

5. Resolution: Diversity/Cultural Sensitivity Training and Practices

WHEREAS, the Nebraska Democratic Party is constantly changing and evolving toward a more culturally diverse coalition of activists and change-makers, and that the Nebraska Democratic Party has a strong foundation of various cultures and ethnic backgrounds making up our assemblage and organization;

WHEREAS, to make the biggest possible impact, the Nebraska Democratic Party needs to adapt to this truth. In order to become a truly inclusive organization, diversity training will help the Nebraska Democratic Party to develop the necessary awareness and knowledge of said cultures. This will result in the party's ability to thrive with an everchanging base of voters;

WHEREAS, despite today's growing diversity and open mindedness, many Nebraska Democratic Party decisions are still the result of unconscious biases—often without the decision-maker even realizing it, and these unconscious biases can make Nebraska Democratic Party members feel left out—both from social groups in the organization and from professional opportunities for growth and advancement;

WHEREAS having a diverse and engaged community of members means having access to an organization with a wide range of perspectives to tackle challenges, and each person brings their own experiences and way of thinking to the organization;

THEREFORE BE IT RESOLVED that the Nebraska Democratic Party, to grow and to develop as a proactive body for future Democrats of Nebraska, to include, to adopt, to implement, and to encourage ongoing formalized diversity/cultural sensitivity training and practices for the organization, its subordinates and its affiliates; and ideally, the Nebraska Democratic Party State Executive Committee shall participate annually and the Nebraska Democratic Party State Central Committee shall participate biannually.

Sponsor/Submitted by:

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