

Affirmative Action Plan of the Democratic Party of Hawai'i 2022-2024

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PREAMBLE

The Democratic Party of Hawai'i embraces its historic commitment to the principles of full participation, equal opportunity, representation, and rights for the diverse peoples of Hawai'i. The Democratic Party reaffirms its commitment to the goal of full representation and participation of the people of Hawai'i. We are an open Party that seeks representation and participation from individuals reflecting the diversity of Hawai'i society. These include but are not limited to individuals who differ concerning race, ancestry, national or ethnic origin, religion, age, disability, gender, gender identity, gender-expression, sexual orientation, and socio-economic status.

FULL PARTICIPATION

The Democratic Party of Hawai'i will affirmatively seek, encourage, and promote full representation and active participation by all of the diverse peoples of Hawai'i in all facets of the programs and activities of our Party. All members, elected and appointed officials, and other representatives of the Democratic Party of Hawai'i shall always conduct themselves in a manner consistent with a diverse and inclusive party as articulated in this Affirmative Action Plan.

We are a Party built on principles of democratic process and inclusion and fully recognize that our strength and effectiveness flow directly from a commitment to the ideal of total and active participation and inclusion rather than exclusion. Our future as a political party, a state, and a society is built on these principles. The Democratic Party of Hawai'i will reach out to all groups, strategically targeting those who have been underrepresented in the Party and the political process.

We are a Party that shall ensure that the judicial bench in Hawai'i reflects the diverse population of its people, particularly excluded and underrepresented minority groups.

We recognize that our Party benefits from the inclusion of the energy and ideas of new and diverse members. This growth presents a great opportunity for true *affirmative action*.

We must develop leadership through teaching, training, mentoring, and creating opportunities for new leaders. The Democratic Party of Hawai'i's Affirmative Action Plan prepares us for this exciting future, built on respect for our na kupuna and the history and values that are the foundation for their continuing contributions and commitments.

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BARRIERS TO FULL REPRESENTATION AND PARTICIPATION

The Democratic Party of Hawai'i recognizes and reaffirms its commitment to addressing the barriers to full representation and participation by all the diverse peoples of Hawai'i in the programs and activities of the Party. The barriers are similar to those that have historically prevented full involvement and enjoyment of opportunity to workers, women, racial, and other minorities in Hawai'i, which the Party has long struggled to eliminate.

This Affirmative Action Plan 2022 continues the Party's history of working to eliminate these significant barriers to full representation and participation, including but not limited to:

- Institutional and recurring racism, sexism, ageism, and social and cultural biases;
- Discrimination based on actual or perceived sexual orientation, gender identity, or gender expression;
- Cultural differences and language barriers;
- Social inequality and inequities, and socioeconomic status;
- Health inequity/inequality, health concerns, medical conditions/disabilities;
- Geographic and physical inaccessibility;
- Closed social and political networks that exclude outsiders and deny open and full participation; and
- Poor communication or modes of communication that some people are not inclined to use.

COMMITTEE ON AFFIRMATIVE ACTION

The Standing State Committee on Affirmative Action will work in the interim between the 2022 State Convention and 2024 State Convention. The charge of this committee will be to define the parameters of the discussion of affirmative action, to initiate internal education and discussion on affirmative action issues on the State and County levels, and to make recommendations for action to be presented at least biannually to the State Central Committee, and for consideration at the 2024 State Convention. The Standing State Committee on Affirmative Action shall examine the barriers to full participation in Party programs and activities. The committee shall also discuss the substantive issues of interest to underrepresented groups that the Party should address.

The Standing State Committee on Affirmative Action shall consist of the County Chairs (or their designees), chairs of the Hawaiian Affairs, Stonewall, Kupuna, Labor, Veterans, Environmental, Education, and Women's Caucuses (or their

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designees), President of the Young Democrats of Hawai'i (or their designee), and any member of the Democratic Party of Hawai'i that wishes to help this committee.

1. Invitations to be members of this committee shall be extended via the State Party Chair to all Party members who want to participate.

Timetable: Within 30 days from the end of the biennial State Convention.

Responsible Person: Party Chair.

2. The State Party Chair shall appoint an Affirmative Action Committee Chair or Vice-chair from among the members of the State Central Committee and the other position from the Democratic Party of Hawai'i membership.

Timetable: Appointment of the Chair and Vice-chair no later than the first regular meeting of the State Central Committee after the biennium State Convention.

Responsible Person: Party Chair.

OVERARCHING AFFIRMATIVE ACTION PLAN GOALS

Overarching Affirmative Action Plan Goals: *The Affirmative Action Plan is designed to ensure the Democratic Party of Hawaii is a diverse and inclusive party that is able to attract and retain members from all parts of the diverse population of Hawaii.*

Vision:

Goals:	Subsections	S=Start E=End	Responsible Parties/Partners	Progress		
				Planning	Acting	Done
Goal 1.1 Landscape						
Goal 2.1 Communication	Diversity					
Goal 3.1 Diversity	Diversity					

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	Communication					
Goal 4.1 Outreach						

CURRENT LANDSCAPE AND ACTION PLAN

What is going on in our state, what are our goals, and how close are we to meeting them?

Landscape Report. Data gathering and identification of underrepresented groups.						
Strategies	S=Start E=End	Responsible Parties/Partners	Budget	Progress		Specific Evidence of Success or Completion
				Planning	Acting	
Goal 1a. For any Party meeting and at all Conventions there shall be made available an affirmative action questionnaire for all convention delegates, to elicit voluntary self-identification of the delegate's race, ancestry, national or ethnic origin, religion, age, health inequality, gender, gender identity, gender expression, sexual orientation and other relevant self-identification.	S: 2 weeks after the State Conv. E: Nov. 30, 2022	2022 State Convention Affirmative Action Committee, Party Chair, County Chairs, Caucus Chairs, District Chairs, and DPH Staff.	FREE			
1. Create the survey. 2. Point of entry link to the survey. 3. Link to the survey embedded to all emails communications from the Party.						

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<p>4. Announcement at every Party meeting to take the survey.</p> <p>5. The Standing Affirmative Action Committee will create digital assets to encourage members to take the survey.</p>						
<p>Goal 1b. The Standing Affirmative Action Committee will develop and implement as accurate a picture of the Party as possible to better plan and set goals for recruitment and participation in the Party.</p> <hr/> <p>1. Use the data collected to create a digital model and compare to the latest US Census data for Hawai'i, as much as possible.</p> <p>2. Analyze to pinpoint the communities that need specific outreach and generate a report.</p> <p>3. The Standing Affirmative Action Committee shall work with the Standing Community Outreach Committee and the Membership Committee to develop plans to outreach the specific underrepresented communities.</p> <p>4. Implement the plans.</p> <p>5. Audit the results on a semi-annual basis.</p>	On or before January 15, 2023	Standing State Affirmative Action Committee Chair, Vice-chair, and Committee members, and County Affirmative Action Committee chairs if established.				

COMMUNICATION?

How will we ensure the Affirmative Action Plan is being implemented, discussed, shared and informs the party?

Implementation.

Goals:

- 2a. The Chair, Vice-chair and the Committee members are responsible for implementing this Affirmative Action Plan and keeping the State Central Committee informed on the status of its progress.
- 2b. The Committee shall implement its plans for internal education and discussion of affirmative action issues at the State and County levels by

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Strategies	S= start E=End	Responsible Parties/Partners	Progress		Specific Evidence of Success or Completion
			Planning	Acting	
Goal 2a. The Chair, Vice-chair and the Committee members are responsible for implementing this Affirmative Action Plan and keeping the State Central Committee informed on the status of its progress. 1. The Standing Affirmative Action Committee will provide a report to the State Central Committee at least twice a year.	Ongoing .	Chair, Vice-chair and the Committee			
Goal 2b. The Committee shall implement its plans for internal education and discussion of affirmative action issues at the State and County levels by conducting at least one session a year for the County Chairs, County Vice Chairs, and District Chairs.. 1. Using the data collected to provide a presentation to all members regarding the current demographic landscape of the DPH.	S=On or before March 1, 2023 E=May 31, 2023	Committee Chair, Vice-chair, and Committee members.			
2c. The Committee shall prepare and present a report on its work and recommendations for action to the State Central Committee on a semi-annual basis. A summary of these reports shall be incorporated into the report of the State Standing Committee on Affirmative Action for the 2024 State Convention. 1. The Standing Affirmative Action Committee will provide a report to the State Central Committee at least twice a year.	Ongoing .	Committee Chair, Vice-chair, and committee members.			
2d. Each County Chair is recommended to establish a County Committee on Affirmative Action. The County Chair	At the County	County Chairs.			

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will determine the composition and number of members of each County Committee. The County Chairs retain overall responsibility for implementing the County Affirmative Action Plans.	Chairs' discretion.				
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DIVERSITY

How will we ensure that all populations across the state have equal and accessible opportunities to engage...?

Diversity. Diversity, equal opportunity, and nondiscrimination in leadership, board and committee appointments, volunteer participation, and membership. The State Party will make every good faith effort to achieve diversity, equal opportunity, and nondiscrimination in participation at every level of party leadership, including candidates, elected officials, and appointed office holders.

Goals:

3a. Members selected to serve on the Party's State, County, or District boards or committees shall be selected in a nondiscriminatory manner consistent with the Party's Affirmative Action Plan. The membership at all levels of leadership should reflect the diversity of the peoples of Hawai'i both in content and proportion.

3b. At all Party levels, concerted efforts shall be made to expand volunteer participation that would include a broad and diverse cross-section of the Party and society. The Standing Affirmative Action Committee shall provide suggestions for achieving this goal.

3c. This Affirmative Action Plan and diversity policy shall be considered and implemented in the appointment of convention committees and the writing and implementation of the Delegate Selection Plan for the Democratic National Convention for 2024.

Strategies	S=Start E=End	Responsible Parties/Partners	Progress		Specific Evidence of Success or Completion
			Planning	Acting	

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<p>Goal 3a. Members selected to serve on the Party's State, County, or District boards or committees shall be selected in a nondiscriminatory manner consistent with the Party's Affirmative Action Plan. The membership at all levels of leadership should reflect the diversity of the peoples of Hawai'i both in content and proportion.</p> <hr/> <p>1. The Standing Affirmative Action Committee will provide statistics to the respective parties to encourage appointments to meet these goals.</p>	Ongoing .	All Democratic Party Leadership (State Party Chair, County Chairs, Region Chairs on O'ahu, and District Chairs.)		
<p>Goal 3b. At all Party levels, concerted efforts shall be made to expand volunteer participation that would include a broad and diverse cross-section of the Party and society.</p> <hr/> <p>1. The Standing Affirmative Action Committee shall provide suggestions for achieving this goal.</p>	Ongoing .	All Democratic Party Leadership (State Party Chair, County Chairs, Region Chairs on O'ahu, and District Chairs.)		
<p>Goal 3c. This Affirmative Action Plan and diversity policy shall be considered and implemented in the appointment of convention committees and the writing and implementation of the Delegate Selection Plan for the Democratic National Convention for 2024.</p> <hr/> <p>1. The Standing Affirmative Action Committee shall provide suggestions for achieving this goal.</p> <p>2. The Standing Affirmative Action Committee will provide statistics to the respective parties to encourage appointments to meet these goals.</p>	Ongoing .	All Democratic Party Leadership (State Party Chair, County Chairs, Region Chairs on O'ahu, and District Chairs.)		

OUTREACH

What action will happen to ensure that all populations across the state have equal and accessible opportunities to engage...?

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Outreach. The State Party will make every good faith effort to achieve diversity, equal opportunity and nondiscrimination in participation at every level of party leadership, including candidates, elected officials, and appointed office holders.

Goals:

- 4a. Concerted efforts shall be made to increase participation of all rural and Neighbor Island members in all Party activities.
- 4b. The Party will make reasonable attempts to organize and/or participate in various community activities such as parades, fairs, and other events to demonstrate our commitment to reaching out to underrepresented groups.
- 4c. Increase membership in the DPH from members of multi-language (ESL, ASL, etc.) language communities.

Strategies	S=Start E=End	Responsible Parties/Partners	Progress		Specific Evidence of Success or Completion
			Planning	Acting	
Goal 4a. Concerted efforts shall be made to increase participation of all rural and Neighbor Island members in all Party activities. 1. SCC members representing these communities will be polled by the Standing Affirmative Action Committee on how to achieve this goal.	Ongoing	All Democratic Party Leadership (State Party Chair, County Chairs, Region Chairs on O'ahu, and District Chairs.)			
Goal 4b. The Party will make reasonable attempts to organize and/or participate in various community activities such as parades, fairs, and other events to demonstrate our commitment to reaching out to underrepresented groups. 1. The Standing Affirmative Action Committee working with the Standing Community Outreach Committee to develop a calendar of community events to ensure DPH presence whenever possible. 2. Working with the Standing Communications Committee to get the word out about the highlighted community events.	Ongoing	All Democratic Party Leadership (State Party Chair, County Chairs, Region Chairs on O'ahu, and District Chairs.)			
Goal 4c. Increase membership in the DPH from members of multi-language (ESL, ASL, etc.) language communities.	Ongoing	Party Chair			

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<p>1. The State Party Chair shall create a multilingual outreach committee.</p> <p>2. This committee will generate a strategic plan to identify multilingual grassroots leaders, recruit and train multilingual volunteers, and hold multilanguage voter engagement days of action.</p> <p>3. The Multilingual Outreach Committee will work with the Communications Committee to translate the Democratic Party of Hawai'i's website into 'Ōlelo Hawai'i, Ilokano, Chuukese, Marshallese, Tagalog, and Spanish.</p> <p>4. The Multilingual Outreach Committee working with the Communications Committee shall write a yearly political talking points one sheet that shall outline the Party's core values and translate that document into the above-mentioned languages, as well as, Japanese, Chinese, Korean, Samoan, Vietnamese, Cantonese, Micronesian, Tongan, Thai, Indonesian, and Chamorro, and make this document and its translations available as a PDF online.</p> <p>5. The Multilingual Outreach Committee in collaboration with the Standing Affirmative Action Committee shall present a report to the 2024 DPH State Convention to showcase and track the progress towards the goals of multilingual outreach committee and inform DPH of their strategic plans for the future.</p>					
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