

**2021 Out-of-Cycle Bylaws Amendment Proposal  
To Advance Inclusion and Equity within Arlington Democrats**

**Purpose:**

The purpose of this proposal is to recommend out-of-cycle changes to the Arlington Democrats' bylaws in order to advance inclusion and equity principles within Arlington Democrats.

**Overview of Measures:**

1. Creation of a new position for an Inclusion & Equity Chair. This will be a Steering-level, elected officer position which leads a permanent Inclusion & Equity Committee. The individual in this role will:
  - a. Develop and maintain an Inclusion & Equity policy, subject to approval by the Steering Committee.
  - b. Collaborate within the County Committee to implement the Inclusion & Equity policy.
  - c. Recommend and propose initiatives designed to improve inclusion and equity within the Arlington Dems, subject to approval by the Steering Committee.
  - d. Coordinate efforts to engage underrepresented communities with respect to party nomination and endorsement processes and encourage their participation.
  - e. Coordinate efforts to engage underrepresented communities with respect to general and special elections and encourage their participation.
  - f. Coordinate efforts to encourage candidates from underrepresented communities to seek the Democratic nomination/endorsement in races appearing on the Arlington ballot.
  - g. Lead the Inclusion & Equity Committee, which will help to implement the above activities.
  
2. Designation of a representative from each Outreach Caucus as voting members of the County Committee and Steering Committee, distinct from Outreach Vice Chairs.

**Process:**

Per Section XII of the Arlington Democrats' bylaws, the bylaws may be amended by a two-thirds vote of the general body at a monthly meeting, provided that the proposed amendment has been submitted in writing and read at the previous meeting of the general body.

**Specific Language Proposal:**

Creation of a new position for an Inclusion & Equity Chair.

*Revise Section IV.A.1 to read:*

The elected officers of the County Committee shall be a: Chair, Deputy Chair, Precinct Operations Chair, Voter Support Chair, Treasurer, Finance Chair, Press and Public Relations Chair, Outreach and Visibility Chair, Secretary, Communications Director, Volunteer Coordinator, Sergeant-at-Arms, ~~and~~Parliamentarian, **and Inclusion & Equity Chair.**

*Renumber Section IV.JJ to Section IV.KK and add new Section IV.JJ to read:*

**Duties of the Inclusion & Equity Chair. The Inclusion & Equity Chair shall lead the County Committee's efforts to address issues and implement action plans that progress the County Committee's goal to create and sustain an actively anti-racist and anti-discrimination community and culture, thereby providing a welcoming environment for all. The Inclusion & Equity Chair shall develop and maintain an Inclusion & Equity policy applicable to the County Committee, subject to approval by the Steering Committee, and shall collaborate within the County Committee to implement the policy. The Inclusion & Equity Chair shall recommend and propose initiatives designed to improve inclusion and equity within the Arlington Dems, subject to approval by the Steering Committee. The Inclusion & Equity Chair shall coordinate efforts to engage and encourage the participation of underrepresented communities with respect to party nomination and endorsement processes and general and special elections. The Inclusion & Equity Chair also shall coordinate efforts to encourage candidates from underrepresented communities to seek the Democratic nomination or endorsement in races appearing on the Arlington ballot. The Inclusion & Equity Chair shall be the Chair of the Inclusion & Equity Committee.**

Creation of a new Inclusion & Equity Committee.

*Renumber the existing Section VII.B.11 to B.12 and add a new Section VII.B.11 to read:*

**Inclusion & Equity. The Inclusion & Equity Committee shall support the County Committee's efforts to address issues and implement action plans that progress the County Committee's goal to create and sustain an actively anti-racist and anti-discrimination community and culture, thereby providing a welcoming environment for all. The Inclusion & Equity Committee shall be chaired by the Inclusion & Equity Chair, and shall include additional members appointed by the Chair and approved by the Steering Committee and the County Committee.**

Designation of representatives from the Outreach Caucuses as voting members of the County Committee and Steering Committee, distinct from Outreach Vice Chairs.

*Add a new subsection to Section III.A.1 to read:*

**h. Representatives of the Outreach Caucuses established by the Outreach & Visibility Committee, as designated under Section III.C.2.c.**

*Add a new subsection to Section III.C.2 to read:*

c. Outreach Caucus Chairs and Co-Chairs shall be responsible for leading caucuses established by the Outreach & Visibility Committee to focus on topical issue areas and/or historically underrepresented groups. The primary duty of a Caucus Chair or Co-Chair is to establish and maintain a caucus team, which may include the designation of additional caucus leaders under the Chair or Co-Chairs. At a minimum, the Outreach Caucus Chair and Co-Chairs must designate one representative of each Outreach Caucus to serve as a voting member of the County Committee and Steering Committee, subject to the approval of the Steering Committee. An Outreach Chair or Co-Chair may serve as this representative. Caucus functions may include: providing voter registration and voting information to historically underrepresented populations within the County; organizing events and other activities to highlight issues of concern and to solicit and listen to community feedback; to provide support for the Get Out The Vote effort, and to provide other support to the Democratic Party and candidates nominated or endorsed by the Party.

*Revise Section VI.A to read:*

The Steering Committee shall be composed of the officers of the County committee, the Area Chairs, all members of the State Central Committee from Arlington County, the immediate past Chair, the Party Representative of the Arlington Young Democrats, the President of the Arlington Young Democrats, the Vice President of the Arlington Young Democrats, and the Campaign Director of the Arlington Young Democrats, **the designated representatives of the Outreach Caucuses established by the Outreach & Visibility Committee, and** ~~the~~ Chair or Co-Chairs of the Joint Campaign Committee in the year in which they serve shall serve on the Steering Committee. Only those Steering Committee members who are residents of Arlington County may vote in Steering Committee matters.