

**REPORT OF THE  
O‘AHU COUNTY CONVENTION AFFIRMATIVE ACTION COMMITTEE  
ON THE INTERIM STATUS OF THE**

**AFFIRMATIVE ACTION PLAN  
OF THE O‘AHU COUNTY COMMITTEE  
DEMOCRATIC PARTY OF HAWAI‘I 2010**

*[adopted May 1, 2010 by the O‘ahu County Convention]*

Co-Chairs: Carolyn Golojuch  
Rafael “Del” del Castillo

Your O‘ahu County Convention Affirmative Action Committee reports as follows:

We are proud to report that the delegates to the 2010 O‘ahu County Convention adopted an Affirmative Action Plan (“Plan”) designed to embrace the O‘ahu County Committee’s historical commitment to the principles of full participation, equal opportunity, representation and rights for the diverse peoples of Hawai‘i. Your Convention Committee reports that the O‘ahu County Democrats website features this Plan at <http://www.oahudemocrats.org/AAplan.html>, as well as other Affirmative Action information. Note that the Oahu County Affirmative Action Plan encompasses the goals of the DNC, and more.

Consistent with the Plan, the results of the 2010 survey are available on the O‘ahu County Democrats website. The Plan calls for a further survey to be taken at the 2012 O‘ahu County Convention and your Convention Committee believes this goal is attainable. Your Convention Committee also recommends that the 2012 survey be designed to specifically identify diversity in leadership and participation in activities at all levels of the Democratic Party by Oahu County Members.

The delegates should understand that the Plan adopted commits O‘ahu County Democrats to specific steps to achieve representation and full participation in our 2012 Convention of delegates not just without regard to race, gender, sex, sexual identity, ancestry/national origin, disability/need for accommodation, age, and other relevant self-identification, but by reaching out to include delegates representative of any and all descriptions or categories or groups, and by cultivating diverse participation in the leadership and activities of the Democratic Party at the O‘ahu County.

Your Convention Affirmative Action Committee recommends that the Plan be amended to ensure that its goals and objectives are met well within the time for the 2012 O‘ahu County Convention as follows:

1. To require and grant the Chair of the O‘ahu County Committee of the Democratic Party of Hawai‘i authority **to appoint a chair and vice chair** of the special committee or work group called for in section 2 of the Plan, and to designate an O‘ahu. County Party member to attend special committee/workgroup sessions on

behalf of the Chair of the O'ahu County Committee of the Democratic Party of Hawai'i when the Chair is unavailable. According to the Plan, this special committee/workgroup's agenda is to discuss affirmative action planning and proposals, including leadership training and mentoring programs.

2. To revise the specified timetable for certain goals and objectives to be implemented, as follows:

- 2.a. Convening of special committee or workgroup.

Timetable: No later than 90 days following the O'ahu County Convention of 2011.

The proposed amendments are necessary to preserve the Plan and bring it into compliance with the realities of 2010-2011, during which time unforeseen leadership changes at the County level necessitated continuation of the Plan's commendably ambitious timetable.

Your Convention Committee further recommends that the special committee/workgroup's all-important meetings, activities, and actions be reported on the O'ahu County Democrats website.

Delegates may contact the Affirmative Action Committee co-chairs with suggestions and for further information about participating in the Plan activities.

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Respectfully submitted.



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