

PETE FOR AMERICA

**DIVERSITY AND AFFIRMATIVE ACTION PLAN FOR THE STATE OF WASHINGTON**

PURSUANT TO THE WASHINGTON DELEGATE SELECTION PLAN

SUBMITTED TO TINA PODLOWDOWSKI, WASHINGTON STATE PARTY CHAIR

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This Diversity and Affirmative Action Plan (hereinafter the “Plan”) is being submitted by the Pete Buttigieg campaign (“Pete for America” or “Campaign”) pursuant to the Washington Delegate Selection Plan as submitted to the Rules and Bylaws Committee of the Democratic National Committee.

### **Full Participation, Outreach, Delegate Filing Procedures, Demographic Information**

The Campaign is committed to slating a diverse delegation representing Washington. Ours is a diverse Campaign and we intend to use our best efforts to produce slates of committed and diverse supporters in each of Washington’s 10 Congressional districts and at the statewide level. To that end, individuals who contact the state party should be referred to [NAME of Washington slating coordinator]. The campaign stands willing to assist the state party in implementing the state party’s own affirmative action plan. To that end, the Washington Democratic Party may work with [Insert NAME of Washington coordinator/party liaison].

Washington is a primary state with a multi-tier post primary caucus/convention process to select the delegates to the convention. The filing deadline for district delegate candidates in Washington is between March 23, 2020 and 5 p.m. on May 11, 2020. This is a time in the overall nominating process where it would be typical for there to be an excess of delegate candidates. Due to the 3 for 1 approval ratio (three remaining candidates for each delegate position), the Campaign will have a limited ability to influence the outcome of the delegate election process at the Congressional District Caucuses. We can and will work to ensure that we have diverse candidates up for election, but the outcome of the elections will be up to the caucus participants who may or may not elect candidates with diversity in mind. What the Campaign can and will do is to urge that participants cast their votes with diversity as a factor in their decision-making.

To meet its own diversity and affirmative action goals, as set forth below, the Campaign intends to be aggressive in its outreach in Washington to recruit delegate candidates who meet the equal division and demographic targets the Campaign has established. This is an integral and important part of our delegate recruitment process.

In addition, the Campaign intends to make available on its website, in a form to be determined, contact information for individuals interested in becoming district delegate candidates along with a brief overview of the delegate selection process in Washington.

The Campaign, as called for in the Washington Delegate Selection Plan, will submit demographic information on those delegate candidates who have been approved during the right of approval period for each category of delegate (i.e. district, at-large, PL/EO).

### **Campaign Internal Diversity Targets**

#### *Equal Division*

The Campaign’s own targets for gender division<sup>1</sup> are set forth in the Washington Delegate Selection Plan and are as follows at the district level:

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<sup>1</sup> The Campaign’s policy is to recognize the gender with which an individual identifies

CD 1	3M/3F
CD 2	3M/3F
CD 3	3M/2F
CD 4	1M/2F
CD 5	2M/2F
CD 6	3M/3F
CD 7	5M/6F
CD 8	3M/2F
CD 9	3M/4F
CD 10	3M/2F

The Campaign intends to select a delegation in which the total number of men and women is equal or varies by no more than one. In the case of gender non-binary delegates, they shall not be counted as either a male or female, and the remainder of the delegation shall be equally divided by gender.

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#### *Demographic*

Washington has 58 district delegates. Using the percentages set forth in the Washington Delegate Selection Plan as a baseline, the Campaign's internal goals for our delegation at the district level are higher and are:

African-American	4-6 delegates
Hispanic	7-13 delegates
Native American	3 delegates
Asian American/ Pacific Islander	6-11 delegates
LGBTQ	4-6 delegates <sup>2</sup>
Disabled	6 delegates
Youth	6-8 delegates (with a sub-goal of 3 for youth ages 17- 24)

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<sup>2</sup> The Campaign anticipates exceeding this.