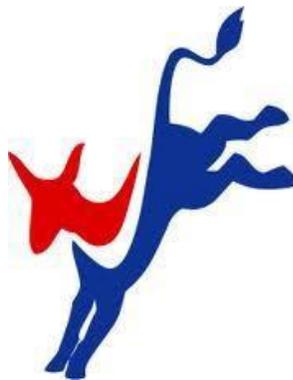


**VIRGIN ISLANDS
DELEGATE SELECTION AND
AFFIRMATIVE ACTION PLAN**

**FOR THE
2020
DEMOCRATIC NATIONAL
CONVENTION**



**ISSUED BY THE
VIRGIN ISLANDS DEMOCRATIC PARTY
POST OFFICE BOX 222848
CHRISTIANSTED, VI 00822**

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A. Selection of Delegates and Alternates

The first determining step will occur on June 6, 2020 with the District Caucuses.

Type	Delegates	Delegate Votes	Alternates	Date of Selection	Selection System and Filing Requirements
Unpledged DNC Committee Members*	4	4			
Democratic Governor*	1	1			
Democratic Member of Congress*	1	1			
At-Large delegates and alternates	7	7	1	June 6, 2020	Territorial Caucus File Statement of Candidacy with Territorial Committee May 16, 2020
Total	13	13	1		

***Unpledged Delegates are automatic by virtue of their office and will be confirmed by the Secretary of the DNC on March 4, 2020.**

B. Selection of Standing Committee Members

Type of Member	Member(s) Per Committee	Total Member(s)	Presidential Certifying	Selection Date	Selecting body and Filing Requirement
Permanent	1	3	5/29/20	6/6/20	Selected by VI National Convention Delegates

C. Selection of Delegation Chair and Convention Pages

The Virgin Islands National Convention Delegates will select the

Delegation Chair on **June 6, 2020**. The Virgin Islands State Democratic Chair will select one Convention Page on **June 6 2020**.

D. Presidential Candidates Filing Deadline

Presidential candidates must certify the name of their authorized representatives to the Democratic State Chair by **April 3, 2020**. There are no formal filing requirements for presidential candidates to participate in the district caucus.

II. PRESIDENTIAL CANDIDATES

A. Ballot Access for Presidential Candidates

There are no requirements for Presidential Candidates access to the Caucus in the Virgin Islands. Any Presidential Candidate receiving a preference vote by a caucus participant is deemed to be under consideration. Presidential Candidates should use their best effort to ensure their respective delegation achieves the Territory's affirmative action and equal division goals. Presidential candidates must certify their authorized representatives by **April 3, 2020**.

III. SELECTION OF DELEGATES AND ALTERNATES

A. Introduction

1. The Virgin Islands has a total of thirteen (13) delegates and one (1) alternate.
2. The delegate selection process is governed by the call for the 2020 Democratic National Convention, Charter and By--Laws of the Democratic Party of the United States, the Delegate Selection Rules for the 2020 Democratic National Convention, the Regulations of the Rules and By--Laws Committee, the By--Laws of the Democratic Party of the Virgin Islands, Title 18 of the Election Code of the Virgin Islands and the Virgin Islands Delegate Selection Plan.

B. At-Large Delegates and Alternate

1. Virgin Islands will use a Caucus System to elect the At-Large delegates. The Caucus will be held on **June 6, 2020** at a time and place to be announced and will consist of three separate sessions held simultaneously on the above dates. One session each will be held on the islands of St. Thomas and St. John for members of the Democratic Party of the Virgin Islands residing in the election district of St. Thomas/St. John, and one session will be held on the island of St. Croix for members of the Democratic Party of the Virgin Islands residing in the election district of St. Croix.

(a) Any Democrat, 18 years of age or older, may participate by attending the Caucus and showing proof of their Virgin Islands voters registration card declaring that their party preference is Democratic. Any interested persons may become a registered voter by contacting the Election System of the Virgin Islands on their respective island. May 5, 2020 is the deadline to register with the Election system in order to participate in this caucus.

St Croix Mailing Address

P.O. Box 1499
Kingshill, VI 00851-1499
Phone:(340) 773-1021

Physical Address

Sunny Isle Annex Unit 4:93A
St Croix, VI 00823

St Thomas Mailing Address

P.O. Box 6038
St. Thomas VI 00801
Phone:(340) 774-3107

Physical Address

No. 22 Crystal Gade
St. Thomas, VI 00820

St John Mailing Address

P.O. Box 6038
St. Thomas VI 00801
Phone:(340) 776-2391

Physical Address

Estate Enighed
St. John, VI 00830

TDD Toll Free: 1 (877)- 773-1021

Website: www.vivote.gov

Email: electionsys@unitedstates.vi

(b) Caucus participants will be required to declare their presidential or uncommitted preference so that this information may be used to determine the allocation of the At-Large delegates to each preference.

2. The seven (7) At Large Delegates and one (1) alternate will be chosen by the Caucuses and be apportioned to the districts as follows:
District of St. Thomas/St John 3 delegates
District of St. Croix 4 delegates

3. At-Large delegate positions will be allocated to presidential preference through a proportional representation system.

4. An individual can qualify as a candidate for At-Large delegate or alternate to the 2020 Democratic National Convention by filing a statement of candidacy with the chair of the Democratic Party of the Virgin Islands, at **P.O. Box 222848, Christiansted, Virgin Islands 00822**, or the chair's designee, no later than 5p.m. **May 17, 2020**.

5. This statement must give the prospective delegate candidate's name, address, and either a signed statement that the individual is committed or uncommitted to a presidential candidate. Qualifying forms will be available from the Democratic Party of the Virgin Islands beginning on **April 17, 2020**.

6. The Virgin Islands is a caucus state. Accordingly, delegate and alternate positions shall be allocated to fairly reflect the expressed presidential preference or uncommitted status of the caucus participants in each district. Therefore, the national convention delegates elected at the district level shall be allocated in proportion to the percentage of the caucus vote won in that district by each preference, except that preferences falling below a 15 percent threshold shall not be awarded any delegates or alternates.

7. If no presidential preference reaches a 15 percent threshold, the threshold shall be the percentage of the vote received at each level of the delegate selection process by the front-runner minus 10 percent.

8. The State Democratic Chair shall convey to the presidential candidate, or that candidate's authorized representative(s), not later than **May 22, 2020** a list of all persons who have filed for delegate or alternate pledged to that presidential candidate. Each presidential candidate, or the candidate's authorized representative(s), must then file with the State Democratic Chair by

May 29, 2020, a list of all such candidates he or she has approved; provided the approval be given to at least three (3) times the number of candidates for delegate men and three (3) times the number of candidates for delegate women, and three (3) times the number of candidates for alternate men and three (3) times the number of alternate women to be selected. Failure to respond will be deemed approval of all delegate and alternate candidates submitted to the presidential candidate unless the presidential candidate or the authorized representative signifies otherwise in writing to the State Democratic Chair no later than **May 29, 2020**.

9. Candidates removed from the list of approved supporters by a presidential candidate may not be elected as a delegate or alternate pledged to that candidate.

10. The State Chair shall certify to the Co-Chairs of the RBC whether presidential candidates have used their best efforts to ensure their delegate and alternate candidates meet the affirmative action and inclusion goals of this Plan within three (3) days of receiving the returned lists of approved candidates.

11. Caucus participants will indicate their presidential or uncommitted preference on a form, provided at the caucus, and these participants will select only from those at-large candidates who are from the same presidential preference as the caucus participant.

12. The Virgin Islands delegation shall be equally divided between males and females. Provisions for achieving equal division at the at-large level will be as follows:

- a. The seven (7) At-Large delegates shall be divided as equally as possible between male and female. St. Croix is allocated three (4) delegates (two males and two females), and St. Thomas/St. John is allocated three (3) delegates (2 males and 1 female).

District	Delegates	
	Male	Female
St. Croix	2	2
St. Thomas/St. John	2	1

- b. Immediately after the delegates are selected, the alternate will be awarded, using the individual receiving the highest

number of votes in both districts regardless of sex and based on the allocation of the presidential or uncommitted status of the caucus participants.

- c. The presidential preference shall then be awarded delegate and alternate positions in the following manner:

(1) If a presidential candidate or the uncommitted preference is allocated one (1) delegate in a district, that one (1) position will go to the individual receiving the highest number of votes, male or female.

(2) If a presidential candidate or the uncommitted preference is allocated two (2) delegates in a district, one (1) position will go to the female receiving the highest number of votes and the other to the male receiving the highest number of votes.

(3) If a presidential candidate or the uncommitted preference is allocated three (3) delegates in a district, one (1) position will go to the female receiving the highest number of votes, another to the male receiving the highest number of votes and the third to the next individual receiving the highest number of votes and whose sex is that predetermined by the drawing of lots for the district.

13. The At-Large delegates will be as equally divided as possible and priority of consideration may be given to certain groups, if necessary, to achieve the Affirmative Action goals. In order to continue the Democratic Party's ongoing efforts to include groups historically under-represented in the Democratic Party's affairs and to assist in the achievement of full participation by these groups, priority of consideration shall be given other groups by virtue of race/ethnicity, age, sexual orientation or disability.

14. The State Democratic Chair shall certify in writing to the Secretary of the Democratic National Convention (DNC) the election of the State's At-Large delegates and alternate to the Democratic National Convention within ten (10) days after their election.

15. Pursuant to Rule 9C., if a presidential candidate is entitled to at least one delegate position, but would not be entitled to an alternate position, that preference will be allocated one extra at-large alternate position.

B. Unpledged Delegates

1. The following individuals shall constitute the unpledged delegate positions, each to cast one (1) whole vote:

- Democratic Governor
- Democratic Congresswoman
- 4 Members of the Democratic National Committee:
 - State Chair
 - State Vice Chair
 - National Committee Man
 - National Committee Woman

This represents a total of 6 unpledged delegates casting a total of 6 delegate votes.

2. The process for certification of the unpledged delegates is as follows:

- a. Not later than March 3, 2020 the Secretary of the Democratic National Committee shall officially confirm to the State Democratic Chair the unpledged delegates who legally reside in the Virgin Islands.
- b. This official confirmation by the Secretary shall constitute verification of unpledged delegates from the categories indicated above. In cases where the Virgin Islands DNC membership changes following the Secretary's official confirmation, but prior to the commencement of the 2020 Democratic National Convention, acknowledgement by the Secretary of the DNC of member certification shall constitute verification of the corresponding change of unpledged delegates.

C. Pledged Party Leader and Elected Official Delegates

The Virgin Islands was not allocated any Pledged Party Leader and Elected Official Delegates.

D. Replacement of Delegates and Alternates

1. A pledged delegate or alternate may be replaced according to the following guideline:

a. *Permanent Replacement of a Delegate:*

(1) A permanent replacement occurs when a delegate resigns or dies prior to and during the national convention and the alternate replaces the delegate for the remainder of the National Convention.

(2) Any alternate permanently replacing a delegate shall be of the same presidential preference (including uncommitted status) and sex of the delegate he/she replaces, and to the extent possible shall be from the same political subdivision within the state as the delegate.

(3) In the case where the presidential candidate has only one alternate that alternate shall become the certified delegate.

(4) If a presidential candidate has only one alternate, and that alternate permanently replaces a delegate of the opposite sex, thereby causing the delegation to no longer be equally divided, the delegation shall not be considered in violation of Rule 6.C. In such case, not standing Rule 17. D. (2), the State Party Committee shall, at the time of a subsequent permanent replacement, replace a delegate with a person of the opposite sex in order to return the delegation to equal division of men and women.

b. *Temporary Replacement of a Delegate:*

(1) A temporary replacement occurs when a delegate is to be absent for a limited period during the convention and an alternate temporarily acts in the delegate's place.

(2) Any alternate who temporarily replaces a delegate must be of the same presidential preference (including uncommitted status) as the delegate he/she replaces, and to the extent possible shall be of the same sex and from the same political subdivision within the state as the delegate.

c. Permanent and temporary replacements of delegates will be selected based on the alternate who receives the highest number of votes.

d. Certification of Replacements:

(1) Any alternate who permanently replaces a delegate shall be certified in writing to the Secretary of the DNC by the State Democratic Chair.

(2) Permanent replacement of a delegate (as specified above) by an alternate and replacement of a vacant alternate position shall be certified in writing by the State's Democratic Chair to the Secretary of the Democratic National Committee within three (3) days after the replacement is selected.

(3) Certification of permanent replacements will be accepted by the Secretary up to 48 hours before the first official session of the Convention is scheduled to convene.

(4) In the case where a pledged delegate is permanently replaced after 48 hours before the time the first session is scheduled to convene or, in the case where a pledged delegate is not on the floor of the convention Hall at the time a roll call vote is taken, an alternate may be designated (as specified above) to cast the delegate's vote. In such case, the Delegation Chair shall indicate the name of the alternate casting the respective delegate's vote on the delegation tally sheet.

(5) A vacant alternate position shall be filled by the delegation. The replacement shall be of the same presidential preference (or uncommitted status), of the same sex and, to the extent possible, from the same political subdivision as the alternate being replaced.

2. Unpledged delegates shall not be entitled to a replacement, nor shall the state be entitled to a replacement, except under the following conditions:

a. Members of the Democratic National Committee shall not be entitled to a replacement, nor shall the state be entitled to a replacement, except in case of death of such delegates. In the case where the state's DNC membership changes following the DNC Secretary's official confirmation, but prior to the commencement of the 2020 Democratic National Convention, acknowledgment by the Secretary of the new DNC member certification shall constitute verification of the corresponding change of unpledged delegates.

b. Members of Congress and the Democratic Governor shall not be entitled to name a replacement. In the event of changes or vacancies in the state's Congressional Delegation, following the official confirmation and prior to the commencement of the National convention, the DNC Secretary shall recognize only such changes as have been officially recognized by the Democratic Caucus of the U.S. House of Representatives. In the event of a change or vacancy in the state's office of Governor, the DNC shall recognize only such changes as have been officially recognized by the Democratic Governors Association.

c. In no case may an alternate cast a vote for an unpledged delegate.

IV. SELECTION OF STANDING COMMITTEE MEMBERS

A. Introduction

1. The Virgin Islands has been allocated one (1) member on each of the standing committees for the Democratic National Convention. (Credentials, Platform and Rules), for a total of three (3) members.

2. These members will be selected in accordance with the procedures indicated below.

3. Members of the Convention Standing Committees need not be delegates or alternates to the 2020 Democratic National Convention .

4. Presidential candidates (including uncommitted status) shall use their best efforts to ensure that their respective delegation of standing committee members shall achieve the party's affirmative action goals and that their respective members are equally divided between men and women.

B. Permanent Standing Committee Members

1. Selection Meeting

a. The permanent members of the standing committees shall be elected by all of the Virgin Islands National Convention delegates, at a meeting to be held on **June 6, 2020** with a quorum present.

b. A quorum shall consist of a majority of the state's delegates to the National Convention.

c. All members of the delegation shall receive timely notice of the time, date and place of the meeting to select the permanent standing committee members.

2. Allocation

a. The permanent members of the Standing Committees allocated to the Virgin Islands shall proportionately represent the presidential preference of all candidates receiving the threshold percentage used in the state's delegation selection (at-large).

b. The Presidential preference of each candidate receiving the applicable percentage or more within the delegation shall be multiplied by the total number of standing committee positions allocated to the Virgin Islands. If the result of such multiplication does not equal 0.455 or above, the presidential preference in question is not entitled to representation of the standing committee.

If the result of such multiplication is 0.455 but less than 1.455, the presidential preference is entitled to one (1) position. Those preferences securing more than 1.455 but less than 2.455 are entitled to two (2) positions, etc.

c. Standing Committee positions allocated to a presidential candidate shall be equally divided, to the extent practicable, to each of the three standing committees. When such allocation results in an unequal distribution of standing committee positions by candidate preference, a drawing shall be conducted to distribute the additional positions.

3. Presidential Candidate Right of Approval

a. Each presidential candidate shall be given adequate notice of the date, time and location of the meeting of the state's delegation authorized to elect standing committee members.

b. Each presidential candidate, or that candidate's authorized representative(s), must submit to the State Democratic Chair the name of at least one (1) person for each slot awarded to that candidate for permanent members of each committee by May 29, 2020.

c. The delegation shall select the standing committee members submitted by the presidential candidates (including uncommitted status). Presidential candidates shall not be required to submit the name of more than one person for each slot awarded to such candidate for permanent members of standing committees.

4. Certification and Substitution

a. The State Democratic Chair shall certify the permanent standing committee member in writing to the Secretary of the Democratic National Committee within three (3) days after their selection.

b. No substitutions will be permitted in the case of permanent members, except in the case of resignation or death.

Substitutions must be made in accordance with the election procedures specified in Article VII., B., C., D., and E. of the Call, and must be certified in writing to the Secretary of the Democratic National Committee.

5. Selection Procedure to Achieve Equal Division

Presidential candidates (including uncommitted status) shall use their best efforts to ensure that their respective delegation of standing committee members shall achieve states affirmative action goals and that their respective members are equally divided between man and women.

Each position on each standing committee shall be assigned by gender; For example, the position on the Credentials Committee of the presidential candidate with the most standing committee positions shall be designated for a [male], the position on the Platform Committee for a [female], and the remaining position shall be delegated in like fashion, alternating between male and females.

a. A separate election shall be conducted for membership on each standing committee.

b. The membership of the standing committee shall be as equally divided as possible under the state allocation if the number is even, the membership shall be equally divided between men and women if the number is odd, the variance between men and women may not exceed one (1), and the advantage gender must not remain constant for the three standing committees.

c. The positions allocated to each presidential candidate on each committee shall be voted on separately, and the winners shall be the highest vote getter(s) of the appropriate sex.

V. SELECTION OF THE DELEGATION CHAIR AND CONVENTION PAGES

A. Introduction

The Virgin Islands will select one (1) person to serve as Delegation Chair and one (1) to serve as Convention Page.

B. Delegation Chair

1. Selection Meeting

a. The Delegation Chair shall be selected by a quorum of the Virgin

- b. Islands National Convention Delegates, at a meeting to be held on June 6, 2020. Selection of the Delegation Chair should be made at the same time the standing committee members are chosen, or no later than seven (7) days after the at-large delegates have been selected.
- c. A quorum shall consist of a majority of the state's delegates to the National Convention.
- d. All members of the delegation shall timely notice of the time, date and place of the meeting to select the Delegation Chair.
 - i. The State Democratic Chair shall certify the Delegation Chair in writing to the secretary of the Democratic National Committee within three (3) days after his or her selection.

C. Convention Pages

- 1. One (1) individual will be selected to serve as the Virgin Islands Convention Page by the State Democratic Chair in consultation with the members of the Democratic National Committee from the territory. This selection will take place June 6, 2020.
- 2. The Convention Page shall reflect as much as possible, the Affirmative Action guidelines in the Affirmative Action Plan.
- 3. The state chair shall certify the individual to serve as the Virgin Islands Convention Page in writing to the Secretary of the Democratic National Committee within three (3) days after the selection.

VI. GENERAL PROVISIONS AND PROCEDURAL GUARANTEE

- A. Participation in the Virgin Islands delegate selection process is open to all voters who wish to participate as Democrats. In order to participate in the Virgin Islands delegate selection process, a voter must possess all the qualifications of an elector as provided in Title 18 and the Revised Organic Act of the Virgin Islands and must be registered as a Democrat. All voters are encouraged to bring proof of voter registration.
- B. At no stage of the Virgin Islands delegate selection process shall any person be required, directly or indirectly, to pay a cost or fee as a

condition for participating in the delegate selection process. Voluntary contributions to the Party may be made, but under no circumstances shall a contribution be mandatory for participation.

- C. No person shall participate or vote in the nominating process for the Democratic presidential candidate who also participates in the nominating process of any other party for the corresponding elections.
- D. No person shall vote in more than one meeting, which is the first meeting in the delegate selection process.
- E. The Virgin Islands Democratic Party reaffirms its commitment to an open party by incorporating the provisions listed below. These provisions demonstrate the intention of the Democratic Party to ensure a full opportunity for all minority group members to participate in the delegate selection process.
 - 1. All public meeting at all levels of the Democratic Party of the Virgin Islands be open to all members of the Democratic Party regardless of race, sex, age, color, creed, national origin, religion, ethnic identity, sexual orientation, economic status, or physical disability (hereinafter collectively referred to as "status").
 - 2. No test for membership in, nor any oaths of loyalty to the Democratic Party in the Virgin Islands should be required or used which has the effect of requiring prospective or current members of the Democratic Party to acquiesce in, condone or support discrimination based on "status".
 - 3. The time and place for all public meetings of the Democratic Party in the Virgin Islands on all levels should be publicized fully and in such manner as to assure timely notice to all interested persons. Such meetings must be held in places accessible to all party members and large enough to accommodate all interested persons.
 - 4. The Democratic Party in the Virgin Islands on all levels, should support the broadest possible registration without discrimination based on status.
 - 5. The Democratic Party in the Virgin Islands should publicize fully and in such a manner as to assure notice to all interested parties a full description of the legal and practical procedures for selection of

Democratic Party officers and representatives on all levels. Publication of these procedures should be done in such fashion that all prospective and current members of each State Democratic Party will be fully and adequately informed of the pertinent procedures in time to participate in each selection procedure at all levels of the Democratic Party organization.

6. The Democratic Party in the Virgin Islands should publicize fully and in such a manner as to assure notice to all interested parties, a complete description of the legal and practical qualifications of all positions as officers and representatives of the state Democratic Party.
 7. Such publication should be done in timely fashion so that all prospective candidates or applicants for any elected or appointed position within the State Democratic Party will have full and adequate opportunity to compete for office.
- F. Discrimination based on "status" in the conduct of the Democratic Party affairs is prohibited.
 - G. No delegate at any level of the delegate selection process shall be mandated by law or party rules to vote contrary to that person's presidential choice as expressed at the time the delegate is elected.
 - H. Delegates elected to the national convention pledged to a presidential candidate shall in all good conscience reflect the sentiments of those who elected them.
 - I. A quorum shall be established by not less than 40 percent of the membership of the Democratic Territorial Committee.
 - J. The Virgin Islands Delegate Selection Plan does not provide for Proxy voting.
 - K. The unit rule, or any practice whereby all members of a Party unit or delegation may be required to cast their votes in accordance with the will of a majority of the body, shall not be used at any stage of the delegate selection process.
 - L. Any individual or group of Democrats may sponsor or endorse a slate of candidates for convention delegates. But no slate may, by virtue of such endorsement, receive a preferential place on a delegate selection ballot or be publicly identified on the ballot as the official

Democratic party organization slate, and all slates must meet identical qualifying requirement for appearing on a ballot at all levels of the delegate selection process.

- M. All steps in the delegate selection process, including the filing of presidential candidates, must take place within the calendar year of the Democratic National Convention, except with respect to the implementation of the Affirmative Action Plan.
- N. In electing and certifying delegates to the 2020 National Convention, the Virgin Islands thereby undertakes to assure all Democratic voters in the state full, timely and equal opportunity to participate in the delegate selection process and in all Party affairs and to implement affirmative action programs toward that end, and that the delegates and alternates to the Convention shall be selected in accordance with the Delegates Selection Rules for the 2020 Democratic National Convention.
- O. The Virgin Islands delegation shall be equally divided between delegate man and women delegates. Such goal applies to the pledged delegates and unpledged delegates.
- P. All delegate and alternate candidates must be identified as to presidential preference or uncommitted status at all levels which determine presidential preference.
- Q. All delegates, alternates and standing committee members must be bona fide Democrats who have the interests, welfare and success of the Democratic Party of the United States at heart, who subscribes to the substance, intent and principles of the Charter and Bylaws of the Democratic Party of the United States, and who will to participate in the Convention in good faith.

VII. AFFIRMATIVE ACTION PLAN

A. Introduction

- 1. All public meetings at all levels of the Democratic Party in the Virgin Islands should be open to all members of the Democratic party regardless of race, sex, age, color, creed, national origin, religion, ethnic identity, sexual orientation, economic status, or physical disability (hereinafter collectively referred to as "status").

2. In order that the Democratic Party at all levels be an open Party, which includes rather than excludes people from participation, a program of effective affirmative action is hereby adopted by the Virgin Islands.
3. Discrimination based on "status" in the conduct of Democratic Party affairs is prohibited.
4. In order to achieve full participation by groups that are significantly under-represented in our Party's Affairs, the Virgin Islands has developed Party outreach programs, including recruitment, education and training, in order to achieve full participation by such groups in the delegate selection process and at levels of Party Affairs for 2020.
5. In order to encourage full participation by all Democrats in the delegate selection process and in all Party affairs, the Virgin Islands Democratic Party will adopt and will implement affirmative action programs with specific goals and timetables to reach Virgin Islanders who are African American, Hispanic, LGBT, disabled, youth and female.
 - a. The goal of the affirmative action programs shall be to encourage participation in the delegate selection process and in Party organizations at all levels by the aforementioned groups as indicated by their presence in the Democratic electorate.
 - b. This goal shall not be accomplished either directly or indirectly by the Party's imposition of mandatory quotas at any level of the delegate selection process or in any other Party affairs.
6. Presidential candidates shall assist the Virgin Islands Democratic Party in meeting the demographic representation goals reflected in the Affirmative Action Plan.
 - a. Each presidential candidate must submit a written statement by October 3, 2019 to the state chair, which indicates the specific steps he or she will take to encourage full participation in the Virgin Islands delegate selection process, including, but not limited to, procedures by which persons may file as candidates for delegate or alternate.

- b. Each presidential candidate must submit demographic information with respect to all candidates for delegate and alternate pledged to them.
7. Presidential candidates (including uncommitted status) shall use their best effort to ensure that their respective delegations within the territory's delegate and alternate 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.

B. Inclusion Program

1. In order to achieve full participation of other groups who may be under-represented in Party affairs, including members of the LGBT, youth and persons with disabilities, the Virgin Islands Democratic Party has adopted and will implement Inclusion measures.
2. The State Party has taken reasonable steps to determine the composition of the members of the LGBT, youth and persons with disabilities communities in the State's democratic electorate. These steps have included:
 - a. Researched the U. S. Census website
 - b. Researched the Office of Social Security to determine if anyone applied for same-sex benefits
 - c. Researched the Government Employees Retirement System to see if anyone applied for same-sex benefits
 - d. Spoken with the Commissioner of the Department of Human Services regarding the percentage of disabled persons in the Territory
 - e. Researched the U. S. Census website regarding the percentage of youth in the Territory
3. In order to secure full participation, the State Party will conduct the

education and publicity outreach efforts.

4. The State Party will commit to conduct in-person delegate recruitment and education training at community centers and other events geared toward members of the LGBT, youth and persons with disabilities communities.
5. The State Party will commit to advertising in media directed toward members of the LGBT, youth and persons with disabilities.
6. The State Party will identify and designate a staff person to seek out leaders within the LGBT, youth and persons with disabilities communities.
7. The State Party will in a good faith effort utilize culturally sensitive and/or appropriate terminology when conducting outreach efforts.
8. When selecting the at-large portion of the state's National Convention delegates, the State Party shall seek to ensure the full participation of the groups identified above.
9. The State Party will ask presidential candidates to specify in their full participation statements what steps such presidential candidates will take to secure the full participation of the LGBT, youth and persons with disabilities communities.
10. The State Party will make accommodations to facilitate greater participation by persons with disabilities, including selecting sites/venues that are accessible.

C. Organizational Structure -- Affirmative Action Committee

1. The State Democratic Chair shall appoint an Affirmative Action Committee on March 3, 2020.
2. The Committee shall consist of members from each delegate district representing the Democratic constituency groups set forth in the Introduction to the Affirmative Action.
3. The Affirmative Action Committee shall be responsible for:
 - (a) Reviewing the proposed Delegate Selection and Affirmative Action plans and making recommendations to the State Democratic Chair.

- (b) Directing the implementation of all requirements of the Affirmative Action section of this Plan.
- (c) Implementing a financial assistance program for delegates and alternates. In carrying out this responsibility, the Affirmative Action Committee shall:
 - (1) Encourage the participation and representation of persons' low and moderate income;
 - (2) Advise prospective delegates and alternates in a timely manner of the role and mandate of this Affirmative Action Committee;
 - (3) Receive requests for financial assistance from delegates and alternates otherwise unable to participate in the National Convention;
 - (4) Prepare specific information for all delegates and alternates as to how and where to seek financial assistance to defray expenses to the Convention. This information may include lists of groups or organizations willing to help and fund-raising ideas; and,
 - (5) Plan and conduct the fundraising events or solicitations to supplement their efforts.
 - (6) Ensuring, on behalf of the State Party Committee, that district lines used in the delegate selection process are not gerrymandered to discriminate against African Americans, Hispanics, Native Americans, Asian/Pacific Americans and women.
- 4. Financial and staff support for the Affirmative Action Committee shall be provided by the State Party Committee to the greatest extent feasible, including, but not limited to, the state party staff and volunteers and all reasonable costs incurred in carrying out this plan.

D. Implementation of the Plan

Implementation of the Affirmative Action and Inclusion Plan shall begin September 14, 2019, and will continue through the end of the process.

1. Special attention shall be directed at publicizing the delegate selection process in the state. Such publicity shall include Information on eligibility to vote and how to become a candidate for delegate, the time and location of each stage of the delegate selection process and where to get additional information. The Party organization, official, candidate, or member calling a meeting or scheduling an event, shall effectively publicize the role that such meeting or event plays in the Democratic National Convention.
2. Newspapers, radio and television will be utilized to inform the general public how, when and where to participate in the delegate selection process. Specifically, this information should provide details as to how to qualify to run as a delegate candidate. Special effort shall be directed to the major daily newspapers, radio and television stations by the State Democratic Chair, Affirmative Action Committee members and staff.
3. Regular releases during the delegate selection process to all other media sources, weekly newspapers, and wire services should complete timely coverage. (Attach "Exhibit #2 -- listing the media outlets to receive this information).
4. A priority effort shall be directed at publicity in minority newspapers and radio stations, ethnic press, native American, Asian/Pacific American, Spanish speaking and other non-English press, radio stations, and publications, and women's organizations student newspapers and any other special media in the state that is likely to reach the "status" groups set for in the Introduction of this Affirmative Action Plan. The State party shall be responsible for the implementation of this publicity effort, bilingual if necessary.
5. The State party shall take all feasible steps to provide the media with all information relative to the selection of Delegates.
6. Education
 - (a) Well publicized educational workshops will be conducted in each of the delegate districts beginning September 14, 2019.

These workshops will be designed to encourage participation in the delegate selection process, including apprising potential delegate candidates of the availability of financial assistance. These workshops will be held in places which are easily accessible to persons with physical disabilities and will be publicized in

English and Spanish. The times, dates, places and rules for the conduct of all education workshops, meetings and other events involved in the delegate selection process shall be effectively publicized by the party organization and include mailings to various organizations representative of the voting populace.

- (b) A speaker's bureau of volunteers from the Affirmative Action Committee comprised of individuals, who are fully familiar with the process, will be organized to appear before groups as needed to provide information concerning the process.
- (c) The state party will publish and make available State Party Rules, the Delegate Selection Plan (and its attachments), the Affirmative Action Plan, and relevant state statutes at no cost. A clear and concise explanation of how Democratic voters can participate in the delegate selection process, and of how, where and when persons can register to vote, and delegate district maps will be provided.
- (d) The state party shall take all feasible steps to encourage persons to register and to vote as Democrats and will seek to ensure simple and easy registration procedures.

D. Representation Goals

- 1. The state party shall determine the demographic composition of African Americans, Hispanics, Native Americans, and Asian/Pacific Americans in the Democratic electorate in the state. These constituency percentages shall be established as goals for representation in the state's convention delegation.

("Exhibit #3" -- a demographic study and analysis).

The use of the at-large delegation to meet the affirmative action goals does not obviate the need for outreach activities by the Territorial Party.

E. Financial Assistance for Delegates and Alternates

The State Democratic Party Chair shall appoint a Financial Assistance Committee, which shall do the following:

- 1. Advise prospective delegates and alternates in a timely manner of the existence and mandate of this committee;

2. Receive requests for financial assistance from delegates otherwise unable to participate in the National Convention;
3. Prepare specific information for all delegates and alternates as to how and where to seek financial assistance to defray expenses to the Convention. This information may include lists of groups or organizations willing to help and fundraising ideas; and,
4. Plan and conduct the fundraising events or solicitations necessary to supplement the other efforts.

VIII. CHALLENGES

A. Jurisdiction

1. Challenges related to the delegate selection process are governed by the Regulations of the DNC Rules and Bylaws Committee for the 2020 Democratic National Convention (Regulations, Sec. 3.) and the "Rules of Procedure of the Credentials Committee of the 2020 Democratic National Convention".
2. Pursuant to Rule 20.B of the 2020 Delegate Selection Rules, the DNC Rules and Bylaws Committee has jurisdiction over challenges pertaining to the submission, non-implementation and violation of state delegate Selection and Affirmative Action Plans.
3. The Rules and Bylaws Committee has jurisdiction to hear and decide any challenge provided that it is initiated before the 56th day preceding the date of the commencement of the 2020 Democratic National Convention.
4. Challenges to the credentials of delegates and alternates to the 2020 Democratic National Convention initiated after the 56th day preceding the date of commencement of the Democratic National Convention shall be processed in accordance with the "Rules of Procedure of the Credentials Committee of the 2020 Democratic National Convention".

5. Any challenge to the credentials of a standing committee member shall be considered and resolved by affected standing committee in accordance with Appendix A of the Call for the 2020 Democratic National Convention. The Rules and Bylaws Committee shall have jurisdiction over challenges brought before the 56th day preceding the date of the commencement of the Democratic National Convention.
6. Copies of the Regulations of the Rules and Bylaws Committee and/or the Call for the 2020 Democratic National Convention, including the Rules of Procedure of the Credentials Committee (Appendix A), shall be made available by the state party upon reasonable request.
7. Any group of fifteen Democrats with standing to challenge as defined in Reg. 3.2 or the Call (Appendix A, Sec. 2: A), may bring a challenge to this Plan or to the implementation of this Plan, including its Affirmative Action provisions.

B. Challenges to the Status of the State Party and/or the Plan

1. Challenge to the status of the State Party Committee as the body entitled to sponsor a delegation from the state shall be filed with the Rules and Bylaws Committee not later than thirty (30) calendar days prior to the initiation of the state's delegate selection process.
2. A challenge to the state's Delegate Selection Plan shall be the Co-Chairs of Rules and Bylaws Committee within fifteen (15) calendar days after the adoption of the Plan by the State Party.
3. A Challenge to a Plan must be brought in conformity with the Rules and the Regulations, which should be consulted for a detailed explanation of challenge procedures.

C. Challenges to Implementation

1. A challenge may be brought alleging that a specific requirement of an approved Plan has not been properly implemented. Jurisdiction over all challenges initiated in a timely fashion shall reside with either the Rules and Bylaws Committee or the Credentials Committee of the National Convention (See Section VII.A above). However, the Rules and Bylaws Committee may provide advice, assistance or interpretations of the Delegate Selection Rules at any stage of the delegate selection process.

2. An implementation challenge brought before the Rules and Bylaws Committee is initiated by filing a written challenge with the State Party Committee and with the Rules and Bylaws Committee not later than fifteen (15) days after the alleged violation occurred. The state party has twenty-one (21) days to render a decision. Within ten (10) days of the decision, any party to the challenge may appeal it to the Rules and Bylaws Committee. If in fact, the state party renders no decision, any party to the challenge may request the Rules and Bylaws Committee to process it. The request must be made within ten (10) days after expiration of the above twenty-one (21) day period.
3. Performance under an approved Affirmative Action Plan and composition of the convention delegation shall be considered relevant evidence in the challenge to any state delegation. If a state party has adopted and implemented an approved affirmative action program, the state party shall not be subject to challenge based solely on delegation composition on primary results. The procedures are the same for challenges alleging failure to properly implement the Affirmative Action section of Plan, except that such challenges must be filed not later than thirty (30) days prior to the initiation of the state's delegate selection process.
4. Depending on the appropriate jurisdiction (see Section VII.A. above), implementation challenges must be brought in conformity with the Regulation of Rules and Bylaws Committee or the Rules of Procedure of the Credentials Committee, which should be consulted for a detailed explanation of challenges procedures.

D. Plan and conduct the fundraising events or solicitations necessary to supplement the other efforts.

Challenges

A. Jurisdiction

1. Challenges related to the delegate selection process are governed by the Regulations of the DNC Rules and Bylaws Committee for the 2016 Democratic National Convention (Regulations, Sec. 3.) and the "Rules of Procedure of the Credentials Committee of the 2020 Democratic National Convention".
2. Pursuant to Rule 20.E of the 2020 Delegate Selection Rules, the DNC Rules and Bylaws Committee has jurisdiction over challenges pertaining to the submission, non-implementation and violation of state delegate Selection and Affirmative Action Plans.
3. The Rules and Bylaws Committee has jurisdiction to hear and decide any challenge provided that it is initiated before the 56th day preceding the date of the commencement of the 2016 Democratic National Convention.
4. Challenges to the credentials of delegates one alternates to the 2020 Democratic National Convention initiated on or after the 56th day preceding the date of commencement of the Democratic National Convention shall be processed in accordance with the "Rules of Procedure of the Credentials Committee of the 2020 Democratic National Convention".
5. Any challenge to the credentials of a standing committee member shall be considered and resolved by affected standing committee in accordance with Appendix A of the Call for the 2020 Democratic National Convention. The Rules and Bylaws Committee shall have jurisdiction over challenges brought before the 56th day preceding the date of the commencement of the Democratic National Convention.
6. Copies of the Regulations of the Rules and Bylaws Committee and/or the Call for the 2020 Democratic National Convention, including the Rules of Procedure of the Credentials Committee (Appendix A), shall be made available by the state party upon reasonable request.
7. Any group of fifteen Democrats with standing to challenge as defined in Reg. 3.2 or the Call (Appendix A, Sec. 2.1), may bring a challenge to this Plan or to the implementation of this Plan, including its Affirmative action provisions.

B. Challenges to the Status of the State Party and/or the Plan

1. Challenge to the status of the State Party Committee as the body entitled to sponsor a delegation from the state shall be filed with the Rules and Bylaws Committee not later than thirty (30) calendar days prior to the initiation of the state's delegate selection process.
2. A challenge to the state's Delegate Selection Plan shall be filed with the Chair of the Virgin Islands Democratic Party and the Co-Chairs of Rules and Bylaws Committee within fifteen (15) calendar days after the adoption of the Plan by the State Party.
3. A Challenge to a Plan must be brought in conformity with the Rules and the Regulations, which should be consulted for a detailed explanation of challenge procedures.

C. Challenges to Implementation

1. A challenge may be brought alleging that a specific requirement of an approved Plan has not been properly implemented. Jurisdiction over all challenges initiated in a timely fashion shall reside with either the Rules and Bylaws Committee or the Credentials Committee of the National Convention (See Section V I.A above). However, the Rules and Bylaws Committee may provide advice, assistance or interpretations of the Delegate Selection Rules at any stage of the delegate selection process.
2. An implementation challenge brought before the Rules and Bylaws Committee is initiated by filing a written challenge with the State Party Committee and with the Rules and Bylaws Committee not later than fifteen (15) days after the alleged violation occurred. The state party has twenty-one (21) days to render a decision. Within ten (10) days of the decision, any party to the challenge may appeal it to the Rules and Bylaws Committee. If in fact, the state party renders no decision, any party to the challenge may request the Rules and Bylaws Committee to process it. The request must be made within ten (10) days after expiration of the above twenty-one (21) day period.
3. Performance under an approved Affirmative Action Plan and composition of the convention delegation shall be considered relevant evidence in the challenge to any state delegation. If a state party has adopted and implemented an approved affirmative action program, the state party shall not be subject to challenge based solely on delegation composition on primary results. The procedures are the same for challenges alleging failure to properly implement the Affirmative Action section of Plan, except that such challenges must be filed not later than thirty (0) days prior to the initiation of

the state's delegate selection process.

4. Depending on the appropriate jurisdiction (see Section VII.A. above), implementation challenges must be brought in conformity with the Regulation of Rules and Bylaws Committee or the Rules of Procedure of the Credentials Committee, which should be consulted for a detailed explanation of challenges procedure

EXHIBIT 1

The method for allocating delegates pursuant to Rule 12A shall be as follows:

I. Proportional Representation

Determining Thresholds -- In Caucus states, the threshold shall always be 15 percent.

Awarding delegates: Delegates and alternates shall be awarded to those presidential preferences that meet or exceed the threshold percentages as follows:

Divide the total number of participants of all preferences that exceed the threshold into the number of participants in each such preference, to three decimals (thousandths).

Multiply the resulting percentages by the total number of delegates to be selected;

Each preference shall be entitled to the whole number of delegates in the product. Remaining delegates, if any, shall be awarded in order of the highest fractional remainders. In case of a tie, the delegate shall be awarded to the preference with the highest total vote, or if the vote is a tie, the by drawing lots. Alternate shall be allocated in the same number as delegates;

Preferences falling below the applicable threshold shall not be awarded any delegates, unless no preference reaches the threshold.

EXHIBIT 2

Media Outlets to be Contacted Regarding the Delegate Selection Process

Major Daily Newspapers, Radio and Television Stations Newspapers

The Virgin Islands Daily News

The St. Croix Avis Newspaper

The VI Source

Tradewinds Newspaper

The VI Consortium

Radio

1. WVJZ (105.3 FM)

2. WWKS (101.3 FM)

WVWI (1000 AM)

WIVI (96.1 FM)

WGOD (98 FM)

WYAC (93.5 FM) 7. WEVI (101.7 FM)

8. WJKC Radio (95 FM) 9. WMNG (104.9 FM) 10. WSTA (1340 AM) 11. WVGN (107.3)

12. WVIQ (99.5 FM) 13. WVPI (104.3 FM) 14. WRRR (1620 AM)

15. WIUJ (102.9 FM)

16. WSTX (970 AM)

Television

WTJX TV - Channel 12

WSVI TV - Channel 8

TV 2 - Channel 2

EXHIBIT 3

Demographic Composition of Virgin Islands Voters by Ethnic Group

Demographic	Percentage of Population	Numeric Goals
African American	75.0	9
Hispanic	16.4	2
Native Americans	0.2	0
Asian Americans	1.0	0
Caucasian	4.2	1
Youth	4.0	1

Statistics provided by the U.S. Census Bureau

EXHIBIT 4

Affirmative Action Committee

Member	Sex	Race	Island
Dean Andrews	M	African American	St. Croix
Sonia Boyce	F	African American	St. Croix
Karen Chancellor	F	African American	St. Croix
Maria Encarnacion	F	Hispanic	St. Croix
Richard T. Evangelista	M	Asian	St. Croix
Michael L. Feshbash	M	Caucasian	St. Thomas
Florine Hassell	F	African American	St. Croix
Javan James	M	African American	St. Croix
Carla Joseph	F	African American	St. Thomas
Roger Minkoff	M	Caucasian	St. Thomas
Edgardo Ojeda	M	Hispanic	St. Croix
Camille Paul	F	African American	St. Croix
Pamela Richards	F	African American	St. John
Marjorie Roberts	F	African American	St. Thomas
Kevin Rodriguez	M	Hispanic	St. Thomas
Hatim Yusuf	M	Muslim	St. Croix

EXHIBIT 5

Timetable

2019	Date	Activity
	April 13	Appointment of Affirmative Action Committee
	May 14	Public comments solicited on proposed Delegate Selection and Affirmative Action Plan. Press releases transmitted.
	June 16	Period for public comment on Delegate Selection Plan is completed. The Territorial Committee compiles responses for review.
	June 22	Territorial Committee reviews public comments and adopts revised Delegate Selection and Affirmative Action Plan.
	September 14	Implementation of Affirmative Action Plan begins
	October 3	Presidential candidate submits statement specifying steps to encourage full participation in helping the territory reach its affirmative action equal division goals.
2020		
	March 3	DNC Secretary certifies the Virgin Islands unpledged delegates.
	April 3	Presidential candidates certify authorized representative(s) to State Party
	April 17	Delegate and alternate statements of candidacy and pledge of support forms are available from the Territorial Committee.
	May 17	Delegates and alternate deadline for filing statement of candidacy and pledge of support for a presidential candidate with Territorial Committee.
	May 22	State Party provides lists of delegate and alternate candidates to the presidential candidates for review.
	May 29	Deadline for presidential candidate to submit lists of approved delegate and alternate candidates. Deadline for presidential candidates to submit names of candidates for Standing Committee members.
	June 6	Caucus convenes. Delegates and alternate are elected by district caucuses. After the election of the delegates, the convention delegation meets to select standing committee members, delegation chair and convention pages.
	June 8	Chair certifies standing committee members, delegation chair and convention pages to the Secretary of the DNC
	June 15	State Chair certifies delegates and alternate to the Secretary of the DNC; State Chair certifies the presidential preference of Virgin Islands unpledged delegates to the Secretary of the DNC.

