

Gender & Racial Equity in Office Resolution
April 5, 2018

Whereas the Massachusetts Democratic Party Platform calls for equal treatment for women and people of color in the workplace and an increased effort to recruit Democratic women, people of color, and millennial candidates to seek elected office;

Whereas in 2017, 26% of state legislators in Massachusetts were women and 3% were women of color;

Whereas' womens' representation in the state legislature only rose 3% between 1993 and 2017;

Whereas in 2017, 11 of Massachusetts' 53 cities with populations over 30,000 had female mayors - less than 21%;

Whereas womens' political representation in office has declined in Massachusetts since 2015;

Whereas the 2018 Representation 2020 report on gender parity in elected office ranks Massachusetts thirteenth in the US for women's political representation;

Whereas the 2017 Boston Globe spotlight on race found systemic barriers to black political power;

We, the CDCC, call upon the Massachusetts Democratic Party to:

1. Set a goal of achieving gender parity in elected office by 2030
2. Set a goal of electing officials representative of the racial and ethnic composition of the state by 2030
3. Creating programs to train, recruit, and support candidates across the state to achieve those goals
4. Set public benchmarks for those programs to ensure the party is accountable to its members