

D. REPRESENTATION GOALS

The State Party has estimated the demographic composition of African-Americans, Hispanics, Native-Americans, and Asian/Pacific-Americans in Virginia’s Democratic electorate. These constituency percentages shall be established as goals for representation in Virginia’s convention delegation. (Rule 6.A.) The method for conducting the study of the demographic composition of Virginia’s Democratic electorate is detailed in Affirmative Action Plan Exhibit C.2. Virginia 2016 Delegate Selection Plan Page 34

Exhibit C.2.	Hispanic Americans	Asian-Americans & Pacific Islanders	Native Americans	LGBT	Persons with Disabilities	Youth
African-Americans	34.3%	5.8%	5.1%	0.03%	5.0%	5.7%
% in Democratic Electorate						13.2%
Delegate Numeric Goals	38	6	6	1	6	6
Alternate Numeric Goals	3	1	0	0	1	1

1. Although Native Americans do not have a numerical targeted goal, the Democratic Party is committed to full inclusion of Native Americans and will seek to elect at least one Native American delegate or alternate. The Party will also encourage the election of delegates and alternates belonging to the groups identified in Section VII.A.1.d.
2. The State Party has determined the demographic composition of members of the LGBT community, people with disabilities, and youth in the state’s Democratic electorate and furthermore, the State Party has chosen to establish these percentages as goals for the representation in the state’s convention delegation.
3. When selecting the at-large portion of the delegation, the demographic composition of the other delegates (district-level, pledged PLEO, and unpledged PLEO) shall be compared with the State Party’s goals to achieve an at-large selection process that helps to bring about a representative balance.
4. Use of the at-large delegation to achieve the affirmative action goals established by this Plan does not obviate the need for the State Party to conduct outreach activities such as recruitment, education, and training to obtain diversity at the congressional district level. (Rule 6.A.(3))

E. OBLIGATIONS OF PRESIDENTIAL CANDIDATES TO MAXIMIZE PARTICIPATION

1. Presidential candidates shall assist the Democratic Party of Virginia in meeting the demographic representation goals reflected in the Affirmative Action Plan. (Rule 6.H.) Virginia 2016 Delegate Selection Plan Page 35
2. Each presidential candidate must submit a written statement to the State Party Chair by October 1, 2015 which indicates the specific steps he or she will take to encourage full participation in Virginia's delegate selection process, including, but not limited to, procedures by which persons may file as candidates for delegate or alternate. (Rule 6.H.(1))
3. Each presidential candidate must submit demographic information with respect to all candidates for delegate and alternate pledged to them. Such information shall be submitted in conjunction with the list of names approved for consideration as delegate and alternate candidates pledged to the presidential candidate. (Rule 6.H.2)
4. Presidential candidates shall use their best effort to ensure that their respective delegations within the state's delegate, alternate and standing committee delegations shall achieve the affirmative action goals reflected in the Affirmative Action Plan and that the respective delegations of each presidential candidate shall be equally divided between men and women. Furthermore, presidential candidates shall use their 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 affirmative action goals and equal division for their respective delegations. (Rule 6.I. & Reg. 4.9.)