

**Resolution 2021-4 Equity Endorsement Pledge (EEP) Encouraging San Mateo County
Elected Officials and Influential Endorsers to help dismantle White Supremacy, systemic
racism, sexism, and ableism
adopted May 20, 2021**

WHEREAS non-male identifying people, LGBTQ+ people, people with disabilities, and Black, Indigenous, and People of Color (BIPOC) are underrepresented at all elected leadership levels in San Mateo County; When our leaders endorse candidates far in advance of their elections based on preexisting relationships, candidates with disabilities, those who identify as non-male or LGBTQ+, and BIPOC candidates are less likely to run for and win elected office; and

WHEREAS San Mateo County suffers from systemic underrepresentation in our elected positions; San Mateo County's population is 62% BIPOC; in contrast, our Board of Supervisors is 100% white; APIs and Latinos, who make up half of the region's population, hold just 13% of top elected positions; and people who identify as male are overrepresented in elected positions; and

WHEREAS the Equity Endorsement Pledge follows a diverse-slate approach, which requires the consideration of a diverse slate of qualified candidates for open positions to help mitigate similarity bias, the tendency people have to surround themselves with others who share similar interests, experiences, and backgrounds;

THEREFORE, BE IT RESOLVED that the San Mateo County Democratic Central Committee calls upon elected officials and influential individuals to take the [Equity Endorsement Pledge](#) and to commit to the provisions therein for candidates who are registered Democrats.

BE IT FURTHER RESOLVED that the San Mateo County Democratic Central Committee will transmit this resolution to all its chartered clubs, elected officials, unions, and influential people.

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