

MEMORANDUM

To: Rusty Hicks, Chair
California Democratic Party

FROM: Ada Briceno, Lead Co-Chair; Kimberly Ellis, Co-Chair; Michael Evans, Co-Chair; Lester Aponte; Sascha Bittner; Debra Broner; Frank Garcia; Mark Gonzalez; Felipe Grimaldo Jimenez; Heidi Hall; Drexel Heard II; Hene Kelly; Henry Lo; Denise Penn; Vangie Porras; Steven Ruth; Kevin Sabellico; Nilza Serrano; Julie Soo; Michael Soto; Akilah Weber; Tiffany Woods; Jimmie Woods-Gray; and Astrid Zuniga
California Democratic Party Ad Hoc Committee on Committees

DATE: July 17, 2019

SUBJECT: Recommendations for Standing Committee Diversity, Equity, and Inclusion

The charge of the Ad Hoc Committee on Committees was to identify the types and levels of diversity that we want to see, and provide recommendations to the Chair of the California Democratic Party for the appointment process that would ensure diversity, equity, and inclusion for this term and into the future on the Affirmative Action, Credentials, Finance, Legislation, Organizational Development, Platform, Resolutions, Rules, and Voter Services Standing Committees. The charge of this Committee did not include consideration of by-laws amendments or any changes to the Assembly District Election Meetings process.

This committee had several meetings, solicited and incorporated a wide variety of input from Democratic State Central Committee delegates, and developed consensus around a series of recommendations.

Recommendations

The Ad Hoc Committee recommends protecting underrepresented and other key groups by setting goals of minimum membership percentages in accordance with the following guidelines:

1. LGBTQ Community

A goal of at least 15 percent of the members on each committee should self-identify as LGBTQ, including those identifying as trans/transgender/gender non-binary members.

2. Ethnicity

A goal of at least 60 percent of the members of each committee should self-identify as people of color.

3. Gender Parity

A goal of at least 50-55 percent of the members of each committee should self-identify as females.

4. People with Disabilities

A goal of at least 10 percent of the members of each committee should self-identify as people with disabilities.

5. Geographic Balance

Appointments to all standing committees in the aggregate shall take into account the geographic balance specified in the table below. The Chair shall strive for equitable regional diversity among the appointments to each committee as well. The list of the counties in each area can be found on the final page.

Areas	Population Sum	%
Central Valley	629,973	7.23%
Coastal	436,099	5.01%
East Bay	800,943	9.20%
Gold Rush/Sierras	109,235	1.25%
I.E./Coachella Valley	815,589	9.36%
LA County	2,691,317	30.90%
North Bay	379,062	4.35%
Orange County	536,673	6.16%
Rural North	287,199	3.30%
Sac/Yolo	385,682	4.43%
San Diego County	649,382	7.46%
SF Bay Area	486,402	5.58%
South Bay	502,888	5.77%
Grand Total	8,710,444	100.00%

6. Elected Delegates

Appointments to each committee shall be made to reflect the approximate ratio of 30 percent appointed delegates to 70 percent elected delegates (i.e., via County Central Committees and Assembly District Election Meetings) in the makeup of the entire Democratic State Central Committee.

7. Experience

A goal of no more than 50 percent of the members of each committee should have previously served four or more terms on that committee.

Factors to consider should include institutional knowledge, relevant career and volunteer skills and experiences inside and outside of the party, experience as grassroots organizers and advocates, motivation for being on the committee, differing ideological viewpoints, previous attendance, opportunities for service by senior citizens, and opportunities for new and younger members including establishing a process for mentoring new leadership.

8. Age

A goal of at least 20 percent of the members of each committee should be under 36 years old. Within this group, the Chair shall also consider diversity with respect to the ethnicity and gender percentages recommended above.

9. Miscellaneous

As leaders of our party, Vice-Chairs, Regional Directors, County Chairs, and Caucus Chairs should be encouraged to make recommendations to the Chair of members of their constituencies for appointment to standing committees.

A preference will be given to appointing delegates to standing committees who are not elected officials at the state or federal levels.

Counties	Population Sum	%	Areas
Alameda County	493952	5.67%	East Bay
Alpine County	320	0.00%	Gold Rush/Sierras
Amador County	6382	0.07%	Gold Rush/Sierras
Butte County	42092	0.48%	Rural North
Calaveras County	7987	0.09%	Gold Rush/Sierras
Colusa County	2760	0.03%	Rural North
Contra Costa County	306991	3.52%	East Bay
Del Norte County	4374	0.05%	Rural North
El Dorado County	34619	0.40%	Gold Rush/Sierras
Fresno County	174296	2.00%	Central Valley
Glenn County	3581	0.04%	Rural North
Humboldt County	34065	0.39%	Rural North
Imperial County	34839	0.40%	I.E./Coachella Valley
Inyo County	3085	0.04%	Gold Rush/Sierras
Kern County	126767	1.46%	Central Valley
Kings County	17111	0.20%	Central Valley
Lake County	12275	0.14%	Rural North
Lassen County	2730	0.03%	Rural North
Los Angeles County	2691317	30.90%	LA County
Madera County	18439	0.21%	Central Valley
Marin County	90447	1.04%	North Bay
Mariposa County	2907	0.03%	Gold Rush/Sierras
Mendocino County	23538	0.27%	Rural North
Merced County	42405	0.49%	Gold Rush/Sierras
Modoc County	1038	0.01%	Rural North
Mono County	2334	0.03%	Gold Rush/Sierras
Monterey County	93589	1.07%	Coastal
Napa County	35723	0.41%	North Bay
Nevada County	24802	0.28%	Rural North
Orange County	536673	6.16%	Orange County
Placer County	67127	0.77%	Rural North
Plumas County	3404	0.04%	Rural North
Riverside County	397702	4.57%	I.E./Coachella Valley
Sacramento County	332371	3.82%	Sac/Yolo
San Benito County	13859	0.16%	Coastal
San Bernardino County	383048	4.40%	I.E./Coachella Valley
San Diego County	649382	7.46%	San Diego County
San Francisco County	282766	3.25%	SF Bay Area
San Joaquin County	145995	1.68%	Central Valley
San Luis Obispo County	59220	0.68%	Coastal
San Mateo County	203636	2.34%	SF Bay Area
Santa Barbara County	93048	1.07%	Coastal
Santa Clara County	414748	4.76%	South Bay
Santa Cruz County	88140	1.01%	South Bay
Shasta County	23090	0.27%	Rural North
Sierra County	587	0.01%	Rural North
Siskiyou County	8137	0.09%	Rural North
Solano County	108202	1.24%	North Bay
Sonoma County	144690	1.66%	North Bay
Stanislaus County	93511	1.07%	Central Valley
Sutter County	13666	0.16%	Rural North
Tehama County	8323	0.10%	Rural North
Trinity County	2386	0.03%	Rural North
Tulare County	53854	0.62%	Central Valley
Tuolumne County	9196	0.11%	Gold Rush/Sierras
Ventura County	176383	2.02%	Coastal
Yolo County	53311	0.61%	Sac/Yolo
Yuba County	9224	0.11%	Rural North