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Representative Democracy Expands Mission to Include More of America in Governing Bodies Across the Nation

WASHINGTON, D.C. — Representative Democracy, a project working to increase diversity, equity inclusion and belonging (DEIB) in public service, today announces an expanded mission. Established in 2020 with a focus on Congress, Representative Democracy now offers insights, technical support, and funding to support such efforts at every level of government, nationwide.

“As newly elected officials across the country shift from campaigning to the daily business of governance, they need to focus on hiring talented staffers who bring diverse perspectives to policymaking, and on building inclusive offices that ensure these staffers thrive,” said Noralisa Leo, Executive Director of Representative Democracy.

Across the nation, governing bodies — from city councils and school boards to state legislatures and Congress — are making decisions that shape lives, yet those who lead and staff these institutions are often far less diverse than the public they serve. Representative Democracy exists to ensure these deliberations include a variety of voices so that leaders and the policies they craft reflect the realities of America’s diverse communities.

“From cities to states to Washington, D.C., every sector of public service is struggling to address long-standing inequities exacerbated by the COVID pandemic and limited space at the decision-making table. This increased demand for practical tools and information to create authentic DEIB practices and system-wide change in government offices is what drove our decision to expand our work,” said Leo.

Building on successes to date — including leadership development training, technical know-how of DEIB systems and a well-received [guide for building diverse congressional offices](#) — Representative Democracy is reintroducing itself as a national resource for research, grants, and partnership on DEIB in governance. The expanded mission concentrates on advancing systemic DEIB solutions and creating an ecosystem of diverse leadership talent in governance, from entry-level hires to senior executives.

Policymakers and public sector employees are encouraged to explore practical tools and research available now at repdemocracy.org, with more to come. Representative Democracy is also pleased to announce the new members of its [Advisory Council](#), a group of DEIB practitioners and leadership development experts who guide the project and offer actionable insights.

About Representative Democracy

Representative Democracy is devoted to authentic DEIB practices and leadership development that build a vibrant ecosystem of diverse talent across government service. Our approach is inclusive and collaborative, driven by evidence, and focused on profound, lasting change. Representative Democracy is a fiscally sponsored project of The Miami Foundation.

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