

Resolution in Support of Diversity, Equity, and Inclusion, through Anti Bias and Anti Racist Training

Whereas, the Santa Clara County Democratic Central Committee (SCCDCC) should demonstrate solidarity with marginalized POC (People of Color), and BIPOC (Black, Indigenous and People of Color) communities in their full diversity, by making internal efforts to be accountable for, and empowered to dismantle all forms of oppression within the Democratic Party and the constituent jurisdictions which its members govern, and,

Whereas, within the field of diversity, equity, and inclusion, anti-bias and anti-racist training is recognized as an effective and suitable tool for the Santa Clara County Democratic Central Committee (SCCDCC) members and stakeholders to better dismantle systemic oppression, and,

Whereas, the systemic oppression of marginalized people internationally, and of LGBTQ+ and BIPOC communities within the United States, necessitates acknowledgement and remediation for the fact that Democrats benefitting from white supremacist structures operate with explicit and implicit bias which actively maintains the oppressive status quo, therefore

Be it resolved that the Santa Clara County Democratic Central Committee affirms its commitment to diversity, equity, and inclusion of LGBTQ+ and BIPOC communities, as core Democratic values, and,

Be it further resolved that the Santa Clara County Democratic Central Committee commits itself to a timely and collaborative process with Afro-UPRIS and other chartered clubs representing LGBTQ+, BIPOC, and other communities that experience discrimination based on actual or perceived disability, gender, gender identity, gender expression, nationality, race or ethnicity, religion, sexual orientation, immigration status, or association with a person or group with one or more of these actual or perceived characteristics, to design and implement mandatory anti-racist and anti-bias training for all voting members, including elected officials, and to consider a bylaws change to make completion of such training a mandatory prerequisite to future voting activity.

Signed by:

Afro-UPRIS

Omar Torres, Assembly District 27 SCCDCC delegate and CDP Region 7 Director

Basil Saleh, Assembly District 28 CDP delegate

Beija Gonzalez, Assembly District 29 SCCDCC Delegate

Raven Malone, Assembly District 24 CDP Delegate

Angelica Ramos-Allen, Assembly District 28 SCCDCC Delegate

Adopted by the Santa Clara County Democratic Central Committee on November 4, 2021 with final text approved by the Executive Board on November 17, 2021