AFFIRMATIVE ACTION PLAN

O‘AHU COUNTY COMMITTEE

2019 AND 2020

PREAMBLE

The Oʻahu County Committee (OCC) of the Democratic Party of Hawaiʻi (DPH) embraces its historical commitment to the principles of full participation, equal opportunity, representation and rights for the diverse peoples of Hawaiʻi. The OCC is committed to the goal of full representation and participation in OCC 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 economic status.

We are a Party built on principles of democratic process and inclusion 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 a society are built on these principles. The O’ahu County Committee will reach out to all groups targeting those who have been under-represented in the Party and the political process. In this context, "affirmative action" means promoting full participation for all groups and eliminating barriers that inhibit participation for members of under-represented groups in leadership positions, the activities and programs of the Oʻahu County Committee of the Democratic Party

of Hawaiʻi, and the Democratic Party (Party).

We also recognize that our Party benefits from the infusion of the energy and ideas of a new generation of members. This growth presents a great opportunity for true affirmative action, provided we develop leadership through teaching, training, mentoring, and creation of opportunities for new leaders. Our affirmative action plan prepares us for this exciting future, built on respect for our kupuna and the history and values that are the

foundation for their continuing contributions and commitment.

In this context, "affirmative action" means promoting full participation for all groups and eliminating barriers that inhibit participation for members of underrepresented groups in leadership positions, the activities and programs of the Oʻahu County Committee. This plan augments the Affirmative Action Plans of the Democratic National Committee (DNC) and the Democratic Party of Hawaiʻi.

We recognize that barriers which the Party has long struggled to eliminate are similar to those that have historically prevented full participation and enjoyment of opportunity to workers, women, racial and other minorities in Hawaii. This Affirmative Action Plan (AAP) continues the Party’s history of working to eliminate these significant barriers to full representation and participation, including but not limited to:

* Institutional and unconscious racism, sexism, ageism, social and cultural biases;
* Social inequality and inequities, and socioeconomic status;
* Geographic and physical accessibility;
* Cultural differences and language barriers; and
* Closed social and political networks that exclude outsiders and deny open and full participation

AFFIRMATIVE ACTION PLAN

O‘AHU COUNTY COMMITTEE

2019 AND 2020

MISSION: To assure full participation and equal opportunity of Hawaii’s diverse population in the Oahu County Committee (inclusive of its regions, districts, and precincts), its programs and activities.

VISION: An Oahu County Committee that realizes its commitment to the goals of full representation and participation in its 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 economic status.

GOAL 1. Sound leadership is provided to assure implementation of the OCC affirmative action plan (AAP)

OBJECTIVE: The O’ahu County Committee establishes its Affirmative Action Committee as a standing committee of the OCC. The AA Committee has representation of at least 20% of all OCC Districts.

PLANNED ACTIONS BY COMPLETION DATE

1. Amend the OCC bylaws to establish the AA Committee as a standing AA Committee March 28, 2019

Committee.

2. Encourage adoption of the OCC bylaws amendment Region, District, May 4, 2019

and Precinct Chairs

3. Participate as a member of the OCC AA Committee District Chairs or Rep Date of OCC AA Cmte Mtgs

GOAL 2. Goals and objectives for advancing the representation of under-represented groups are based on good data.

OBJECTIVE: Representation in leadership positions, programs, and activities of the OCC of Hawaii’s diverse population is at least equal to their representation in the community, utilizing such resources as the census data for Hawai‘i.

PLANNED ACTIONS BY COMPLETION DATE

1. Develop an affirmative action (AA) survey AA Committee January 2019 and Jan 2020

2. Administer the AA survey at least once a year, especially at the OCC

convention AA Committee May 2019 and May 2020

3. Conduct an analysis of the results of the survey against such resources AA Committee August 2019 and Aug 2020

as the census data for Hawaii in order to determine under-representation

GOAL 3. Affirmative actions are meaningful to improve upon the representation of under-represented groups in the OCC.

OBJECTIVE: Develop programs and activities that will result in improved representation of under-represented groups in the OCC.

PLANNED ACTIONS BY COMPLETION DATE

1. Convene the AA Committee to review the results of the survey analysis Chair, AA Committee September 2019 and Sep 2020

2. Develop recommendations and provide for consideration by the OCC AA Committee November 2019 and Nov 2020

3. Incorporate adopted recommendations into this plan AA Committee December 2019 and Dec 2020

GOAL 4. OCC Democrats are knowledgeable of the history and struggles of groups historically under-represented in the Democratic Party of Hawaii by virtue of race, sex, age, color, creed, national origin, religion, ethnic identity, sexual orientation, gender identity and expression, or physically disabled.

OBJECTIVE: Host guest speakers knowledgeable of the history and struggles of under-represented groups.

PLANNED ACTIONS BY COMPLETION DATE

1. Compile a Speaker’s List AA Committee June 2019

2. Host at least one speaker at a meeting OCC, Districts, Precincts December 2019

GOAL 5. Sound laws are introduced and passed that help to enhance the lives of Hawaii’s diverse population

OBJECTIVE: O’ahu County Democrats know and understand the legislative process and introduce and advocate for sound laws to enhance the lives of Hawaii’s diverse population, especially those that would help disadvantaged groups.

PLANNED ACTIONS BY COMPLETION DATE

1. Conduct training on the process for submitting resolutions to the OCC and OCC Chair or designated At least 60 days prior to

the DPH trainer the OCC Convention

2. Conduct training on the legislative process and writing testimony OCC Legislative Cmte At least 15 days prior to

the opening of the

legislature

GOAL 6. OCC leadership positions (all OCC, Region, District, and Precinct officers) are reflective of the diverse population of the OCC

OBJECTIVE: OCC Democrats are mentored on the organization, roles and responsibilities of OCC leaders, the commitment requirements, and of the

process for applying for or being nominated for leadership positions

PLANNED ACTIONS BY COMPLETION DATE

1. Conduct training for members of the OCC on the organization, roles OCC Membership Cmte At least 3 months prior

and responsibilities, commitment requirements, and process for to the election date

applying for or being nominated for leadership positions

2. Provide opportunity for members to grow in leadership positions Region, District, and Continuously

by encouraging members to join committees of the OCC, District, Precinct Chairs

or Precinct

3. Arrange for developmental/mentoring opportunities with elected OCC Membership Cmte At least two program

officials and other office holders to expand and develop a diverse participants by Sep 2019

pool of future leaders.

GOAL 7. The OCC membership is reflective of Hawaii’s diverse population

OBJECTIVE: Increase membership of the Democratic Party of Hawai‘i, Oahu County Committee by at least 5%

PLANNED ACTIONS BY COMPLETION DATE

1. Develop membership brochure and marketing materials OCC Membership Cmte June 2019

and distribute to Regions, Districts, Precincts

2. Participate in community activities to encourage voters to join Regions, Districts, Precincts Continuously

the Democratic Party of Hawai‘i

3. Host at least one meeting open to the public for the purpose of Regions, Districts, Precincts Continuously

sharing the good work of the Party and encouraging membership

GOAL 8. The OCC Convention is representative of its membership, especially under-represented groups

OBJECTIVE: The representation of under-represented groups is increased by at least 10%.

PLANNED ACTIONS BY COMPLETION DATE

1. Outreach to under-represented groups informing them of the benefit OCC Convention Committee 60 days prior to convention

of attending convention District and Precinct Chairs

2. Utilize social media to outreach to Democrats with information about the “ “ 60 days prior to convention

Convention

GOAL 9. Persons with disabilities can fully participate in OCC activities

OBJECTIVE: Reasonable accommodations 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.

PLANNED ACTIONS BY COMPLETION DATE

1.Review the current communication mechanisms used by the party AA Committee August 2019

to determine their accessibility to those with physical limitations and

provide recommendations to the OCC to rectify any problems.

2. Assure that convention facilities accommodate those with physical OCC Convention Cmte May 2019

disabilities for example, the ability to hear speakers and to see power point or other

presentations; the ability to access meetings by and to park wheelchairs;

food for those with allergies or diabetes

GOAL 10. Affirmative Action is working and there is accountability for implementing this plan.

OBJECTIVE: Timely reports are submitted to track implementation of this plan

PLANNED ACTIONS BY COMPLETION DATE

1. Provide a quarterly report on the status of implementation of this plan AA Committee Quarterly at OCC Meetings

2. Provide a semi-annual report on Affirmative Actions taken Region, District and July and December

to the OCC Committee Precincts

3. Establish an award that recognizes AA accomplishments by OCC members AA Committee Sep 2019

and present at the OCC convention