

United States Senate

March 8, 2022

The Honorable Charles E. Schumer
Majority Leader
United State Senate
Washington, DC 20510

The Honorable Maria Cantwell
Chair, Committee on Commerce, Science, and
Transportation
United States Senate
Washington, DC 20510

Dear Leader Schumer and Chair Cantwell:

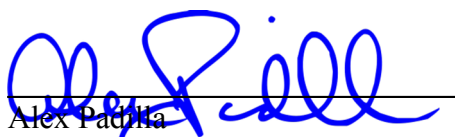
As you work to negotiate the differences between the Senate's "United States Innovation and Competition Act (USICA) of 2021" and the House's "America Creating Opportunities for Manufacturing, Pre-Eminence in Technology, and Economic Strength (COMPETES) Act of 2022," we write to urge the inclusion of provisions that will support diversity and inclusion in the semiconductor industry in the final conference agreement.

According to a 2021 Semiconductor Industry Association study, just four percent of the semiconductor workforce is Black, compared to ten percent in all manufacturing fields and 12 percent in other industries. This study also found that 13 percent of the semiconductor workforce is Hispanic, compared to 17 percent in all manufacturing fields and 18 percent in other industries. Furthermore, a 2019 survey conducted by Global Semiconductor Alliance and Accenture highlighted that women represent less than 25 percent of the workforce in the semiconductor industry, with women holding less than one percent of leadership roles at most companies.


We have an opportunity to bolster diversity and inclusion in the semiconductor industry through the proposed investments in domestic manufacturing, research and development, and supply chain security. The "America COMPETES Act" would build upon the objectives set forth by the *William M. (Mac) Thornberry National Defense Authorization Act for Fiscal Year 2021* by creating an Office of Opportunity and Inclusion within the Department of Commerce to develop standards to ensure that companies receiving semiconductor assistance carry out commitments to expand employment opportunities for economically disadvantaged individuals and provide workforce training, including programming for training and job placement of economically disadvantaged individuals. This Office would also develop standards for increasing participation of and outreach to economically disadvantaged individuals and minority-, veteran-, and women-owned businesses. The House bill also expresses that semiconductor assistance should be allocated in a manner that, in consultation with the Minority Business Development Agency, adequately addresses the inclusion of economically disadvantaged individuals and small businesses.

We look forward to working with you to develop a final conference agreement that includes provisions like these to improve the diversity of STEM fields like the semiconductor industry as we make significant investments in our nation's economic security, innovation, manufacturing, and job creation.

Sincerely,



Alex Padilla
United States Senator



Raphael G. Warnock
United States Senator