



West Virginia Democratic Party
AFFIRMATIVE ACTION AND OUTREACH PLAN
FIRST DRAFT

The West Virginia Democratic Party embraces the historical commitment to the principles of full participation, equal opportunity, representation, and rights for the diverse people of WV. The WVSDEC is committed to the goal of full representation and participation in WV leadership, programs, and activities regardless of color, race, ethnic origin, sex, gender identity, marital status, sexual orientation, age, disability, education level, ancestry, religion, arrest, and court record, or socioeconomic status.

We are a Party built on principles of the democratic process and fully recognize that our strength and effectiveness flow directly from a commitment to the ideal of full and active participation, and inclusion rather than exclusion. Our future as a political party, a state, and society is built on these principles. The West Virginia Democratic Party, through its Affirmative Action Committee, encourages full participation by all Democrats, with particular concern for minority groups, African Americans, Native Americans, Asian /Pacific Islanders, Latinos, Women, Youth (under the age of 36), LGBTQ+, seniors, and individuals with disabilities in the Delegate Selection process and in all Party Affairs, as defined in the DNC charter and bylaws.

In order to continue the Democratic Party's ongoing efforts to include groups historically under-represented in the Democratic Party's affairs, by virtue of race, ethnicity identity, age, sexual orientation, gender identity and expression, economic status, or disability, West Virginia has developed Party outreach programs. Such programs include recruitment, education and training to achieve full participation by such groups and diversity in the delegate selection process and at all levels of Party affairs.

To encourage full participation by all Democrats in the delegate selection process and in all Party affairs, the West Virginia Democratic Party has adopted and will implement affirmative action programs with specific goals and timetables for African Americans, Latinos, Native Americans, Asian/Pacific Americans and women. To further encourage full participation in the process, the State Party has established goals and timetables for LGBTQ+ Communities, people with disabilities and youth.

The goal of the Party's affirmative action efforts shall be to encourage participation in the delegate selection process and in Party organizations at all levels by the aforementioned groups as indicated by their presence in the Democratic electorate. This goal shall not be accomplished either directly or indirectly by the Party's imposition of mandatory quotas at any level of the delegate selection process or in any other Party affairs. Youth is defined as any participant 36 years or younger. Native Americans and Latinos are two groups that will need a lot of outreach to communities in West Virginia, but we have identified ways to support both groups. To achieve full participation of other groups that may be underrepresented in Party affairs, including members of the LGBTQ + community, people with disabilities and youth, the State Party has adopted and will implement Inclusion Programs. The Affirmative Action Committee ("AA Committee") shall consist of the two (2) Co-Chairs of different genders elected by the members from each of the Democratic constituency organizations (diversity caucuses) set forth below in this Affirmative Action and Outreach Plan. The Co-Chairs of each diversity caucus will be chosen by the members of that caucus.

Two (2) Co-Chairs of different genders shall be elected by the members of the AA Committee at its first meeting just prior to the organizational meeting, to terms of four (4) years, to expire at the election of

their successors. There are to be no more than one (1) Co-Chair from the same constituency organization.

The Affirmative Action shall draft, and the Executive Committee shall promptly adopt an Affirmative Action and Outreach Plan to implement a program that will increase opportunity and diversity in the WVDP. The program will provide for representation on the Executive Committee as nearly as practicable of the aforementioned groups, as indicated by their presence in the Democratic electorate based on data derived by the DNC. This program shall include specific goals and timetables to achieve this purpose.

The Co-Chairs of the Affirmative Action Committee shall be voting members of the Executive Committee. In addition, the AA Committee shall recommend, and the Executive Committee shall appoint six people divided among Congressional Districts to the Executive Committee as voting members to help the party achieve affirmative action goals.

EFFORTS TO EDUCATE

Well-publicized educational workshops will be conducted in regional districts. The Vice-Chairs of each Congressional District will assist in organizing and oversight. These workshops will be held in places that are easily accessible to persons with disabilities. The times, dates, places, and rules for the conduct of all education workshops, meetings, and other events involved in the delegate selection process shall be effectively publicized by the party organization and include mailings to various organizations representative of the Democratic voting electorate

A speakers' bureau of volunteers from the state party, including the Affirmative Action Committee composed of individuals who are fully familiar with the party , will be organized to appear before groups as needed, to provide information concerning the party.

The State Party's education efforts will include outreach to community leaders within the Democratic Party's constituencies and making sure that information about the delegate selection process is available to Democratic clubs and Party caucuses representing specific constituencies. The State Party will publish and make available at no cost: a clear and concise explanation of how Democratic voters can participate in the delegate selection process; an explanation of how, where and when persons can register to vote; and delegate district maps.

The party every four years will make available the Delegate Selection Plan and encourage participation in the delegate selection process Participation in the delegate selection process shall be open to all voters who wish to participate as Democrats, Democratic voters shall be those persons who publicly declare their Party preference and have that preference publicly recorded.

The State Party shall take all feasible steps to encourage non-affiliated voters and new voters to register or enroll, to provide simple procedure through which they may do so and to eliminate excessively long waiting periods for voters wishing to register or to change their party enrollment status.

The Affirmative Action Committee will develop a State Party strategy to be implemented that will provide education programs directly to voters who continue to experience confusing timelines for

registration, changing party affiliation deadlines to ensure all Democratic voters understand the rules and timelines and their impact on voter participation.

In addition to the education, publicity and other steps described above, the State Party will attend fairs, festivals, college organization fairs, meetings, and other events that are targeted to key constituencies. The State Party will also use social media and other specialty media to reach out to key constituencies groups to ensure they are encouraged to participate in the delegate selection process.

FIRST DRAFT: Guidelines for West Virginia Democratic Party

(WVDP) Diversity Caucus Establishment

- 1) Caucuses must embody the goals, beliefs and values of the West Virginia Democratic Party and the Democratic National Committee. To participate you must be a registered Democrat, will support the Democratic nominee and will not participate in the nominating process of any other political party.
- 2) The WVDP Chair shall appoint the initial Chair of each proposed Caucus. Either the Chair or the Vice Chair must be a member of the WVDP Executive Committee or an alternate of the Executive Committee.
- 3) To be established and recognized as a WVDP Caucus, a e Caucus must receive support (signatures) from 25% of the Executive Committee and signatures must include supporters from every Congressional District.
- 4) Caucus membership must be composed of State and County Executive Committee members, County Chairs, Delegates or Alternates to the immediately previous WVDP Convention, or a Democrat who has been recommended by a County Party Chair or WVDP Executive Committee person, regardless of what county the person recommended is from.
- 5) Before a Caucus is officially recognized by the WVDP Executive Committee the Caucus must present Bylaws (including purpose, qualifications for membership and procedures for electing officers) to be approved by the WVDP Executive Committee. The Bylaws must include at least the provisions in the WVDP Caucus Bylaws template as approved by the WVDP Executive Committee.

WEST VIRGINIA DEMOCRATIC WOMEN'S CAUCUS

CO-CHAIR: MARLENE MIDGET
CO-CHAIR: MARILYN MONAHAN

The purpose of this organization shall be to unite the women of West Virginia in support of the women of the Democratic Party and its candidates, encourage full and equal participation of women in the Party, encourage, educate, and help secure finances for Democratic women who aspire to public office and raise awareness of women's issues in the West Virginia Democratic Party.

WEST VIRGINIA DEMOCRATIC YOUTH CAUCUS

CO-CHAIR: ARYANNA ISLAM
CO-CHAIR: JARRYD POWELL

West Virginia Young Democrats is the official youth organization for West Virginia Democrats under the age of 36. Our goals are to support and elect Democratic candidates for public office, to train and develop Young Democrats for positions of leadership in their community and in the Party, to increase the

role of young people in our Party, government, and society, and to serve those in need in our community.

DEMOCRATIC BLACK CAUCUS OF WEST VIRGINIA

CO-CHAIR: MARY-ANN CLAYTOR

CO-CHAIR: HOLLIS LEWIS

The Democratic Black Caucus of West Virginia (DBCWV) mission is to educate members of our communities about the value of the Democratic Party in improving our way of life, and to educate the members and leadership of the Democratic Party of West Virginia and advocate for legislation that addresses the needs of our community. The caucus consists of members from all corners of the state and various economic strata. Our members are committed to advancing Democratic values, increasing the number of Black Democrats elected to office, from the local grassroots level to the State Legislature, to Congress, and to the White House.

INDIVIDUALS WITH DISABILITIES

CO-CHAIR: RUSTY WILLIAMS

CO-CHAIR: KELLY ELKINS

The West Virginia Democratic Party Individuals with Disability Caucus aims to promote the interest of individuals with Disabilities in the political process and create awareness of their needs to the community and elected officials. Activities shall include voter registration, education, employment, outreach, recruitment of members of local Democratic committees and endorsement of candidates for political office. They will work together to register, educate and empower those to become voters, recruit, train and help elect candidates at every level of government. Increase media and communications, social media, websites and regular correspondence.

LGBTQ+ DEMOCRATS OF WEST VIRGINIA

CO-CHAIR: DELEGATE CODY THOMPSON

CO-CHAIR: COUNCILWOMAN ROSEMARY KETCHUM

The LGBTQ+ Democrats of West Virginia present issues and act as an advocate for LGBTQ+ persons within the Democratic Party of West Virginia; help elect Democratic candidates by providing a centralized repository of expertise and a clearinghouse for all LGBTQ+ campaign activities through working with various Democratic campaigns. They will work together to register, educate and empower those to become voters, recruit, train and help elect candidates at every level of government. They also will increase media and communications, social media, websites and regular correspondence.

LATINO DEMOCRATS OF WEST VIRGINIA

CO-CHAIR:

CO-CHAIR:

To build and sustain relationships and work to identify Latino Communities and support the election of

Democratic Candidates. The Latino Caucus will support and create an inclusive atmosphere welcoming all those of Latino descent to enrich our party with their perspectives and activism. They will work together to register, educate and empower those to become voters, recruit, train and help elect candidates at every level of government. They also will increase media and communications, social media, websites, and regular correspondence.

ASIAN AMERICAN/PACIFIC ISLANDER DEMOCRATS

CO-CHAIR:

CO-CHAIR:

Work and connect with ASIAN AMERICAN AND PACIFIC ISLANDER (AAPI) grassroots activists, elected officials, community leaders to maximize caucus outreach efforts in local communities and to recruit and motivate and activate AAPI candidates and activists. They will work together to register, educate and empower those to become voters, recruit, train and help elect candidates at every level of government. They will also increase media and communications, social media, websites, and regular correspondence.

NATIVE AMERICAN DEMOCRATS OF WEST VIRGINIA

WE AS WEST VIRGINIANS INTEND TO HONOR AND RESPECT TRIBES BY ACKNOWLEDGING THE HISTORICAL AND CULTURAL CONTRIBUTION OF TRIBES. ADOPT RESOLUTIONS TO HONOR PARTICULAR TRIBES THAT ARE NOT FEDERALLY RECOGNIZED, AND SUPPORT THE ENTITLEMENT OF FEDERAL BENEFITS, SERVICES, AND PROTECTIONS.

SENIOR DEMOCRATS OF WEST VIRGINIA

CO-CHAIR: BOB BAKER

CO-CHAIR: MARY THORP

Giving a united voice within the state to all Senior Democrats statewide, seek out and endorse, promote and support Democratic Senior Candidates and or Candidates sensitive to Senior issues to run for office. Recommending means by which national, state, and local Democratic Party organizations can develop effective senior programs with specific goals and timetables for achieving results.

Establishing networks for the development of grassroots support of the senior values and issues of the Democratic Party;

They will work together to register, educate and empower those to become voters, recruit, train and help elect candidates at every level of government. Increase media and communications, social media, websites and regular correspondence.

VETERANS AND MILITARY FAMILY MEMBERS COUNCIL

CHAIR: GINNY MOLES, BILLY WAYNE BAILEY

The Democratic Party of West Virginia's Veterans and Military Family Members Caucus makes it their mission to inform politicians in office about the needs of veterans, service members, and their families.

EDUCATION COUNCIL

CHAIR: DALE LEE (RECOMMENDATION), FRED ALBERT (RECOMMENDATION), JOE WHITE (RECOMMENDATION)

The Democratic Party of West Virginia Education Caucus makes it their mission to support the Democratic Party's goal of enhancing public education in West Virginia. For the purposes of this Caucus, "Education" means the informing and training of students through formal instruction and supervised practice. "Public" means education that is answerable to appropriate government entities, funded by public revenues, and inclusive of all West Virginia residents.

LABOR COUNCIL

CHAIR: CHAD FRANCES, HEATHER HAYES

The Labor Caucus of the Democratic Party of West Virginia is committed to increasing awareness of labor issues and through their actions, support and communications making a positive impact for today's working class.

FAITH BASED COUNCIL

CHAIR: Ibtisam Sue Barazi, Senator Ron Miller

The Faith Based Caucus in Democratic Party of West Virginia mission is to partner with faith based organizations to encourage civic participation, champion issues of economic morality, social justice,

equality and civil rights, voter protection, poverty and jobs and equal justice for all.

SMALL BUSINESS COUNCIL

CHAIR:

The West Virginia Small Business mission and goal is to organize and document the West Virginia Democratic small business base through local Democratic Party networking. Our goal is to create a directory of Democratic friendly small businesses.

WEST VIRGINIA FEDERATION OF DEMOCRATIC WOMEN

CHAIR: ANNA GILLESPIE

The purpose of this organization shall be to unite the women of West Virginia in support of the women of the Democratic Party and its candidates, encourage full and equal participation of women in the Party, encourage, educate, and finance Democratic women who aspire to public office, and raise awareness of women's issues in the West Virginia Democratic Party.

WEST VIRGINIA YOUNG DEMOCRATS/COLLEGE/HIGH SCHOOL

CHAIR: LORA WALKER

ASSOCIATION OF DEMOCRATIC CHAIRS

ASSOCIATE CHAIRS: ROBERT STULTZ, IVIN LEE

CHAIR: LEIGH KOONCE

VICE-CHAIR: JUDY STEPHENS

Our purpose is to develop county party leadership in every part of the state, help county parties engage and energize their communities, train volunteers to mobilize Democratic voters, and recruit and elect Democrats to local, state, and national positions.

REPRESENTATION GOALS

The State Party has determined the demographic composition of African Americans, Hispanics, Native Americans, and Asian/Pacific Americans, LGBT Americans, and people with disabilities in West Virginia's

Democratic electorate. Working with the DNC data science department the representation goals are as follows: African American 6% or a total of 6 members, Hispanic 2% or 2 members, Asian American Pacific Islander (AAPI) 1% or 1 member Native American 1% or 1 delegate, Disabled 23% or 22 members, LGBT 8% or members, Youth 26% or 25 members.

	African Americans	Hispanics	Native Americans	Asian Americans and Pacific Islanders	LGBTQ+ Americans	People with Disabilities	Youth
Percent in Democratic Electorate	6	2	1	1	8	23	26
Numeric Goals for Committee	6	2	1	1	8	23	25

This is a FIRST DRAFT of the West Virginia Democratic Party's Affirmative Action Plan to meet the timeline required by the DNC.

There will be a second draft forthcoming after the members of the newly constituted Affirmative Action Committee have an opportunity to revise.