

Affirmative Action Committee meeting

June 2, 2021

If they have a closed meeting and people other than the caucus co-chairs are present, we need to know what their role is right away.

Ask: "I notice there are people other than caucus co-chairs present. I thought this meeting was solely for co-chairs."

They may be guests, such as Leah Daughtry or Frank Leone from the DNC, or even Senator Manchin. She may have Tom Vogel present, who she may say is the parliamentarian (she's done that before), but he isn't even a member of the Executive Committee.

If Belinda says that they are members of the Affirmative Action Committee, then use the talking points about **the Council**.

Opening: Meeting will likely be opened by Chair Biafore. She may have announcements or guest speakers. She may scold you for the caucus meetings last night. She may tell you what you are supposed to do during this meeting....

First Order of Business: Someone should say that the first order of business be electing co-chairs. Other should agree.

Electing Co-chairs of the Affirmative Action Committee: Once one Chair is nominated, the duties of Chair should be turned over to them to run the election for the next co-chair. Belinda will probably run the election for the first co-chair.

Nominations for Male co-chair:

Mary Ann nominates Hollis Lewis

Mary Ann: "I'd like to nominate Hollis Lewis for co-chair. Hollis is a lawyer in Charleston."

Nominations for Female co-chair:

Hollis nominated Mary Thorp.

Hollis: "I'd like to nominate Mary Thorp for co-chair. Mary is"

Point of Privilege: Each co-chair should take a moment to recognize the historic moment and make a short statement.

It may be worth saying....

Hollis: "Prior to the 1964 national Democratic convention, a cropsharer, which was barely above a slave, by the name of Fanny Lou Hamer, went to _____, Mississippi to register to vote. She, and others, were arrested and beaten. Mrs. Hamer was beaten so severely she almost died. When she was released, she went to the home of a friend and gun shots were fired into the home where she was staying. All, because she tried to register to vote. She and Dr. Aaron Henry lead the Mississippi Freedom Party delegation in a credentials challenge to the all white Mississippi delegation of the 1964 National Democratic Convention. Mrs. Hamer's journey, and her story, fundamentally changed the

Democratic Party. The 1964 convention passed a resolution requiring that state parties sending delegations to the 1968 convention open their party to all people in ALL PARTY AFFAIRS. A Special Equal Rights Committee was formed and in 1968 the DNC adopted the Six Basic Elements of an Open Party which required state parties to allow all Democrats the opportunity to participate in ALL PARTY AFFAIRS.

In 1974 the DNC adopted their Charter, which mandated that state parties adopt an affirmative action plan and outreach program to provide for representation of certain minority groups as indicated by their presence in the Democratic electorate. As far as we can tell, the WV Democratic Party begins to abide that mandate today. By the calling of this meeting to order, we are the Affirmative Action Committee and our mandate is to draft an affirmative action plan to submit to the State Executive Committee for adoption, and that plan will be developed with input from the various diversity caucuses and will provide for representation for all of the historically underrepresented groups as indicated by their presence in the WV Democratic electorate, and there will be specific time limits set in the plan – and we will not wait another 46 years for that representation.

We see diversity and inclusion as touchstones to success. If the Democratic Party is to build back some semblance of the power it once had in this state, it will be because of diversity and inclusion.

Lastly, we recognize that we are missing representation from 3 other historically underrepresented groups, Latino's, Asian Americans and Pacific Islanders, and Native Americans and we commit to doing all we can to see that those diversity groups achieve the representation that they deserve.

We accept the mandate of the newly adopted WVDP Bylaws."

Mary: "I'm honored to be a part of this historic moment in time. This Committee is like no other committee you have ever served on. The potential of the work of this Committee is monumental. We have all, in accepting our roles as co-chairs of our respective caucuses, accepted the mandate from 46 years ago. In my opinion, if this mandate had been accepted in 1974, WV would be a different place now. However, we are here now. We have the responsibility to throw open wide the doors of democracy in WV. If we do our work well, we will create the infrastructure to allow youth, Black Americans, Asian American/Pacific Islanders, Latino Americans, Native Americans, persons with disabilities, LGBTQ, women, as well as seniors to fully participate in all Party affairs. And, with that, we can build this Party and change the stars for the people of West Virginia."

Hollis: "I'd like to ask each one of you to briefly introduce yourself and tell us what your motivation is to be here" [Call on each member]

Mary: Recommendations of 6 people for at-large diversity members to the State Executive Committee

"By electing Hollis and me, we will automatically be voting members of the State Executive Committee. In addition, the newly adopted bylaws require that we nominate 6 other at-large diversity members of equally divided between gender and divided among the three congressional districts. We are in an untenable position because there are 9 diversity groups and only 6 positions. And, on top of that, just having 1 representative comes nowhere close to meeting the representation the groups deserve. For example, Youth make up 26% of the people who elect Democrats in WV. Instead of getting 26% representation, which would be around 15 representatives, they may get 1 or 2 representatives.

However, the Bylaws do require us to make 6 nominations to the State Executive Committee. The point of these positions is to add long needed diversity to the WV Democratic State Executive Committee. The expectation is that these 6 at-large diversity members will advocate for the goals of this Affirmative Action Committee and the Affirmative Action Plan and Outreach Program as well as for their own diversity. The 6 should overall be divided equally by gender, represent different diversities and be from the 3 different congressional districts. We can choose among ourselves, however, we are not limited to just AA Committee members.

I will take nominations now for 6 at-large diversity members. Please provide their name, their congressional district, their gender and what diversity group they identify as. Nominations do not need to be seconded.

Aryanna Islam: "I nominate Jarryd Powell, male, CD1, representing Youth. Jarryd... (30 sec reasons he should be chosen)"

Jarryd Powell: "I nominate Aryanna Islam, female, CD 1, representing Youth and AAPI. Aryanna... (30 sec why she should be chosen)"

Kelly Elkins: "I nominate Rusty Williams, male, CD 2, representing persons with disabilities. Rusty... (30 seconds of reason he should chosen)"

Hollis Lewis: "I nominate Mary Ann Claytor, female, CD 2, representing Black Americans. Mary Ann....(30 sec why she should be chosen)"

Bob Baker: "I nominate Kim Felix, female, CD 3, representing Latino Americans. Kim... (30 sec why she should be chosen)"

Rosemary Ketchem: "I nominate Rep. Cody Thompson, male, CD 2, representing LGBTQ. Cody... (30 sec why she should be chosen)"

Are there any other recommendations? (ask 3 times)

(There will be more recommendations - take them all)

Mary: Since there will more than 6 nominations, say - "Thank you for the nominations. We will compile an electronic ballot to send out to the members following tonight's meeting and ask that you vote via a Google form for 6 at-large diversity members. The form will be open until all members vote, or until noon tomorrow. There are no secret votes. Remember that the 6 will be who we NOMINATE to the Executive Committee."

Mary: "We recognize the need for a Parliamentarian/Secretary. The qualifications would be to have a firm understanding of the WVDP Bylaws, take minutes and assist this Committee with our mandate. Are there any nominations for Parliamentarian/Secretary?"

Hollis: "I nominate Selina Vickers for Parliamentarian/Secretary. Ms. Vickers has been instrumental in identifying the lack of diversity and inclusion in the WV Democratic Party. She has written much of the recent amendments to the WVDP Bylaws and has a firm understanding of the national Party rules as well. Her work led to the formation of this committee and our work. I can think of no one else remotely qualified to do this particular work."

Mary: “Are there any other nominations? Are there any other nominations? Are there any other nominations?”

If there are, take a voice vote. If not ask for a voice vote on Selina anyway. Ask for the Yea’s and Nay’s and abstentions. Record the number.

“Congratulations, _____, on being our Parliamentarian/Secretary. Whoever is running the Zoom meeting, could you please send _____ a direct link to join us so that they can participate in the meeting with us now? We will wait until _____ joins us before we continue.”

Hollis: “Our next order of business is to address our primary mandate, which is to draft an Affirmative Action Plan. Section B of article VIII of the WV Bylaws states:

The Affirmative Action [committee] **shall draft**, and the Executive Committee shall promptly adopt an Affirmative Action and Outreach Plan to implement a program that will increase opportunity and diversity in the WV DP [West Virginia Democratic Party]. The program will provide for representation on the Executive Committee as nearly as practicable of the aforementioned groups, as indicated by their presence in the Democratic electorate based on data derived by the DNC. This program shall include specific goals and timetables the achieve this purpose.”

“Since the AA Committee has just been formed and is just getting organized, it likely will take a few months and several meetings to draft and adopt an AA Plan.

“All members of the AA Committee could participate in drafting the AA Plan to bring it back to the full AA Committee for final discussion and adoption. Or, the co-chairs could appoint a subcommittee of the AA Committee to draft the AA Plan which would be brought back to the full AA Committee.

“How would you like to proceed? A subcommittee or the full AA Committee?”

[Allow discussion about which process they prefer – this doesn’ t need a vote. The co-chairs have the authority to make the decision based on the input of the committee members. After some discussion, make a decision based on the preference of the committee members and announce that decision.]

Say, “Given the requirements of the WV Bylaws of 14 days prior notice for convening a meeting, we should schedule several meeting dates. The first date must be not be less than 14 days from today. We can always cancel a future scheduled meeting if it is not necessary. We will send out a Doodle Poll to determine the best dates and times for the majority of the members. Please look for that in your email. If you are not familiar with a Doodle Poll, let our Parliamentarian/Secretary know and they can assist you.”

Hollis: Resolution adopted by the Diversity Caucuses. Say, “Each of the 6 diversity caucuses adopted the same resolution at their meetings yesterday. I’d like to discuss each action item in preparation for tomorrow’s Executive Committee meeting.”

“The first point is to strongly urge the Executive Committee to not adopt any AA plan that is not drafted by this AA Committee, which is required by the Bylaws, art. VIII. Are we in agreement that this is the stance of this Committee and our representatives?” [open for discussion]

“The second point is to strongly urge that the WV Executive Committee not adopt any rules that require historically underrepresented Democrats to be members of any Party entity in order to become a member of a caucus, or require an individual to seek permission or support of any other person or

entity, in order to become a member of the diversity caucus with which they identify, or to put any additional barriers, including, but not limited to, paying dues, in place that would restrict or deter an individual's participation in such diversity caucus. Are we in agreement that this is the stance of this Committee and our representatives?" [open for discussion]

"The third point is to strongly urge that the AA Committee promptly use all reasonable means to do outreach to Latinos, Asian Americans/Pacific Islanders and Native Americans to facilitate those groups in forming their own diversity caucuses as soon as possible, and to elect their co-chairs to be included in the AA Committee, with those 3 caucuses to convene and elect their co-chairs no later than during the week of July 7, 2021. Are we in agreement that this is the stance of this Committee and our representatives?" [open for discussion]

"The last point is that we strongly urge our caucus co-chairs to inform the State Party that the AA Committee meeting on June 2, 2021 shall be open to all who choose to participate, understanding that we are not to speak unless called upon by the AA co-chairs. As I understand it, many of the co-chairs sent their resolutions to the State Party expressing this. Moving forward, understanding the desire of our caucus members, we should make every effort to have open meeting. Are we in agreement that this is the stance of this Committee and our representatives?" [open for discussion]

Mary: Bylaws for the AA Committee. "The AA Committee should adopt its own AA Bylaws. Hollis sent out a draft for consideration based on the WVDP Bylaws and the Six Basic Elements to an Open Party. Feel free to share these with your caucuses and any interested person. Since adoption of Bylaws requires 30 day calendar days prior notice, actual adoption of Bylaws must take place at a later meeting. We will need a Bylaw Committee to take this draft and suggestions from all AA members and input from the caucuses to develop a Draft for our consideration at a later date. Who would like to serve on the Bylaws Committee? We need this to be equally divided among genders and diversity, please."

[gather names of those interested]

"Thank you."

Hollis: Other things to discuss? Say, "Are there any other matters that this AA Committee would like to discuss?" [allow for discussion]

Hollis: Adjourn –You don't need a motion to adjourn.

"Thank you all very much. I look forward to working with you all. This meeting is adjourned."

