

VERMONT DELEGATE SELECTION PLAN

FOR THE 2008 DEMOCRATIC NATIONAL CONVENTION

ISSUED BY THE VERMONT DEMOCRATIC PARTY

MAY 19, 2007

THE VERMONT DELEGATE SELECTION PLAN
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SECTION I

INTRODUCTION & DESCRIPTION OF DELEGATE SELECTION PROCESS

A. INTRODUCTION

1. Vermont has a total of 23 delegates and 4 alternates. (Call, I. & Appendix B.)
2. The delegate selection process is governed by the *Charter and Bylaws of the Democratic Party of the United States*, the *Delegate Selection Rules for the 2008 Democratic National Convention* (“Rules”), the *Call for the 2008 Democratic National Convention* (“Call”), the *Regulations of the Rules and Bylaws Committee for the 2008 Democratic National Convention* (“Regs.”), the rules of the Democratic Party of Vermont, the Vermont election code, and this Delegate Selection Plan. (Call, II.A.)
3. Following the adoption of this Delegate Selection Plan by the State Party Committee, it shall be submitted for review and approval by the DNC Rules and Bylaws Committee (“RBC”). The State Party Chair shall be empowered to make any technical revisions to this document as required by the RBC to correct any omissions and/or deficiencies as found by the RBC to ensure its full compliance with Party Rules. Such corrections shall be made by the State Party Chair and the Plan resubmitted to the RBC within 30 days of receipt of notice of the RBC’s findings. (Regs. 2.5, 2.6 & 2.7)
4. Once this Plan has been found in Compliance by the RBC, any amendment to the Plan by the State Party will be submitted to and approved by the RBC before it becomes effective. (Reg. 2.9)

B. DESCRIPTION OF DELEGATE SELECTION PROCESS

1. Vermont will use a proportional representation system based on the results of the Primary for apportioning delegates to the 2008 Democratic National Convention.
2. The “first determining step” of Vermont’s delegate selection process will occur March 4, 2008 with a Primary.
3. Voter Participation in Process
 - a. Participation in Vermont’s delegate selection process is open to all voters who wish to participate as Democrats.
 - 1) Vermont's Voter registration deadline for the Presidential Primary Election is at 5 p.m. on February 27, 2008.
 - 2) There is no party registration in Vermont. Voters will have the party ballot they request on record at the Town Clerk's office.
 - b. At no stage of Vermont’s delegate selection process shall any person be required, directly or indirectly, to pay a cost or fee as a condition for participating. Voluntary contributions to the Party may be made, but under no circumstances shall a contribution be mandatory for participation. Any voluntary contributions made to the Vermont Democratic Party by potential delegates or alternates during this process shall be used to help defray possible convention costs for low-income delegates whose applications for assistance are approved by the Affirmative Action Committee. (Rule 2.D. & Reg. 4.4.)
 - c. No persons 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. (Rule 2.E.)

- d. No person shall vote in more than one meeting which is the first meeting in the delegate selection process. (Rule 3.E. & Reg. 4.6.)
4. Vermont is participating in the state government-run presidential preference primary that will utilize government-run voting systems. All polling locations currently vote on paper. The State Party will take provable positive steps to:
 - a. Allow the acquisition of accessible precinct based optical scan systems, wherever possible. (Rule 2.H.(1))
 - b. Seek enactment of legislation, rules, and policies at the state and local level to ensure that direct recording electronic systems include a voter verified paper trail. (Rule 2.H.(2))
 - c. Seek enactment of legislation, rules and policies at the state and local level to ensure that both optical scan and direct recording electronic systems include recognized security measures. These measures include automatic routine manual audits comparing paper records to electronic records following every election and prior to certification of results where possible; parallel testing on election day; physical and electronic security for equipment; banning use of wireless components and connections; public disclosure of software design; use of transparent and random selection for all auditing procedures; and effective procedures for addressing evidence of fraud or error. (Rule 2.H.(3))
 - d. These provable positive steps have included: the drafting of corrective legislation, mailing the draft legislation to the chair of the House and Senate Government Operations Committees, and promotion of the corrective legislative by the state and local parties.

SECTION II

PRESIDENTIAL CANDIDATES

A. BALLOT ACCESS

Presidential Primary Petitions and Consent Forms for major party candidates who wish to be on the ballot for a Major Party primary shall be filed not later than 5:00 p.m. on January 21, 2008, signed by at least 1,000 registered Vermont voters, with the secretary of state. The petitions must be accompanied by a \$2,000.00 filing fee and a consent of candidate to the printing of his or her name on the ballot. If the petition is accompanied by an affidavit of the candidate that the candidate and the candidate's campaign committee are without sufficient funds to pay the filing fee, the secretary of state shall waive all but \$300.00 of the payment.

(17 V.S.A. §§ 2702, 2353, 2354, 2358)

For more information, contact the Secretary of State Election Division at (800) 439-8683.

- a. Write-ins are allowed on the primary ballot (§ 2362) (Rules 11.B., 14.A., 14.B., 14.D., 14.E., & 14.H.)
- B. Each presidential candidate shall certify in writing to the State Democratic Chair, the name(s) of his or her authorized representative(s) by January 21, 2008. (Rule 12.D.(1))
 - C. Each presidential candidate (including uncommitted status) shall use his or her best efforts to ensure that his or her respective delegation within the state delegation achieves the affirmative action goals established by this Plan and is equally divided between men and women. (Rule 6.I.)

SECTION III

SELECTION OF DELEGATES AND ALTERNATES

A. DISTRICT-LEVEL DELEGATES AND ALTERNATES

1. Vermont is allocated 10 district-level delegates and 3 district-level alternates. (Rule 8.C., Call, I.B. & I.I.)
2. District-level delegates and alternates shall be elected by a Presidential preference primary on March 4, 2008, followed by a post-primary caucus.
3. Apportionment of District-Level Delegates and Alternates
 - a. Vermont’s district-level delegates and alternates shall be elected by a Presidential preference primary followed by a post-primary caucus. This caucus shall be in the form of a statewide convention of the delegates selected at town caucuses to be held on March 22, 2008. (Rule 8.A.; Regs. 4.11., 4.12. & Appendix A)
 - b. Delegates at the town level will be allocated to presidential preferences based on the proportion of vote received in that town in the March 4, 2008 presidential primary by respective candidates receiving at least 15% of the statewide total Democratic primary vote. Town-level delegates and alternates shall be selected by sub-caucuses at the March 22, 2008 town caucuses of supporters of each eligible presidential preference. An individual must be elected from the March 22, 2008 town caucuses to the state convention in order to be eligible to run as a National Convention delegate. All delegates and alternatives must sign a pledge of support for the presidential preference for which they are selected, and shall not be certified until such a signed pledge has been duly received by the State Party.
 - c. Vermont's district level delegates and alternatives are selected on a statewide basis from Vermont's single congressional district.
 - d. The state’s total number of district-level delegates and alternates will be equally divided between men and women. (Rule 6.C.(1) & Reg. 4.8.)
 - e. The district-level delegates and alternates are apportioned to districts as indicated in the following chart:

District	Delegates			Alternates		
	Males	Females	Total	Males	Females	Total
Statewide	5	5	10	1	2	3

- f. The apportionment of delegates to be elected from each town caucus shall be based upon a formula allocating 50% of the delegates based on town population, and 50% based on average 2004 Democratic presidential and 2006 Democratic gubernatorial vote. (Rule 8.B.)
4. District-Level Delegate and Alternate Filing Requirements
 - a. A district-level delegate and alternate candidate may run for election only within the district in which he or she is registered to vote. (Rule 12.H.)
 - b. An individual can qualify as a candidate for district-level delegate or alternate to the 2008 Democratic National Convention by filing a statement of candidacy designating his or her presidential (or uncommitted) preference and a signed pledge of support for the presidential candidate (including uncommitted status) with the State Party on or by May 2, 2008 at the offices of the Vermont Democratic Party, PO Box 1220, Montpelier, VT 05601. (Rules 12.B. & 14.F.)

The State Party will provide a standard form to be used as a statement of candidacy and pledge of support; however, no candidate shall be denied access to the ballot for failure to use such a form if they provide a statement of candidacy and signed pledge of support substantially similar in content to the information required on the party form. (Reg. 4.21.)

- c. Candidates for delegate or alternative positions shall file a statement of candidacy designating their presidential preference and a signed pledge of support for a presidential candidate with the State Party by 4 p.m. May 2, 2008.
 - d. All candidates considered for district-level alternate positions must meet the same requirements as candidates for district-level delegate positions except that the state may allow candidates who were not chosen at the delegate level to be considered at the alternate level. (Rule 12.C.)
5. Presidential Candidate Right of Review for District-Level Delegates and Alternates
- a. The State Democratic Chair shall convey to the presidential candidate, or that candidate's authorized representative(s), not later than 5 p.m. May 6, 2008, a list of all persons who have filed for delegate or alternate pledged to that presidential candidate. (Rules 12.D. & 12.F.)
 - b. Each presidential candidate, or that candidate's authorized representative(s), must then file with the State Democratic Chair by 5 p.m. May 9, 2008, a list of all such candidates he or she has approved, provided that 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. (Rule 12.E.(1), Reg. 4.23.)
 - c. 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(s), signifies otherwise in writing to the State Democratic Chair not later than 5 p.m. May 9, 2008.
 - d. National convention delegate and alternate candidates removed from the list of bona fide supporters by a presidential candidate, or that candidate's authorized representative(s), may not be elected as a delegate or alternate at that level pledged to that presidential candidate (including uncommitted status). (Rule 12.E. & Reg. 4.23.)
 - e. The State Democratic Chair shall certify in writing to the Co-Chairs of the DNC Rules and Bylaws Committee whether each presidential candidate (including uncommitted status) has used their best efforts to ensure that their respective district-level delegate candidates and district-level alternate candidates meet the affirmative action and inclusion considerations and goals detailed in the Affirmative Action section of this Plan by 5 p.m. on May 14, 2008 returning the list of approved district-level delegate candidates and district-level alternate candidates (as indicated in Section III.A.5.b of this Plan).
6. Fair Reflection of Presidential Preference
- a. Presidential Primary - Proportional Representation Plan (Rules 13.A., 13.B. & 13.D.)

The Vermont presidential primary election is a "binding" primary. Accordingly, delegate and alternate positions shall be allocated so as to fairly reflect the expressed presidential (or uncommitted) preference of the primary voters in each district. The National Convention delegates and alternates selected at the district level shall be allocated in proportion to the percentage of the primary vote won in that district by each preference, except that preferences falling below a 15% threshold shall not be awarded any delegates or alternates.
 - b. If no presidential preference reaches a 15% threshold, the threshold shall be the percentage of the vote received in that district by the front-runner minus 10%. (Rule 13.F.)

- a. District-level delegates and alternates shall be selected by presidential preference caucuses at the May 24, 2008 State Convention. Only State Convention delegates and alternates who have been certified (including a signed pledge of support) may participate in the respective presidential caucuses. Each caucus will be provided with pre-printed ballots of all eligible candidates for the delegate positions, and accurate reporting of the number and gender of delegates and alternates to be elected. The first delegate position of the presidential preference winning the largest number of votes shall be designated as female, with subsequent delegate positions alternating by gender and assignment to presidential preferences in order of vote won. Voting will be by written ballot, with the top vote getters (of the proper gender equal to number of delegate slots to be elected) within each presidential preference caucus declared elected as delegates. The next highest vote getters (of proper gender and number) within each presidential caucus shall be declared elected as alternates. State Convention delegates must sign their ballots. Unsigned ballots will be considered invalid. Election procedures and vote counting will be overseen by the Vermont Democratic Party with the participation of the respective presidential campaigns. (Rule 12.G.)

7. Equal Division of District-Level Delegates and Alternates

- a. In order to ensure the district-level delegates are equally divided between men and women, delegate positions within each district will be designated by presidential preference beginning with the highest vote-getting presidential preference. This assignment of delegate positions, alternating by sex as mathematically practicable, will continue with the next highest vote-getting preferences in descending order until the gender of each position has been assigned. (Rule 6.C.(1) & Reg. 4.8.)
- b. After the delegates are selected, the alternates will be awarded, using the same process described above.

8. The State Democratic Chair shall certify in writing to the Secretary of the Democratic National Committee (DNC) the election of the state's district-level delegates and alternates to the Democratic National Convention within three (3) days after their election. (Rule 8.C. & Call, IV.A.)

B. UNPLEDGED DELEGATES

1. Unpledged Party Leaders and Elected Officials

- a. The following categories (if applicable) shall constitute the Unpledged Party Leaders and Elected Official delegate positions:
 - (1) Members of the Democratic National Committee who legally reside in the state; (Rule 9.A.(1), Call, I.F., J., K., & Reg. 4.13.)
 - (2) All of Vermont's Democratic Members of the U.S. House of Representatives and the U.S. Senate; (Rule 9.A.(3), Call I.G. & K.)
 - (3) The Democratic Governor (if applicable); (Rule 9.A.(4), Call I.G. & K.)
 - (4) "Distinguished Party Leader" delegates who legally reside in the state (if applicable); Persons who qualify as "Distinguished Party Leader" delegates are: all former Democratic Presidents or Vice Presidents, all former Democratic Leaders of the U.S. Senate, all former Democratic Speakers of the U.S. House of Representatives and Democratic Minority Leaders, as applicable, and all former Chairs of the Democratic National Committee. (Rule 9.A.(5), Call I.K., and Reg. 4.13.)
- b. The certification process for the Unpledged Party Leader and Elected Official delegates is as follows:

- (1) Not later than March 1, 2008, the Secretary of the Democratic National Committee shall officially confirm to the State Democratic Chair the names of the unpledged delegates who legally reside in Vermont. (Rule 9.A.)
- (2) Official confirmation by the Secretary shall constitute verification of the unpledged delegates from the categories indicated above. (Call, IV.B.1.)

2. Unpledged Add-On Delegates

- a. Vermont will select one (1) unpledged add-on delegate. (Rule 9.B., Call, I.I. & Reg. 5.1.)
- b. The procedures to be used in selecting the one (1) unpledged add-on delegate will be as follows:
 - (1) Selection of the unpledged add-on delegate will occur at 12 noon on June 7, 2008 in Montpelier, which is after the election of district delegates and alternates and prior to the selection of the pledged Party Leader and Elected Official delegates. This delegate will be selected by written ballot among by a quorum of elected district level delegates. The ballot shall list all candidates who have duly filed a statement of candidacy with the Democratic State Committee by 4 p.m., May 6, 2008. The candidate receiving the most votes shall be elected; based on the gender division mandated in the previous selection of district-level, at-large and automatic PLEO delegates, the delegate selected in this category may be either male or female, (unless previous selections have resulted in nine or more delegates of one gender, in which case this delegate elected to this position must be of the opposite gender). In the event of a tie, the candidate receiving the lowest number of votes shall be dropped from the ballot and additional elections shall be conducted, each successively dropping the lowest vote getter, until the tie is broken. National delegates must sign their ballots. Unsigned ballots will be considered invalid. The State Party Chair, or his or her designee, shall oversee the conduct of this election and the counting of the ballots. (Rule 9.B.(1))
 - (2) These delegates will be selected by a quorum of district level delegates which is the same selecting body used to select the pledged Party Leader and Elected Official delegates. (Rule 9.B.(1))
 - (3) The equal division and affirmative action provisions of Rule 10.A. apply to the selection of these unpledged add-on delegates. (Rule 9.B.(2))
 - (4) The list from which the selecting body chooses the unpledged add-on delegates shall contain at least two (2) names for every unpledged add-on position to be filled. (Rule 9.B.(3) & Reg. 4.14.)
 - (5) Unpledged add-on delegate candidates may be selected whether or not they previously filed a statement of candidacy for a delegate position or submitted a pledge of support for a presidential candidate. (Rule 9.B.(5) & Reg. 4.14.)
- c. Unpledged add-on delegates, selected pursuant to Rule 9.B., shall be certified in writing by the State Democratic Chair to the Secretary of the Democratic National Committee within three (3) days after the selection. (Call, IV.B.2.)
- d. In order to be an unpledged add-on delegate, it is not necessary to be a delegate to the state convention.

C. PLEDGED PARTY LEADER AND ELECTED OFFICIAL (PLEO) DELEGATES

1. Vermont is allotted 2 pledged Party Leader and Elected Official (PLEO) delegates. (Call, I.D. & E.)
2. Pledged PLEO Delegate Filing Requirements

- a. Individuals shall be eligible for the pledged Party Leader and Elected Official delegate positions according to the following priority: big city mayors and state-wide elected officials (to be given equal consideration); state legislative leaders, state legislators, and other state, county and local elected officials and party leaders. (Rule 9.C.(1) & Reg. 4.15.)
 - b. An individual can qualify as a candidate for a position as a pledged PLEO delegate by filing a statement of candidacy and signed pledge of support by 4 p.m. May 24, 2008 with the State Party Committee office located at 29 Main St, Suite 3, PO Box 1220, Montpelier, VT 05601 (Rules 9.C.(3), & 14.G., Reg. 4.16.)
 - c. Pledge PLEO delegate candidates must be identified as to presidential preference or uncommitted status. (Rule 9.C.(3) & Reg. 4.16.)
3. Presidential Candidate Right of Review
- a. The State Democratic Chair shall convey to the presidential candidate, or that candidate's authorized representative(s), not later than by 4 p.m. May 26, 2008, a list of all persons who have filed for a party and elected official delegate pledged to that presidential candidate. (Rules 9.C.(3) & 12.D.)
 - b. Each presidential candidate, or that candidate's authorized representative(s), must file with the State Democratic Chair, by 4 p.m. June 6, 2008 a list of all such candidates he or she has approved, as long as approval is given to at least two (2) names for every position to which the presidential candidate is entitled. (Rule 12.E.(2) & Reg. 4.23.)
 - c. Failure to respond will be deemed approval of all delegate candidates submitted to the presidential candidate unless the presidential candidate or the authorized representative(s) signifies otherwise in writing to the State Democratic Chair not later than by 4 p.m. June 6, 2008.
 - d. The State Democratic Chair shall certify in writing to the Co-Chairs of the DNC Rules and Bylaws Committee whether each presidential candidate (including uncommitted status) has used their best efforts to ensure that their respective pledged PLEO delegate candidates meet the affirmative action and inclusion considerations and goals detailed in the Affirmative Action section of this Plan within three (3) business days of returning the list of approved pledged PLEO candidates as indicated in section III.C.3.b of this Plan.
4. Selection of Pledged Party Leader and Elected Official Delegates
- a. The pledged PLEO slots shall be allocated among presidential preferences on the same basis as the at-large delegates. (Rule 9.C.(2), 10.C., 13.E. & F.)
 - b. Selection of the pledged PLEO delegates will occur at 12 p.m. June 7, 2008 in Montpelier, which is after the election of district-level delegates and alternates and the unpledged add-on delegates and prior to the selection of at-large delegates and alternates. These delegates will be selected by written ballot among the elected district level delegates. These delegate positions may be used to achieve equal division between men and women. The candidates (of appropriate gender) receiving the most votes shall be elected; in the event of a tie, the candidate receiving the lowest number of votes shall be dropped from the ballot and additional elections shall be conducted, each successively dropping the lowest vote getter, until the tie is broken. National Delegates must sign their ballots. Unsigned ballots will be considered invalid. The State Party Chair, or his or her designee, shall oversee the conduct of this election and the counting of ballots. (Rule 9.C.)
 - c. These delegates will be selected by a committee consisting of a quorum of the district-level delegates:(Rule 9.D.)

- d. Alternates are not selected at the pledged Party Leader and Elected Official level. These alternates are combined with the at-large alternates and selected as one unit. (Reg. 4.30.)
5. The State Democratic Chair shall certify in writing to the Secretary of the Democratic National Committee the election of the state's pledged Party Leader and Elected Official delegates to the Democratic National Convention within three (3) days after their election. (Rule 8.D. & Call, IV.A.)

D. AT-LARGE DELEGATES AND ALTERNATES

1. The state of Vermont is allotted three (3) at-large delegates and one (1) at-large alternate. (Rule 8.C., Call, I.B. & I.)
2. At-Large Delegate and Alternate Filing Requirements
 - a. Persons desiring to seek at-large delegate or alternate positions may file a statement of candidacy designating their presidential or uncommitted preference and a signed pledge of support for the presidential candidates (including uncommitted status) with the State Party by May 6, 2008. (Rules 12.B. & 14.G.; Regs. 4.22. & 4.27.)
 - b. The statement of candidacy for at-large delegates and for at-large alternates will be the same. After the at-large delegates are elected by State Convention, those persons not chosen will then be considered candidates for at-large alternate positions unless they specify otherwise when filing. (Rule 18.A.)
3. Presidential Candidate Right of Review
 - a. The State Democratic Chair shall convey to the presidential candidate, or that candidate's authorized representative(s), not later than 4 p.m. May 6, 2008 a list of all persons who have filed for delegate or alternate pledged to that presidential candidate. (Rule 12.D. & Reg. 4.22. & 4.27.)
 - b. Each presidential candidate, or that candidate's authorized representative(s), must then file with the State Democratic Chair, by June 7, 2008, a list of all such candidates he or she has approved, provided that, at a minimum, two (2) names remain for every national convention delegate or alternate position to which the presidential candidate is entitled. (Rule 12.E.(2) & Reg. 4.23.)
 - c. Failure to respond will be deemed approval of all delegate candidates submitted to the presidential candidate unless the presidential candidate or the authorized representative(s) signifies otherwise in writing to the State Democratic Chair not later than June 7, 2008.
 - d. The State Democratic Chair shall certify in writing to the Co-Chairs of the DNC Rules and Bylaws Committee whether each presidential candidate (including uncommitted status) has used their best efforts to ensure that their respective at-large delegate candidates and at-large alternate candidates meet the affirmative action and inclusion considerations and goals detailed in the Affirmative Action section of this Plan within three (3) business days of returning the list of approved at-large delegate candidates and at-large alternate candidates as indicated in Section III.D.3.b of this Plan.
4. Fair Reflection of Presidential Preference
 - a. At-large delegate and alternate positions shall be allocated among presidential preferences according to the state-wide primary vote. (Rule 10.C.)
 - a. Preferences which have not attained a 15% threshold on a state-wide basis shall not be entitled to any at-large delegates. (Rule 13.E.)

- b. If no presidential preference reaches a 15% threshold, the threshold shall be the percentage of the statewide vote received by the front-runner, minus 10%. (Rule 13.F.)
 - c. If a presidential candidate is no longer a candidate at the time of selection of the at-large delegates, then those at-large slots that would have been allocated to the candidate will be proportionally divided among the remaining preferences entitled to an allocation. (Rule 10.C.)
 - d. If a given presidential preference is entitled to one or more delegate positions but would not otherwise be entitled to an alternate position, that preference shall be allotted one (1) at-large alternate position. (Rule 18.B., Call, I.J. & Reg. 4.30.& 4.33.)
5. Selection of At-Large Delegates and Alternates
- a. The selection of the at-large delegates and alternates will occur at 12 noon on June 7, 2008 in Montpelier, which is after all unpledged delegates and pledged Party Leader and Elected Official delegates have been selected. (Rule 8.D. & Call, III.)
 - b. At large delegates and alternative shall be elected by written ballot at the June 7, 2008 National Convention delegate meeting. All delegates and alternatives who have been certified (including a signed pledge of support) may participate in the election for at-large delegates and alternatives. The election for at-large delegate and alternative positions will take place following the election of district level delegates, un-pledged add-on delegates and pledged PLEO delegates. Voting will be by written ballot, with the top vote getters (of proper gender equal to the number of delegate slots to be elected) within each eligible presidential preference declared elected as delegates. The next highest vote getters (of the proper gender and number) within each eligible presidential preference caucus shall be declared elected as alternatives. Election procedures and vote counting will be overseen by the Vermont Democratic Party with the participation of the respective campaigns. (Rule 8.E. & Reg. 4.12.)
 - c. These delegates and alternates will be selected by a committee consisting of a quorum of the district-level delegates meeting to be held on Saturday, June 7, 2008. (Rules 10.B. & 8.D.)
 - (1) A quorum shall consist of 40% of the State's delegation to the National Convention
 - d. Priority of Consideration
 - (1) In the selection of the at-large delegation priority of consideration shall be given to African Americans, Hispanics, Native Americans, Asian/Pacific Americans and women. (Rule 6.A.)
 - (2) 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, gender identity, low-income or disability. (Rules 5.C., 6.A.(3), & Reg. 4.7.)
 - (3) The election of at-large delegates and alternates shall be used, if necessary, to achieve the equal division of positions between men and women, and may be used to achieve the representation goals established in the Affirmative Action section of this Plan. (Rule 6.A.)
 - (4) Delegates and alternates are to be considered separate groups for this purpose. (Rules 6.A.(3), 10.A. & Regs. 4.8 & 4.19.)
6. The State Democratic Chair shall certify in writing to the Secretary of the Democratic National Committee the election of the state's at-large delegates and alternates to the Democratic National Convention within three (3) days after their election. (Rule 8.C. & Call, IV.A.)

E. REPLACEMENT OF DELEGATES AND ALTERNATES

1. A pledged delegate or alternate may be replaced according to the following guidelines:
 - a. Permanent Replacement of a Delegate: (Rule 18.D.(2))
 - (1) A permanent replacement occurs when a delegate resigns or dies prior to or 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.
 - (a) In the case where the presidential candidate has only one alternate, that alternate shall become the certified delegate.
 - (b) 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 a case, notwithstanding Rule 18.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. (Reg. 4.32.)
 - b. Temporary Replacement of a Delegate: (Rule 18.D.(3))
 - (1) A temporary replacement occurs when a delegate is to be absent for a limited period of time 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. The following system will be used to select permanent and temporary replacements of delegates: (Rule 18.D.(1))
 - (1) The delegate chooses the alternate.
 - (2) If option (1) is not possible, the delegation chooses the alternate.
 - 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. (Rule 18.D.2.)
 - (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 Vermont's Democratic Chair to the Secretary of the Democratic National Committee within three (3) days after the replacement is selected. (Call, IV.C.1.)
 - (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. (Call, IV.C.1. & Reg. 4.32.)
 - (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 (Call, VIII.F.3.d., VIII.F.3.b. & Reg. 5.4.)

- e. 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. (Rule 18.F.)
2. Unpledged delegates shall not be entitled to a replacement, nor shall the state be entitled to a replacement, except under the following circumstances: (Rule 18.E. & Reg. 4.33.)
 - a. 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 or the Democratic Conference of the U.S. Senate. 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. (Call, IV.C.2.a.)
 - b. Members of the Democratic National Committee and unpledged add-on delegates shall not be entitled to a replacement, nor shall the state be entitled to a replacement, except in the 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 2008 Democratic National Convention, acknowledgment by the Secretary of the new DNC member certification shall constitute verification of the corresponding change of unpledged delegates. (Call, IV.C.2.b.)
 - c. Unpledged distinguished Party Leader delegates allocated to the state pursuant to Rule 8.A.(5), shall not be entitled to name a replacement, nor shall the state be entitled to name a replacement. (Call, IV.C.2.c.)
 - d. In no case may an alternate cast a vote for an unpledged delegate. (Call, VIII.F.3.d.)
 3. Elected delegates will only be allowed to hold one position. Once elected a delegate they will be automatically dropped as a candidate for any other position.

SECTION IV

CONVENTION STANDING COMMITTEE MEMBERS

A. INTRODUCTION

1. Vermont has been allocated one (1) member on each of the three (3) standing committees for the 2008 Democratic National Convention (Credentials, Platform and Rules), for a total of three (3) members. (Call, VII.A. & Appendix D.)
2. Members of the Convention Standing Committees need not be delegates or alternates to the 2008 Democratic National Convention. (Call, VII.A.3.)
3. These members will be selected in accordance with the procedures indicated below. (Rule 1.G.)

B. TEMPORARY STANDING COMMITTEE MEMBERS

1. Temporary members for the Convention Standing Committees will be selected by the Vermont Democratic Party Executive Committee a meeting on February 5, 2008. The meeting shall be open to the public and well publicized in accordance with the Affirmative Action program in this Plan. Members of

Executive Committee shall receive timely notice of the meeting, in accordance with State Party rules. (Call VII.G.(2) and Reg. 5.8.)

2. Any Democrat may apply for a position as a temporary member of the standing committees. Persons wishing to be considered must submit an application with name, address, gender, phone number and must include the committee or committees for which they wish to be considered, no later than 4 p.m. on February 1, 2008.
3. A separate election shall be conducted for membership on each of the standing committees. The membership of the standing committees 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 advantaged gender must not remain constant for the three standing committees. (Call VII.E.(1))
4. Temporary members serve only in the event that the respective standing committee is called to meet prior to completion of the state's delegate selection process (and subsequent selection of permanent standing committee members), and no temporary member may continue to serve after the selection of the permanent standing committee members unless he or she is elected as a permanent member. (Call VII.G.(3))
5. The State Chair shall certify the temporary standing committee members in writing to the Secretary of the Democratic National Committee within three (3) days after their election. Substitutions in a state's list of temporary members may only be made up to ten (10) days prior to the time the standing committee meets. Substitute temporary standing committee members will be selected at a meeting of the Vermont Democratic Party Executive Committee in accordance with the provisions outlined above. (Call VII.B.(3) and G.(3))

C. PERMANENT STANDING COMMITTEE MEMBERS

1. Selection Meeting
 - a. The members of the standing committees shall be elected by a quorum of Vermont's National Convention delegates, at a meeting to be held on June 7, 2008. (Call, VII.B.1.)
 - b. A quorum shall consist of 40% of the state's delegates to the National Convention.
 - c. All members of the delegation shall receive adequate notice of the time, date and place of the meeting to select the standing committee members. (Call, VII.B.1.)
2. Allocation of Members
 - a. The members of the standing committees allocated to Vermont shall proportionately represent the presidential preference of all candidates (including uncommitted status) receiving the threshold percentage used in the state's delegation to calculate the at-large apportionment pursuant to Rule 13.E. of the Delegate Selection Rules. (Call, VII.C.1. & Reg. 5.7.)
 - 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 Vermont. If the result of such multiplication does not equal 0.455 or above, the presidential preference in question is not entitled to representation on 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. (Call, VII.C.2.)
 - c. Where the application of this formula results in the total allocation exceeding the total number of committee positions, the presidential candidate whose original figure of representation is farthest

from its eventual rounded-off total shall be denied that one (1) additional position. Where the application of this formula results in the total allocation falling short of the total number of committee positions, the presidential candidate whose original figure of representation is closest to the next rounding level shall be allotted an additional committee position. (Call, VII.C.3.)

- d. Standing committee positions allocated to a presidential candidate shall be proportionately allocated, 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. (Call, VII.C.4.)
3. Presidential Candidate Right of Review
 - a. Each presidential candidate, or that candidate's authorized representative(s), 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. (Call, VII.D.1.)
 - b. Each presidential candidate, or that candidate's authorized representative(s), must submit to the State Democratic Chair, by 9 a.m. June 7, a minimum of one (1) name for each slot awarded to that candidate for members of each committee. 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 members of standing committees. (Call, VII.D.2.)
 4. Selection Procedure to Achieve Equal Division
 - a. Presidential candidates (including uncommitted status) shall use their best efforts to ensure that their respective delegation of standing committee members shall achieve Vermont's affirmative action goals and that their respective members are equally divided between men and women. (Rule 6.I. & Reg. 4.9.)
 - b. In order to achieve fair representation of presidential preference and equal division between men and women of Vermont's three standing committee positions; the following shall be provided:
 - (1) A separate election shall be conducted for membership on each standing committee.
 - (2) The membership of the standing committees 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 advantaged gender must not remain constant for the three standing committees. (Call, VII.E.1.)
 - (3) 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.
 5. Certification and Substitution
 - a. The State Democratic Chair shall certify the standing committee members in writing to the Secretary of the Democratic National Committee within three (3) days after their selection. (Call, VII.B.3.)
 - b. No substitutions will be permitted in the case of standing committee members, except in the case of resignation or death. Substitutions must be made in accordance with the rules and the election procedures specified in this section, and must be certified in writing to the Secretary of the Democratic National Committee within three (3) days after the substitute member is selected. (Call, VII.B.4.)

SECTION V

THE DELEGATION

- A. VERMONT will select one (1) person to serve as Delegation Chair and 2 to serve as Convention Pages. (Call, IV.D., E.1. & Appendix C.)
- B. DELEGATION CHAIR
 - 1. Selection Meeting
 - a. The Delegation Chair shall be selected by a quorum of the state's National Convention Delegates, at a meeting to be held on June 7, 2008. (Call, IV.D.)
 - b. A quorum shall consist of 40% 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 Delegation Chair. (Rule 3.C.)
 - 2. 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. (Call, IV.D.)
- C. CONVENTION PAGES
 - 1. Two individuals will be selected to serve as Vermont's Convention Pages by the State Democratic Chair in consultation with the members of the Democratic National Committee from the state. This selection will take place on June 7, 2008. (Call, IV.E.3. & Reg. 5.5.)
 - 2. The Convention Pages shall be as evenly divided between men and women as possible under the state allocation and shall reflect as much as possible, the Affirmative Action guidelines in the Affirmative Action Plan. (Reg. 5.5.A.)
 - 3. The State Democratic Chair shall certify the individuals to serve as Vermont's Convention Pages in writing to the Secretary of the Democratic National Committee within three (3) days after the selection. [This certification shall be made not later than the time the state certifies its standing committee members.] (Call, IV.E.3. & Reg. 5.5.B.)

SECTION VI

GENERAL PROVISIONS AND PROCEDURAL GUARANTEES

- A. Participation in Vermont's delegate selection process is open to all voters who wish to participate as Democrats. Any legally registered voter who has not participated in another party's delegate selection procedure is eligible to participate. Voters attending the town caucus will be checked against the March 4, 2008 presidential preference primary, and no voter who is recorded as receiving the primary ballot of another party shall be allowed to vote at the caucuses.
- B. The Vermont Democratic Party reaffirms its commitment to an open party by incorporating the 'six basic elements' as 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. (RULES 4.A. & C.)

1. All public meetings at all levels of the Democratic Party in Vermont 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"). (Rule 4.B.(1))
 2. No test for membership in, nor any oaths of loyalty to the Democratic Party in Vermont 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." (Rule 4.B.(2))
 3. The time and place for all public meetings of the Democratic Party in Vermont 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. (Rule 4.B.(3))
 4. The Democratic Party in Vermont, on all levels, should support the broadest possible registration without discrimination based on "status." (Rule 4.B.(4))
 5. The Democratic Party in Vermont 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. (Rule 4.B.(5))
 6. The Democratic Party in Vermont 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. Such publication should be done in timely fashion so that all prospective candidates or applicants for any elected or appointed position within each State Democratic Party will have full and adequate opportunity to compete for office. (Rule 4.B.(6))
- C. Discrimination on the basis of 'status' in the conduct of Democratic Party affairs is prohibited. (RULE 5.B.)
- D. Vermont's delegation shall be equally divided between delegate men and delegate women, and alternate men and alternate women. Such goal applies to the entire delegation, which includes all pledged delegates and alternates and all unpledged delegates. Delegates and alternates shall be considered separate groups for purposes of achieving equal division. (Rule 6.C.)
- E. All delegate and alternate candidates must be identified as to presidential preference or uncommitted status at all levels which determine presidential preference. (Rule 12.A.)
- F. 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. (Rule 12.I.)
- G. Delegates elected to the national convention pledged to a presidential candidate shall in all good conscience reflect the sentiments of those who elected them. (Rule 12.J.)
- H. 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 subscribe to the substance, intent and principles of the Charter and Bylaws of the Democratic Party of the United States, and who will participate in the Convention in good faith. (Rule 12.H. & Reg. 4.23.)
- I. No less than 40% (forty percent) of the members of any Party body above the first level of the delegate selection process shall constitute a quorum for any business pertaining to the selection of National Convention delegates, alternates, standing committee members, and other official Convention participants. (Rule 15)
- J. Proxy votes shall not be permitted at any stage of the Vermont delegate selection process. (Rule 16 & Reg. 4.28.)

- K. The unit rule, or any rule or 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. (Rule 17.A.)
- 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 requirements for appearing on a ballot at all levels of the delegate selection process. (Rule 17.B.)
- 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. (Rules 1.F. & 11.B.)
- N. In electing and certifying delegates and alternates to the 2008 Democratic National Convention, Vermont 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 Delegate Selection Rules for the 2008 Democratic National Convention, and that the voters in the state will have the opportunity to cast their election ballots for the Presidential and Vice Presidential nominees selected by said Convention, and for electors pledged formally and in good conscience to the election of these Presidential and Vice Presidential nominees, under the label and designation of the Democratic Party of the United States, and that the delegates certified will not publicly support or campaign for any candidate for President or Vice President other than the nominees for the Democratic National Convention. (Call, II.B.)

SECTION VII

AFFIRMATIVE ACTION, OUTREACH AND INCLUSION PLAN

A. STATEMENT OF PURPOSE AND ORGANIZATION

1. Purpose and Objectives

- a. 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 Vermont. (Rule 5.A.)
- b. Discrimination on the basis of “status” in the conduct of Democratic Party affairs is prohibited. (Rule 5.B.)
- c. All public meetings at all levels of the Democratic Party in Vermont shall be open to all members of the Democratic Party regardless of race, sex, age, color, creed, national origin, religion, ethnic identity, sexual orientation, gender identity, economic status or physical disability (hereinafter collectively referred to as “status”). (Rule 4.B.(1))
- d. Consistent with the Democratic Party’s commitment to including historically under-represented in the Democratic Party’s affairs, by virtue of race/ethnicity, age, sexual orientation, or disability, Vermont has developed Party outreach programs. Such programs include recruitment, education and training, in order to achieve full participation by such groups and diversity in the delegate selection process and at all levels of Party affairs for 2008. (Rule 5.C & Reg. 4.7.)
- e. In order to encourage full participation by all Democrats in the delegate selection process and in all Party affairs, the Vermont Democratic Party has adopted and will implement programs with specific goals and timetables for African Americans, Hispanics, Native Americans, Asian/Pacific Americans and women. (Rule 6.A.)

- (1) The goal of the 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. (Rule 6.A.(1))
 - (2) 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. (Rule 6.A.(2))
 - f. In order to achieve full participation of other groups that may be under-represented in Party affairs, including members of the LGBT community and people with disabilities, the Vermont Democratic Party has adopted and will implement Inclusion Programs. (Rule 7)
2. Organizational Structure
 - a. An Affirmative Action Committee shall be appointed by the State Democratic Chair on March 1, 2007. (Rule 6.F.)
 - b. The Committee shall consist of members from each delegate district representing the Democratic constituency groups set forth in the Introduction to the Affirmative Action Plan. [See "Exhibit #1".]
 - c. The Affirmative Action Committee shall be responsible for:
 - (1) Reviewing the proposed Delegate Selection and Affirmative Action Plans and making recommendations to the State Democratic Chair.
 - (2) Reviewing the proposed Inclusion Programs and making recommendations to the State Democratic Chair.
 - (3) Directing the implementation of all requirements of the Affirmative Action section of this Plan.
 - (4) Implementing a financial assistance program for delegates and alternates. (Rule 6.G.)
 - (5) 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. (Rule 6.E.)
 - d. 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, making available on a priority basis, the State Party staff and volunteers and covering all reasonable costs incurred in carrying out this Plan.
3. Implementation of the Affirmative Action Plan shall begin on or before September 16, 2007, with the distribution of the press kits, and will continue through the end of the delegate selection process. (Rule 1.F.)

B. EFFORTS TO EDUCATE ON THE DELEGATE SELECTION PROCESS

1. Well publicized educational workshops will be conducted in each of the delegate districts beginning in September 2007. 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. 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 Democratic voting populace. (Rules 3.A. & 3.C.)

2. A speakers bureau of volunteers from the State Committee and 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.
3. The State Party's education efforts will include outreach to community leaders within the Democratic Party's constituencies and making sure that information about the delegate selection process is available to Democratic clubs and Party caucuses representing specific constituencies.
4. The State Party will publish and make available at no cost: a clear and concise explanation of how Democratic voters can participate in the delegate selection process; an explanation of how, where and when persons can register to vote; and delegate district maps. As well, the State Party shall also make available copies of the State Party Rules, the Delegate Selection Plan (and its attachments), the Affirmative Action Plan, and relevant state statutes at no cost. Copies of documents related to the state's delegate selection process will be prepared and the Affirmative Action Committee will distribute them in the various delegate districts not later than November 1, 2007. (Rule 1.H.)
5. 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. (Rule 2.C.)

C. EFFORTS TO PUBLICIZE THE DELEGATE SELECTION 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 foregoing information will also be published in the State Party newspaper. 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 selection of delegates and alternates to the Democratic National Convention. (Rules 3.C. and 3.D.)
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. Regular releases during the delegate selection process to all other media sources, weekly newspapers, and wire services should complete timely coverage. [Attached "Exhibit #2"- a listing of the media outlets to receive this information, either as a whole or as part "A" ("Major Daily Newspapers, Radio and Television Stations") and part "B"- ("Other 'Non-Minority' Media Outlets.")] (Rules 4.B.(3) & 6.D.)
3. A priority effort shall be directed at publicity among the Democratic Party's constituencies.
 - a. Information about the delegate selection process will be provided to 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, gay and lesbian press, disability press, and any other speciality media in the state that is likely to reach the Democratic constituency groups set forth in the Introduction of this Affirmative Action Plan.
 - b. The State Party shall be responsible for the implementation of this publicity effort. [See Exhibit #2] For purposes of providing adequate notice of the delegate selection process, the times, dates, places and rules for the conduct of caucuses, conventions, and meetings, shall be effectively

publicized, bilingually where necessary, to encourage the participation of minority groups. (Rule 6.D.)

4. Not later than September 16, 2007, a press kit shall be made and provided to each daily and weekly newspaper as well as to the electronic media. The press kit will include:
 - a. a summary of all pertinent rules related to the state’s delegate selection process;
 - b. a map of delegate districts and how many delegates will be elected within each district;
 - c. a summary explaining the operation and importance of the 2008 Convention; and
 - d. materials designed to encourage participation by prospective delegate candidates.

D. REPRESENTATION GOALS

1. The State Party has determined the demographic composition of African Americans, Hispanics, Native Americans, People with Disabilities, and Asian/Pacific Americans in the state’s Democratic electorate. These constituency percentages shall be established as goals for representation in the state’s convention delegation. (Rule 6.A.)

	Lesbian, Gay, Bisexual & Transgender	African Americans	Hispanics	People with Disabilities	Native Americans	Asian/Pacific Americans
% in Democratic Electorate	10%	2%	0	1%	0	1%
Numeric Goals for Delegation	2	2	Combined, our goal is 1 delegate from any of these three categories			

For an explanation of how these were calculated, go to Exhibits to the Affirmative Action Plan, Section C.

2. When selecting the at-large portion of the delegation, the demographic composition of the other delegates (district-level, pledged PLEO, and unpledged) shall be compared with the State Party’s goals in order to achieve an at-large selection process which helps to bring about a representative balance.
3. Use of the at-large delegation to achieve the affirmative action goals established by this Plan does not obviate the need for the State Party to conduct outreach activities such as recruitment, education and training. (Rule 6.A.(3))

E. OBLIGATIONS OF PRESIDENTIAL CANDIDATES TO MAXIMIZE PARTICIPATION

1. Presidential candidates shall assist the Vermont Democratic Party in meeting the demographic representation goals reflected in the Affirmative Action Plan. (Rule 6.H.)
2. Each presidential candidate must submit a written statement to the State Democratic Chair by October 1, 2007 which indicates the specific steps he or she will take to encourage full participation in Vermont’s delegate selection process, including, but not limited to, procedures by which persons may file as candidates for delegate or alternate. (Rule 6.H.(1))

3. Each presidential candidate must submit demographic information with respect to all candidates for delegate and alternate pledged to them. Such information shall be submitted in conjunction with the list of names approved for consideration as delegate and alternate candidates pledged to the presidential candidate. (Rule 6.H.(2))
4. Presidential candidates (including uncommitted status) shall use their best effort to ensure that their respective delegations within the state's delegate, alternate and standing committee 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. Furthermore, presidential candidates shall use their best efforts at the district level to approve delegate and alternate candidates who meet applicable equal division and affirmative action considerations in order to achieve the affirmative action goals and equal division for their respective delegations. (Rule 6.I. & Reg. 4.9.)

F. INCLUSION PROGRAMS

1. In order to achieve full participation of other groups that may be under-represented in Party affairs, including members of the LGBT community and people with disabilities, the Vermont Democratic Party has adopted and will implement Inclusion Programs.
2. The State Party has taken reasonable steps to determine the composition of members of the LGBT community, people with disabilities, and youth in the state's Democratic electorate. Such steps have included analysis of census and other demographic data.
3. In securing this level of full participation, the State Party will conduct the education and publicity outreach efforts outlined in Sections B and C of this Section respectively.
4. The State Party will make accommodations to facilitate greater participation by people with disabilities. The party will work to ensure that all of its meetings are conducted at facilities that are accessible.

SECTION VIII

CHALLENGES

A. JURISDICTION & STANDING

1. Challenges related to the delegate selection process are governed by the *Regulations of the DNC Rules and Bylaws Committee for the 2008 Democratic National Convention* (Regs., Sec. 3.), and the "Rules of Procedure of the Credentials Committee of the 2008 Democratic National Convention." (Call, Appendix A.)
2. Under Rule 20.B. of the *2008 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. (Rule 20.B.)
3. The Rules and Bylaws Committee has jurisdiction to hear and decide any challenge provided it is initiated before the 56th day preceding the date of the commencement of the 2008 Democratic National Convention. (Call, Appendix A. & Reg., 3.1.)
4. Challenges to the credentials of delegates and alternates to the 2008 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 2008 Democratic National Convention." (Call, Appendix A)

5. Any challenge to the credentials of a standing committee member shall be considered and resolved by the affected standing committee in accordance with Appendix A of the *Call for the 2008 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. (Call, VII.B.5.)
6. Copies of the Regulations of the Rules and Bylaws Committee and/or the Call for the 2008 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 CHALLENGES TO THE PLAN

1. A challenge to the status of the State Party Committee as the body entitled to sponsor a delegation from that 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. (Rule 20.A. & Reg. 3.4.A.)
2. A challenge to the state's Delegate Selection Plan shall be filed with the Chair of the Vermont Democratic Party and the Co-Chairs of the Rules and Bylaws Committee within fifteen (15) calendar days after the adoption of the Plan by the State Party. (Reg. 3.4.B.)
3. A challenge to a Plan must be brought in conformity with the Rules and the Regs., 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. (Reg. 3.1.C.)
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. (Regs. 3.4.C., E., & H.)
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 or primary results. (*Rule 6.B.*) The procedures are the same for challenges alleging failure to properly implement the Affirmative Action section of a 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. (Reg. 3.4.C.)
4. Depending on the appropriate jurisdiction (see Section VIII.A. above), implementation challenges must be brought in conformity with the Regulations of the Rules and Bylaws Committee or the Rules of Procedure of the Credentials Committee, which should be consulted for a detailed explanation of challenge procedures.

SECTION IX

SUMMARY OF PLAN

A. SELECTION OF DELEGATES AND ALTERNATES

Vermont will use a proportional representation system based on the results of the Primary apportioning its delegates to the 2008 Democratic National Convention.

The “first determining step” of Vermont’s delegate selection process will occur on March 4, 2008 with a Primary.

Delegates and alternates will be selected as summarized on the following chart:

Type	Delegates	Alternates	Date of Selection	Selecting Body
				Filing Requirements and Deadlines
District-Level Delegates	10	3	5/24/08	Selecting Body: Presidential Preference Caucus
District-Level Alternates				State Convention
				May 2, 2008-4 p.m. Letter of Intent/pledge of support form
Unpledged Party Leader and Elected Official Delegates*	7	n/a	n/a	Automatic by virtue of respective public or Party office as provided in Rule 8.A. of the 2008 Delegate Selection Rules.
Unpledged Add-on Delegates**	1	n/a	6/7/08	Selecting Body: District Delegates
				May 6, 2008-4 p.m. Letter of Intent/pledge of support form
Pledged Party Leaders and Elected Officials (PLEOs)	2	***	6/7/08	Selecting Body: District Delegates
				May 24, 2008-4 p.m. Letter of Intent/pledge of support form
At-Large Delegates	3	1	6/7/08	Selecting Body: District Delegates
At-Large Alternates				May 6, 2008-4 p.m. Letter of Intent/pledge of support form
TOTAL Delegates and Alternates	23	4		

* Unpledged Party Leader and Elected Official (PLEO) delegates includes the following categories, if applicable, who legally reside in the state: the Democratic National Committee Members, the Democratic President, the Democratic Vice President, all Democratic Members of Congress, the Democratic Governor, and any other Distinguished Party Leader as specified in Rule 9.A. of the 2008 *Delegate Selection Rules*. The exact

number of Unpledged PLEO Delegates is subject to change due to possible deaths, resignations, elections or special elections.

** Unpledged Add-on delegates refers to those delegates chosen according to Rule 9.B. of the *2008 Delegate Selection Rules*.

*** Pledged Party Leader and Elected Official (PLEO) alternates are selected with the At-Large alternates. [Applicable to most states.]

B. SELECTION OF STANDING COMMITTEE MEMBERS (FOR THE CREDENTIALS, PLATFORM AND RULES COMMITTEES)

Standing committee members will be selected by the state’s National Convention delegates as summarized below:

Members Per Committee	Total Members	Selection Date	Filing Requirements and Deadlines
1	3	June 7, 2008	Presidential campaign submission June 7, 2008, prior to beginning of selection of committee members

C. SELECTION OF DELEGATION CHAIR AND CONVENTION PAGES

The Delegation Chair will be selected by the National Convention Delegates on June 7, 2008.

Two (2) Convention Pages will be selected by the State Democratic Chair on June 7, 2008.

D. PRESIDENTIAL CANDIDATE FILING DEADLINE

Presidential candidates must certify the name of their authorized representative(s) to the State Democratic Chair by January 21, 2008. (Rule 10.B.)

Presidential Primary Petitions and Consent Forms for major party candidates who wish to be on the ballot for a Major Party primary shall be filed not later than 5 p.m. on January 21, 2008, signed by at least 1,000 registered Vermont voters, with the secretary of state. The petitions must be accompanied by a \$2,000.00 filing fee and a consent of candidate to the printing of his or her name on the ballot. If the petition is accompanied by an affidavit of the candidate that the candidate and the candidate's campaign committee are without sufficient funds to pay the filing fee, the secretary of state shall waive all but \$300.00 of the payment.

(17 V.S.A. §§ 2702, 2353, 2354, 2358)

E. TIMETABLE (REG. 2.2.B.)

Date	Activity
2007	
March 1	Delegate Selection Affirmative Action Committee members are appointed by the State Chair.
April 11	Affirmative Action Committee meets to draft proposed Delegate Selection and Affirmative Action Plans.
April 16	Proposed Delegate Selection and Affirmative Action Plans are tentatively released for public comment by State Party. Press releases are mailed and webpage is utilized to announce the public

Date	Activity
	comment period.
May 18	Period for public comment on state Plan is concluded. Responses are compiled for review by the State Party Committee.
May 19	State Party Committee reviews public comments and adopts revised Delegate Selection and Affirmative Action Plans for submission to DNC Rules and Bylaws Committee. Press releases are mailed announcing the approval of the Plan.
May 21	Delegate Selection and Affirmative Action Plans are forwarded to the DNC Rules and Bylaws Committee.
September 16	State Party begins implementation of the Affirmative Action Plan. Press kits, as described in the Affirmative Action Plan, are sent to all state media.
October 1	Deadline for each announced presidential candidate to submit a statement specifying steps the candidate will take to encourage full participation in the delegate selection process. (Individuals who announce their candidacy after this date must provide this full participation statement to the State Party not later than thirty 30 days after their announcement.)
December 3	Presidential candidate petition forms are available from the State Party Committee Headquarters.
2008	
January 4	Delegate and alternate candidates may obtain the statement of candidacy and pledge of support forms and filing instructions from State Party Committee Headquarters, in person, by mail, or from State Party's web site at www.vtdemocrats.org .
January 21	Presidential candidate deadline for filing the petition of candidacy with the Secretary of State and a copy to the State Party. Presidential candidate deadline for certifying the name(s) of their authorized representative(s) to the State Party Chair.
February 1	Temporary Standing Committee Members deadline for filing statement of candidacy
February 5	VDP Executive Committee meets to elect Temporary Standing Committee Members
March 4	Presidential preference primary.
March 11	Secretary of State certifies results of primary
March 22	Town Caucuses convene. Pledged PLEO deadline for filing statement of candidacy and pledge of support forms with State Party. State Party provides a list of pledged PLEO delegate candidates to respective Presidential candidates
May 2	District-level delegate and alternate deadline for filing the statement of candidacy and pledge of support forms with State Party.

Date	Activity
May 6	<p>State Party provides list of district and at-large delegate and alternate candidates to the respective Presidential candidates.</p> <p>Unpledged add-on delegate deadline for filing a statement of candidacy with the State Party.</p> <p>At-large delegate and alternate candidate deadline for filing the statement of candidacy and pledge of support forms with State Party.</p>
May 9	<p>Presidential candidates provide approved list of pledged district delegate candidates to State Party.</p>
May 24	<p>State Convention convenes. District-level delegates and alternates are selected in presidential preference caucuses at the State Convention.</p> <p>Pledged PLEO deadline for filing statement of candidacy and pledge of support forms with State Party.</p>
May 26	<p>State Party provides list of pledged PLEO delegate candidates to respective Presidential candidates.</p>
June 6	<p>Presidential candidate approval deadline for pledged PLEO, standing committee candidates, and at-large delegates.</p>
June 7	<p>State Party provides list of pledged PLEO delegate candidates to respective Presidential candidates.</p> <p>National Convention delegation meeting. Delegates select: unpledged add-on delegate, pledged PLEO delegates, at-large delegates, and National Convention standing committee members and delegation chair</p> <p>State Chair names convention pages.</p>
June 10	<p>State Chair certifies pledged PLEO delegates, at-large delegates and alternate, unpledged add-on delegate, standing committee members, delegation chair and convention pages to DNC.</p>

EXHIBITS TO THE AFFIRMATIVE ACTION PLAN

A. MEMBERS OF THE AFFIRMATIVE ACTION COMMITTEE

Bob Bland	3147 Vershire Ctr Rd, Vershire, VT 05079	Caucasian Gay Male
Molly Hooker	41 Morgan Street, Burlington, VT 05408	Caucasian Young Female
Kevin Christie	682 Christian St, White River Jct, VT 05001	African American Male
Joyce McKeeman	513 Round House Rd, Corinth, VT 05039	Caucasian Gay Female
Misa Blackmer	52 N Winooski Ave, Apt 5, Burlington, VT 05401	Asian American Young Female

B. MEDIA OUTLETS TO BE CONTACTED REGARDING THE DELEGATE SELECTION PROCESS

1. Major Daily Newspapers, Radio and Television Stations

- a. Daily Newspapers: Bennington Banner, Brattleboro Reformer, Burlington Free Press, Caledonia Record, Newport Daily Express, Rutland Herald, St Albans Messenger, Times Argus and Valley News.
- b. TV: WCAX, Vermont Public Television, WFFF, WPTZ, WNNE, WVNY, WGMU-CA.
- c. Radio: WBTV, WCFR, WDEV, WEZF, WFAD, WGDR, WIKE, WJJR, WKDR, WKVT, WKXE, WLFE, WMOO, WORK, WSNO, WSSH, WSYB, WTSA, WVAY, WVMT, WVNR, WVPS, WWSR, WYKR, WZR, WZSH, VPR.

2. Other “Non-Minority” Media Outlets

Associated Press, Vermont Press Bureau, Addison County Independent, Bellows Falls Town Crier, Brattleboro Town Crier, Charlotte News, County Courier, Deerfield Valley News, Essex Reporter, Journal Opinion, Manchester Journal, Messenger Extra, Milton Independent, News & Citizen, Northfield News, Seven Days, Springfield Reporter, Stowe Reporter, The Addison Eagle News and Reporter, The Black River Tribune, The Chronicle, The Fair Haven Promoter, The Hardwick Gazette, The Herald of Randolph, The Islander, The Message, The Mountain Times, The Other Paper, The Valley Reporter, The Valley Voice, The Vermont Standard, The Windsor Chronicle, The World, Vermont Times, Williston Observer, Vermont Guardian.

3. Constituency and Specialty Media Outlets and Targeted Groups

C. Demographic Analysis and Calculations for Affirmative Action Representation Goals

	Lesbian, Gay, Bisexual & Transgender	African Americans	Hispanics	People with Disabilities	Native Americans	Asian/Pacific Americans
% in Democratic Electorate	10%	2%	0	1%	0	1%
Numeric Goals for Delegation	2	2	Combined, our goal is 1 delegate from any of these three categories			

There is no requirement for demographic identification when registering to vote in Vermont. In addition, there is no available information on the registration trends and voting patterns for any of the affirmative action groups. Therefore, when attempting to set goals, the party looked to numerous sources of information to try to come up with a fair and accurate representation of the Democratic electorate in Vermont.

The source for this demographic information is the National Committee for an Effective Congress. While the demographic composition of the Vermont Democratic electorate is statistically two percent or less for every minority population, the Vermont Democratic Party nevertheless recognizes the necessity to reach out to and involve these groups in the delegate selection process and the Party more generally. Combined, 3% of Vermont's Democratic Electorate is African American, Hispanic, Asian, or "other." If we take this figure (.03) and multiply it by our total number of delegates and alternates, (25), we get less than one (1) delegate. However, the Party has established the following ambitious representation goal: at least two (2) delegates will be African American, and one (1) will be from any of the following groups—Hispanic, Native American, Disabled American or Asian Pacific American.

The Vermont Democratic Party has also set a goal of having two (2) delegates be Lesbian, Gay, Bisexual & Transgender Americans. Based on information from a CNN exit poll from the 2006 election, it is a safe approximate to make that 10% of the Vermont's Democratic Electorate are Lesbian, Gay, Bisexual & Transgender Americans.

The Vermont Democratic Party will also undertake programs to encourage the participation of youths and seniors in the delegate selection process.

ATTACHMENTS TO THE DELEGATE SELECTION PLAN

[As specified in Reg. 2.2, the following documentation must accompany the state's Delegate Selection Plan at the time it is formally submitted to the Rules and Bylaws Committee.]

1. **A summary** of the process for selecting delegates, alternates, standing committee members, the delegation chair and convention pages, along with related deadlines. *[It is recommended that this information be incorporated as part of the state's Delegate Selection Plan - see Section IX. of the Model Plan.]* (Reg. 2.2.A.)
2. **A timetable** reflecting all significant dates in the state's delegate selection process. *[It is recommended that this information be incorporated as part of the state's Delegate Selection Plan - see Section I. of the Model Plan.]* (Reg. 2.2.B.)
3. **A statement from the State Democratic Chair certifying the Plan** as submitted to the RBC was approved by the State Party Committee. (Reg. 2.2.C.)
4. **A copy of the press release** distributed by the State Party Committee announcing its adoption of the Plan and summarizing the major components of the Plan. (Reg. 2.2.D.)
5. **A statement from the State Democratic Chair certifying compliance with Rule 1.C.** which requires a 30 day public comment period prior to the adoption of the Plan by the State Party. (Reg. 2.2.E.)
6. **Copies of all written public comments on the Plan** *[Include information identifying each person and/or organization making the comment and where appropriate, a description of the person or group so represented, if such information has been provided or is available to the State Party.]* (Reg. 2.2.F.)
7. **A blank copy of forms to be filed with the state or the State Party by delegate candidates.** (Reg. 2.2.G.)
8. **A statement from the Chair of the Affirmative Action Committee certifying compliance with Rule 6.F.,** which requires that the Affirmative Action Committee has reviewed the proposed Affirmative Action outreach plan (Reg. 2.2.H.)
9. **Copies of all state statutes reasonably related to the Delegate Selection Process** *[For example, include any and all state statutory requirements related to: ballot access for presidential candidates; filing requirements for delegate and alternate candidates; timing of the presidential primary, caucuses, and/or the state convention; participation in the state's presidential primary or caucuses, including Party registration or enrollment provisions; and any other stipulations made by the state regarding the selection process or the role of National Convention delegates.]* (Reg. 2.2.I.)
10. **A copy of all qualifying forms to be filed with the state or the State Party by presidential candidates.** (Reg. 2.2.J.)