



California Democratic Party 2020 Delegate Selection Affirmative Action Plan

The promises of a democratically elected government and the right to vote have not always been extended equally to all Americans. Historically, certain groups of Americans have been explicitly denied the right to vote or have been subjected to discriminatory and exclusionary practices with the intended effect of denying them voting rights. In recognition of this past history of discriminatory denial of the franchise and in order to encourage full participation by all Democrats in the delegate selection process and in all Party affairs, the California Democratic Party shall adopt and implement affirmative action programs with specific goals and timetables for African Americans, Hispanics, Native Americans, Asian Americans and Pacific Islanders and women. Going above and beyond the targets set by the Democratic National Committee, the California Democratic Party also sets goals to further include LGBT, Disabled, and Youth in its affirmative action plan.

The goal of this affirmative action shall be to achieve participation in the delegate selection process and in Party organizations at all levels by the aforementioned groups as indicated by their present in the Democratic electorate.

Past National Convention Delegation Affirmative Action Goals:

| Groups | 2004 | | 2008 | | 2012 | | 2016 | |
|------------------|-------|-------------|-------|-------------|-------|-------------|-------|-------------|
| | Goals | Actual | Goals | Actual | Goals | Actual | Goals | Actual |
| African-American | 16.0% | 15.4% (68) | 16.0% | 17.2% (76) | 16.0% | 20.0% (122) | 16.0% | 12% (71) |
| Hispanic/Latino | 26.0% | 25.6% (113) | 26.0% | 25.9% (114) | 29.0% | 28.2% (172) | 29.0% | 24.2% (143) |
| Asian/Pacific | 9.0% | 8.6% (38) | 9.0% | 8.6% (38) | 10.0% | 11.3% (69) | 10.0% | 11% (65) |
| Native Americans | 1.0% | 2.3% (10) | 1.0% | 2.7% (12) | 1.0% | 2.3% (14) | 1.0% | 2% (12) |
| Disabled | 10.0% | 6.1% (27) | 10.0% | 7.7% (34) | 10.0% | 7.0% (43) | 10.0% | 6.3% (37) |
| LGBT | NA | 8.2% (36) | 12% | 11.3% (34) | 12% | 10.5% (64) | 12% | 13.2 (78) |
| Ages 18-29* | 7.0% | 8.6% (38) | 10% | 11.1% (49) | 18% | 13.8% (84) | 18% | 18.6 (110) |

To ensure that the California Democratic Party achieves its 2020 goals, a 30-member Delegate Selection and Affirmative Action Committee has been appointed. This committee will meet several times across the state to discuss, develop, and adopt the Party’s 2020 Delegate Selection and Affirmative Action Plan.

Delegate Selection and Affirmative Action Committee Key Dates:

June/July (TBD): Statewide Online Meeting

June 29, 2019: Anaheim Testimony on Delegate Selection Process

July 13, 2019: Fresno Testimony on Delegate Selection Process

August 23, 2019: DSAAC: Statewide meeting to adopt Final Plan

August 25, 2019: Adoption of Final Plan by Executive Board