



California Democratic Party 2024 Delegate Selection Affirmative Action Plan

The promises of a democratically elected government and the right to vote have not always been extended equally to all Americans. Historically, certain groups of Americans have been explicitly denied the right to vote or have been subjected to discriminatory and exclusionary practices with the intended effect of denying them voting rights. In recognition of this history of discriminatory denial of the franchise and to encourage full participation by all Democrats in the delegate selection process and in all Party affairs, the California Democratic Party shall adopt and implement affirmative action programs with specific goals and timetables for African Americans, Hispanics, Native Americans, Asian Americans and Pacific Islanders and women.

The goal of this affirmative action shall be to achieve participation in the delegate selection process and in Party organizations at all levels by the aforementioned groups as indicated by their presence in the Democratic electorate.

Current & Past National Convention Delegation Affirmative Action Goals:

Groups	2012		2016		2020		2022	
	Goals	Actual	Goals	Actual	Goals	Actual	Goals	Actual
African-American	16%	20% (122)	16%	12% (71)	16%	13% (69)	12%	64
Hispanic/Latino	29%	28.2% (172)	29%	24.2% (143)	30%	27.9 (148)	43%	228
Asian/Pacific	10%	11.3% (69)	10%	11% (65)	10%	17% (90)	16%	85
Native American	1%	2.3% (14)	1%	2% (12)	2%	1.3% (7)	2%	11
People with Disabilities	10%	7% (43)	10%	6.3% (37)	10%	8.7% (46)	13%	69
LGBT	12%	10.5% (64)	12%	13.2 (78)	12%	17.5 (93)	12%	64
Youth (Ages 18-36)*	18%	13.8% (84)	18%	18.6 (110)	20%	26% (138)	35%	186

*Youth (Ages 18-29: 2012)

To ensure that the California Democratic Party achieves its 2024 goals, a 30-member Delegate Selection and Affirmative Action Committee has been appointed. This committee will meet several times across the state to discuss, develop, and adopt the Party’s 2024 Delegate Selection and Affirmative Action Plan.

Delegate Selection and Affirmative Action Committee Key Dates:

June 16, 2023: Opening of Public Comment Period /Southern Testimony on Delegate Selection Process

July 1, 2023: Central Valley Testimony on Delegate Selection Process

July 8, 2023: Northern Testimony on Delegate Selection Process

July 16, 2023: Statewide Online Testimony on Delegate Selection Process/ Close of Public Comment Period.

August 2023: DSAAC: Statewide meeting to adopt Final Plan

August 2023: Adoption of Final Plan by Executive Board