

Equity Endorsement Pledge (EEP) Encouraging San Mateo County Elected Officials and Influential Endorsers to help dismantle White Supremacy, systemic racism, sexism, and ableism.

WHEREAS non-male identifying, LGBTQ+, 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, who identify as non-male, 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](#) that requests the limitation of public endorsements to candidates who are BIPOC, LGBTQ+, non-male identifying and/or have disabilities until up to six months before the filing deadline for elected positions up to the county level and/or Up to one year before the filing deadline for elected positions at or above the county level; will consider to either rescind my endorsement until the time frame outlined above or to consider making a dual endorsement of an underrepresented candidate; Offer to meet with qualified candidates in my party for races in which I plan to make an endorsement; actively support the creation of a larger pool of underrepresented candidates by mentoring, fundraising, donating, and/or supporting appointments of underrepresented individuals to boards and commissions; every six months, be accountable by providing to the Equity Endorsement Pledge committee for public consumption a report of the previous six months as stated in [the pledge](#).

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.