

# **ALABAMA DELEGATE SELECTION PLAN**

FOR THE 2024 DEMOCRATIC NATIONAL CONVENTION

ISSUED BY THE  
ALABAMA  
DEMOCRATIC PARTY

(As of Friday, March 31, 2023)

# The Alabama Delegate Selection Plan For the 2024 Democratic National Convention

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# Alabama

## Delegate Selection Plan

### For the 2024 Democratic National Convention

#### Section I

#### Introduction & Description of Delegate Selection Process

##### A. Introduction

1. Alabama has a total of 59 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 2024 Democratic National Convention* (“Rules”), the *Call for the 2024 Democratic National Convention* (“Call”), the *Regulations of the Rules and Bylaws Committee for the 2024 Democratic National Convention* (“Regs.”), the rules of the Democratic Party of Alabama, the Alabama Election Code, and this Delegate Selection Plan. *(Call II.A)*
3. Following the State Party Committee’s adoption of this Delegate Selection Plan, the State Party shall submit the Plan 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. *(Reg. 2.5, Reg. 2.6 & Reg. 2.7)*
4. Once this Plan has been found in Compliance by the RBC, any amendment to the Plan by the State Party must be submitted to and approved by the RBC before it becomes effective. *(Reg. 2.9)*

##### B. Description of Delegate Selection Process

1. Alabama will use a proportional representation system based on the results of the Primary for apportioning delegates to the 2024 Democratic National Convention.
2. The “first determining step” of Alabama’s delegate selection process will occur on March 5, 2024, with a Primary. ***This Primary Election includes the Presidential Preference Primary, the Statewide Party Primary Elections, Congressional and District Primary Elections, and County Primary Elections.***

C. Voter Participation

1. Participation in Alabama's delegate selection process is open to all registered voters who wish to participate as Democrats. *(Rule 2.A and Rule 2.C.)*
  - a. ***The deadline to register to vote/participate in the first step of the delegate selection process is February 19, 2024;***
  - b. ***An overview of the state's voter registration, enrollment procedures, and/or declaration process includes the following:***
    - (1) ***Alabama does not have registration by party;***
    - (2) ***Voters must be registered to vote in order to participate in the Primary and cast their votes; however, without Party registration, any registered voter may participate in the process; (Rule 2.A & Reg. 4.3.B)***
    - (3) ***Voters who wish to participate in the Democratic Primary may do so by one of the two following methods:***
      - (a) ***Ask for a Democratic Party Primary Ballot at their polling places, or***
      - (b) ***Request a Democratic Party Primary Ballot by checking that box on the Absentee Ballot application. (Rule 2.A & Reg. 4.3.A)]***
    - (4) ***Voter who participate in the Democratic Primary are publically recorded with the Board of Registrars and available for public inspection through the Secretary of State's elections office.***
  - c. Any individual who will have turned 18 by the date of the March 5, 2024 Primary Election will be able to register to vote up to fifteen days before the Primary Election. *(Reg. 4.3.C)*
  - d. At no stage of Alabama'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. ***A \$50 donation will be requested of delegate candidates; however, no person shall be excluded from the delegate selection process for failure to pay the above donation. (Rule 2.D & Reg. 4.4)***
  - e. No person 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 election. *(Rule 2.E)*
  - f. Votes shall not be taken by secret ballot at any stage of the delegate selection process, including processes leading up to the selection of DNC Members or

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State Chairs or Vice Chairs, who serve as DNC members by virtue of their office, except that use of such voting by secret ballot may be used in a process that is the first determining stage of the delegate election process and in which all individual voters who wish to participate as Democrats are eligible to do so. *(Rule 2.F)*

**2. *The Alabama Democratic Party has worked with the State’s Chief Election Official, the Secretary of State, House and Senate members, and county chief election officials to enhance voter and election security, in order to accomplish the following ten goals:]***

- a. Maintain secure and accurate state voter registration rolls, so that every eligible American who registers to vote has their personal information protected and secure; *(Rule 2.H.1)*
- b. Implement transparent and accurate voter registration list maintenance procedures that comply with federal requirements and ensure that every eligible voter stays on the rolls; *(Rule 2.H.2)*
- c. Promote the acquisition, maintenance, and regular replacement of precinct based optical scan voting systems; *(Rule 2.H.3)*
- d. Ensure that any direct recording electronic systems in place have a voter verified paper record; *(Rule 2.H.4)*
- e. Implement risk limiting post-election audits such as manual audits comparing paper records to electronic records; *(Rule 2.H.5)*
- f. Ensure that all voting systems have recognized security measures; *(Rule 2.H.6)*
- g. Use accessible and secure voting machines that make it possible for individuals with disabilities to vote securely and privately. *(Rule 2.H.7)*
- h. Provide educational materials to enhance public knowledge and confidence in election administration and counter disinformation; *(Rule 2.H.8)*
- i. Actively engaging with state and local officials to implement fair and honest election policies and practices; *(Rule 2.H.9)*
- j. Support adequate funding for state and local election administration; *(Rule 2.H.10)*

*The requirements of the Help America Vote Act were included in the revision of the Alabama Election Code to include the above criteria. County Election Officials are required by the Code to conduct an on-site audit of equipment with sample ballots immediately prior to each election, with witnesses from each Party present. The HAVA funds were utilized in part to purchase equipment at each local polling location to accommodate voting accessibility to individuals with disabilities. Voting equipment is removed from counties following a schedule of usage.*

**3. In accordance with the Democratic Party’s requirement to assess and improve participation with respect to presidential preference and the delegate selection process, the Democrats elected to the Alabama Legislature (a minority in both**

*House and Senate) introduced legislation to enact early voting, no excuse absentee voting, same-day voter registration, and voting by mail. Their legislation has not moved forward, nor is it likely to be passed in the current political climate. The Alabama Election Code specifies that all polling places be accessible, and that voting locations be determined by numbers of voters and facilities which meet the legal requirements. The number of machines in each voting location is determined by the number of registered voters at each specific polling site. Local election officials teach their Chief Inspectors at each polling location to divide lists alphabetically, utilize personnel efficiently, and work with voters in line to make sure they are at the correct polling location. Alabama's model voter ID law was replaced by the Republican majority in the Legislature with a Photo ID law. Attempts to remove this requirement have been unsuccessful. A federal court order concerning military and overseas voting access has been a positive benefit to registered Alabamians living on military bases or overseas. (Rule 2.1 and 2.1.1)*

- a. Expand access to voting, including by early voting, no excuse absentee, same-day voter registration, and voting by mail; *(Rule 2.1.1.a)*
  - b. Ensure that voting locations are accessible, fairly placed, and adequate in number, and have a sufficient number of voting machines; *(Rule 2.1.1.b)*
  - c. Speed up the voting process and minimize long lines; *(Rule 2.1.1.c)*
  - d. Eliminate onerous and discriminatory voter identification requirements; *(Rule 2.1.1.d)*
  - e. Count and include in the final total ballots from voters who are eligible to vote but cast their ballots in the wrong precinct, for offices for which they are eligible to vote; and *(Rule 2.1.1.e)*
  - f. Facilitate military and overseas voting. *(Rule 2.1.1.f)*
4. As part of encouraging participation in the delegate selection process by registered voters, *the Alabama Democratic Party has worked with the Secretary of State's Office to modernize voter registration, and Democratic House and Senate members have supported these efforts. Online voter registration is now available in Alabama, provided that one has a valid driver's license; however, automatic and same-day registration have met legislative resistance. Some of our County Parties conduct voter registration drives in their high schools; however, some school system policies will not allow "outside" registration groups on school property. Many Alabama Democrats, including allied and progressive groups, go to the State's prisons to register incarcerated persons, as well as inform some that their voting rights were never taken away. Democratic leaders work tirelessly to get former felons to participate in the voting process. Same day or automatic*

**registration of voters for the Presidential Nominating Process has been and will be defeated by Alabama’s majority Republican Legislature. (Rule 2.1.2)**

- a. *Voter registration modernization, including online voter registration and automatic and same-day registration; (Rule 2.1.2.a)*
  - b. *Pre-registration of high school students so that they are already registered once they reach voting age; (Rule 2.1.2.b)*
  - c. *Restoration of voting rights to all people who have served the time for their criminal conviction, without requiring the payment of court fees or fines; (Rule 2.1.2.c) and*
  - d. *Same-day or automatic registration of voters for the Democratic presidential nominating process. (Rule 2.1.2.d)*
5. **Alabama is a Primary State which has no voter registration by Party. We have worked with the State Party’s Election Protection Team to review all parts of the election process from registration through casting one’s vote, counting each vote, and certifying the results. This review has included what steps are taken to ensure an open and inclusive process. Our current state law does not allow any voter who cast a ballot in a Party’s First Primary Election to vote in the opposition Party’s Second Primary Election (Runoff Election). (Rule 2.J and Rule 2.J.1)**
6. Alabama does not use a Party-run process for the Primary Election.
7. Scheduling of Delegate Selection Meetings

The dates, times and places for all official Party meetings and events related to the state’s delegate selection process must be scheduled to encourage the participation of all Democrats. Such meetings must begin and end at reasonable hours. ***The Alabama Democratic Party schedules all delegate selection meetings on Saturdays (the day of the week which does not interfere with a majority of work schedules and has the least conflict with religious activities). The Party utilizes facilities which are accessible to persons with disabilities and geographically central to the state. The meeting times are scheduled from mid-morning to mid-afternoon. (Rule 3.A & Reg. 4.)***

## Section II Presidential Candidates

### A. Ballot Access

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A presidential candidate gains access to the Alabama presidential preference primary ballot by the following:

*(1) Each candidate must file a petition of support in the office of the Chairperson of the Alabama Democratic Party at the State Headquarters, located at 501 Adams Ave., Montgomery, AL 36104, no later than 5:00 P.M. on November 10, 2023 (116 days prior to the Presidential Preference Primary on March 5, 2024 [Code of Alabama 1975, Section 17-13-102] Rule 1.A.7)*

***(2) The petition of support will be available from the Alabama Democratic Party Headquarters by August 30, 2023, and will comply with the Alabama Election Laws applicable thereto. (Rule 1.A.8)***

Alabama law requires a total of not less than 500 signatures of qualified electors of the state, or not less than 50 qualified electors in each Congressional District of the state, in which case there shall be a separate petition for each Congressional District.

In addition, a Presidential candidate must submit to the State Democratic Chairperson at the State Democratic Headquarters, 501 Adams Ave., Montgomery, AL 36104, between September 29, 2023, and not later than November 10, 2023, at 5:00 P.M., 116 days prior to the Presidential Preference Primary on March 5, 2024, a completed and notarized “Presidential Qualification Form – Announcement and Declaration of Candidacy.”

On above date of notarized qualification form submission, and completed petition submission, a Presidential candidate shall submit a qualifying fee in the amount of \$2,500 (Two thousand five hundred dollars) by check or money order made payable to the Alabama Democratic Party.

An uncommitted slot will appear on the ballot along with the names of the Presidential candidates that have gained access to the Democratic Presidential Preference Primary ballot. A name may not be written in as a vote on the Primary Ballot.

### **B. Other Requirements**

1. Each presidential candidate shall certify in writing to the State Democratic Chair, the name(s) of his/her authorized representative(s) beginning on September 29, 2023, but **no later than November 10, 2023, by 5:00 P.M.** *(Rule 13.D.1)*
2. Each presidential candidate (including uncommitted status) shall use their best efforts to ensure that their respective delegation within the state delegation achieves the affirmative action, outreach and inclusion 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

1. Alabama is allocated 34 district-level delegates. *(Rule 8.C, Call I.B, I.I, & Appendix B)*
2. District-level delegates shall be elected by a two-part Primary (a presidential preference primary that includes the election of delegates).
  - a. The first part of the ballot for the Presidential Preference Primary shall contain the names of the qualified Presidential candidates and also a bracket permitting electors to vote “uncommitted.”
  - b. The second part of the ballot shall contain the names of the delegate candidates for the specific Congressional District, grouped by their pledge to a Presidential candidate or running uncommitted.
  - c. Alternates will be selected at the State Committee Meeting on June 8, 2024.
3. Apportionment of District-Level Delegates
  - a. Alabama’s district-level delegates are apportioned among the districts based on a formula giving equal weight to the vote for the Democratic candidates in the 2020 presidential and the most recent gubernatorial elections.

The average participation in the above two elections encourages voter participation in the Democratic Primary and rewards Democratic performance in the Congressional Districts.

- b. The number of men and the number of women in the state’s total number of district-level delegates will not vary by more than one. *(Rule 6.C.1 & Reg. 4.9)*
- c. The district-level delegates are apportioned to districts as indicated in the following table: ***[Provide the allocation for each CD in the table below. Expand or contract the size of the table, as necessary.]***

District	Delegates			Alternates		
	Males*	Females*	Total	Males*	Females*	Total
#1	3	2	5	0	0	0
#2	2	3	5	0	0	0
#3	2	2	4	0	0	0
#4	2	1	3	0	0	0

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District	Delegates			Alternates		
	Males*	Females*	Total	Males*	Females*	Total
#5	2	3	5	0	0	0
#6	2	2	4	0	0	0
#7	4	4	8	0	0	0
Total	17	17	34	0	0	0

\*(Assuming no gender non-binary delegates are elected.)

#### 4. District-Level Delegate and Alternate Filing Requirements

- a. A district-level delegate candidate may run for election only within the district in which they are registered to vote. *(Rule 13.H)*
  - (1) An individual can qualify as a candidate for district-level delegate to the 2024 Democratic National Convention by filing a statement of candidacy designating his or her singular presidential (or uncommitted) preference and a signed pledge of support for the presidential candidate (including uncommitted status) with the State Party during the period of September 29, 2023, until 5:00 P.M. on November 10, 2023. A delegate candidate may modify their singular presidential preference by submitting an updated pledge of support no later than the filing deadline, November 10, 2023, at 5:00 P.M. A candidate may file in person or by mailing required document(s) to the Alabama Democratic Party Headquarters, 501 Adams Ave., Montgomery, AL 36104. A \$50 donation will be requested from all district-level delegate candidates, but such donation is not a requirement of qualification. *(Rule 13.B, Rule 15.F & Reg. 4.23)*

(3) There are no petition requirements as ***a prerequisite for participation in Alabama's delegate selection process.***

#### 5. Presidential Candidate Right of Review for District-Level Delegates

- a. The State Democratic Chair shall convey to the presidential candidate, or that candidate's authorized representative(s), not later than 5:00 P.M., ***December 2, 2023***, a list of all persons who have filed for delegate pledged to that presidential candidate. *(Rule 13.D & Rule 13.F)*
- b. Each presidential candidate, or that candidate's authorized representative(s), may approve in writing with the State Democratic Chair by 5:00 P.M.,

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**December 6, 2023**, a number of delegate candidates equal to or greater than the number of delegates allocated to the district. *(Rule 13.E.1)*

The above date is prior to the State Party Chair's final certification of candidates to the Secretary of State.

- 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 **5:00 P.M., December 6, 2023**.
  - d. National convention delegate 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 at that level pledged to that presidential candidate. *(Rule 13.E & Reg. 4.24)*
  - e. The State Democratic Chair shall certify in writing to the Co-Chairs of the DNC Rules and Bylaws Committee whether each Presidential candidate has used his/her best efforts to ensure that their respective district-level delegate candidates meet the affirmative action and outreach 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 district-level delegate candidates as indicated in Section III.A.5.b of this Plan. *(Rule 6.1 & Reg.4.10.C)*
6. Fair Reflection of Presidential Preference
- a. Presidential Primary - Proportional Representation Plan *(Rule 14.A, Rule 14.B & Rule 14.D)*

The Alabama Presidential primary election is a "binding" primary. Accordingly, delegate 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 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. Within a district, if no presidential preference reaches a 15% threshold, the threshold shall be half the percentage of the vote received in that district by the front-runner. *(Rule 14.F)*

- c. ***If a Presidential candidate qualifies to receive delegates, but failed to slate a sufficient number of delegate candidates, a meeting shall be convened with proper notice given to that candidate's supporters in the designated Congressional District(s).***

***Such meeting(s) will take place on June 8, 2024, at 11:00 A.M. at a location(s) to be determined and publicized in all major area newspapers and on social media no later than 5:00 P.M., March 23, 2024.***

The deadline for such district level delegate candidates to file their statement of candidacy and pledge of support with the State Party by mail or in person at Party Headquarters, 501 Adams Ave., Montgomery, AL 36104, using forms to be made available at the State Party Headquarters or online at [aldemocats.org](http://aldemocats.org) is no later than ***5:00 P.M. on May 15, 2024.***

The State Party will provide a list of district level delegate candidates to the respective Presidential candidate(s) by ***5:00 P.M. on May 20, 2024.***

The Presidential candidate(s) will provide a list of approved district level delegate candidates to the State Party no later than ***5:00 P.M. on May 24, 2024.***

At the June 8, 2024 meeting(s), the State Party will conduct an election process from among the candidate's supporters to fill said slots.

7. Equal Division of District-Level Delegates

- a. To ensure the district-level delegates are equally divided between men and women (determined by gender self-identification) delegate positions within each district will be designated by presidential preference beginning with the highest vote-getting presidential preference. This assignment of delegate positions, will continue with the next highest vote-getting preferences in descending order, with positions assigned to either male or female alternating by gender as mathematically practicable, until the gender of each position has been assigned. In the case of non-binary gender delegates, they shall not be counted in either the male or female category. *(Rule 6.C., Rule 6.C.1 & Reg. 4.10)*

***Alabama's method for allocating district-level positions among presidential preferences will ensure that the number of male and female (binary) identifying delegates in the district varies by no more than one within each presidential candidate's delegation.***

- In Alabama's two-part primary, equal division between male and female (binary) delegates will be achieved (as mathematically practicable) in the event a non-binary individual (or individuals) also qualifies to be elected***

*as a delegate. The highest-vote recipient in the district, binary or non-binary, will be the first delegate. The next highest vote recipient of the opposite gender will be the second delegate and delegates will alternate by gender until the total allocation for the Presidential candidate's allocation of delegates for the Congressional District is reached. In the event that one or more of these delegates is non-binary, the next delegate following the non-binary delegate, would be the opposite binary gender from the preceding binary gender vote recipient.*

- *In Alabama's Primary, there is a dual system in which delegate candidates in each Congressional District will be grouped under each Presidential candidate's name and under the "Uncommitted" bracket. Voters will first vote for the Presidential candidate of their choice or uncommitted. They will then be instructed to vote for not more than the total number of male, female or non-binary delegates allocated for that district.*

*In districts with an odd number of delegates, the first delegate selected for the winning presidential preference must be of the same gender as the advantaged gender in that district. Following that determination, the allocation would continue alternating by gender for the winning presidential preference and any subsequent preferences. In districts with an even number of delegates, the highest-vote getting delegate candidate for the district's winning presidential preference will be the first delegate assigned. Following that determination, the state will then designate the remaining positions for that presidential preference and any subsequent preferences alternating by gender, as mathematically practicable.*

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 to the Democratic National Convention within 10 days after the certification of their election. *(Rule 8.C & Call IV.A)*

## **B. Automatic Delegates**

1. Automatic Party Leaders and Elected Officials
  - a. The following categories (if applicable) shall constitute the Automatic Party Leaders and Elected Official delegate positions:

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- (1) Members of the Democratic National Committee who legally reside in the state; *(Rule 9.A.1, Call I.F, Call I.J, & Reg. 4.15)*
  - (2) Democratic President and Democratic Vice President (if applicable); *(Rule 9.A.2 & Call I.G)*
  - (3) All of Alabama’s Democratic Members of the U.S. House of Representatives and the U.S. Senate; *(Rule 9.A.3, Call I.H & Call I.J)*
  - (4) The Democratic Governor (if applicable); *(Rule 9.A.4, Call I.H & Call I.J)*
  - (5) “Distinguished Party Leader” delegates who legally reside in the state (if applicable); *(Rule 9.A.5, Call I.G & Reg. 4.14)*
- b. An Automatic delegate may run and be elected as a Pledged delegate. If an Automatic delegate is elected and certified as a Pledged delegate, that individual shall not serve as an Automatic delegate at the 2024 National Convention. *(Call I.J)*
- c. The certification process for the Automatic Party Leader and Elected Official delegates is as follows:
- (1) Not later than March 6, 2024, the Secretary of the Democratic National Committee shall officially confirm to the State Democratic Chair the names of the Automatic delegates who legally reside in Alabama. *(Rule 9.A)*
  - (2) Official confirmation by the Secretary shall constitute verification of the Automatic delegates from the categories indicated above. *(Call IV.B.1)*
  - (3) The State Democratic Chair shall certify in writing to the Secretary of the DNC the presidential preference of Alabama’s Automatic delegates 10 days after the completion of the State’s Delegate Selection Process. *(Call IV.C)*
2. For purposes of achieving equal division between delegate men and delegate women within the state’s entire convention delegation (determined by gender self-identification), the entire delegation includes all pledged and Automatic delegates, including those who identify as male or female. *(Rule 6.C and Reg. 4.9)*

### **C. Pledged Party Leader and Elected Official (PLEO) Delegates**

1. Alabama is allotted 7 pledged Party Leader and Elected Official (PLEO) delegates. *(Call I.D, Call I.E & Appendix B)*

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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. Automatic delegates who choose to run for PLEO delegate will be given equal consideration with big city mayors and state-wide elected officials. *(Rule 10.A.1 & Reg. 4.16)*
  - b. An individual can qualify as a candidate for a position as a pledged PLEO delegate by ***filing a Statement of Candidacy available from the Alabama Democratic Party headquarters or from the website [alDemocrats.org](http://alDemocrats.org). A candidate may file in person or by mailing required document(s) to the Alabama Democratic Party Headquarters, 501 Adams Ave., Montgomery, AL 36104, no later than May 15, 2024, at 5:00 P.M. (Rule 10.A.3, Rule 15.G, Reg.4.18 & Reg. 4.17)***
  - c. Persons eligible for pledged PLEO delegate positions who have not already made known their presidential preference (or uncommitted status) as candidates for district-level or at-large delegate positions, their preference shall be ascertained on their Statement of Candidacy, filed with the Party no later than March 29, 2024, at 5:00 P.M. *(Rule 10.A.3 & Reg. 4.17)*
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 ***5:00 P.M. on May 20, 2024***, a list of all persons who have filed for a party leader and elected official delegate pledged to that presidential candidate. *(Rule 10.A.3 & Rule 13.D)*
  - b. Each presidential candidate, or that candidate's authorized representative(s), must file with the State Democratic Chair, by ***5:00 P.M., May 24, 2024***, a list of all such candidates they have approved, as long as approval is given to at least ***one (1) name*** for every position to which the presidential candidate is entitled. *(Rule 13.E.2 & Reg. 4.25)*
  - 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 ***5:00 P.M. on May 24, 2024***. *(Rule 13.D)*

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- d. The State Democratic Chair shall certify in writing to the Co-Chairs of the DNC Rules and Bylaws Committee whether each presidential candidate has used their best efforts to ensure that their respective pledged PLEO delegate candidates meet the affirmative action and outreach 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. *(Rule 6.I & Reg. 4.10.C)*
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 10.A.2, Rule 11.C, Rule 14.E & Rule 14.F)*
    - b. Selection of the pledged PLEO delegates will occur at **1:00 P.M. on June 8, 2024** at a place to be determined by the Alabama Democratic Party Chairperson. This date is after the election of district-level delegates and prior to the selection of at-large delegates and alternates. *(Rule 10.A)*
    - c. The PLEO delegates will be selected by the State Democratic Executive Committee (SDEC). *(Rule 10.B)*
  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 10 days after their election. *(Call IV.A & Reg. 5.4.A)*

### D. At-Large Delegates and Alternates

1. The state of Alabama is allotted 11 at-large delegates and 4 at-large alternates, all of whom are allocated at the at-large level. *(Rule 8.C, Call I.B, II, Appendix B & Reg. 4.34)*
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 singular presidential or uncommitted preference and a signed pledge of support for the presidential candidates (including uncommitted status) with the State Party by **5:00 P.M. on May 15, 2024**. A delegate or alternate candidate may modify his/her singular presidential preference by submitting an updated pledge of support no later than the filing deadline. *(Rule 13.A., Rule 13.B, Rule 15.G, Reg. 4.22, Reg. 4.23, & Reg. 4.31)*
  - 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 a quorum of



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district-level delegates, those persons not chosen will then be considered candidates for at-large alternate positions unless they specify otherwise when filing. *(Rule 19.A)*

- d. *In the interest of providing those PLEOs not selected the opportunity to run for at-large delegate or alternate, and to allow Presidential candidates or their designated representative the opportunity to review a full list of candidates after the selection of the PLEOs, the State Party will allow individuals to choose to file simultaneously for PLEO delegate and at-large delegate/alternate and will indicate as such on the qualifying forms. Those candidates who are elected as PLEO delegates will be removed from consideration for the at-large delegate and alternate positions. Following the election of PLEO delegates, the Presidential candidates or candidates' designated representatives will have, if requested, a final review of the ballot for At-Large Delegates and At-Large Alternates. Any change in the original candidate approval review will require a written statement requesting a change(s) by 11:30 A.M. or immediately following the election of PLEO delegates.*

### 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 **5 P.M. on May 20, 2024**, a list of all persons who have filed for delegate or alternate pledged to that presidential candidate. *(Rule 13.D)*
- b. Each presidential candidate, or that candidate's authorized representative(s), must then file with the State Democratic Chair, by **5 P.M. on May 24, 2024** a list of all such candidates they have approved, provided that, at a minimum, **one (1) name** remains for every national convention delegate or alternate position to which the presidential candidate is entitled. *(Rule 13.D.4, Rule 13.E.2 & Reg. 4.25)*
- 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 **5 P.M. on May 24, 2024**.
- d. The State Democratic Chair shall certify in writing to the Co-Chairs of the DNC Rules and Bylaws Committee whether each presidential candidate has used his/her best efforts to ensure that their respective at-large delegate candidates and at-large alternate candidates meet the affirmative action and outreach and inclusion considerations and goals detailed in the Affirmative Action and Outreach and Inclusion 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 this Section.

4. Fair Reflection of Presidential Preference
  - a. At-large delegate and alternate positions shall be allocated among presidential preferences according to ***the statewide Primary vote (Rule 11.C)***
  - b. Preferences which have not attained a 15% threshold on a state-wide basis shall not be entitled to any at-large delegates. *(Rule 14.E)*
  - c. If no presidential preference reaches a 15% threshold, the threshold shall be half the percentage of the statewide vote received by the front-runner. *(Rule 14.F)*
  - d. If a presidential candidate otherwise entitled to an allocation is no longer a candidate at the time of selection of the at-large delegates, their allocation will be proportionally divided among the other preferences entitled to an allocation. *(Rule 11.C)*
  - e. If a given presidential preference is entitled to one (1) 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 19.B, Call I.I & Reg. 4.33)*
  
5. Selection of At-Large Delegates and Alternates
  - a. The pledged at-large and alternate delegate slots shall be allocated among presidential preferences on the same basis as the at-large delegates. *(Rule 10.A.2, Rule 11.C, Rule 14.E & Rule 14.F)*
  - b. Selection of the at-large and alternate delegates will occur June 8, 2024 at such time following the PLEO selection and Presidential candidate reviews are completed. *(Call III)*
  - c. The at-large and alternate delegates will be selected by the State Democratic Executive Committee (SDEC). *(Rule 10.B & Rule 11.B)*
  - 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 Americans and Pacific Islanders and women, if such priority of consideration is needed to fulfill the affirmative action goals outlined in the state's Delegate Selection Plan. *(Rule 6.A.3)*

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- (2) 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, sex, age, color, creed, national origin, religion, ethnic identify, sexual orientation, gender identity and expression, economic status or disability. *(Rule 5.C, Rule 6.A.3, Rule 7 & Reg. 4.8)*
  - (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 as far as mathematically practicable, and may be used to achieve the representation goals established in the Affirmative Action Plan and Outreach and Inclusion Program section of this Plan. *(Rule 6.A, Rule 6.C and Reg. 4.9)*
  - (4) Delegates and alternates are to be considered separate groups for this purpose. *(Rule 6.C.1, Rule 11.A, Reg. 4.9 & Reg. 4.20)*
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 10 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 19.D.3)*
    - (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 gender of the delegate they replace, 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 (1) alternate, that alternate shall become the certified delegate.
      - (b) If a presidential candidate has only one (1) alternate, and that alternate permanently replaces a delegate of a different gender,

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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 19.D.2, the State Party Committee shall, at the time of a subsequent permanent replacement, replace a delegate with a person of a different gender, in order to return the delegation to equal division of men and women. *(Reg. 4.36)*

- (3) If a delegate or alternate candidate who has been elected but not certified to the DNC Secretary resigns, dies, or is no longer eligible to serve, they shall be replaced, after consultation with the State Party, by the authorized representative of the presidential candidate to whom he/she is pledged. *(Rule 19.D.2)*
- b. Temporary Replacement of a Delegate: *(Rule 19.D.4)*
- (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 they replace, and to the extent possible shall be of the same gender and from the same political subdivision within the state as the delegate.
- c. The following system in numerical order will be used to select permanent and temporary replacements of delegates: *(Rule 19.D.)*
- (1) The alternate who received the highest number of votes becomes the delegate.
  - (2) If the above alternate is unavailable to serve, the delegation chooses the alternate by a majority vote.
- 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 19.D.3)*
  - (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 Alabama's Democratic Chair to the Secretary of the Democratic National Committee within three (3) days after the replacement is selected. *(Call IV.D.1)*

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- (3) Certification of permanent replacements will be accepted by the Secretary up to 72 hours before the first official session of the Convention is scheduled to convene. *(Call IV.D.1 & Reg. 4.35)*
    - (4) In the case where a pledged delegate is permanently replaced after 72 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 IX.F.3.e, Call IX.F.3.c & Reg. 5.6)*
  - 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 gender and, to the extent possible, from the same political subdivision as the alternate being replaced. *(Rule 19.E)*
2. Automatic delegates shall not be entitled to a replacement, nor shall the state be entitled to a replacement, except under the following circumstances: *(Call IV.D.2 & Reg. 4.37)*
  - 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.D.2.a)*
  - b. Members of the Democratic National Committee 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 2024 Democratic National Convention, acknowledgment by the Secretary of the new DNC member certification shall constitute verification of the corresponding change of Automatic delegates. *(Call, IV.D.2.b)*
  - c. Automatic distinguished Party Leader delegates allocated to the state pursuant to Rule 9.A.(5), shall not be entitled to name a replacement, nor shall the state be entitled to name a replacement. *(Call IV.D.2.c)*

- d. In no case may an alternate cast a vote for an Automatic delegate.  
(*Call IX.F.3.e*)

## Section IV

### Selection of Convention Standing Committee Members

#### A. Introduction

1. Alabama has been allocated **(2)** member(s) on each of the three (3) standing committees for the 2024 Democratic National Convention (Credentials, Platform and Rules), for a total of 6 members. (*Call VII.A & Appendix D*)
2. Members of the Convention Standing Committees need not be delegates or alternates to the 2024 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 Executive Board of the SDEC at a meeting on March 27, 2024 at 1 pm. The meeting shall be open to the public and well publicized in accordance with this Plan. Members of the Executive Committee shall receive timely notice of the meeting, in accordance with State Party rules. (*Call VII.G.2*)
2. Each presidential candidate, or that candidate's authorized representative(s), must submit to the State Democratic Chair, by 5:00 P.M. on March 25, 2024, a minimum of (1) name for each slot awarded to that candidate for members of each committee. The executive committee shall select the temporary committee members from among names submitted by the presidential candidates (including uncommitted status). Presidential candidates shall not be required to submit the name of more than one (1) person for each slot awarded to such candidate for members of standing committees. (*Call VII.D.2*)
3. A separate election shall be conducted for membership on each of the standing committees. The male and female membership of each standing committee shall be as equally divided among men and women (determined by self-identification) as possible under the state allocation; i.e. the variance between men and women on any committee shall not exceed one. (*Call VII.E.2*) In the case of gender non-binary committee members, they shall not be counted as either a male or female, and the

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remainder of the standing committee members shall be equally divided between male gender (men) and female gender (women). (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. No temporary member may continue to serve after the selection of the permanent standing committee members unless they are elected as a permanent member. (Call VII.G.3)
5. Temporary members selected after the first determining step has occurred in a state shall reflect the Presidential preferences so established. (Call VII.G.3)
6. 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 selection. 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 State Democratic Executive Committee in accordance with the provisions outlined above. (Call VII.B.3 and Call VII.G.4)

### C. Standing Committee Members

1. Selection Meeting
  - a. The members of the standing committees shall be elected by a quorum of Alabama's National Convention delegates, at a meeting to be held on **June 8, 2024**. (Call VII.B.1)
  - b. 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 Alabama 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 14.E. of the Delegate Selection Rules. (Call VII.C.1 & Reg. 5.9)
  - 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 Alabama. 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

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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 (3) 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. Following the election of At-Large delegates, each presidential candidate, or that candidate's authorized representative(s), must submit to the State Democratic Chair, by 4:00 P.M. on **June 8, 2024**, a minimum of (1) name for each slot awarded to that candidate for members of each committee. The delegation shall select the standing committee members from among names submitted by the presidential candidates (including uncommitted status). Presidential candidates shall not be required to submit the name of more than one (1) 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 Alabama's affirmative action, outreach and inclusion goals and that their respective male and female members are equally divided between the men and women determined by gender self-identification. *(Rule 6.1 & Reg. 4.10)*



b. ***Alabama will use the following procedure to achieve equal division of its standing committee members:***

The first binary gender position on each standing committee shall be assigned by binary gender as self-identified. For example, the first binary position on the Credentials Committee of the presidential candidate with the most standing committee positions shall be designated for a ***male***, and the next binary position, if one occurs, will be designated for a ***female***, and the remaining binary positions, to the extent they occur, shall be designated in like fashion, alternating between males and females, where applicable. For avoidance of doubt: there is no requirement that positions be assigned to gender non-binaries but the described alternation of binary genders may not be used to exclude a gender non-binary from consideration for a committee position. Positions for presidential candidates on each committee shall be ranked according to the total number of standing positions allocated to each such candidate. After positions on the Credentials Committee are designated by gender, the designation shall continue with the Platform Committee, then the Rules Committee.

- (1) A separate election shall be conducted for membership on each standing committee.
- (2) The male and female membership of the standing committees shall be as equally divided among the men and women as possible under the state allocation; the variance between men and women in any committee or among the three committees in aggregate shall not exceed one. *(Call VII.E.2)*
- (3) Gender non-binary committee members shall not be counted as either a male or female, and the remainder of the delegation shall be equally divided between male gender (men) and female gender (women). *(Call VII.E.1)*
- (4) 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 gender.

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 but not later than 48 hours before the respective standing committee meets, except in the case of death. *(Call VII.B.4)*

## Section V Delegation Chair and Convention Pages

### A. Introduction

Alabama will select one (1) person to serve as Delegation Chair and 2 to serve as Convention Pages. *(Call IV.E, Call IV.F.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 8, 2024**. *(Call IV.E & Call VII.B.1)*
  - b. 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 their selection. *(Call IV.E)*

### C. Convention Pages

1. Three (3) individuals will be selected to serve as Alabama'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 **June 8, 2024**. *(Call IV.F.3, Appendix C & Reg. 5.7)*
2. The Convention Pages shall be as evenly divided between men and women (determined by self-identification) as possible under the state allocation and shall reflect as much as possible, the Affirmative Action and Outreach and Inclusion guidelines in the state plan. In the case of gender non-binary pages, they shall not be counted as either a male or female, and the remainder of the pages shall be equally divided. *(Reg. 5.7.A)*

3. The State Democratic Chair shall certify the individuals to serve as Alabama's Convention Pages in writing to the Secretary of the Democratic National Committee within three (3) days after the selection. *(Call IV.F.3 & Reg. 5.7.B)*

## Section VI Presidential Electors

### A. Introduction

Alabama will select 9 persons to serve as Presidential Electors for the 2024 Presidential election.

### B. Selection of Presidential Electors

The Presidential Electors shall be selected by ***the Chairperson of the Party, in consultation with the Executive Board Members of the State Committee.*** *(Call VIII)*

- The State Committee members may nominate a candidate for elector.
- An individual who voted in the 2024 Democratic Primary may nominate their self, provided they sign a pledge to vote for the Democratic nominees for President and Vice President.
- The selection of electors will be made by electronic ballot or at a meeting of the Executive Board prior to December 2, 2024.
- The State Chairperson will notify the Secretary of State's Office on or before December 2, 2024, of the names and addresses of the Democratic electors.
- The electors will meet in a location and time determined by the Secretary of State and cast their ballots on December 16, 2024.

### C. Affirmation

1. Each candidate for Presidential Elector shall certify in writing that they will vote for the election of the Democratic Presidential and Vice Presidential nominees. *(Call VIII)*
2. In the selection of the Presidential Electors, the State Party will take the following steps to ensure the persons selected are bona fide Democrats who are faithful to the interests, welfare, and success of the Democratic Party of the United States, who subscribe to the substance, intent and principles of the Charter and the Bylaws of the Democratic Party of the United States: *(Call VIII)*
  - a. The Party will check the voter's history in the last three Primary Elections to ensure the elector has a history of voting in the Democratic Primary elections. Alabama does not have Party registration.

- b. The Party will create an Elector Qualification Form which contains a pledge the candidate must sign that, if selected, they will vote for the Democratic nominees for President and Vice President.
- c. State law in Alabama does not require the electors to vote for the Party's nominee.

## Section VII

### General Provisions and Procedural Guarantees

- A. The Alabama Democratic Party reaffirms its commitment to an open party by incorporating the “six basic elements” as listed below. As our Party strives to progress in the fight against discrimination of all kinds, these six basic elements have evolved and grown along with the constant push for more inclusion and empowerment. 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. (*Rule 4.A, Rule 4.B & Rule 4.C*)
  - 1. All public meetings at all levels of the Democratic Party in Alabama should 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 and expression, economic status or 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 Alabama 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 Alabama 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 Alabama, on all levels, should support the broadest possible voter registration without discrimination based on “status.” (*Rule 4.B.4*)
  - 5. The Democratic Party in Alabama 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 the 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. As part of this, the State Democratic Party should develop a strategy to provide education programs

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directly to voters who continue to experience confusing timelines for registration, changing party affiliation deadlines, or lack of awareness of the process for running for delegate, to ensure all Democratic voters understand the rules and timelines and their impact on voter participation. *(Rule 4.B.5)*

6. The Democratic Party in Alabama 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)*
- B. Discrimination on the basis of “status” in the conduct of Democratic Party affairs is prohibited. *(Rule 5.B)*
  - C. Alabama’s delegation shall be equally divided between delegate men and delegate women, and alternate men and alternate women, i.e. the number of men and women shall not vary by more than one. Such goal applies to the entire delegation, which includes all pledged delegates and alternates and all automatic delegates. Delegates and alternates shall be considered separate groups for purposes of achieving equal division as determined by gender self-identification. In the case of gender non-binary delegates or alternates, they shall not be counted as either a male or female, and the remainder of the delegation shall be equally divided by gender. *(Rule 6.C)*
  - D. All delegate and alternate candidates must be identified as to presidential preference or uncommitted status at all levels which determine presidential preference. *(Rule 13.A)*
  - E. 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 13.I)*
  - F. 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 13.J)*
  - G. Each delegate, alternate and standing committee member must be a bona fide Democrat, who is faithful to the interests, welfare and success of the Democratic Party of the United States, who subscribes 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 13.H, Call VII.A.4 & Reg. 4.26)*
  - H. **Fifty percent (50%)** 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 16)*

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- I. Alabama does not allow proxy voting at any of its meetings, caucus groups, subdivisions, etc. (*Rule 17 & Reg. 4.32*)
- J. 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 18.A*)
- K. 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 18.B*)
- L. 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 and Outreach and Inclusion Programs. (*Rule 1.F & Rule 12.B*)

\*Alabama is under federal court order to complete its qualifying for any office, including Presidential candidates and delegate candidates, 116 days before the election. The Governor has issued a Proclamation that the close of qualifying for the March 5, 2024 Primary ballot is November 10, 2023.

- M. In electing and certifying delegates and alternates to the 2024 Democratic National Convention, the State Democratic Party hereby undertakes to assure all Democratic voters in Alabama, a full, timely and equal opportunity to participate in the delegate selection process and in all Party affairs and to implement affirmative action and outreach and inclusion plans toward that end; that the delegates and alternates to the Convention shall be selected in accordance with the Delegate Selection Rules for the 2024 Democratic National Convention; and that the delegates certified will not publicly support or campaign for any candidate for President or Vice President other than the nominees of the Democratic National Convention. (*Call II.B*)

## Section VIII

### Affirmative Action Plan and Outreach and Inclusion Program

#### A. Statement of Purpose and Organization

1. Purpose and Objectives
  - a. To make sure 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 Alabama. *(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 Alabama should 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 and expression, economic status or disability (hereinafter collectively referred to as “status”). *(Rule 4.B.1)*
  - d. Consistent with the Democratic Party’s commitment to including groups historically under-represented in the Democratic Party’s affairs, by virtue of race, sex, age, color, creed, national origin, religion, ethnic identity, sexual orientation, gender identity and expression, or disability, Alabama has established goals for these groups. *(Rule 5.C & Reg. 4.8)*
  - e. To encourage full participation by all Democrats in the delegate selection process and in all Party affairs, the Alabama Democratic Party has adopted and will implement programs with specific goals and timetables for African Americans, Hispanics, Native Americans, Asian Americans and Pacific Islanders and women. To further encourage full participation in the process, the State Party has established goals and timetables for other underrepresented groups, including the LGBTQ+ community, people with disabilities, and youth. *(Rule 6.A & Rule 7)*
    - (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) For the delegate selection process, “Youth” is defined as any participant younger than 36 years old at the time of election. *(Reg. 5.3.A)*

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- (3) For the delegate selection process, individuals identifying as Native Americans should provide their tribal affiliation and indicate if they are enrolled in a tribe. *(Reg. 5.3.B)*
- (4) These goals 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)*

### 2. Organizational Structure

- a. An Affirmative Action Committee shall be appointed by the State Democratic Chair on **March 1, 2023**. *(Rule 6.F)*
- b. The Alabama Democratic Party Chair shall certify in writing to the Rules and Bylaws Committee of the Democratic National Committee the compliance of the State's Affirmative Action Committee with Rules 5.C, 6.A and 7, and submit the names, demographic data and contact information of the members no later than March 15, 2023, fifteen (15) days after their appointment. *(Reg. 2.2.J)*
- c. The Committee shall consist of members who are regionally diverse and represent the Democratic constituency groups set forth in the Introduction to the Affirmative Action Plan and Outreach and Inclusion Program.
- d. The Affirmative Action Committee shall be responsible for:
  - (1) Helping develop and design the proposed Affirmative Action Plan and Outreach and Inclusion Program and making recommendations to the State Democratic Chair. *(Rule 6.F)*
  - (2) Directing the implementation of all requirements of the Affirmative Action Plan and Outreach and Inclusion Program section of this Plan.
  - (3) Implementing a specific outreach and financial assistance program for persons of low and moderate income to encourage their participation and representation in the national convention delegation. *(Rule 6.G)*
  - (4) 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 Americans and Pacific Islanders and women. *(Rule 6.E)*
- e. 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



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Party staff and volunteers, and covering all reasonable costs incurred in carrying out this Plan.

3. Implementation of the Affirmative Action Plan and Outreach and Inclusion Program shall begin on **September 13, 2023**, with the distribution of the press kits, and will continue through the end of the delegate selection process. *(Rule 1.F)*

**B. Representation Goals**

1. In cooperation with the National Committee, the State Party has determined the demographic composition of African Americans, Hispanics, Native Americans, and Asian Americans and Pacific Islanders in the state’s Democratic electorate. These constituency percentages shall be established as goals for representation in Alabama’s convention delegation. *(Rule 6.A)*
  
2. In cooperation with the National Committee, the State Party has determined the demographic composition of members of the LGBTQ+ community, people with disabilities, and youth in the state’s Democratic electorate. The State Party has chosen to establish these percentages as goals for representation in the state’s convention delegation. *(Rule 7 & Reg. 4.8.C.iii)*
  
3. ***Affirmative Action Percentages and Numeric Goals for the 2024 Delegation***

***Following the chart is a description of the method used for determining the demographic composition of Alabama’s electorate.***

	African Americans	Hispanics	Native Americans	Asian Americans and Pacific Islanders	LGBTQ+ Americans	People with Disabilities	Youth
Percent in Democratic Electorate	61%	≤1%	≤1%	≤1%	8.8%	31%	19%
Numeric Goals for Delegation	36	1	1	1	5	18	11

Representation Goals are as follows:

- A. In the 2020 Presidential Election, 849,624 Alabama voters turned out to cast a ballot for Democratic nominee Joseph R. Biden, an increase of 120,077 voters, compared to the 2016 Democratic turnout in the Presidential Election. Appropriately, we used data from the Alabama Secretary of State’s statewide, official voter file, the U.S. Census Bureau, and respected research institutions to determine the demographic make-up of the Democratic electorate in Alabama.

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- B. Since there is no Party registration in Alabama, voters are primarily identified as Democrats or Republicans based on canvassing and telephone IDs in the field. As such, there is not a complete and accurate representation of Democratic voters in Alabama.
- C. To determine the African-American composition of the electorate, the State Party used the 2020 African-American vote total of 562,519 based on data from the Census Bureau and the statewide voter file histories for the 2020 election. Post-election data shows that 92.13% of the African-American electorate voted for nominee Joseph R. Biden. The Alabama Democratic Party 's Affirmative Action delegation goal for African-Americans is determined with the following metric:

562,519 African American vote total X .9213 (percent for Biden) = 518,270  
Democratic African-Am. Voters  
518,270 Dem. African-American Voters ÷ 849,624 = .61 or 61%  
59 Total Delegates X .61 % = 36 African American Delegates

- D. According to data from the U.S. Census Bureau, the Hispanic, Native American, and Asian/Pacific-Islander populations in Alabama each constituted one percent or less of the Alabama Democratic electorate; therefore, the Alabama Democratic Party's Affirmative Action delegation goals are as follows:

Hispanics = 1 Delegate  
Native Americans = 1 Delegate  
Asian-Americans/Pacific Islanders = 1 Delegate

- E. General CNN Exit polling in 2020 shows seven percent (7%) of the voters nationwide, and five percent (5%) of Alabama voters, answered "Yes" to the question, "Are you gay, lesbian, bisexual or transgender?" The follow-up question to the seven percent nationwide, showed 64% of those who answered "Yes" said they voted for Biden. While we have no state-specific, Alabama LGBTQ+ voting data for the follow up question to apply to the 2020 election, the Committee used the Alabama certified vote totals and the CNN exit data to determine Alabama's Affirmative Action goals.

2,324,919 total voters (Democrats, Republicans, and Other) cast ballots for President in 2020  
2,324,919 X .05 percent LGBTQ+ = 116,245 LGBTQ+ voted  
116,245 LGBTQ+ voters X .64 percent for Biden = 74,397  
74,397 LGBTQ+ Biden Votes ÷ 849,624 total Biden votes = 8.8%  
59 total delegates X 8.8 % = 5 LGBTQ+ Delegates

- F. People with some type of disability, according to the government's CDC website, [www.cdc.gov/disabilities](http://www.cdc.gov/disabilities) constitute 31 percent of Alabama's adult population. The Affirmative Action Committee utilized the above percentage and Alabama's certified vote totals to determine delegate goals for people with disabilities.

2,324,919 total Alabama voters cast ballots for President in 2020

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2,324,919 X 31 percent with disabilities = 720,725 Alabama voters with disabilities voted  
720,725 AL disabled voters X 36.54 % total Democratic vote in 2020 = 263,383 votes by Democrats with disabilities  
263,383 Democratic disabled votes ÷ 849,624 total Biden votes = 31.00 %  
59 total delegates X .31 percent = 18 Delegates

- G. The total number of young voters, ages 18 – 35, according to the Alabama statewide voter file histories, who cast a ballot in the 2020 General Election was 441,735. Since no partisan affiliation is available, the Affirmative Action Committee used CNN age-based exit polling, as well as CIRCLE, a research center at Tufts University, data.

2,324,919 total AL voters cast ballots for President in 2020  
2, 324,919 total votes X 19 percent youth voters = 441,735 AL Youth voters voted  
441,735 total Youth vote X .3654 total Democratic vote in 2020 = 161,410 Youth Dem. Votes  
161,410 Youth Dem votes ÷ 849,624 total Biden votes = 19 percent  
59 total delegates X .19 percent = 11 Delegates

4. When selecting the at-large portion of the delegation, the demographic composition of the other delegates (district-level, pledged PLEO, and Automatic) shall be compared with the State Party's representation goals to achieve an at-large selection process that helps to bring about a representative balance. *(Rule 11.A)*
4. Although the selection of the at-large delegation may be used to fulfill the affirmative action goals established by this Plan, the State Party will conduct outreach and inclusion activities such as recruitment, education and training at all levels of the delegate selection process. *(Rule 6.A.3)*

### C. 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 2023. These workshops will be designed to encourage participation in the delegate selection process, including apprising potential delegate and alternate candidates of the availability of financial assistance. These workshops will be held in places that are easily accessible to persons with disabilities. The times, dates, places and rules for conducting 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 electorate. *(Rule 3.A, Rule 3.C & Rule 3.D)*
2. A speakers bureau of volunteers from the State Party, including the Affirmative Action Committee, comprised of individuals who are fully familiar with the

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process, will be organized to appear before groups, as needed, and 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 to make 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 the following: (a) a clear and concise explanation of how Democratic voters can participate in the delegate selection process, (b) the State Party Rules, (c) the Delegate Selection Plan (and its attachments), (d) the Affirmative Action Plan and Outreach and Inclusion Program, and (e) relevant state statutes at no cost online. Copies of documents related to the state's delegate selection process will be prepared and the State Party and Affirmative Action Committee will distribute them in the various delegate districts not later than **August 8, 2023**. (*Rule 1.H*)
5. Participation in the delegate selection process shall be open to all voters who wish to participate as Democrats. Democratic voters shall be those persons who participated in the most recent Democratic Primary, as recored by the Alabama Secretary of State.. (*Rule 2.A*)
6. The State Party shall take all feasible steps to encourage non-affiliated voters and new voters to register, to provide simple procedures through which they may do so, and to eliminate excessively long waiting periods for voters who wish to register to vote. (*Rule 2.C*)
7. The Affirmative Action Committee will develop a State Party strategy to be implemented beginning **September 13, 2023**, that will provide education programs directly to voters who continue to experience confusing timelines for registration, changing party affiliation deadlines, or lack of awareness of the process for running for delegate, to ensure all Democratic voters understand the rules and timelines and their impact on voter participation. (*Rule 4.B.5*)

### D. Efforts to Publicize the Delegate Selection Process

1. The State Party shall direct special attention to 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 communications and on the State Party's website. 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. (*Rule 3.C & Rule 3.D*)

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2. The State Party shall have a Delegate Selection Media Plan (**see Attachment 2.i**) for using all available and appropriate resources, such as social media, websites, newspapers, radio and television, to inform the general public how, when and where to participate in the delegate selection process. Specifically, the Delegate Selection Media Plan will provide details as to how to qualify to run as a delegate candidate. Regular updates should be posted/released throughout the state's delegate selection process to ensure broad and timely coverage and awareness about the process to all interested persons. (*Rule 4.B.3 & Rule 6.D*)
3. A priority effort, as described in the Delegate Selection Media Plan, shall be directed at publicity among the Democratic Party's constituencies.
  - a. Information about the delegate selection process will be posted on and made available to social and specialty media directed toward the Democratic constituency groups set forth in the introduction of this Affirmative Action Plan and Outreach and Inclusion Program.
  - b. The State Party shall be responsible for the implementation of this publicity effort. For purposes of providing adequate notice of the delegate selection process, the times, dates, places and rules for the conduct of **regional information meetings and the SDEC meeting for at-large and alternate delegate selection** shall be effectively publicized, multilingually where necessary, to encourage the participation of minority groups. (*Rule 6.D*)
4. Not later than **September 13, 2023**, the State Party will make information about the delegate selection process available on its website and publicize the resource through press releases and communications to Party leaders, activists and targeted constituencies. Information to be posted on the website will include:
  - a. materials designed to encourage participation and inform prospective delegate candidates;
  - b. a summary explaining the role of the 2024 Convention in nominating the Party's Presidential and Vice Presidential candidates and adopting the National Platform;
  - c. a summary of the State Party's delegate selection process including all pertinent rules, dates, and filing requirements related to the process;
  - d. a map of delegate districts and how many delegates will be elected within each district, along with filing forms or information on how to obtain the filing forms.

**E. Obligations of Presidential Candidates to Maximize Participation**

1. Presidential candidates shall assist the Alabama Democratic Party in meeting the demographic representation goals reflected in the Affirmative Action Plan and Outreach and Inclusion Program. *(Rule 6.H)*
2. Each presidential candidate must submit a written statement to the State Democratic Chair by **September 13, 2023**, which indicates the specific steps he/she will take to encourage full participation by supporters in Alabama's delegate selection process, including, but not limited to, procedures by which persons may file as candidates for delegate or alternate pledged to the presidential candidate. *(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 shall use their best effort to ensure that their respective delegates, alternates and standing committee members shall achieve the affirmative action goals reflected in the Affirmative Action Plan and Outreach and Inclusion Program and that the number of men and the number of women in their respective delegations shall not differ by more than one (as determined by gender self-identification). Furthermore, presidential candidates shall use their best efforts at the district level to approve delegate, alternate, and standing committee candidates who meet applicable equal division and affirmative action considerations to promote and achieve the state's affirmative action, outreach and inclusion goals and equal division for their respective delegations. *(Rule 6.C., Rule 6.I & Reg. 4.10)*

**F. Outreach and Inclusion Program**

1. The State Democratic Party is committed to help achieve full participation of those groups of Americans who have historically been explicitly denied the right to vote or who have been subjected to discriminatory and exclusionary practices that have denied them voting rights and full participation in the delegate selection process and other Party meetings, events and elections, along with other groups of Americans who are also underrepresented in Party affairs.
2. As such, the State Democratic Party has developed outreach and inclusion programs and is committed to fully implementing the programs so that all persons who wish to participate as Democrats understand they are welcome and encouraged to be a part of the delegate selection process and in the Party at the local, state and national levels.

3. The State Party will make accommodations to facilitate greater participation by people with disabilities.
  - Hold meetings in public, accessible locations
  - Seek volunteers to “partner” with people with disabilities in the delegation
  - Ask for sign language interpreters (if needed)
  - Write DNC about transportation accessibility needs
  - Adapt for service animals if required
  - Provide adequate sound in all meeting areas
  - Utilize closed captioning on large-room screens
4. In addition to the education, publicity and other steps described above, the State Party will ***do the following:***
  - ***Create a list of constituency groups and their contact persons***
  - ***Offer a speaker (Party leader, Affirmative Action Committee member, etc.) for education and outreach***
  - ***Post all meetings, announcements, etc.***
  - ***on social media outlets***
  - ***Send press releases to media outlets***
  - ***Provide networking for Democrats***
  - ***Inform county parties about the delegate selection process***
  - ***Support affiliated or allied groups such as College Democrats and Young Democrats of Alabama, the Alabama Democratic Conference, AFL-CIO, AEA, local Democratic Clubs, etc.***

***The Alabama Democratic Party’s Outreach and Inclusion Program will pro-actively reach out to the state’s various Democratic constituencies including groups such as women, African Americans, Hispanics, Native Americans, Asian Americans and Pacific Islanders, LGBTQ+ Americans, people with disabilities, youth, seniors, ethnics, and labor, rural voters, veterans, etc. to heighten the awareness about the delegate selection process for these groups and the Democratic Party’s desire to have them fully participate.***

## **Section IX 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 2024 Democratic National Convention (Reg. Sec. 3)*, and the “Rules of Procedure of the Credentials Committee of the 2024 Democratic National Convention.” (*Call Appendix A*)
2. Under Rule 21.B. of the *2024 Delegate Selection Rules*, the DNC Rules and Bylaws Committee has jurisdiction over challenges pertaining to the submission, non-

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implementation and violation of state Delegate Selection and Affirmative Action Plan and Outreach and Inclusion Program. (*Rule 21.B & Call Appendix A*)

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 2024 Democratic National Convention. (*Call Appendix A & Reg. 3.1*)
4. Challenges to the credentials of delegates and alternates to the 2024 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 2024 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 2024 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 2024 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 15 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 30 calendar days prior to the initiation of the state’s delegate selection process. (*Rule 21.A & Reg. 3.4.A*)
2. A challenge to the state’s Delegate Selection Plan shall be filed with the Chair of the Alabama Democratic Party and the Co-Chairs of the Rules and Bylaws Committee within 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 RBC Regulations, 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 15 days after the alleged violation occurred. The State Party has 21 days to render a decision. Within 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 10 days after expiration of the above 21-day period. *(Reg. 3.4.C, Reg. 3.4.E & Reg. 3.4.H)*
3. Performance under an approved Affirmative Action Plan and Outreach and Inclusion Program 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 Plan and Outreach and Inclusion Programs of a Plan, except that such challenges must be filed not later than 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 X Summary of Plan

### A. Selection of Delegates and Alternates

Alabama will use a proportional representation system based on the results of the Primary apportioning its delegates to the 2024 Democratic National Convention.

The “first determining step” of Alabama’s delegate selection process will occur on **March 5, 2024**, 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	34	0	3/5/2024	Selecting Body: <b><i>Voters in the Democratic Primary</i></b> <b><i>Delegate statements of candidacy and signed pledges of support must be filed no later than 5:00 P.M. on November 10, 2023</i></b>
Automatic Party Leader and Elected Official Delegates*	7	n/a	n/a	Automatic by virtue of respective public or Party office as provided in Rule 9.A. of the 2024 Delegate Selection Rules.
Pledged Party Leaders and Elected Officials (PLEOs)	7	**	6/8/2024	Selecting Body: <b><i>State Democratic Executive Committee</i></b>
At-Large Delegates At-Large Alternates	11	4	6/8/2024 6/8/2024	Selecting Body: <b><i>State Democratic Executive Committee</i></b>
TOTAL Delegates and Alternates	59	4		

\* Automatic 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 the U.S. House of Representatives and the U.S. Senate, the Democratic Governor, and any other Distinguished Party Leader as specified in Rule 9.A. of the *2024 Delegate Selection Rules*. The exact number of Automatic PLEO Delegates is subject to change due to possible deaths, resignations, elections or special elections.

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**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
2	6	<i>3/27/2024</i>	<i>Temporary selection by Executive Board</i>
2	6	<i>6/8/2024</i>	<i>Selection by State Democratic Executive Committee</i>

**C. Selection of Delegation Chair and Convention Pages**

The Delegation Chair will be selected by the National Convention Delegates on **June 8, 2024**.

2 Convention Pages will be selected by the State Democratic Chair on **June 8, 2024**.

**D. Selection of Presidential Electors**

9 Presidential Electors will be selected by *the Chair and SDEC Executive Board* on **or before December 2, 2024**.

**E. Presidential Candidate Filing Deadline**

Presidential Candidate Filing Deadline is November 10, 2023 (Federal Court Order) (*Rule 11.B & Rule 14.E*)

Presidential candidates must certify the name of their authorized representative(s) to the State Democratic Chair by **November 10, 2023**

**F. Timetable**

Date	Activity
<b>2023</b>	
March 1	Delegate Selection Affirmative Action Committee members are appointed by the State Chair. <b>[Note: This appointment is required to be made by March 1, 2023.]</b>
March 15	List of Affirmative Action Committee members submitted to DNC Rules and Bylaws Committee.
March 25	Affirmative Action Committee meets to draft proposed Delegate Selection and Affirmative Action Plans.
April 3	Proposed Delegate Selection and Affirmative Action Plan and Outreach and Inclusion Program is tentatively approved for public comment by State Party Committee.
April 3	Public comments are solicited on the proposed Delegate Selection and Affirmative Action Plan and Outreach and Inclusion Program. Press releases are mailed announcing the public comment period.

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Date	Activity
May 2	Period for public comment on State Plan is concluded. Responses are compiled for review by the State Party Committee.
May 2	State Party Committee reviews public comments and adopts revised Delegate Selection and Affirmative Action Plan and Outreach and Inclusion Program for submission to DNC Rules and Bylaws Committee. Press releases are mailed announcing the approval of the Plan.
May 3	Delegate Selection and Affirmative Action Plan and Outreach and Inclusion Program is forwarded to the DNC Rules and Bylaws Committee. <b>[Note: The deadline by which a State Plan must be submitted to the RBC for approval is May 3, 2023.]</b>
September 13	State Party begins implementation of the Affirmative Action Plan and Outreach and Inclusion Program. Press kits, as described in the Affirmative Action Plan and Outreach and Inclusion Program, are sent to all state media. <b>[Note: This is the deadline by which implementation of the affirmative action program must begin.]</b>
Nov 8	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 30 days after their announcement.)
Aug 30	Presidential candidate petition forms are available from the State Party Committee Headquarters.
Aug 30	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 [e.g., <a href="http://www.democrats.org">www.democrats.org</a> ].
Nov 10	Presidential candidate deadline for certifying the name(s) of their authorized representative(s) to the State Party.
Nov 10	Presidential candidate deadline for filing the petition of candidacy with the Secretary of State and a copy to the State Party.
Nov 10	District-level delegate deadline for filing the statement of candidacy and pledge of support forms with State Party.
Dec 2	State Party provides list of district-level delegate candidates to the respective Presidential candidates.
Dec 6	Presidential candidates provide list of approved district-level delegate and alternate candidates to State Party.
<b>2024</b>	
March 5	<b>Presidential preference primary.</b>
March 13	Secretary of State certifies results of primary; pre-slated district-level delegates and alternates are allocated according to presidential preference.
March 23	State Party certifies elected district-level delegates and alternates to the Secretary of the Democratic National Committee.
May 15	Pledged PLEO and at-large delegate or alternate candidate deadline for filing the statement of candidacy and pledge of support forms with State Party.
May 20	State Party provides list of PLEO and at-large delegate and alternate candidates to the respective Presidential candidates.
May 24	Presidential candidates provide approved list of pledged PLEO delegate candidates to State Party.
June 8	Election of PLEO delegates
June 8	Election of At-Large Delegates
June 8	Election of Alternates
June 8	Presidential candidates submit lists of candidates for standing committee members to State Party.

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Date	Activity
June 8	National Convention delegation meeting. Delegates select National Convention Standing Committee Members and Delegation Chair. State Chair names convention pages.
June 10	State Chair certifies in writing to the Secretary of the DNC the State's Delegation Chair, Convention Pages and Standing Committee Members.
June 17	State Party certifies remainder of elected delegates and alternates (PLEOs and at-large), along with standing committee members, delegation chair, and convention pages.
June 17	State Party certifies in writing to the Secretary of the DNC the presidential preference of Pledged PLEOs and At-Large Delegates and Alternates.
June 17	State Party certifies in writing to the Secretary of the DNC the presidential preference (including uncommitted) of the state's Automatic Delegates.
Dec 2	State Party Committee meets and elects the Presidential Electors.