

ADP BYLAWS REVISION FOR CONSIDERATION – January 25, 2020

Proposed jointly by the Rules Committee and Lupe Conchas, Affirmative Action Moderator

This revision specifically defines the responsibilities of the Affirmative Action Committee and formally connects the Committee with corresponding county committees. It describes the use of state and county population data to set goals for representation among the State and County Party Committees. It sets a reporting schedule and an urgent action period.

It is essential that the state and county efforts to create representative party committees be integrated. PCs elected at the county (or LD) level are the pool from which State Committeepersons are subsequently elected. We cannot grow representation at the state level without the participation and commitment of county party committees and their Affirmative Action teams.

STRIKE CURRENT ARTICLE X. AFFIRMATIVE ACTION AND REPLACE WITH:

ARTICLE X. AFFIRMATIVE ACTION

Section 1. COMMITTEES.

- A. The State Committee shall establish an Affirmative Action Committee as a Standing ADP Committee under the direction of the Affirmative Action Moderator and the State Chair.
- B. Each County Committee shall have an Affirmative Action Committee. The duties, goals and selection of priorities shall mirror those for the ADP Affirmative Action Committee, focusing on representation among Precinct Committeepersons constituting each county party committee.

Section 2. MEMBERSHIP, ADP AFFIRMATIVE ACTION COMMITTEE.

- A. The ADP Affirmative Action Committee shall be comprised of each of the county Affirmative Action Committee chairpersons, provided they are State Committeepersons. For counties where such chairperson is not a State Committeeperson, that chairperson shall assign a State Committeeperson designee to serve on the ADP Affirmative Action Committee.
- B. The Affirmative Action Moderator and State Chair may select up to four (4) additional State Committeepersons to serve on the ADP Affirmative Action Committee to achieve a broad spectrum of representation that is reflective of the population of the State of Arizona.

Section 3. DUTIES, ADP AFFIRMATIVE ACTION COMMITTEE.

The core responsibility of the committee is to help build a State Committee membership that is reflective of the population of Arizona with respect to characteristics including race, ethnicity, sex, age, disability, sexual orientation, gender identity, and rural residence. In addition, the committee will support county committees in building memberships that are reflective of their specific counties. To these ends, the committee will:

- A. Identify groups that are underrepresented among the State Committeepersons, and assist counties in a similar assessment among county Precinct Committeepersons (Section 4, below)

- B. Develop priorities, strategies, action plans, timelines and a corresponding budget to bring underrepresented groups into the Party organization as Precinct Committeepersons and State Committeepersons
- C. Identify factors that may discourage or limit underrepresented groups from engaging as Precinct Committeepersons and State Committeepersons, and propose solutions to minimize or eliminate such barriers
- D. Design and implement outreach and recruitment plans for each Precinct Committeeperson election period, and each subsequent county or legislative committee election of State Committeepersons, to increase the participation and election of persons from underrepresented groups
- E. Develop training and mentoring opportunities to support people seeking roles in party leadership
- F. Discuss progress, challenges and needs at least quarterly with the ADP Executive Board
- G. Present a progress report, including metrics, at each State Committee meeting

Section 4. IDENTIFYING UNDER-REPRESENTED GROUPS.

- A. Data from the most recent U.S. Census or American Community Survey shall be used to estimate the demographic composition of the state and each county. Academic literature sources may be used to estimate portions of groups that are not delineated in census studies.
- B. A demographic group that comprises a percentage of State Committeepersons that is at least five (5) percentage points smaller than the estimated proportion of that group within the State of Arizona population shall be prioritized by the ADP Affirmative Action Committee.
- C. Similarly, a demographic group that comprises a percentage of a county's Precinct Committeepersons that is at least five (5) percentage points less than the estimated proportion of that group within a county population shall be prioritized by that county's Affirmative Action Committee.

Section 5. MEETINGS.

The Affirmative Action Committee shall meet at least once each quarter. Meetings shall be called by the Affirmative Action Moderator or the State Chair.