

**Affirmative Action, Outreach, and Inclusion Plan**  
**Andrew Yang's Presidential Campaign**

Submitted on September 9, 2019

For the Chair of the Democratic Party of Washington

## I. INTRODUCTION

Our campaign is committed to achieving the full participation of groups of Americans who have historically been denied the right to vote and/or subjected to discriminatory and exclusionary practices that have denied them voting rights and full participation in the delegate selection process and other Party meetings, events and elections, along with other groups of Americans who are also underrepresented in Party affairs. Our campaign seeks to assist the **Washington Democratic Party** in meeting the demographic representation goals reflected in its Affirmative Action Plan. Accordingly, our delegation will be equally divided between men and women to the extent practicable irrespective of any delegate who identifies as gender non-binary. Further, we will use our best efforts at the district level to approve delegates and alternate candidates who meet applicable equal division and affirmative action considerations in order to achieve the affirmative action and equal division goals set forth in the state plan.

To ensure that our delegation within the state achieves the affirmative action, outreach, and inclusion goals established by the state's plan, we implemented a Diversity & Inclusion Advisory Council (DIAC) that will be instrumental in assisting with the execution of our obligations under the state's plan. Below we have outlined specific steps which aim to maximize participation of diverse and traditionally underrepresented groups.

We will:

- Seek volunteers who can work alongside people with disabilities in the delegation
- Adapt for service animals, if required
- Provide adequate sound in all meeting areas
- Utilize closed captioning on large-room screens
- Hold meetings in public, accessible locations
- Ask for sign language interpreters, if required
- Post all meetings and announcements on social media
- Create and maintain affinity pages to proactively engage with the following historically marginalized and/or underrepresented groups:
  - Women
  - African Americans
  - Hispanic / Latinx Americans
  - Native Americans (Tribal affiliation required)
  - Asian Americans
  - Pacific Islanders
  - LGBTQ+ Americans
  - People with disabilities
  - Veterans
  - Young Democrats (25-36)
  - Youth (17-24)
  - Formerly incarcerated citizens
  - People with low and moderate income
  - Senior Citizens
  - New Citizens eligible to vote

## **II. PROCEDURES TO FILE AS CANDIDATES FOR DELEGATE AND ALTERNATE**

Candidates interested in serving as delegates will submit applications to the appropriate state governing body in accordance with the rules prescribed by the state, as well as submit a Declaration of Candidacy to our Diversity & Inclusion Advisory Council (DIAC). In an effort to reduce paper waste and the threat of deforestation, the Declaration of Candidacy will be made available electronically through our various online platforms. Interested parties who prefer to make paper submission of their Declaration of Candidacy, may send a written request for a paper copy to headquarters.

## **III. EFFORTS TO PUBLICIZE THE DELEGATE SELECTION PROCESS**

In an effort to educate and engage all parties interested in participating as delegates, we will make our Declaration of Candidacy form available electronically through our various online platforms with general information about the delegate selection process to maximize participation. Additionally, we will make targeted announcements through the aforementioned affinity pages for historically marginalized and underrepresented groups.

## **IV. REPRESENTATION AND INCLUSION GOALS**

In accordance with the state plan, we will submit demographic information with respect to all candidates for delegate and alternate pledged to us. This information will be submitted in conjunction with the list of names approved for consideration as delegate and alternate candidates pledged to our presidential candidate.

We will use our best efforts to ensure that our delegation within the state's delegate, alternate, and standing committee delegations achieve the affirmative action goals reflected in the state's Affirmative Action Plan, and that the respective delegations are equally divided to the extent practicable between men and women, irrespective of delegates who identify as gender non-binary. Further, we will use our best efforts at the district level to approve delegate and alternate candidates who meet applicable equal division and affirmative action considerations in order to achieve the state's affirmative action and equal division goals for our delegation.