



Democratic Party of Hawai'i
2018 Convention
Affirmative Action

Affirmative Action Convention Committee Report
May 26, 2018

Members of the Affirmative Action Convention Committee are: Anthony Tony Austin, John Bickel, Bobbi Halpin, Kainoa Kaumeheiwa-Rego, Lei Kihoi, Sophia Mendoza, Rodney Nakajima, Travis Rogers, and Helene Lei Sato.

The committee met on Saturday, May 12, and Saturday, May 19, at Democratic Party of Hawai'i Headquarters. In follow-up via email, the committee approved the attached report and recommends the Affirmative Action Plan be accepted by the full body of the 2018 State convention.

Submitted by:

Co-Chair Justin Salisbury, Co-Chair Representative Joy San Buenaventura

**Affirmative Action Plan
Of the Democratic Party of Hawai'i 2018**

PREAMBLE

The Democratic Party of Hawai'i embraces its historic commitment to the principles of full participation, equal opportunity, representation and rights for the diverse peoples of Hawai'i. The Democratic Party reaffirms its commitment to the goal of full representation and participation of the people of Hawai'i. We are an open Party that seeks representation and participation from individuals representing the diversity of Hawai'i society. These include, but are not limited to, individuals who differ with respect to race, ancestry, national or ethnic origin, religion, age, disability, gender, gender identity, gender-expression, sexual orientation and socio-economic status.

FULL PARTICIPATION

The Democratic Party of Hawai'i will affirmatively seek, encourage, and promote full representation and active participation by all of the diverse peoples of Hawai'i in all facets of the programs and activities of our Party. All members elected and appointed officials, and other representatives of the Democratic Party of Hawai'i shall always conduct themselves in a manner consistent with a diverse and inclusive party as articulated in this Affirmative Action Plan.

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 Democratic Party will reach out to all groups targeting those who have been underrepresented in the Party and the political process.

We are a Party that shall work to ensure that all branches of government in Hawai'i reflect the diverse population of its people, in particular, excluded and underrepresented minority groups.

We 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. We must 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 *na kupuna* and the history and values that are the foundation for their continuing contributions and commitments.

BARRIERS TO FULL REPRESENTATION AND PARTICIPATION

The Democratic Party of Hawai'i recognizes and reaffirms its commitment to address the barriers to full representation and participation by all the diverse peoples of Hawai'i in the programs and activities of the Party. The Barriers are similar to those that have historically prevented full participation and enjoyment of opportunity to workers, women, racial, and other minorities in Hawai'i, which the Party has long struggled to eliminate.

This Affirmative Action Plan 2018 continues the Party's history of working to eliminate these significant barriers to full representation and participation, including but not limited to:

- o Institutional and recurring racism and social and cultural biases;
- o Social inequality and inequities, and socioeconomic status;
- o Sexual orientation, gender identity and/or gender expression
- o Geographic and physical accessibility;
- o Cultural differences and language barriers; and
- o Closed social and political networks that exclude outsiders and deny open and full participation.
- o Poor communication or modes of communication that some people are not inclined to use.

The term affirmative action refers to the process of taking positive steps toward full representation for all diverse groups by eliminating barriers that inhibit or otherwise exclude participation of underrepresented groups in the activities and programs of the Democratic Party of Hawai'i and the Democratic Party of the United States.

AFFIRMATIVE ACTION PLAN 2018

The State Party Chair shall implement the following steps towards developing and implementing a comprehensive program to increase participation and representation and eliminate barriers to participation by members of . underrepresented groups and groups that have experienced discrimination and exclusion:

1. The Standing State Committee on Affirmative Action committee will work in the interim between the 2018 State Convention and 2020 State Convention. The charge of this committee will be to define the parameters of the discussion of affirmative action, to initiate internal education and discussion on affirmative action issues on the State and County levels, and to make recommendations for action to be presented at least quarterly to the State Central Committee, and for consideration at the 2018 State Convention. The Standing State Committee on Affirmative Action shall examine the barriers to full participation in Party programs and activities. The committee shall also discuss the substantive issues of interest to underrepresented groups that should be addressed by the Party. The paper survey, confidential questionnaire data will be used as a resource for affirmative action, discussion, and planning.

Action Steps:

1a. The Standing State Committee on Affirmative Action shall consist of the County Chairs (or their designee), chairs of the Hawaiian Affairs, LGBT, and Women's Caucus (or their designee) and any member of the Democratic Party of Hawai'i that wishes to help this committee. Invitations to be members of this committee shall be extended via the State Party Chair to all Party members who want to participate. Under the direction of the State Central Committee, the State Standing Committee on Affirmative Action will be responsible for the implementation of the Affirmative Action Plan.

Timetable: Ongoing. Responsible person: State Chair.

1b. The State Chair shall designate an Affirmative Action Committee Co-Chair from among its members and the other co-chair from the membership of the Democratic Party of Hawai'i. Those Co-Chairs are responsible for the implementation of the State Standing Committee on Affirmative Action and keeping the State Central Committee informed on the status of its Affirmative Action Plan.

Timetable: Appointment of co-chairs no later than the first regular meeting of the State Central Committee after the biennium State Convention. Implementation of the plan - Ongoing. Responsible Person: Party Chair.

1c. The Committee shall implement its plans for internal education and discussion of affirmative action issues at the State and County levels conducting at least one session for the County Chairs, County Vice Chairs and District Chairs.

Timetable: Ongoing. Committee Chair and committee members.

1d. The Committee shall prepare and present a report on its work and recommendations for action to the State Central Committee on a semi-annual basis. A summary of these reports shall be incorporated into the report of the State Standing Committee on Affirmative Action for the 2018 State Convention.

Timetable: Ongoing.

Responsible person and entity: Committee Chair and committee members.

1e. Each County Chair shall establish a County Committee on Affirmative Action. Its County Chair will determine the composition and number of members of each County Committee. The County Chairs retain overall responsibility for the implementation of the County Affirmative Action Plans.

Timetable: COUNTY COMMITTEE FORMATION - NO LATER THAN TWO MONTHS AFTER THE BIENNIUM STATE CONVENTION

Responsible person and entity: County Committee formation - County Chairs
Implementation by the County Committees - County Affirmative Action Committees.

2. Data gathering and identification of underrepresented groups. For any Convention there shall be made available an affirmative action questionnaire for all convention delegates, to elicit voluntary self-identification of the delegate's race, ancestry, national or ethnic origin, religion, age, disability, gender, gender identity, gender expression, sexual orientation and other relevant self-identification. The questionnaires returned will be used as a resource for affirmative action discussion and planning. See Addendum
Action Steps:

2a. The Committee will develop and implement as accurate a picture of the Party as practicable to better plan and set goals for recruitment and participation in the Party.

Timetable: On or before January 2019, NO LATER THAN 6 MONTHS AFTER ADOPTION

Responsible person and entity: Standing State Affirmative Action Committee chair and committee, and County Affirmative Action Committee chairs.

3. Diversity, equal opportunity and nondiscrimination in leadership, board and committee appointments, volunteer participation and membership. The State Party will make every good faith effort to achieve diversity, equal opportunity and nondiscrimination in participation at every level of party leadership, including candidates, elected officials, and appointed office holders.

Action Steps:

3a. Members selected to serve on State, County, District, or Precinct boards or committees shall be selected in a nondiscriminatory manner that is consistent with the Party's affirmative action policies. The membership at all levels of leadership should reflect the diversity of the peoples of Hawai'i both in content and proportion.

Timetable: Ongoing.

Responsible persons: All Democratic Party Leadership (State Party Chair, County Chairs Region Chairs, District Chairs, and Precinct Presidents.)

3b. At all Party levels concerted efforts shall be made to expand volunteer participation that would include a broad and diverse cross section of the Party and society.

Timetable: Ongoing.

Responsible persons: All Democratic Party Leadership (State Party Chair, County Chairs Region Chairs, District Chairs, and Precinct Presidents.)

3c. This Affirmative Action Plan and diversity policy shall be considered and implemented in the appointment of convention committees and the writing and implementation of the Delegate Selection Plan for the National Convention for 2020.

Timetable: Ongoing.

Responsible persons: All Democratic Party Leadership (State Party Chair, County Chairs Region Chairs, District Chairs, and Precinct Presidents.)

3d. Concerted efforts shall be made to increase participation of all rural and Neighbor Island members in all Party activities.

Timetable: Ongoing.

Responsible persons: All Democratic Party Leadership (State Party Chair, County Chairs Region Chairs, District Chairs, and Precinct Presidents.)

3e The Party will make reasonable attempts to participate in a diverse array of community activities such as parades, fairs, and other events to demonstrate our commitment to reaching out to under-represented groups.

Timetable Ongoing

Responsible persons: State and County Chairs and Committees

3f. The State Central Committee will through the Party Chair appoint a Communications Committee to improve the communications to and from the Party officials as required by Article V, Section 9 of the Party's Constitution. The committee will investigate ways to improve communication with Neighbor Islands, electronic media to improve our connection with young people, and roles and responsibilities of people responsible for the Party's communication.

The Committee voted to support the above report.

SURVEY ADDENDUM

Circle the best answer or answers

1. Which category below includes your age?

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

2. What is your gender?

Female
Gender Queer
Male
Transgender
 FTM
 MTF
Do not adhere to gender binary
Other

3. 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
\$200,000 and up

4. What is the highest level of education you have completed?

Did not attend school
Less than High School Degree
High School Degree or equivalent (e.g. GED)
Some college but no degree
Certificate program
Associate degree
Bachelor's degree
Graduate degree
Other

5. Which of the following race/ethnicities best describe you? (You can choose more than one)

Native Hawaiian
Native American
Americans of African descent
Chinese
Japanese
Filipino
Korean
Other Asian
Caucasian
Hispanic
Pacific Islander
Other

6. Which of the following best describes your sexual orientation?

Heterosexual
Gay
Lesbian
Bisexual
Pansexual
Other

7. Which of the following best describes your religious affiliation?

Protestant
Catholic
LOS
Jewish
Hindu
Islamic
Shinto
Confucian
Eastern Orthodox
Taoist
Bahai
Unitarian
Native American
New Age
Nonreligious
Agnostic
Atheist
Pagan
Buddhist
Other (please specify)

8. Are you a veteran of the armed services?

Yes

No

9. Do you have a disability?

Yes

No

10. What is the level of discrimination you have observed or experienced?

Significant

Infrequent

None

10a. Share your discrimination experience (optional)

11. What is your primary choice to resolve discrimination across all levels of society?

Training

Education

Legal Change

Implementation of current laws

Political Process

Report of the Affirmative Action Convention Committee of the Democratic Party of Hawai'i Adopted May 20, 2018

Upon review of the existing plan and discussions with the Democratic Party of Hawai'i membership and the residents of the State, the committee offers the following commentary:

From the Affirmative Action Standing Committee:

The committee has continued accumulating statistics on the demographics of the membership. The primary groups that have been persistently underrepresented are Filipinos and Native Hawaiians. The Party has experienced an improvement in youth membership and engagement.

Complaints Received by the Standing Committee:

Complaints were received from the Big Island membership that the steering committee on the Big Island was exclusively Caucasian. Complaints were received by the standing committee that the chair and co-chair of the Oahu County Committee were both male. The standing committee encourages counties to look at their Bylaws. It has been suggested that on the Big Island two positions will be added to the Executive Committee, as Ethnic Diversity officers.

New Business from the Affirmative Action Convention Committee:

Education is a primary goal for affirmative action work in the Democratic Party of Hawai'i. The Party must work to educate its members and the broader community about the objectives of affirmative action. Committee members have observed and learned from conversations within the Party that affirmative action is not always viewed favorably. People from majority groups which are not targeted as underrepresented by affirmative action efforts tend to view affirmative action as an effort to reduce their role in the party, which is not the case. Party participation is not a zero-sum game. Elevating the voices of underrepresented groups should not silence the voices from the majority groups. Instead, it should strengthen the Party with diverse perspectives, talents, and connections. Members from an underrepresented group should not be restricted from participating in the Party, and the Party should not be restricted from benefiting from the participation of members from underrepresented groups.

To address deficits in diversity, the committee suggests that the Democratic Party of Hawai'i consider adding officer positions to executive committees to be filled specifically to achieve greater diversity after the other positions have been filled. Given the scarcity of positions and the talents of the members available, it may be difficult to fill all positions with a perfect cross-section of society. Adding such positions could allow representation of underrepresented groups on an executive committee. For example, an executive committee may be gender-diverse but uniform in regard to sexual orientation, race, or disability. Such positions could be used to diversify the executive committee.

To reduce physical accessibility barriers, the Democratic Party of Hawai'i could work to ensure that sufficient accessible transportation options exist for convention and regular meeting attendees. Additionally, documents made available in print and online be made available in formats accessible to people with print disabilities. To be more specific, any PDF document with text should be published as a text-based PDF, Word document, or rich-text document

rather than a picture-based PDF. Documents can be made fillable, as well. Such steps can make the work of the Party more efficient and professional in appearance as well as offer greater access to people with print disabilities. More broadly, the Party may take steps to implement disability access principles in its programming in collaboration with organizations of people with disabilities in Hawai'i. The party may also consider providing language interpreters for programs in languages spoken by underrepresented groups. For example, Filipinos are already an underrepresented group. Some Filipinos are more comfortable speaking Ilocano than English. If Ilocano interpreters were available, perhaps this would help bridge the participation gap.

Since the Party has discontinued its SurveyMonkey account, it will be necessary to print paper surveys to be completed at the registration check-in table. For future years the Party should consider the most effective means of collecting comprehensive survey data.

The committee discussed how, here in Hawai'i, it is customary to divide the racial group Asian and Pacific Islander into different ethnic nationalities while considering other races in conglomerated form only. It is noteworthy that the comparison of ethnic nationalities to other ethnic nationalities is a substantially different act than comparing an ethnic nationality to an entire race. If Asian and Pacific Islander is to be compared to other races, the comparison is race to race. If, for example, Japanese is compared to an entire race, the comparison is ethnic nationality to race. These two social constructs are different. While it is important to collect data about the different ethnic nationalities within the Asian and Pacific Islander race, comparisons can only properly be made from race to race and ethnic nationality to ethnic nationality.

Amendments to the Existing Affirmative Action Plan:

Since Region Chairs were specified as existing only on O'ahu in the 2016 affirmative action report, and since this is limiting and would require further amendment in the future if any other County Committee should choose to establish Region Chairs, the committee removed the language specifying that Region Chairs exist on O'ahu.

Rather than only working to ensure the diversity represented in the judicial bench, the committee expanded the scope of this effort to include all branches of government.