

Resolution to Strengthen Cultural Competency in ADP Policy, Business Practices, and Communications
Submitted to the Arizona Democratic Party – August 24, 2017

Whereas; cultural competence is the ability to be respectful of diverse population groups; and to interact effectively with people of different cultures, ethnicity, heritage, and indigenous backgrounds and characteristics such as age, gender, sexual orientation, sexual identity, ability, disability, religion, income level, education, geographical location, veteran status, or professionⁱ, and;

Whereas; the Arizona Democratic Party is the party of inclusion and diversityⁱⁱ, and;

Whereas; given changing demographicsⁱⁱⁱ and low voter turnout^{iv}, effective outreach requires cultural competency.

Therefore **BE IT RESOLVED**; that the Arizona Democratic Party shall institute cultural competency in decision criteria for policy and business practices.

Therefore **BE IT FURTHER RESOLVED**; that the Arizona Democratic Party shall budget for cultural competency, accessibility, and translation of social media and printed materials for communications that reflects changing demographics and inspires inclusivity.

Therefore **BE IT FURTHER RESOLVED**; that the Arizona Democratic Party shall include a process for budgeting and implementing cultural competency that includes ADP leadership and caucus representation.

Dom Medina, Chair Latino Caucus
Jana Lynn Granillo, Vice-Chair Latino Caucus
Patty Contreras, Secretary Latino Caucus
Brian Garcia, AAPI Caucus Vice-Chair & Native American Caucus Treasurer
Naomi Story, AZ AAPI Caucus State Chair

ⁱ "Cultural Competence." *U.S. Department of Health and Human Services, Substance Abuse and Mental Health Services Administration (SAMHSA)*, last updated 11/10/2016, accessed August 8, 2017, <https://www.samhsa.gov/capt/applying-strategic-prevention/cultural-competence> .

ⁱⁱ "Adopted Resolutions & Platform." *Arizona Democratic Party Platform*, accessed August 8, 2017, <http://www.azdem.org/sites/azdems/files/PDFs/StateCommittee/2015-16%20ADP%20Platform.pdf>

ⁱⁱⁱ Cathryn Creno, "Arizona's Changing Demographics and the Academic Divide." *Blog. Helios Education Foundation*, accessed August 8, 2017, <http://www.helios.org/blog/part-i-arizona%E2%80%99s-changing-demographics-and-the-academic-divide> .

Richard Fry, "Millennials and Gen Xers outvoted Boomers and older generations in 2016 election ." *Fact Tank News in the Numbers, PEW Research Center*, July 21, 2017, accessed August 9, 2018, <http://www.pewresearch.org/fact-tank/2017/07/31/millennials-and-gen-xers-outvoted-boomers-and-older-generations-in-2016-election/> .

^{iv} "Voter Registration & Historical Election Data." *Arizona Secretary of State*, accessed August 8, 2017, <http://apps.azsos.gov/election/2016/General/Official%20Signed%20State%20Canvass.pdf> & <http://apps.azsos.gov/election/2016/Primary/canvass2016primary.pdf> .

Lakusiak, Mike, Erin Vogel-Fox, Courtney Columbus, and Marianna Haugile. "Native Americans still fight for voting equality." *Arizona Capitol Times*, August 25, 2016. <http://azcapitoltimes.com/news/2016/08/25/native-americans-still-fight-for-voting-equality/>.