

Interior Department's White Male Nominee Had Second Fastest Track To Receiving Congressional Confirmation After Being Nominated At 63 Days - 78% Faster Than Nonwhite Males, 76% Faster Than White Females, And 52% Faster Than Nonwhite Females. White male Interior nominees were confirmed by congress an average of 63 days following official nomination, compared to 112.7 days for nonwhite males, 96 days for nonwhite females, and 111 days for white females. [Accountable.US Analysis – Biden Cabinet Nominees, 1/10/22]

- **Assistant Secretary Tanya Trujillo Received Fastest Confirmation.** Trujillo was nominated 4/19/21 and was confirmed in the Senate on 6/17/21, a total of 59 days.

Three Nominees For Interior Remain Unconfirmed, All Of Whom Are Women

THE THREE UNCONFIRMED INTERIOR NOMINEES ARE WOMEN

NAME	POSITION	RACE/SEX	DAYS	STATUS
Cynthia W. Stachelberg	Assistant Secretary	White Female	267	In Progress
Laura Daniel-Davis	Assistant Secretary	White Female	209	In Progress
Martha Williams	Director, US Fish and Wildlife Service	White Female	84	In Progress

[Accountable.US Analysis – Biden Cabinet Nominees, 1/19/21]

Native American Nominees Faced Republican Scrutiny And Opposition During 2021, With Haaland’s Nomination Earning Criticism Of Bias And Loaded Language

INTERIOR SECRETARY DEB HAALAND FACED CLAIMS OF A “RADICAL” AGENDA DURING HER CONFIRMATION, A TERM WHICH EARNED CRITICISM AS A DOGWHISTLE PHRASE

Senator Daines Claimed Interior Secretary Nominee Deb Haaland’s “Radical” Views Would Hurt Montana And Its “Way Of Life,” And That He Would Block Her Confirmation “Unless My Concerns Are Addressed.” “U.S. Senator Steve Daines issued the following statement after meeting with President Biden's nominee to head the Department of the Interior, Representative Deb Haaland: ‘After our conversation, I'm deeply concerned with the Congresswoman's support on several radical issues that will hurt Montana, our way of life, our jobs and rural America, including her support for the Green New Deal and President Biden's oil and gas moratorium, as well as her opposition to the Keystone XL pipeline. [...] Unless my concerns are addressed, I will block her confirmation.’” [Senator Steve Daines – Press Release, [2/5/21](#)]

Senator John Barrasso Opposed Haaland For Interior Secretary, Saying Her Confirmation Would Encourage Biden Along A “Illegal And Reckless Path” On Drilling. “Frustration among Republicans with President Biden's climate policies has coalesced around one of his most historic Cabinet picks — Rep. Deb Haaland (D-N.M.). [...] The latest is Sen. John Barrasso, the top Republican on the Senate Energy and Natural Resources Committee. The lawmaker from Wyoming, a top oil-producing state, said her opposition to issuing more leases to drill for oil and gas on federal lands and waters is ‘squarely at odds with the responsible management of our nation's energy resources’ and ‘will only encourage President Biden along the illegal and reckless path that he has begun,’ according to a statement Monday.” [Washington Post, [2/9/21](#)]

Some Native American Groups Criticized The “Radical” Language As A Loaded Racist Dogwhistle That Referenced Haaland’s Tribal Status. “Some Democrats and Native advocates called the frequent description of Haaland as ‘radical’ a loaded reference to her tribal status. ‘That kind of language is sort of a dog whistle for certain folks that see somebody who is an Indigenous woman potentially being in a position of power,’ said Ta’jin Perez with the group Western Native Voice. In an op-ed in USA Today, former Sens. Mark and Tom Udall said Haaland's record ‘is in line with mainstream conservation priorities. Thus, the exceptional criticism of Rep. Haaland and the threatened holds on her nomination must be motivated by something other than her record.’” [Indian Country Today, [2/22/21](#)]

Haaland Was Ultimately Confirmed As Interior Secretary, 51-40. “Deb Haaland, a member of New Mexico's Laguna Pueblo, has become the first Native American Cabinet secretary in U.S. history. The Senate voted 51-40 Monday to confirm the Democratic congresswoman to lead the Interior Department, an agency that will play a crucial role in the Biden administration's ambitious efforts to combat climate change and conserve nature.” [NPR, [3/15/21](#)]

SENATOR JOHN BARRASSO (R-WY) ENCOURAGED OPPOSITION TO SOLICITOR NOMINEE ROBERT ANDERSON, CLAIMING HIS BACKGROUND IN TRIBAL LAW HAD NOT PREPARED HIM FOR THE ROLE

Senator John Barrasso (R-WY) Expressed Opposition To Native Nominee Robert Anderson, Arguing His “Legal Experience Beyond The Tribal Law” Was Insufficient To Navigate “Multiple Use Of Public Lands And Federal Lands.” “Sen. John Barrasso (R-Wyoming) speaks in opposition to the confirmation of Robert T. Anderson to serve as the Solicitor at the Department of the Interior. Barrasso is the highest-ranking Republican on the Senate Committee on Energy and Natural Resources. He accused Anderson, a citizen of the Bois Forte Band of Chippewa, of not having ‘sufficient legal experience beyond the tribal law to effectively navigate the complex web of issues governing the multiple use of public lands and federal lands.’” [Indianz.com, [10/1/21](#)]

Despite Barrasso’s Opposition, Anderson Would Be Confirmed In The Senate 53-44, Earning Three Republican Votes. “Barrasso urged his colleagues to vote against Anderson’s confirmation. Despite his stance, the Senate voted 53 to 44 on September 29 to approve the nomination. Three Republicans joined all 50 Democrats in supporting Anderson.” [Indianz.com, [10/1/21](#)]