

AFFIRMATIVE ACTION, INCLUSION AND DIVERSITY PLAN
O`AHU COUNTY COMMITTEE
2021 AND 2022

PREAMBLE

O`ahu County Democrats and the O`ahu County Committee (OCC) of the Democratic Party of Hawai`i (DPH) embrace the historical commitment to the principles of full participation, equal opportunity, representation and rights for the diverse peoples of Hawai`i. 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 socioeconomic status.

We are a Party built on principles of democratic process 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. O`ahu County Democrats, through the O`ahu County Committee will reach out to all groups, especially those who have been under-represented in the Party and the political process. In this context, "affirmative action, inclusion and diversity" mean promoting full participation for all people and for eliminating barriers that inhibit participation for members of under-represented groups in leadership positions, or in the activities and programs of the O`ahu County Committee of the Democratic Party of Hawai`i, 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 inclusion and diversity, provided we develop leadership through teaching, training, mentoring, and creation of opportunities for new leaders. Our 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.

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 Hawai`i. This Affirmative Action, Inclusion and Diversity Plan (AAI&DP) 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, ableism, 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

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MISSION: To assure full participation and equal opportunity of the diverse population of Hawai`i as O`ahu County Democrats (OCD) through the Oahu County Committee (inclusive of its regions, districts, and precincts), its programs and activities.

VISION: An OCC 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 socioeconomic status.

GOAL 1. Provide sound leadership to assure implementation of the OCC Affirmative Action, Inclusion and Diversity Plan (AAI&DP).

OBJECTIVE: The OCC established its Affirmative Action, Inclusion and Diversity Committee as a standing committee of the OCC. The membership of the AAI&D Committee represents at least one member from each of the nine OCC Regions.

PLANNED ACTIONS:

1. At least one member per Region participates as a member of the OCC AAI&D Committee.

ACTION BY: Region Chairs or their representatives.

COMPLETION DATE: Third Saturday of even numbered months and continuously during AAI&D sponsored events.

GOAL 2. Advance the representation of under-represented groups based on good data.

OBJECTIVE: Representation of Hawai`i's diverse population in leadership positions, programs, and activities of the OCC is at least equal to representation in the community, utilizing such resources as the Census data for Hawai`i to reach parity.

PLANNED ACTIONS:

1. Develop and conduct an AAI&D survey.
2. Administer the AAI&D survey at least once a year, preferably during the OCC convention.
3. Conduct an analysis of the results of the survey against such resources as the Census data for Hawai`i in order to determine under-representation.

ACTION BY: OCC Affirmative Action, Inclusion and Diversity Committee.

COMPLETION DATES: Action 1-January 2021 and 2022; Action 2- May 2021 and 2022; Action 3- August 2021 and 2022.

GOAL 3. Take necessary steps to improve upon the representation of under-represented groups as Oahu County Democrats and on the OCC.

OBJECTIVE: Develop programs and activities that result in improved inclusion and participation of under-represented groups as OCD and on the OCC.

PLANNED ACTIONS:

1. Convene the AAI&D Committee to review the results of the survey analysis.
2. Develop recommendations and provide for consideration by the OCC.
3. Incorporate adopted recommendations into this plan.

ACTION BY: Co-Chairs, OCC Affirmative Action, Inclusion and Diversity Committee.

COMPLETION DATES: Action 1- September 2021 and 2022; Action 2- November 2021 and 2022; Action 3- December 2021 and 2022.

GOAL 4. Promote sound laws that are introduced and passed to enhance the lives of Hawai`i's diverse population.

OBJECTIVE: Provide O`ahu County Democrats (OCD) with knowledge and understanding of the legislative process, introduce and advocate for sound laws to enhance the lives of Hawai`i's diverse population, especially disadvantaged groups.

PLANNED ACTIONS:

1. Facilitate the development of legislative priorities.
2. Conduct training on the process for submitting resolutions.
3. Conduct training on the legislative process and writing testimony.

ACTION BY: OCC Chair, Co-Chairs Legislative Committee, and designated trainers.

COMPLETION DATES: Action 1- At least 15 days prior to the opening of the legislature; Action 2- At least 60 days prior to the OCC Convention; Action 3- At least 15 days prior to the opening of the legislature.

GOAL 5. Ensure OCC leadership positions (all OCC, Region, District, and Precinct officers) are reflective and inclusive of Hawai`i's diverse population.

OBJECTIVE: Inform OCD on mentorship in the organization, roles and responsibilities of OCC leaders, commitment requirements, and of the process for applying for, or being nominated for, leadership positions.

PLANNED ACTIONS:

1. Conduct training for OCD on the organization, roles and responsibilities, commitment requirements, and process for applying for or being nominated for leadership positions.
2. Provide opportunity for members to grow in leadership positions by encouraging members to join committees of the OCC, and/or become officers in District or Precinct positions.

ACTION BY: Action1- OCC Membership Committee; Action 2- Region, District, and Precinct Officers.

COMPLETION DATES: Action 1- At least 3 months prior to election date; Action 2- Continuously.

GOAL 6. Assure OCC Convention Delegates are reflective and inclusive of Hawai`i's diverse population.

OBJECTIVE: Increase the membership of Oahu County Democrats by at least 5%.

PLANNED ACTIONS:

1. Develop membership and marketing materials and distribute to Regions, Districts, Precincts.
2. Participate in community activities to encourage voters to join OCD.
3. Host at least one meeting open to the public for the purpose of sharing the good work of OCD and encouraging membership.
4. Outreach to under-represented groups informing them of the benefits of attending the OCC Convention.

ACTION BY: Action1 and 3- OCC Membership Committee; Action 2 and 4 - Region, District, and Precinct Officers.

COMPLETION DATES: Action 1 and 3- January 2021 and 2022; Action 2- Continuously; Action 3- Annually by Region; Action 4- At Precinct Meetings where delegates are selected.

GOAL 7. Provide persons with disabilities access for full participation in all OCD 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 OCC.

PLANNED ACTIONS:

1. Establish points of contact and advisors to address Americans with Disability Act issues.
2. Assure that convention facilities, and/or communications mechanisms, accommodate those with physical disabilities.

ACTION BY: Action1 - OCC Affirmative Action, Inclusion and Diversity Committee; Action 2- OCC Convention Committee.

COMPLETION DATES: Action 1- May 2021; Action 2- 60 days prior to convention.

GOAL 8. Provide accountability and reporting for the implementation of this plan.

OBJECTIVE: Timely reports are submitted to track implementation of this plan and exemplary performance towards achieving this plan's goals is recognized.

PLANNED ACTIONS:

1. Provide ongoing written and verbal reports to the OCC of the AAI&D Committee activities and progress toward this plan.
2. Present an award that recognizes AAI&D accomplishments by OCD members and award once a year, preferably at the OCC convention.
3. AAI&D Committee nominates, with written rationale to the OCC Executive Committee, an individual warranting special recognition for outstanding efforts that advanced the goals and objectives of this plan; the OCC Executive Committee votes to approve/disapprove the nominee as recipient for award.

ACTION BY: OCC Affirmative Action, Inclusion and Diversity Committee.

COMPLETION DATES: Action 1- Continuously; Action 2- At OCC Convention; Action 3- 60 days prior to convention.

Adopted by OCC on January 9, 2021