

DEMOCRATIC PARTY OF HAWAII

# O'ahu County 2016 Affirmative Action Committee Report

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Convention Co-chairs: Anthony Austin & Teri Heede  
Committee Members: Andres Y. Gonzalez, Daniel Jacob, Christina Sutrov, Jeff Brackett

**4/23/2016**

1. The Democratic Party of Hawaii has a long and proud history of defending Civil Rights and expanding opportunity for all Americans. Hawaii Democrats have fought to end discrimination in all forms—including discrimination based on race, sex, ethnicity or national origin, language, religion, sexual orientation, gender identity, age, or disability. The effective use of all forms of media, telecommunications, including but not limited to the use of email, social media, teleconferencing, community media, training videos, surveys and polling can be a useful tool in creating the environment of full participation.

It is the policy of O'ahu County Democrats to provide equal access to the activities of the Party without regard to race, color, religion, sex, national origin, age disability, marital status, veteran's status, sexual orientation, genetic information or any other protected characteristic. This policy relates to all phases of participation, including, but not limited to, Precinct Meetings, Convention, OCC meetings and for the use of all facilities, and participation in Party-sponsored activities. The O'ahu County Chair and the O'ahu County Affirmative Action(s) have been assigned to direct the establishment and monitor the implementation of any Affirmative Action procedures to guide our affirmative action program.

2. The 2015 O'ahu Affirmative Action committee report included a recommendation to the statewide training held for the Precinct Meetings and the Presidential Preference Poll conducted in March 2012. Specifically this recommendation was an additional slide added to the presentation being used for statewide training that was specific to our Oahu process that would have detailed our unique requirements for seating delegates and precinct officers.

This goal was not accomplished because no training was conducted by the state's Affirmative Action committee even though the Delegate Selection Plan indicated that the state would be responsible for training.

3. The 2015 O'ahu Affirmative Action conducted a survey using Survey Monkey for the purposes of determining the composition of our delegation. This subscription was paid for by the state and was allowed to lapse.

We are requesting that delegates fill out our current survey: <https://goo.gl/GBIOzE>  
If you are not going to be able to submit your answers electronically, please see a member of the committee for a hard copy which can be returned for input. The survey will be closed on July 1, 2016 and we will be able to access the data after that.

The committee recommends that Oahu County purchase their own subscription to Survey Monkey and maintain the account to regularly survey our membership/delegation to determine if the composition of the seated delegation is an accurate reflection of the membership and meeting our Affirmative Action goals. This tool can also be used to help identify the membership's priorities and issues.

4. To accomplish those goals we recommend the adoption of the Affirmative Action Plan 2016

#### AFFIRMATIVE ACTION PLAN 2016

The Chair of the O'ahu County Committee of the Democratic Party of Hawai'i shall implement the following steps towards development and implementation of a comprehensive program to increase participation and representation of all of the diverse peoples of Hawai'i in the Party, and the elimination of barriers to participation by members of under-represented groups.

1. Data gathering. An electronic survey will be conducted using the list of registered delegates from the 2016 O'ahu County Convention. The survey information will be gathered using Google Forms and coordinated by the O'ahu County Affirmative Action Chair(s) and O'ahu County Party Chair, to be used in future discussion and planning. Shall include information on an affirmative action survey for all convention delegates, to elicit voluntary self-identification of the delegate's race, gender, sex, sexual identity, ancestry/national origin, disability/need for accommodation, age, and other relevant self-identification. The anonymous survey results will be used as a resource for affirmative action discussion and planning. A summary of the results of the questionnaire should be posted on the O'ahu County website.

Timetable: July 2016.

Responsible person: Chair of the O'ahu County Committee of the Democratic Party of Hawai'i, Webmaster and O'ahu County Committee Affirmative Action Chair(s)

2. Diversity, equal opportunity, and nondiscrimination in leadership, committee appointments, and membership. The O'ahu County Committee of the Democratic Party of Hawai'i will continue to make good faith efforts to achieve diversity, equal opportunity, and nondiscrimination in participation at every level of party activity.

2. a. Membership recruitment efforts shall continue to focus on bringing in new members into the Democratic Party, while respecting the contributions of long time members and retaining their active participation. At the County, Region, and Precinct levels, selection of members for committees and leadership positions shall be made in a nondiscriminatory manner, consistent with the Party's commitment to equal opportunity and diversity, and this affirmative action plan.

Timetable: Ongoing.

Responsible persons: Chair of the O'ahu County Committee of the Democratic Party of Hawai'i, O'ahu County Committee Affirmative Action Chair(s), Region Chairs, District Chairs and Precinct Chairs.

2. b. At the County, Region, District, and Precinct levels, concerted efforts shall be made with elected officials and office holders to expand and develop a diverse pool of future leaders. Such efforts may include, but are not limited to, development of mentoring, leadership, and essential competencies relevant to continued success of the Democratic Party and its commitment to inclusive practices, recognizing the idealism and readiness for leadership, responsibilities, while concurrently imparting the history, values, and skills that current leadership has to offer.

3. The O'ahu County Committee of the Democratic Party of Hawai'i shall continue to provide for full and equal opportunity for participation of persons with disabilities in all Party activities. No otherwise qualified person with a disability shall be denied participation in Party programs or activities on the basis of his or her disability.

For the purpose of this plan, "persons with disabilities" means persons who

- have a physical or mental impairment which substantially limits a one or more major life activities,
- has a record of such impairment, or
- is regarded as having such impairment.

3. a. Reasonable accommodation or modification shall be provided upon the request of a person with a disability, unless the reasonable accommodation or modification would impose an undue hardship on the Party. Reasonable accommodation or modification could include changes to policies, practices, or procedures necessary to allow a qualified person with a disability to participate in Party activities.

Timetable: Ongoing. Responsible persons: Chair of the O'ahu County Committee of the Democratic Party of Hawai'i, O'ahu County Committee Affirmative Action Chair(s), Region Chairs, District Chairs and Precinct Chairs.

3. b. The O'ahu County Committee website shall be accessible.

Timetable: Ongoing.

Responsible persons: O'ahu County Committee Webmaster.

4. Miscellaneous: Timely and effective notice of Party activities will result in increased participation in Party activities.

4. a. Participation in Party activities shall be encouraged and promoted by giving timely and effective notice of meetings, and information regarding the delegate selection process, nomination and election procedures to members.

Timetable: Ongoing. Responsible persons: Chair of the O'ahu County Committee of the Democratic Party of Hawai'i, O'ahu County Committee Affirmative Action Chair(s), Region Chairs, District Chairs and Precinct Chairs.

Respectfully Submitted,

The O'ahu County Affirmative Action Committee

Anthony Austin, Teri Heede, Andres Y. Gonzalez, Daniel Jacob, Christina Sutrov, Jeff Brackett

Short URL: <https://goo.gl/GBIOzE>

# 2016 O‘ahu County Convention Affirmative Action Survey

Mahalo for participating in the 2016 Oahu County Convention. Please fill out the following survey to help us improve participation and representation of all groups in the Democratic Party of Hawaii. Your answers will remain confidential.

\* Required



**Are you a delegate to the 2016 County Convention? \***

- ( ) Yes
- ( ) No

**Which category below includes your age? \***

- ( ) 18 - 20
- ( ) 21 - 29
- ( ) 30 - 39
- ( ) 40 - 49
- ( ) 50 - 59
- ( ) 60 or older

**What is your gender identity? \***

- ( ) Female
- ( ) Genderqueer/Androgynous
- ( ) Intersex
- ( ) Male
- ( ) Transgender
- ( ) Transsexual
- ( ) Cross-dresser
- ( ) FTM (female-to-male)
- ( ) MTF (male-to-female)
- ( ) Other:

**What is your highest level of education completed? \***

- ( ) Less than high school degree
- ( ) High school degree or equivalent (e.g., GED)

- ( ) Some college but no degree
- ( ) Certificate program
- ( ) Associate degree
- ( ) Bachelor degree
- ( ) Graduate degree
- ( ) Other:

**Which of the following race/ethnicities best describes you? (you can select more than one) \***

- [ ] Native Hawaiian
- [ ] Native American
- [ ] American of African Descent
- [ ] Chinese
- [ ] Japanese
- [ ] Filipino
- [ ] Korean
- [ ] Other Asian
- [ ] Micronesian
- [ ] Hispanic
- [ ] Pacific Islander
- [ ] Caucasian
- [ ] Other:

**Is English your first language? \***

- ( ) Yes
- ( ) No

**If you responded 'NO' to the previous question, please tell us what your first language is?**

**Which of the following best describes your religious affiliation? \***

- ( ) Protestant
- ( ) Catholic
- ( ) LDS
- ( ) Jewish
- ( ) Hindu
- ( ) Islamic
- ( ) Shinto
- ( ) Confucian
- ( ) Eastern Orthodox
- ( ) Taoist
- ( ) Bahai
- ( ) Unitarian
- ( ) Native American
- ( ) New Age
- ( ) Non-religious
- ( ) Agnostic
- ( ) Atheist
- ( ) Pagan
- ( ) Buddhist
- ( ) Other:

**What is your approximate average household income? \***

- ( ) \$0 - \$24,999
- ( ) \$25,000 - \$49,999
- ( ) \$50,000 - \$74,999
- ( ) \$75,000 - \$99,999
- ( ) \$100,000 - \$124,999
- ( ) \$125,000 - \$149,999
- ( ) \$150,000 - \$174,999
- ( ) \$175,000 - \$199,999+

**What is your field of work? \***

Please use this space to tell us a little bit about what you do at work. If you are a student or currently not employed/retired, please let us know too.

**Are you a veteran of the Armed Forces? \***

Both presented and pre-read material

- ( ) Yes
- ( ) No

**Are you in the military (Active)? \***

- ( ) Yes
- ( ) No

**Do you have a physical, cognitive or sensory impairment or medical condition that requires any type of accessibility accommodation? (check all that apply)**

- [ ] Limited or no vision requiring electronic versions of printed materials.
- [ ] Limited or no hearing requiring audio support or sign interpretation.
- [ ] Limited mobility requiring barrier free access to the conference facility and rooms.
- [ ] Learning disabilities requiring easy-to-read signs and directions.
- [ ] Medical conditions (such as diabetes, food allergies, etc.) that require special meals.
- [ ] Other:

**What do you think is the most important issue(s) facing our Party today?**

**Any overall feedback on the 2016 O'ahu County Convention?**

**Name & Email (optional)**

Please complete this section if you'd like to receive updates from the Affirmative Action Committee.