

# Increasing Diversity: More than good public relations – recruitment of black FBI agents

Khadijah Davis

Supervisory Special Agent

Federal Bureau of Investigation

# Federal Bureau of Investigation

## What is the FBI? What do we do?

- Lead law enforcement and domestic intelligence agency for the United States.
- Responsible for investigating criminal and national security violations, including cyber crime, international and domestic terrorism, public corruption and counterintelligence.

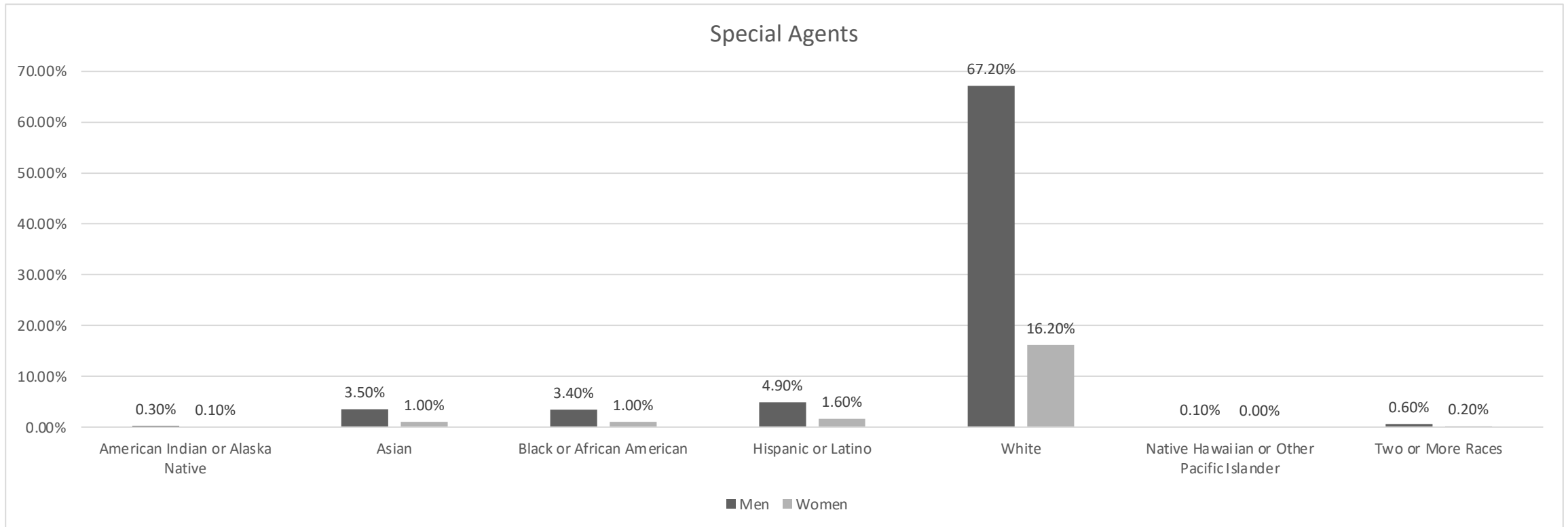
## Who do we hire?

Special Agents

Intelligence Analysts

Professional Staff

# Special Agent racial diversity (FY21)



# 2020 Census Data

	Percentage
American Indian or Alaska Native	1.3%
Asian	5.9%
Black or African American	13.4%
Hispanic or Latino	18.5%
White	76.3%
Native Hawaiian or Other Pacific Islander	0.2%
Two or More Races	2.8%

# Special Agent racial diversity (FY98, FY08, FY14)

	1998	2008	2014
Asian	2.6%	4.2%	4.3%
Black or African American	5.7%	5.1%	4.5%
Hispanic or Latino	7.1%	7.9%	6.8%
White	84.1%	82.3%	83.3%
Other and Mixed Race	0.5%	0.5%	1.1%

# Why focus on increasing the number of black special agents?

Agents are the public face of the organization and should accurately reflect the racial, ethnic and gender percentages of the American people.

To successfully safeguard the nation, the FBI needs agents with different skill sets, backgrounds and ways of thinking.

To be effective, agents must be able to move through and within communities to investigate crimes and gather intelligence.



# History of blacks and the FBI

James Wormley Jones and Sylvia Mathis

How do we increase the recruitment of black special agents?

Bellevue (NE) Police Department

North Carolina Department of Public Safety

FBI Diversity Agent Recruitment Program



## Recommendations

- Reduce reliance on credit scores
- Reduce reliance on GPA
- Recruit current law enforcement officers
- Increase mentorship opportunities by pairing retired or senior agents with applicants through Diversity Agent Recruitment Program
- Conduct long-term outreach with HCBUs through Beacon project
- Establish partnerships with community colleges to create opportunities for on the job training and scholarships in specific academic disciplines
- Realign drug policy
- Conduct exit surveys and review historical data to find the root cause of the decrease in black agents between 1998 and the present

Questions

