



**Arlington County Democratic Committee
Diversity, Inclusion and Equity Policy**

SCOPE

This policy shall apply to all functional areas, processes, initiatives, events, and all other official functions of the Arlington County Democratic Committee (Arlington Democrats/ArlDems).

PURPOSE

To establish principles that:

- ★ Welcome all people; and
- ★ Build on the progress that the Arlington Democrats has made towards becoming a more inclusive, equitable, and diverse organization that is reflective and deserving of our vibrant community.

VISION

The Arlington Democrats envision a future where:

- ★ Diversity, inclusion and equity, as defined below, are core values of our mission, issues and operations;
- ★ Our leadership and membership reflects a diverse range of experiences and perspectives;
- ★ We provide equitable access to information, opportunities and resources to all seeking the Committee's endorsement or nomination for public office; and
- ★ We solicit and value the participation of all our members and commit to working to elevate voices from communities that are historically underrepresented in our leadership and among the Arlington County elected bodies.

POLICY

The Arlington Democrats is committed to:

- ★ Being an anti-racist, diverse, inclusive, and equitable organization where all members and volunteers, whatever their gender, race, ethnicity, color, creed, national origin, ethnic identity, age, religion, sexual orientation, gender identity, economic status, citizenship, and/or immigration status, education or disability, feel valued and

respected;

- ★ Defining, understanding, and acknowledging systemic inequities and recognizing the intersectionality of those inequities.

The Arlington Democrats will achieve these commitments through the following measures:

Leadership & Membership

The Arlington Democrats is committed to:

- ★ Working to achieve an Arlington Democrats leadership and membership that are representative of Arlington County;
- ★ Promoting diversity and the inclusion of individuals from historically underrepresented communities in Arlington Democrats' leadership and membership through intentional actions, such as recruitment, mentoring, data collection, training, and partnerships;

Processes

The Arlington Democrats is committed to:

- ★ Safeguarding fairness and equity in treatment, opportunity, and access to Arlington Democrats' resources by all; including individuals from historically underrepresented communities;
- ★ Being a transparent organization with respect to diversity, inclusion and equity initiatives, goals, and progress;
- ★ Providing a fair, transparent, and just process for resolving party issues that arise under the Inclusion and Equity Policy.
- ★ Working with functional area chairs and the Steering Committee to ensure that core functional operations incorporate yearly goals that continue to enhance diversity, inclusion, and equity, and comport with the objectives of this policy;
- ★ Regularly reporting to the Steering Committee on the progress of the Committee in realizing the purpose and vision of this policy
- ★ Establishing a process to regularly review this policy, in concert with the Inclusion & Equity Committee, functional area chairs, and the Steering Committee, to ensure that the policy continues to appropriately promote diversity, equity, and inclusion;
- ★ Consulting with the I&E Committee to provide feedback/suggestions to functional area chairs on how to incorporate the aims of this policy into their core operations; and
- ★ Working with the I&E Committee to:
 - Recommend best practices to the ArlDems to improve diversity,

- inclusion, and equity; and
 - Recommend a process for identifying organizational diversity, inclusion, and equity 2
- disparities and a process for correcting them.

Advocacy

The Arlington Democrats is committed to advocating for policies, initiatives and general election nominees working to dismantle systemic inequities and improve diversity, equity, and inclusion.

External Partners

The Arlington Democrats is committed to:

- ★ Continuing to work with identified external organizations to build trust, relationships, and promote diversity, inclusion, and equity; and
- ★ Assist in identifying historically underrepresented populations and recommended actions to/recruit individuals from those populations to join committees, assist in operations, etc.

DEMOCRATIC PARTY OF VIRGINIA (DPVA) PARTY PLAN (“the plan”)

Nothing in this policy shall contradict or otherwise supersede anything contained within the Virginia Democratic Party Plan. The Arlington Democrats commit to working with the DPVA to ensure that this policy comports with the plan.

DEFINITIONS

Accessibility: the design, construction, development, and maintenance of facilities, information and communication technology, programs, and services so that all people, including people with disabilities, can fully and independently use them. Accessibility includes the provision of accommodations and modifications to ensure equal access to employment and participation in activities for people with disabilities, the reduction or elimination of physical and attitudinal barriers to equitable opportunities, a commitment to ensuring that people with disabilities can independently access every outward-facing and internal activity or electronic space, and the pursuit of best practices such as universal design.¹

Age: the number of years a person has lived.

Anti-racist: committed to eradicating structural racism by identifying racist manifestations at an individual, interpersonal, and institutional levels and making intentional choices to eliminate them.²

Disability: with respect to an individual - a physical or mental impairment that substantially limits one or more major life activities of such individual; a record of such an impairment; or being regarded as having such an impairment.³

Diversity: a collection of individual attributes that include, but are not limited to, characteristics such as national origin, language, race, color, disability, ethnicity, gender, age, religion, sexual

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orientation, gender identity, socioeconomic status, veteran status, and family structures. The concept also encompasses differences among people concerning where they are from and where they have lived and their differences of thought and life experiences.⁴

Education: the action or process of educating or of being educated; or the knowledge and development resulting from the process of being educated.⁵

Equity: all having the opportunity to fully participate - equity encompasses the policies and practices used to ensure the fair treatment, access, opportunity, and advancement for all people, while at the same time trying to identify and eliminate barriers that have historically prevented the full participation of some individuals or groups.⁶

Ethnicity: the quality or fact of belonging to a population group or subgroup made up of people who share a common cultural background or descent.⁷

External Partners: all people and organizations with whom the Arlington Democrats commit to work and who are not classified as members of the Arlington Democrats.

Gender: socially constructed roles, behaviors, activities, and attributes that a given society considers appropriate" based on sex.⁸

Gender Expression: How a person represents or expresses one's gender identity to others, often through behavior, clothing, hairstyles, voice, or body characteristics. All people have a gender expression.⁹

Gender Identity: A person's internal sense of being male, female, or something else such as agender, binary, gender fluid, gender

nonconforming, genderqueer, or nonbinary. Since gender identity is internal, one's gender identity is not necessarily visible to others. All people have a gender identity.¹⁰

Inclusion: recognition, appreciation, and use of the talents and skills of members and volunteers of all backgrounds.¹¹

Information: knowledge based on facts about something or someone obtained from investigation, study, or instruction.¹²

Intersectionality: the complex, cumulative way in which the effects of multiple forms of discrimination (such as racism, sexism, and classism) combine, overlap, or intersect especially in the experiences of marginalized individuals or groups.¹³

Members: those individuals defined by the Arlington Democrats' bylaws as members.

National Origin: The state, country, or nation in which a person or a person's ancestors were born.¹⁴

Opportunity: a set of circumstances that makes it possible to do something.¹⁵ 4

Race: any one of the groups that humans are often divided into based on physical traits regarded as common among people of shared ancestry.¹⁶

Resources: a stock or supply of money, materials, staff, and other assets that can be drawn on by a person or organization in order to function effectively.¹⁷

Sexual orientation: an inherent or immutable enduring emotional, romantic, or sexual attraction to another individual(s).¹⁸

Systemic Inequities: Embedded structural bias that provides advantages for some members and marginalizes or produces disadvantages for other members.

Historically Underrepresented groups: populations sharing a particular characteristic, as well as geographic communities, who have been systematically denied a full opportunity to participate in aspects of economic, social, and civic life. This term includes individuals who belong to communities of color, such as Black and African American, Hispanic and Latino, Native American, Alaska Native and Indigenous, Asian American, Native Hawaiian and Pacific Islander, Middle Eastern, and North African persons. It also includes individuals who belong to communities that face discrimination based on sex, sexual orientation, and gender identity (including lesbian, gay, bisexual, transgender, queer, gender non-conforming, and non-binary (LGBTQ+) persons); persons who face discrimination based on pregnancy or pregnancy-related conditions; parents; and caregivers. It also includes individuals who belong to communities that face discrimination based on their religion or disability; first-generation professionals or first-generation college students; individuals with limited English proficiency; immigrants; individuals who belong to communities that may face employment barriers based on older age or former incarceration; persons who live in rural areas; veterans and military spouses; and persons otherwise adversely affected by persistent poverty, discrimination, or inequality. Individuals may belong to more than one underserved community and face intersecting barriers.¹⁹

Volunteers: Individuals and organizations with or without party membership that help the Arlington Democrats fulfill its mission and objectives.

AUTHORIZATION

This policy was approved by the Arlington Democrats on October 6,

2021. **REVIEW DATE**

This policy was reviewed by the Arlington Democrats on September 29,

2021. REFERENCES

¹The United States Government. (2021, June 25). Executive order on diversity, equity, inclusion, and accessibility in the federal workforce. The White House.

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²Being antiracist. National Museum of African American History and Culture. (2021, May 7). <https://nmaahc.si.edu/learn/talking-about-race/topics/being-antiracist>.

³ AMERICANS WITH DISABILITIES ACT OF 1990, AS AMENDED (1990).

⁴ Office of Diversity and Inclusion, Government-Wide Diversity and Inclusion Strategic Plan 2011 (n.d.). Arlington.

<https://www.opm.gov/policy-data-oversight/diversity-and-inclusion/reports/governmentwidedistrategicplan.pdf> ⁵ Merriam-Webster. (n.d.). Education. Merriam-Webster.

<https://www.merriam-webster.com/dictionary/education>. ⁶Iac. (2020, September 9). Inclusion diversity equity and access (idea). IAC. Retrieved September 26, 2021, from <https://www.in.gov/arts/programs-and-services/resources/inclusion-diversity-equity-and-access-idea/>. ⁷Lexico. (n.d.). Ethnicity. Lexico. <https://www.lexico.com/definition/ethnicity>.

⁸World Health Organization. (n.d.). Gender and health. World Health Organization. https://www.who.int/health-topics/gender#tab=tab_1.

⁹ DOL policies on gender identity: Rights and responsibilities. United States Department of Labor. (n.d.).

<https://www.dol.gov/agencies/oasam/centers-offices/civil-rights-center/internal/policies/gender-identity>. ¹⁰Ibid.

¹¹The United States Government. (2021, June 25). Executive order on diversity, equity, inclusion, and accessibility in the federal workforce. The White House. <https://www.whitehouse.gov/briefing-room/presidential-actions/2021/06/25/executive-order-on-diversity-equity-inclusion-and-accessibility-in-the-federal-workforce/>.

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<https://ohr.dc.gov/sites/default/files/dc/sites/ohr/publication/attachments/OHR%20Enforcement%20Guidance%20FINAL%20-%202018-02%20-National%20Origin%20and%20Race.pdf>.

¹⁵Lexico. (n.d.). Opportunity. Lexico. <https://www.lexico.com/definition/opportunity>.

¹⁶ Merriam-Webster. (n.d.). Race. Merriam-Webster.
<https://www.merriam-webster.com/dictionary/race>.

¹⁷ Lexico. (n.d.). Resource. Lexico.
<https://www.lexico.com/definition/resource>.

¹⁸ Sexual orientation and gender identity definitions. HRC. (n.d.).
<https://www.hrc.org/resources/sexual-orientation-and-gender-identity-terminology-and-definitio>

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¹⁹ The United States Government. (2021, June 25). Executive order on diversity, equity, inclusion, and accessibility in the federal workforce. The White House.
<https://www.whitehouse.gov/briefing-room/presidential-actions/2021/06/25/executive-order-on-diversity-equity-inclusion-and-accessibility-in-the-federal-workforce/>.

