

Resolution Affirming Disability Justice and the Full Inclusion of Disabled Members Within the North Carolina Democratic Party

WHEREAS, the North Carolina Democratic Party (“NCDP”) is committed by its bylaws and platform to building a party that is open, inclusive, participatory, and representative of the people of North Carolina; and

WHEREAS, the NCDP bylaws affirm nondiscrimination and equal opportunity in party participation, leadership, and decision-making, including on the basis of disability; and

WHEREAS, the NCDP platform recognizes the inherent dignity and worth of every person and affirms civil and human rights as foundational Democratic values; and

WHEREAS, persons with disabilities are a vital and diverse community within North Carolina and within the Democratic Party, including people across all races, ethnicities, genders, sexual orientations, ages, religions, and economic backgrounds; and

WHEREAS, disability justice recognizes that ableism is interconnected with racism, sexism, economic injustice, and other forms of systemic oppression, and that true equity requires centering the leadership and lived experience of those most impacted; and

WHEREAS, disabled people have historically faced exclusion from political participation due to physical, communication, technological, procedural, and attitudinal barriers within civic and party institutions; and

WHEREAS, federal and state civil rights laws, including the Americans with Disabilities Act (ADA) and Section 504 of the Rehabilitation Act, establish minimum standards for access, but meaningful inclusion requires proactive and ongoing commitment beyond legal compliance; and

WHEREAS, the strength of the Democratic Party depends on the full participation, leadership, and representation of disabled members at every level of party governance;

THEREFORE, BE IT RESOLVED, the North Carolina Democratic Party not only considers persons with disabilities full equal members they shall actively recruit and encourage them to serve in leadership roles including but not limited to, candidates for office, Party staff positions, officers roles, standing and ad hoc committees and

BE IT FURTHER RESOLVED, that the NCDP adopts a disability justice framework that recognizes disability as a civil and human rights issue,

centers intersectionality, and commits to leadership by disabled people themselves rather than treating disability solely as a policy concern; and

BE IT FURTHER RESOLVED, that the North Carolina Democratic Party commits to proactive accessibility across all party functions, including but not limited to:

- Physically accessible meeting and event spaces
- Accessible digital platforms and communications along with Clear processes for requesting and receiving accommodations without stigma or delay; and
- Captioning, sign language interpretation, and assistive listening systems
- Accessible documents and materials

BE IT FURTHER RESOLVED, that disabled members and disability-led organizations shall be meaningfully consulted in the development of party platforms, legislative priorities, voter engagement strategies, and advocacy efforts impacting disabled communities;

Implementation and Accountability

BE IT FURTHER RESOLVED, that the NCDP shall direct the appropriate party body or officer to:

1. **Develop written accessibility and accommodation guidelines** applicable to all levels of the Party, consistent with NCDP bylaws and Democratic Party values;
2. **Designate or establish a mechanism** (such as a committee, caucus, or officer role) responsible for advising on disability inclusion and accessibility;
3. **Provide regular education and training** for party leaders, staff, and volunteers on disability justice, accessibility, and inclusive practices; and
4. **Establish a transparent process** for members to raise accessibility concerns and request corrective action; and

BE IT FINALLY RESOLVED, that county parties, districts, caucuses, and standing committees of the North Carolina Democratic Party are encouraged to adopt policies and practices consistent with this resolution and to incorporate disability justice into their organizing, governance, and leadership development efforts.