

# **VERMONT DELEGATE SELECTION PLAN**

FOR THE 2024 DEMOCRATIC NATIONAL CONVENTION

ISSUED BY THE  
VERMONT  
DEMOCRATIC PARTY

ADOPTED BY THE VERMONT DEMOCRATIC STATE COMMITTEE MAY 20, 2023

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

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# Vermont

## Delegate Selection Plan

### For the 2024 Democratic National Convention

#### Section I

#### Introduction & Description of Delegate Selection Process

##### A. Introduction

1. Vermont has a total of 24 delegates - 11 district level, 3 at-large, 2 PLEO, and 8 automatic (4 DNC members, 3 Members of Congress, and 1 Distinguished Party Leader), and 2 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 State, the state election code, and this Delegate Selection Plan. (*Call II.A*)
3. Following the Vermont Democratic State 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. Vermont will use a proportional representation system based on the results of the Presidential Primary for apportioning delegates to the 2024 Democratic National Convention.

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2. The “first determining step” of State’s delegate selection process will occur on March 5, 2024, with a Presidential preference primary election. This date corresponds with Vermont’s Town Meeting Day, when most Vermont cities and towns hold local elections. Under Vermont law, results of the March 5, 2024 primary will be certified by a statewide canvassing committee which will meet at 10 am on March 12, 2024. The results of that canvass shall be considered the official results used for determination of threshold and allocation of delegates at the town and national level.

### C. Voter Participation

1. Participation in Vermont’s delegate selection process is open to all voters who wish to participate as Democrats. (*Rule 2.A and Rule 2.C.*)
  - a. Vermont allows same-day voter registration. The registration deadline to participate in the primary is the same day as the election: March 5, 2024.
  - b. Any voter wishing to participate as a Democrat may do so.
    - (1) Vermont has no party registration.
    - (2) Any registered voter may participate in the March 5 primary.
    - (3) Voters may choose to vote in any party’s presidential primary. At the time of voting, the voter’s choice of party ballot is recorded by election officers and becomes public record.
  - c. Under Vermont election law, and to encourage participation by youth in the delegate selection process, any individual who will have turned 18 by the date of the general election will be allowed to participate in the delegate selection process. (*Reg. 4.3.C*)
  - d. At no stage of State’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. The Vermont Democratic Party does not require the payment of any fee or contribution for participation at any stage of the delegate selection process. The Party may solicit completely voluntary contributions from state convention participants to help underwrite convention costs, but there is no expectation or requirement of such payment, nor any preferential treatment based on payment or non-payment. (*Rule 2.D & Reg. 4.4*)

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- 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 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 selection process and in which all individual voters who wish to participate as Democrats are eligible to do so. *(Rule 2.F)*
  - g. No person shall vote in more than one (1) meeting which is the first meeting in the delegate selection process. *(Rule 3.E & Reg. 4.7)*
2. The Vermont Democratic Party has worked closely with our Democratic Secretary of State and our legislature to enact legislation, rules and policies that enhance election security at the local and state level. This includes:
- a. Maintaining 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. Implementing transparent and accurate voter registration list maintenance procedures that comply with federal requirements and ensure that every eligible voter stays on the rolls. Vermont law (17 V.S.A. § 2154) contains detailed protections for information on the voter checklist, including prohibition on disclosure of driver's license information, date of birth, telephone number, email address, or last four digits of Social Security number. It also outlines protections on removal of voters from the voter checklist. Vermont law similarly prohibits the transfer/sale of the list to foreign entities, or the federal government for purposes of comparing the voter registration information to those on any other government database or list. It is legally prohibited to use the checklist for any commercial purpose. Additionally, Vermont has a "Safe at Home" program that allows persons threatened by domestic violence, sexual assault or stalking to keep their voter registration details anonymous. *(Rule 2.H.2)*
  - c. Promoting the acquisition, maintenance, and regular replacement of precinct based optical scan voting systems. *(Rule 2.H.3)*
  - d. Ensuring that any direct recording electronic systems in place have a voter verified paper record. All votes in Vermont are cast on paper ballots. In approximately half of the towns (including any with a population over 1,000) votes are counted by an optical scan tabulator that is not internet connected.

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In the remaining towns, votes are counted by hand on election night by the members of the local Board of Civil Authority, under public view. *(Rule 2.H.4)*

- e. Implementing risk limiting post-election audits such as manual audits comparing paper records to electronic records. For more than a decade, the Vermont Secretary of State's office has conducted post-election audits of vote totals from towns from across the state, and have found no problems. All paper ballots are maintained under seal for 22 months post-election, and available for inspection if needed. *(Rule 2.H.5)*
- f. Ensuring that all voting systems have recognized security measures. The Vermont Secretary of State's office has enacted strong election system security measures, including: the prohibition of any tabulator being internet accessible; the use of two factor identification for any access to the state/town election management system; daily back-up of the statewide voter registration list to ensure an accessible 24-hour old version if a breach occurs; a weekly "cyber-hygiene" scan of all election related systems; and training of all local town clerks on cyber security measures to avoid phishing scams and similar intrusions. *(Rule 2.H.6)*
- g. Using accessible and secure voting machines that make it possible for individuals with disabilities to vote securely and privately, with votes verifiable by voters. Vermont voters can use the "Omniballot" tablet accessible voting system at any polling place. This system is compatible with a wide variety of accessibility devices, and enables voters with a disability to vote privately and independently. Additionally, voters with a disability can have a ballot brought to their car at the polling place by an election official, can bring a person of their choice to assist them in voting or ask an election official for assistance if needed, and can use a magnifying glass or other vision assistance tools. Vermont's system of no-excuse early/absentee voting also allows voters with disabilities to vote from home, including using on-line tools that are compatible with assistive technologies. All polling places in Vermont are required to be physically accessible. *(Rule 2.H.7)*
- h. Providing educational materials to enhance public knowledge and confidence in election administration and counter disinformation. Each election, the Vermont Democratic Party conducts robust voter education and outreach efforts as part of our direct voter contact work. We work with the Secretary of State and local election officials, along with our legislature, to make periodic updates to voting procedures and election policies to ensure that our process is streamlined, clear, and easy to access, and our legislative caucuses work with local and state election officials to ensure full funding of their election needs. This has resulted in what is widely regarded as one of the best run election systems in the country. *(Rule 2.H.8, Rule 2.H.9, Rule 2.H.10)*

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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 Vermont Democratic Party has helped establish voting procedures that protect voting rights and make it easier to vote, including: *(Rule 2.1 and 2.1.1)*
  - a. Vermont has a 45 day early voting period, allowing any voter to cast an absentee ballot by mail or in person at their town clerk's office. With same day registration, a voter can register at their town clerk's office and cast an early ballot the same day, or register and vote at their polling place on Election Day. Town clerks are required to begin mailing out absentee ballots 45 days prior to the election, and voters can request an absentee ballot at any time up until the day before election day. Voters may vote early and in person up to and including the last day that their town offices are open prior to Election Day - typically the Monday immediately preceding the election, though some town offices are closed on Mondays. *(Rule 2.1.1.a)*
  - b. Vermont polling places are determined by the town clerk's office and local Board of Civil Authority. All towns in Vermont have at least one centrally located polling place; a few larger cities and towns may have multiple polling places. *(Rule 2.1.1.b)*
  - c. Especially since the widespread use of early voting, voters in Vermont rarely face a wait of more than a few minutes when voting. Because voting is done by paper ballot, polling places are not restricted by number of machines, and voter check-in is a simple process; *(Rule 2.1.1.c)*
  - d. Vermont has no voter identification requirement; *(Rule 2.1.1.d)*
  - e. Because of Vermont's same-day registration, we do not face the problem of voters casting a ballot in the wrong precinct. A person's ballot is counted where they vote. *(Rule 2.1.1.e)*
  - f. Vermont is in full compliance with the Military and Overseas Voter Empowerment Act, mailing ballots 45 days prior to the election, and allowing the use of the FVAP back-up ballot in cases where an absentee ballot does not arrive in time. The Vermont Democratic Party also works with Democrats Abroad to reach Vermont voters residing outside of the United States. The VDP is also working with legislators to enact electronic ballot return measures to ease the burden on overseas and military voters in returning those ballots. That legislation (H.429 of 2023) is currently pending, and a final determination is not expected until May 2023. *(Rule 2.1.1.f)*
4. As part of encouraging participation in the delegate selection process by registered voters, the Vermont Democratic Party has worked with our elected officials and



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- advocated for policies to make voter registration simple and easy. In part because of these efforts, today nearly every eligible voter in Vermont is registered. (*Rule 2.1.2*)
- a. Vermont has undertaken numerous steps to make voter registration easier including - automatic voter registration when receiving a driver's license/non-driver ID, on-line registration, and same day registration, ((Rule 2.1.2.a)
  - b. Anyone who turns 18 before the date of the general election can register and vote in advance of their birthday, and can vote in the primary elections for that cycle. Young people receiving driving permits are part of the automatic registration system if they will turn 18 by the next election. Many high schools in the state conduct pre-registration drives with their student bodies. (Rule 2.1.2.b)
  - c. Vermont places no restrictions on the voting rights of convicted criminals, being one of only two states where people who are incarcerated are eligible to vote (in the town they lived in prior to incarceration) (Rule 2.1.2.c)
  - d. Voters may register and vote on the day of the March 5, 2024 Vermont Democratic Presidential Primary. (Rule 2.1.2.d)
5. Vermont has no party registration. Any registered voter may vote in the March 5, 2024 Democratic Presidential Primary.(*Rule 2.J and Rule 2.J.1*)

### **D. 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 have been selected by the state Chair in a manner that makes them most accessible to the largest possible number of Vermont Democrats, with care taken to ensure reasonable start and end times, respect for possible conflicts including any religious observations, and will be held in public spaces that are fully accessible. All such meetings will be open to the public and scheduled to encourage the participation of all Democrats. Such meetings must begin and end at reasonable hours.(*Rule 3.A & Reg. 4.*)

## Section II

### Presidential Candidates

#### A. Ballot Access

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

(1) To qualify for the ballot of the March 5, 2024 Vermont Democratic Presidential Primary, a candidate must file with the Vermont Secretary of State the following items no later than 5 pm, December 15th, 2023:

- a. Nominating petition signed by at least 1,000 registered Vermont voters;
- b. A consent form signed by the candidate;
- c. A \$2,000 filing fee (If the petition of a candidate is accompanied by the affidavit of the candidate, available for public inspection, that the candidate and the candidate's campaign committee are without sufficient funds to pay the filing fee, the secretary of state shall waive all but \$300.00 of the payment of the filing fee by that candidate)
- d. This filing date is specified in Vermont state law - 17 VSA § 2702 - and deemed necessary by our legislature and Secretary of State in order to provide adequate time to receive, review and accept petitions, and then to design, print and distribute to town clerks ballots in time to meet the requirements of the federal The Military and Overseas Voter Empowerment Act and of our 45 day early voting period. (We will be requesting an exemption from rule 15.E to deal with this filing date.)
- e. Under Vermont election law, "uncommitted" does not appear as a ballot option for the Presidential primary. Write-in votes are permitted and are included as part of the tally at all levels. (*Rule 11.C, Rule 14.A, Rule 14.C, Rule 14.D, Rule 14.E, & Rule 15.H*)

#### B. Other Requirements

1. Each presidential candidate shall certify in writing to the State Democratic Chair, the name(s) of their authorized representative(s) by December 15, 2023. (*Rule 13.D.1*)
2. Each presidential candidate 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) No later than March 12, 2024, each Presidential candidate who

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has met the 15% delegate threshold shall submit a statement specifying the steps the candidate will take to encourage full participation in the delegate selection process.

## Section III Selection of Delegates and Alternates

### A. District-Level Delegates and Alternates

1. Vermont is allocated 11 district-level delegates. Vermont has chosen to allocate both of our alternates at the At-Large level. *(Rule 8.C, Call I.B, I.I, & Appendix B)*
  
2. District-level delegates and alternates shall be elected by a Presidential preference primary held on March 5, 2024, followed by post-primary town caucuses on Tuesday, April 16, 2024, to elect delegates to the state convention, which will be held on Saturday, May 18, 2024 at 11 am at the Hilton Burlington-Lake Champlain to elect District-level delegates. Only State Convention delegates and alternates who have certified (including a signed pledge of support) may participate in the respective presidential caucuses. Each caucus will be provided with pre-printed ballots of all eligible candidates for the delegate positions, and accurate reporting of the number and gender of delegates and alternates to be elected. The first delegate position of the presidential preference winning the largest number of votes shall be designated as female, with subsequent delegate positions alternating by gender and the top vote getters (of the proper gender equal to the number of delegate slots to be elected) with each presidential preference caucus declared elected as delegates. State Convention delegates must sign their ballots. Unsigned ballots will be considered invalid. Election procedures and vote counting will be overseen by the Vermont Democratic Party with the participation of the respective presidential campaigns.
  
3. Apportionment of District-Level Delegates and Alternates
  - a. Vermont has only one Congressional district; therefore all District-level delegates will be apportioned to the state as a whole. *(Rule 8.A, Reg. 4.12, Reg. 4.11 & Appendix A)*
  
  - b. The number of men and the number of women in the state’s total number of district-level delegates and alternates will not vary by more than one. *(Rule 6.C.1 & Reg. 4.9)*
  
  - c. As Vermont is comprised of only a single district, both district-level delegates and alternates will be apportioned statewide, as indicated in the following table, assuming no gender non-binary delegates or alternates are elected:

	Delegates			Alternates		
	Males	Females	Total	Males	Females	Total
	5	6	11	1	1	2

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- d. In the post-primary caucuses, delegates will be allocated to the towns based on a formula that gives equal weight to three factors: (1) the 2020 Democratic Presidential vote; (2) the 2022 Democratic vote for Member of Congress, (3) population of each town. This complies with Rule 8.B by including 2 measures of Democratic voting strength and 1 measure of total population. *(Rule 8.B)*
4. District-Level Delegate and Alternate Filing Requirements
- a. A district-level delegate and alternate candidate may run for election only within the district in which they are registered to vote. As Vermont has only one district, any registered Vermont voter who participated in the March 5, 2024 Democratic Presidential Preference primary may run for district-level delegate. The Party shall undertake widespread educational efforts to publicize the requirement of voting in the March 5, 2024 Democratic Presidential primary during the months leading up to the primary date, including the fact that Vermont has no party registration and allows same day voter registration.

(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 their singular presidential preference and a signed pledge of support for the presidential candidate with the Vermont Democratic Party by 5 pm, Friday, May 3, 2024. A delegate candidate may modify their singular presidential preference by submitting an updated pledge of support no later than the filing deadline.

Necessary delegate filing forms shall be made widely available to potential candidates through a variety of means. No later than March 12, 2024, the filing forms shall be posted in downloadable format on the Vermont Democratic Party website, and printed versions shall be made available through all Vermont Democratic Party offices. Forms will be mailed to anyone upon request. Additionally, the Party will work to widely distribute the forms - in electronic and print versions - through a variety of methods: working with the various Presidential campaigns, through county and town Democratic committees, to organizations identified by the Affirmative Action Committee, in email to our lists of activists and supporters, and through media outreach.

Such documents may be sent to the Vermont Democratic Party, PO Box 1220, Montpelier, Vermont 05601, or delivered in person to the Vermont Democratic Party offices at 73 Main Street, Montpelier, Vermont, 05602. Party offices will be open from 10 am to 5 pm on that date. Electronic or faxed documents will NOT be accepted. *(Rule 13.B, Rule 15.F & Reg. 4.22)*

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The Vermont Democratic Party will make available forms for the statement of candidacy and the signed pledge of support in both downloadable and printed versions.

5. Presidential Candidate Right of Review for District-Level Delegates and Alternates
  - a. The State Democratic Chair shall convey to the presidential candidate, or that candidate's authorized representative(s), not later than 5 pm, Tuesday, May 7, 2024, 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), must then file with the State Democratic Chair by no later than 5 pm, Friday, May 10, 2024, a list of all such candidates they have approved, provided that approval be given to at least three (3) separate individuals for each position for delegate and three (3) separate individuals for each alternate position to be selected. (Rule 13.E.1, Reg. 4.24 & 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 pm, Friday, May 10, 2024.
  - 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 or alternate 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 their 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.I & Reg.4.10.C)
6. Fair Reflection of Presidential Preference
  - (1) Presidential Primary - Proportional Representation Plan (*Rule 14.A, Rule 14.B & Rule 14.D*)

The State presidential primary election is a "binding" primary. Accordingly, delegate and alternate positions shall be allocated so as to fairly reflect the expressed presidential preference of the primary voters

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in each district. The National Convention delegates and alternates 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. 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)*
7. Equal Division of District-Level Delegates and Alternates
  - a. To ensure the district-level binary-gendered delegates are equally divided between men and women (determined by gender self-identification) the gender of the first binary delegate elected will be designated. At the time of election of district-level delegates, the binary gender advantage will alternate as delegate positions are filled and the alternation shall continue across presidential preferences in order of vote-getting preference. In the case of non-binary gender delegates, they shall not be counted in either the male or female category, but do count towards the total delegate allotment. *(Rule 6.C., Rule 6.C.1 & Reg. 4.10)*
8. The State Democratic Chair shall certify in writing to the Secretary of the Democratic National Committee (DNC) the election of the state's delegates and alternates to the Democratic National Convention within ten (10) days after 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:
    - (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 State'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)*

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- (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 State. (*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 state’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 and alternate men and alternate 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 Delegates (PLEOs)**

1. Vermont is allotted two (2) pledged Party Leader and Elected Official (PLEO) delegates. (*Call I.D, Call I.E & Appendix B*)
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 and a signed pledge of support no



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later than 5 pm, Thursday, May 23, 2024 with the Vermont Democratic Party office located at 73 Main Street Suite 400 Montpelier, VT 05602 or PO Box 1220, Montpelier, Vermont 05601. Party offices will be open from 10 am to 5 pm on that date. Electronic or faxed documents will NOT be accepted.

Necessary delegate filing forms shall be made widely available to potential candidates through a variety of means. No later than March 12, 2024, the filing forms shall be posted in downloadable format on the Vermont Democratic Party website, and printed versions shall be made available through all Vermont Democratic Party offices. Forms will be mailed to anyone upon request. Additionally, the Party will work to widely distribute the forms - in electronic and print versions - through a variety of methods: working with the various Presidential campaigns, through county and town Democratic committees, to organizations identified by the Affirmative Action Committee, in e-mail to our lists of activists and supporters, and through media outreach. *(Rule 15.G, Reg.4.18 & 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), no later than 5 pm, Tuesday, May 28, 2024 a list of all persons who have filed for a party and elected official delegate pledged to that presidential candidate. *(Rule 13.D)*
- b. Each presidential candidate, or that candidate's authorized representative(s), must file with the State Democratic Chair, by 5 pm, Friday May 31, 2024, a list of all such candidates they have approved, as long as approval is given to at least two (2) names for every position to which the presidential candidate is entitled. *(Rule 13.E.2 & Reg. 4.24)*
- 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 Friday, May 31, 2024. *(Rule 13.D)*
- d. The Vermont Democratic Party 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)*

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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 12:00 noon on Saturday, June 1 at VDP headquarters in Montpelier, Vermont, which is after the election of district-level delegates and alternates and prior to the selection of at-large delegates and alternates. *(Rule 10.A)*
  - c. These delegates will be selected by a committee consisting of a quorum of the district-level delegates. Printed ballots with the names of each qualified candidate (as approved by the Presidential campaign's authorized representative(s)) will be prepared by the Vermont Democratic Party. The winners will be determined by a plurality vote of signed, written ballots, with allocation of Presidential preference and gender determined in descending order of Presidential preference vote total. These delegate positions may be used to achieve equal representation between men and women, or to achieve representation goals. *(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 ten (10) days after their election. *(Call IV.A & Reg. 5.4.A)*

### **D. At-Large Delegates and Alternates**

1. The state of Vermont is allotted three (3) at-large delegates and two (2) at-large alternates. *(Rule 8.C, Call I.B, II, Appendix B & Reg. 4.32)*
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 preference and a signed pledge of support for the presidential candidates with the State Party by 5 pm, Monday, June 3, 2024 with the Vermont Democratic Party office located at 73 Main Street Suite 400 Montpelier, VT 05602 or PO Box 1220, Montpelier, VT 05601. Party offices will be open from 10 am to 5 pm on that date. Electronic or faxed documents will NOT be accepted.

A delegate or alternate candidate may modify their 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. 4.21, Reg. 4.22, & Reg. 4.29)*

## Vermont 2024 Delegate Selection Plan

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Necessary delegate filing forms shall be made widely available to potential candidates through a variety of means. No later than March 12, 2024, the filing forms shall be posted in downloadable format on the Vermont Democratic Party website, and printed versions shall be made available through all Vermont Democratic Party offices. Forms will be mailed to anyone upon request. Additionally, the Party will work to widely distribute the forms - in electronic and print versions - through a variety of methods: working with the various Presidential campaigns, through county and town Democratic committees, to organizations identified by the Affirmative Action Committee, in e-mail to our lists of activists and supporters, and through media outreach.

- 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 committee consisting of a quorum of 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)*
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 pm, Tuesday, May 28, 2024, a list of all persons who have filed for delegate or alternate pledged to that presidential candidate. *(Rule 13.D) (Reg. 4.23.D & Reg. 4.29.C)*
  - b. Each presidential candidate, or that candidate's authorized representative(s), must then file with the State Democratic Chair, by 5 pm, Friday May 31, 2024, a list of all such candidates they have approved, provided that, at a minimum, **two (2) names** remain(s) for every national convention delegate or alternate position to which the presidential candidate is entitled. *(Rule 13.D.4, Rule 13.E.2 & Reg. 4.24)*
  - 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 no later than 12:00 noon, June 7 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 their 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.

## Vermont 2024 Delegate Selection Plan

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4. Fair Reflection of Presidential Preference
  - a. At-large delegate and alternate positions shall be allocated among presidential preferences according to the state-wide 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. 4.31)*
  
5. Selection of At-Large Delegates and Alternates
  - a. The selection of the at-large delegates and alternates will occur at 5 pm on June 10, 2024 at VDP headquarters in Montpelier, which is after all pledged Party Leader and Elected Official delegates have been selected. *(Call III)*
  - b. These delegates and alternates will be selected by a committee consisting of a quorum of the district-level delegates. Voting will be by signed written ballot, with the top vote getters (of proper gender - or non-binary individuals - equal to the number of delegate slots to be elected) within each Presidential preference caucus shall be declared to be elected as delegates. The next highest vote getters within each Presidential preference caucus (equal to the number of alternate slots to be elected) shall be declared to be elected as alternates, provided the alternates are not both of the same gender. *(Rule 8.E & Reg. 4.13)*
  
  - d. Priority of Consideration
    - (1) In the selection of the at-large delegation priority of consideration shall be given to Black 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 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. The election of at-large 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. 4.19)*
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 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.

## Vermont 2024 Delegate Selection Plan

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- (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, 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. 4.34)*
  - (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 they are 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 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 will be used to select permanent and temporary replacements of delegates: *(Rule 19.D.1)*
- (1) The delegate chooses the alternate, or, if unable or failing to do so,
  - (2) The delegation chooses the alternate.
- 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 the State's Democratic Chair to the Secretary of the Democratic



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- 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. Vermont has been allocated **one (1)** member on each of the three (3) standing committees for the 2024 Democratic National Convention (Credentials, Platform and Rules), for a total of three (3) 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 Vermont Democratic State Committee at a meeting on Saturday, March 16, 2024 at 9:00 am. The meeting shall be open to the public and well publicized in accordance with this Plan. Members of Democratic state committee shall receive timely notice of the meeting, in accordance with State Party rules. *(Call VII.G.2)*
2. Any Democrat may apply for a position as a temporary member of the standing committees. The VDP will make application forms to become temporary standing committee members available no later than January 8, 2024. Persons wishing to be considered must submit an application to the Vermont Democratic Party with their name, gender, town of residence, the committees for which they wish to be considered, and a signed pledge of support for the presidential candidates with the State Party no later than 5 pm on Friday, March 15, 2024.
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; the variance between men and women among the three committees in aggregate 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 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

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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 the Vermont Democratic State 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 Vermont's National Convention delegates, at a meeting to be held on June 1, 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 Vermont shall proportionately represent the presidential preference of all candidates 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 Vermont. 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 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)*

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- 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. Each presidential candidate, or that candidate's authorized representative(s), must submit to the State Democratic Chair, by 5:00 pm, Friday May 31, 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. 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 shall use their best efforts to ensure that their respective delegation of standing committee members shall achieve Vermont'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. 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 female, and the next binary position, if one occurs, will be designated for a male, and the remaining binary positions, to the extent they occur, shall be designated in like fashion,

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alternating between males and females, where applicable. For avoidance of doubt: there is no requirement that positions be assigned to those who identify as non-binary, 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 and 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

Vermont will select one (1) person to serve as Delegation Chair and three (3) to serve as Convention Pages. *(Call IV.E, Call IV.F.1 & Appendix C)*

### B. Delegation Chair

1. The duties of the Delegation Chair include, but are not limited to: Scheduling, planning, and chairing meetings of the Delegation; arranging for speakers at such meetings; providing logistical information and assistance to delegates; working with the DNC and the VDP to receive information and communicate it to delegates; establishing a plan and a budget for Delegation activities; and raising money to support these activities. Further responsibilities include participating in decisions about the distribution of Delegate-assistance funds.
2. The Delegation Chair shall be selected by a quorum of the state's National Convention Delegates, at a meeting to be held on Saturday, June 1, 2024. *(Call IV.E & Call VII.B.1)*
3. Candidates for State Delegation Chair may be nominated and seconded from the floor by members of the Delegation.
4. 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 State'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 by Saturday, June 1, 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)*

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3. The State Democratic Chair shall certify the individuals to serve as State'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

Vermont will select three (3) persons to serve as Presidential Electors for the 2024 Presidential election.

### B. Selection of Presidential Electors

1. As required by Vermont state law, the Presidential Electors shall be selected by vote at the 2024 Vermont Democratic Party Platform Convention, to be held on Saturday, August 17, 2024.
2. Any bona fide Vermont Democratic voter who is recorded as voting in the March 5, 2024 Democratic Presidential preference primary shall be eligible to be considered as a Presidential Elector.
3. Any qualified voter who wishes to have their name considered for Presidential Elector shall submit a statement of candidacy with the Vermont Democratic Party (73 Main Street, Suite 400, Montpelier Vermont 05601 or PO Box 1220, Montpelier Vermont 05602) no later than 12:00 noon on Tuesday, August 6, 2024.
4. The Vermont Democratic Party shall provide printed and downloadable forms for statement of candidacy for Presidential Electors, and for written certification that they will vote for the election of the Democratic Presidential and Vice-Presidential nominees. These certifications will be provided to the Secretary of State following the selection of electors.

### 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:
  - a. Requiring a written certification from all potential Presidential Electors that they will vote for the election of the Democratic Party nominees for President and Vice-President.

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- b. Requiring that any candidate for Presidential Elector has been publicly recorded as voting in the March 5, 2024 Vermont Democratic Presidential preference primary.
  - c. Electing the Presidential Electors at a convention consisting of Democratic Party committee members from across the state.
3. Elector behavior is governed by Vermont statute, which requires electors to cast their ballot for the ticket chosen by Vermont voters - 17 VSA, Chapter 57, § 2732 “The electors must vote for the candidates for president and vice president who received the greatest number of votes at the general election.”



## Section VII

### General Provisions and Procedural Guarantees

- A. The State 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 Vermont 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 Vermont 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 Vermont 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 Vermont, on all levels, should support the broadest possible registration without discrimination based on “status.” (*Rule 4.B.4*)
  5. The Democratic Party in Vermont 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 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*)

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6. The Democratic Party in Vermont 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. Vermont’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 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. 4.25)*
  
- H. 40% 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)*
  
- I. Proxy votes shall not be permitted at any stage of the Vermont delegate selection process.

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- 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, except the filing of presidential candidates as allowed by rule 15.D, 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 or as otherwise allowed. *(Rule 1.F & Rule 12.B)*
- 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 Vermont, 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 Vermont. *(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 Vermont 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, Vermont 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 State Democratic Party has adopted and will implement programs with specific goals and timetables for Black 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, disability community, 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. The Chair may appoint a new committee or use a previously organized body appointed by the State Democratic Chair. *(Rule 6.F)*
- b. The State Democratic 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 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 delegates 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 Black 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 the State Party staff and volunteers

**Vermont 2024 Delegate Selection Plan**

available on a priority basis and covering all reasonable costs incurred in carrying out this Plan.

3. Implementation of the Affirmative Action Plan and Outreach and Inclusion Program has already begun with the distribution of the press kits and media placements, 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 Black 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 the state’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, disability community, 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. The Vermont Democratic Party has used a variety of information sources to calculate the demographic composition of the Vermont Democratic electorate, including the latest (2020) US Census Bureau demographic data and the American Community Survey, external datasets (such as the Williams Institute estimates of LGBTQ population by state). In the absence of party registration data or reliable polling for Vermont, and the relatively small size of these populations in Vermont, we have used national exit poll data to estimate the Democratic voting strength of each of the specified populations in Vermont.

	Black Americans	Hispanics	Native Americans	Asian Americans and Pacific Islanders	LGBTQ+ Americans	People with Disabilities	Youth
Percent in Democratic Electorate	1%	3%	0%	1%	7%	16%	29%
Numeric Goals for Delegates	1	1	0	1	2	4	7

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)*

## Vermont 2024 Delegate Selection Plan

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5. 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 statewide, the first of which occurred in July 2023. These workshops will be designed to encourage participation in the Vermont Democratic Party's biennial reorganization as well as 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, and online options will be made available throughout the process. The times, dates, places and rules for the conduct of 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, shall be comprised of individuals who are fully familiar with the process and will be available to appear before groups, as needed, 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 and ensuring 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, a clear and concise explanation of how Democratic voters can participate in the delegate selection process. As well, the State Party shall also make available copies of the State Party Rules, the Delegate Selection Plan (and its attachments), the Affirmative Action Plan and Outreach and Inclusion Program, and relevant state statutes at no cost. 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 September 1, 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 publicly declare their Party preference and have that preference publicly recorded. *(Rule 2.A)*
6. The State Party shall take all feasible steps to encourage non-affiliated voters and new voters to register or enroll, to provide simple procedures through which they

## Vermont 2024 Delegate Selection Plan

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may do so and to eliminate excessively long waiting periods for voters who wish to register or to change their party enrollment status. *(Rule 2.C)*

7. The Affirmative Action Committee will develop a State Party strategy to be implemented beginning June 1, 2023 that will provide education programs directly to voters who continue to experience confusing timelines for voter registration and deadlines for changing party affiliation, or who are unaware of the process for running for delegate, so that 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)*
2. The State Party shall have a Delegate Selection Media Plan (**see Attachment B.10**) 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 town caucuses, the state convention, and delegation meetings shall be effectively publicized to encourage the participation of minority groups. Parties will make a good faith



## Vermont 2024 Delegate Selection Plan

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effort to publicize this information in an accessible manner and multilingually where necessary. *(Rule 6.D)*

- c. The State Party shall document our outreach and publicity efforts throughout the process to ensure transparency and accountability.
4. Not later than September 1, 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 priority 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 State 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 March 12, 2024 which indicates the specific steps they will take to encourage full participation by their supporters in Vermont'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

## Vermont 2024 Delegate Selection Plan

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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 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. All polling places and meeting locations at any stage of this process shall be held in physically accessible locations. The VDP shall make provisions for participants to request accommodations needed to participate fully, including assistive technology, support persons, ASL interpretation, or digital participations options where practicable.
4. In addition to the education, publicity and other steps described above, the State Party will
  - a. Develop a comprehensive list of advocacy, community and other groups based in or serving the specified populations, and conduct appropriate engagement activities with these organizations and their constituents, including provision of educational materials, guest speakers, or other appropriate interactions.
  - b. Develop a comprehensive list of communication tools within and serving the specified populations, including both conventional (newspaper, radio, television) and more specialized (listservs, Facebook groups, other social media, etc) and reach out to these outlets in an effort to encourage participation.
  - c. Develop, as needed, specialized and targeted outreach materials, potentially

## **Vermont 2024 Delegate Selection Plan**

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included large print and Braille materials, multi-lingual information, and visual representation of the full diversity of the Democratic Party.

## 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-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

## Vermont 2024 Delegate Selection Plan

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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 State 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 ten (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 ten (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

## **Vermont 2024 Delegate Selection Plan**

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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.

**Vermont 2024 Delegate Selection Plan**

**Section X  
Summary of Plan**

**A. Selection of Delegates and Alternates**

Vermont 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 Vermont’s delegate selection process will occur on **Tuesday, 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	11	0	May 18, 2024	Selecting Body: <i>Democratic State Convention</i>
				<i>Delegate candidates must vote in the Democratic Primary on March 5, 2024, then file a statement of candidacy and signed Presidential candidate support pledge with Vermont Democratic Party no later than 5 pm, Friday May 3 2024</i>
Automatic Party Leader and Elected Official Delegates*	8	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)	2	**	June 1, 2024	Selecting Body: <i>Committee constituting a quorum of the elected District-Level delegates.</i>
				<i>Statement of candidacy and signed Presidential candidate support pledge filed with Vermont Democratic party no later than 5 pm, May 23 2024</i>
At-Large Delegates At-Large Alternates	3	2	June 10, 2024 June 10, 2024	Selecting Body: <i>Committee constituting a quorum of the elected District-Level delegates.</i>
				<i>Statement of candidacy and signed Presidential candidate support pledge filed with Vermont Democratic party no later than 5 pm, May 23 2024</i>
TOTAL Delegates and Alternates	24	2		

\* 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.

## Vermont 2024 Delegate Selection Plan

### 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
1	3	<i>6/1/2024</i>	<i>For Permanent Committee Members: Names submitted by authorized representatives of Presidential campaign(s) no later than 6/1/2024</i>
1	3	<i>3/16/2024</i>	<i>For Temporary Committee Members: Statement of candidacy and pledge of Presidential candidate support no later than 5 pm 3/15/2024</i>

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

The Delegation Chair will be selected by the National Convention Delegates on **June 1, 2024**.

Three (3) Convention Pages will be selected by the State Democratic Chair on **June 1, 2024**.

### D. Selection of Presidential Electors

Three (3) Presidential Electors will be selected by the Vermont Democratic Party Platform Convention on **August 17, 2024**.

### E. Presidential Candidate Filing Deadline

Under Vermont law, candidates who wish to be listed on the March 5, 2024 Democratic Presidential Preference primary ballot must file petitions with the Vermont Secretary of State no later than 5 pm, December 15, 2023. (*Rule 15.D*)

Presidential candidates must certify the name of their authorized representative(s) to the State Democratic Chair by **December 15, 2023**.

### F. Timetable

Date	Activity
<b>2023</b>	
March 1	Delegate Selection Affirmative Action Committee members are appointed by the State Chair., and list of Affirmative Action Committee members submitted to DNC Rules and Bylaws committee
March 14	Affirmative Action Committee meets to draft proposed Delegate Selection and Affirmative Action Plans.
April 11	Proposed Delegate Selection and Affirmative Action Plan and Outreach and Inclusion Program is tentatively approved for public comment by State Party Committee.



## Vermont 2024 Delegate Selection Plan

Date	Activity
April 12	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.
May 12	Period for public comment on State Plan is concluded. Responses are compiled for review by the State Party Committee.
May 20	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 26	Delegate Selection and Affirmative Action Plan and Outreach and Inclusion Program is forwarded to the DNC Rules and Bylaws Committee (Vermont has applied for and received an extension)
June 1	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.
October 1	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.)
November 1	Presidential candidate petition forms are available from the State Party Committee Headquarters.
December 15	Deadline for Presidential candidates to submit petitions to appear on the primary ballot to the Vermont Secretary of State. Deadline for Presidential candidates to certify the name(s) of their authorized representative(s) to the VDP.
<b>2024</b>	
January 19	First date on which absentee ballots are mailed to voters and in-person early voting begins for Vermont Democratic Presidential Preference Primary.
March 5	<b>Presidential Preference Primary</b>
March 12	<p>Delegate and alternate candidates may obtain the statement of candidacy and pledge of support forms and filing instructions from state party headquarters, in person, by mail, or from the VDP's web site at <a href="http://www.vtdemocrats.org">www.vtdemocrats.org</a></p> <p>Deadline for each announced presidential candidate to submit a statement specifying the steps the candidate will take to encourage full participation in the delegate selection process.</p> <p>State canvassing committee certifies results of March 5 Democratic Presidential Preference Primary.</p>
March 16	Vermont Democratic State Committee appoints temporary members of Democratic National Convention standing committees.
March 26	<p>Based on the official results reported by town clerks and the Secretary of State, the Vermont Democratic Party calculates the distribution of Vermont's delegates by Presidential preference subject to the formula included in this plan and communicates these to the authorized candidate representatives of the various campaigns and releases them publicly.</p> <p>Based on the official results reported by town clerks and the Secretary of State, the Vermont Democratic Party calculates the distribution of town level delegates to the state convention by Presidential preference, and shares them with the authorized candidate representatives, with the State Committee, town chairs, and releases them publicly.</p>
April 16	Post-primary town caucuses to elect state convention delegates.
May 3	Deadline for district level delegate candidates to file a statement of candidacy and signed Presidential candidate pledge.
May 7	Deadline for VDP to provide authorized Presidential campaign representative(s) with list of district level delegate candidates who have filed pledged to that candidate.
May 10	Deadline for authorized Presidential campaign representative(s) to provide Vermont Democratic Party with list of approved district level delegate candidates.
May 19	Vermont Democratic State Convention - election of district level delegates and Democratic National Committeeman and Committeewoman.

## Vermont 2024 Delegate Selection Plan

Date	Activity
May 23	Pledged PLEO and at-large delegate or alternate candidate deadline for filing statement of candidacy and pledge of support forms with VDP.
May 28	VDP provides list of PLEO and at-large delegate and alternate candidates to the respective Presidential candidates.
May 31	<p>Deadline for authorized Presidential candidate representative(s) to provide VDP with list of approved PLEO delegate candidates.</p> <p>Deadline for authorized Presidential candidate representative(s) to provide VDP with list of approved at-large delegate candidates.</p> <p>Deadline for authorized Presidential candidate representative(s) to provide VDP with list of approved alternate delegate candidates.</p> <p>Deadline for authorized Presidential candidate representative(s) to provide VDP with list of approved candidates for permanent Standing Committee members.</p>
June 1	<p>Meeting of a committee of a quorum of elected district level delegates to elect PLEO delegates, at-large delegates, and delegate alternates.</p> <p>Meeting of full delegation to select Delegation Chair.</p> <p>Appointment of convention pages by VDP Chair</p>
June 2	VDP certifies in writing to the Secretary of the DNC the names and presidential preferences of PLEO and at-large delegates and alternates, and the permanent standing committee members. Additionally, the certification will include the name of the Delegation Chair, the pages, and the presidential preference of Vermont's automatic delegates.
August 6	Deadline for candidates for Presidential Elector to file statement of candidacy and signed written certification that they will vote for the election of the Democratic Presidential and Vice Presidential nominees.
August 17	VDP Platform Convention selects Presidential Electors.

**Vermont 2024 Delegate Selection Plan**

**Attachments**

**A. Affirmative Action Committee**

**1. List of Affirmative Action Committee Members**

**VDP 2023-24 Affirmative Action Committee**

NAME	GENDER	IDENTITY	BACKGROUND
Esther Charlestin	F	Black, woman, youth	Education leader, former Middlebury Selectboard member, VT Commission on Women
Brenda Churchill	F	Transgender woman	Coordinator, LGBTQIA Alliance of Vermont
Marlon Verasamy	M	Black	Essex School Board member, Meteorologist, veteran
Nadar Hashim	M	Iranian-American, youth	State Senator (former State Rep), Former Chair State Police Fair and Impartial Policing Task Force
Sianay Chase Clifford	F	Black, woman, youth	Former Congressional Candidate
Arshad Hasan	M	AAPI - South Asian; LGBTQI+	Principal, Convey Consulting - long history of political leadership/advising for candidates from diverse backgrounds
Asher Edelson	M	Disability, Youth	Educator, Disability Activist, co-chairs VDP EDJI workgroup, chairs Disability Caucus
Angela Lawrence	F	Black, Disability, youth	Chair, Windham County Dems, member VDP EDJI Workgroup, Justice of the peace, High Bailiff, Windham County

**Vermont 2024 Delegate Selection Plan**

Addie Lentzner	F	Youth, woman	Member, EDJI Workgroup, student activist in high school, now Middlebury College student
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Because of the disturbing prevalence of online and real world harassment of leaders from historically marginalized communities in Vermont by aggressive alt-right and Republican agitators, we have chosen not to include personal emails of committee members in a public document. We are providing the RBC with that information under separate cover, and will be providing committee members with VDP email addresses to buffer such harassment.

## Vermont 2024 Delegate Selection Plan

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2. Statement from the State Chair confirming that the composition of the State Affirmative Action Committee complies with Rules 5.C, 6.A, and 7

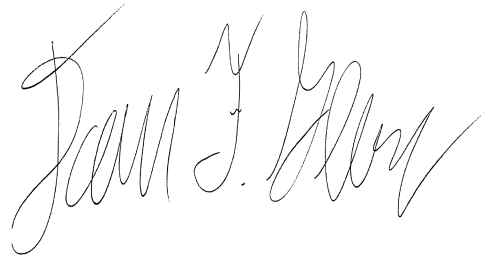
Dear Chairs Moore and Roosevelt,

The Vermont Democratic Party is committed to cultivating a culture of diversity, inclusion and belonging among our staff, party and elected officials. We are prioritizing outreach to partner organizations working with historically marginalized communities to recruit and train new elected and party officials, and committed to building a diverse VDP from the grassroots up.

The members of the VDP's Affirmative Action Committee are representative of traditionally underrepresented members of our many Vermont communities. It includes leaders and representatives of the Black American, Asian-Pacific Islander, LGBTQ+, youth, and disability constituents from a variety of economic backgrounds. These members are well-respected across the state and are critical teammates as we work to build a diverse delegation to the convention, and as we work to build our party through the biennial party reorganization process.

This committee as submitted to party affairs on March 1, 2023, is fully engaged and working to develop and implement a comprehensive outreach and inclusion plan that will make our delegate selection process a rousing success.

Sincerely,

A handwritten signature in black ink, appearing to read "David J. Glidden". The signature is fluid and cursive, with a large initial "D" and "G".

David Glidden  
Chair, Vermont Democratic  
Party

## Vermont 2024 Delegate Selection Plan

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### B. Documentation

1. **A summary** of the process for selecting delegates, alternates, standing committee members, the delegation chair and convention pages, and Presidential Electors, along with related deadlines can be found in Section X of this plan. (*Reg. 2.2.A*)
2. **A timetable** reflecting all significant dates in the state's delegate selection process can be found in Section X of this plan. (*Reg. 2.2.B*)
3. **A copy of the press release** distributed by the State Party Committee announcing its adoption of the Plan and summarizing the major components of the Plan. (*Reg. 2.2.D*) (See Release attached as Exhibit A)
4. **A statement from the State Democratic Chair certifying the plan** as submitted to the RBC was available for public comment for 30 days; a press release was sent at the time announcing the 30 day public comment period, and the plan was approved by the state party committee (*Reg. 2.2.C, Reg. 2.2.E, Reg. 2.2.F*) (See Statement attached as Exhibit B)
5. **A statement from the Chair of the Affirmative Action Committee certifying compliance with Rule 6.F.**, which requires that the Affirmative Action Committee has reviewed the proposed Affirmative Action outreach plan, including any numerical goals established. (*Rule 6.F & Reg. 2.2.I*) (See Statement attached as Exhibit C)
6. **A copy of all written public and online comments** submitted through the process provided above about the Plan. (*Rule 1.C & Reg. 2.2.G*) (See Comments attached as Exhibit D)
7. **A blank copy of forms** to be filed with the state and the State Party by delegate and alternate candidates. (*Rule 1.A.7, Rule 1.A.8 & Reg. 2.2.H*) (See Forms attached as Exhibit E)
8. **Copies of all state statutes and other relevant legal authority** reasonably related to the Delegate Selection Process and the election of Presidential Electors (*Reg. 2.2.L, Call VIII*) (See copy attached as Exhibit F)
9. A copy of all **presidential candidate qualifying forms** to be filed with the state and the State Party. (*Reg. 2.2.M*) (See forms attached as Exhibit G)
10. A copy of the **State Delegate Selection Media Plan**, describing how the State Party will communicate information about the process to all available and appropriate sources, including social and specialty media directed toward Democratic constituency groups as described in the Affirmative Action Plan and Outreach and Inclusion Program. (See plan attached as Exhibit H)

## Vermont 2024 Delegate Selection Plan

### EXHIBIT A: Press Release Announcing Release of DSP & Opening of Public Comment

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Contact: Emily Bowers  
Vermont Democratic Party Communications Director  
Email: [ebowers@vtdemocrats.org](mailto:ebowers@vtdemocrats.org)  
Phone: (802) 391-0969

#### **FOR IMMEDIATE RELEASE: VDP RELEASES 2024 DELEGATE SELECTION PLAN**

Montpelier, VT, April 5 2023 – The Vermont Democratic Party has officially released their 2024 Delegate Selection Plan for public comment. This plan details the VDP’s process to select delegates to the Democratic National Convention in Chicago next August, and outlines the promotion process. This document will be available for comment for 30 days before final adoption by the VDP State Committee in May.

Vermont has a total of 24 delegates, which include 11 district-level delegates, who will be allocated by a Presidential preference primary held on March 5, 2024. District-level delegates will be chosen at the VDP’s 2024 State Convention in May by delegates selected from each of Vermont’s 252 towns at April caucuses.

The VDP Delegate Selection Plan includes detailed goals for ensuring the selection process is inclusive to all Democratic Vermonters who wish to participate.

People wishing to comment on the proposed plan may do so [at this link](#).

Read the full plan here.

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## Vermont 2024 Delegate Selection Plan

### EXHIBIT B: Statement from State Democratic Party Chair

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On April 5, 2023, a copy of the draft Vermont Delegate Selection Plan was posted on the Vermont Democratic Party website. A copy of the Plan was also emailed to each member of the Vermont Democratic Party State Committee. (Reg. 2.2.E)

On April 5, 2023, a press release (a copy of which is attached hereto) was sent to the statewide, local, print, online, and specialty media outlets in Vermont, announcing the posting of the Delegate Selection Plan on the Vermont Democratic Party's website, announcing the commencement of the thirty day public comment period, and announcing that copies of the Plan were also available at Vermont Democratic Party State offices at 73 Main Street, Montpelier, Vermont, 05602.

The period for public comment ended on May 15, 2023, thirty days after the commencement of the public comment period on April 5, 2023. (Reg. 2.2.F) The plan was reviewed and approved by the State Committee on May 20, 2023. (Reg. 2.2.C)

Dated this 21 day of May, 2023.



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David F. Glidden  
Chair  
Vermont Democratic Party



**Vermont 2024 Delegate Selection Plan**

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**EXHIBIT C: Statement from Affirmative Action Chair**

Certification of compliance with Rule 6.F

I, Esther Charlestin, Chair of the Affirmative Action Committee of the Vermont Democratic Party State Committee, hereby certify that the Affirmative Action Committee has reviewed the proposed affirmative action outreach plan included within the Delegate Selection Plan at Section 7, in compliance with Rule 6.F of the Delegate Selection Rules for the 2024 Democratic National Convention.

Dated this 21st day of May, 2023.



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Esther Charlestin

## Vermont 2024 Delegate Selection Plan

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### EXHIBIT D: Copies of all written comments to proposed DSP

From: Alexis Dubief

Date: 4/18/2023 12:09:35

What in this plan would prevent a republican or libertarian from become a Democratic delegate? I know this sounds like worry about nothing but I also know what our local Republican group is focused on and this is well within the realm of possibility. I did not notice a requirement of having a largely Democratic voting history. As we have no party lists or official declaration of party minimally having a 50+ % voting history within the past 5 years would be a reasonable indication.

**Vermont 2024 Delegate Selection Plan**

**EXHIBIT E: Forms to be filed with the Vermont Democratic Party State Committee by delegate and alternate candidates.**

DECLARATION OF CANDIDACY FOR DISTRICT LEVEL DELEGATE TO THE 2024 DEMOCRATIC NATIONAL CONVENTION

Please return this form by **May 3, 2024**

Forms can be returned by mail to:  
Vermont Democratic Party  
PO Box 1220  
Montpelier, VT 05602

Or hand delivered to:  
Vermont Democratic Party  
73 Main Street, Suite 400  
Montpelier, VT 05601

THE UNDERSIGNED, \_\_\_\_\_, of \_\_\_\_\_, Vermont, hereby declares my candidacy for Democratic Party District-Level Delegate for Vermont's At-Large Congressional District.

I hereby pledge my support for \_\_\_\_\_, candidate for President of the United States (the "Candidate"), and hereby pledge to cast my vote in all good conscience to reflect the sentiments of those who elect me if I am selected as a delegate.

I further certify that I am a bona fide Democrat, qualified to vote in the State of Vermont or will be eligible to vote in the 2024 General Election.

Per Rule 5C of the DNC's national delegate selection rules, the Vermont national delegation must be gender balanced.

My gender identity is \_\_\_\_\_.

Dated: \_\_\_\_\_

\_\_\_\_\_  
Signature of Delegate Candidate

Address: \_\_\_\_\_  
\_\_\_\_\_

Email address: \_\_\_\_\_  
Phone number: \_\_\_\_\_

**Vermont 2024 Delegate Selection Plan**

**DECLARATION OF CANDIDACY FOR ALTERNATE DELEGATE TO THE 2024 DEMOCRATIC NATIONAL CONVENTION**

Please return this form by **May 23, 2024**

Forms can be returned by mail to:  
Vermont Democratic Party  
PO Box 1220  
Montpelier, VT 05602

Or hand delivered to:  
Vermont Democratic Party  
73 Main Street, Suite 400  
Montpelier, VT 05601

THE UNDERSIGNED, \_\_\_\_\_, of \_\_\_\_\_, Vermont, hereby declares my candidacy for Democratic Party Alternate Delegate for Vermont's At-Large Congressional District.

I hereby pledge my support for, candidate for \_\_\_\_\_ President of the United States (the "Candidate"), and hereby pledge to cast my vote in all good conscience to reflect the sentiments of those who elect me if I am selected as a delegate.

I further certify that I am a bona fide Democrat, qualified to vote in the State of Vermont, or will be eligible to vote in the 2024 General Election.

Per Rule 5C of the DNC's national delegate selection rules, the Vermont national delegation must be gender balanced.

My gender identity is \_\_\_\_\_.

Dated: \_\_\_\_\_

\_\_\_\_\_  
Signature of Delegate Candidate

Address: \_\_\_\_\_

Email address: \_\_\_\_\_

\_\_\_\_\_

Phone number: \_\_\_\_\_

**Vermont 2024 Delegate Selection Plan**

DECLARATION OF CANDIDACY FOR PLEDGED PARTY LEADER AND ELECTED OFFICIAL DELEGATE  
TO THE 2024 DEMOCRATIC NATIONAL CONVENTION

Please return this form by **May 23, 2024**

Forms can be returned by mail to:  
Vermont Democratic Party  
PO Box 1220  
Montpelier, VT 05602

Or hand delivered  
Vermont Democratic Party  
73 Main Street, Suite 400  
Montpelier, VT 05601

THE UNDERSIGNED, \_\_\_\_\_, of \_\_\_\_\_, Vermont,  
hereby declares my candidacy for Democratic Party Alternate Delegate for Vermont's At-Large  
Congressional District.

I hereby pledge my support for, candidate for \_\_\_\_\_ President of  
the United States (the "Candidate"), and hereby pledge to cast my vote in all good conscience to  
reflect the sentiments of those who elect me if I am selected as a delegate.

I further certify that I am a bona fide Democrat, qualified to vote in the State of Vermont, or will  
be eligible to vote in the 2024 General Election.

Per Rule 5C of the DNC's national delegate selection rules, the Vermont national delegation  
must be gender balanced.

My gender identity is \_\_\_\_\_.

Dated: \_\_\_\_\_

\_\_\_\_\_  
Signature of Delegate Candidate

Address: \_\_\_\_\_  
\_\_\_\_\_

Email address: \_\_\_\_\_  
Phone number: \_\_\_\_\_

## CHAPTER 57: PRESIDENTIAL ELECTIONS

### Subchapter 1: Presidential Primary

#### § 2701. Presidential primary; time of holding; form of ballot

In presidential election years, a presidential primary for each major political party shall be held in all municipalities on the first Tuesday in March. The Secretary of State shall prepare and distribute for use at the primary an official ballot for each party for which one or more candidates qualify for the placing of their names on the ballot under section 2702 of this title. Ballots shall be printed on index stock and configured to be readable by vote tabulators.

#### § 2702. Nominating petition

(a) The name of any person shall be printed upon the primary ballot as a candidate for nomination by any major political party if petitions signed by at least 1,000 voters in accordance with sections 2353, 2354, and 2358 of this title are filed with the Secretary of State, together with the written consent of the person to the printing of the person's name on the ballot.

(b) Petitions shall be filed not later than 5:00 p.m. on 15<sup>th</sup> day of December preceding the primary election.

(c) The petition shall be in a form prescribed by the Secretary of State.

(d) A person's name shall not be listed as a candidate on the primary ballot of more than one party in the same election.

(e) Each petition shall be accompanied by a filing fee of \$2,000.00 to be paid to the Secretary of State. However, if the petition of a candidate is accompanied by the affidavit of the candidate, which shall be available for public inspection, that the candidate and the candidate's campaign committee are without sufficient funds to pay the filing fee, the Secretary of State shall waive all but \$300.00 of the payment of the filing fee by that candidate.

#### § 2703. Examining petitions; supplementary petitions

The Secretary of State shall examine the petitions and ascertain whether they conform to the provisions of this chapter, and sections 2353, 2354, and 2358 of this title. If found not to conform, he or she shall state in writing why a particular petition cannot be accepted, and within 72 hours from receipt he or she shall return it to the candidate in whose behalf it was filed. In such case, supplementary petitions may be filed not later than 10 days after the deadline for filing petitions. However, supplementary petitions shall not be

## Vermont 2024 Delegate Selection Plan

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accepted if petitions with the signatures of at least 1,000 persons were not filed by the deadline for filing petitions set forth in section 2702 of this chapter.

### **§ 2704. Ballots**

A person voting at the primary shall be required to ask for the ballot of the party in which the voter wishes to vote and an election official shall record the voter's choice of ballot by marking the entrance checklist with a letter code, as designated by the secretary of state, to indicate the voter's party choice. The names of all candidates on the ballot shall be listed in alphabetical order. Each voter may vote for one candidate for the presidential nomination of one party, either by placing a mark opposite the printed name of a candidate as in other primaries, or by writing in the name of the candidate of the voter's choice.

### **§ 2705. Checklist**

The checklist for the primary shall be the checklist to be used at the annual town meeting, except that the names of residents of unorganized towns and gores shall be added to the checklist in the manner provided in section 2123 of this title and it shall be stated next to their names that they are eligible to vote in the presidential primary but not on town meeting items. Towns that do not hold an annual meeting on the first Tuesday or the Monday evening before the first Tuesday in March shall update their checklist before the election as required by chapter 43 of this title.

## **Subchapter 2: Delegates To National Convention; Presidential Nominations**

### **§ 2715. Party convention to elect delegates**

(a) The state committee of each major political party holding a national convention shall call a party convention, under rules proposed in advance and adopted by the committee, to be held during the month of May or June in each presidential election year. At the convention, delegates and alternates to the national convention of such party, to the number apportioned to this state, shall be elected by the rules adopted by each major political party.

(b) Each major political party shall adopt rules relating to the delegates and alternates of a candidate who has withdrawn as a candidate. A declaration of withdrawal shall be made in writing and becomes effective when filed with the secretary of state.

(c) Each major political party shall adopt rules relating to the manner in which the delegates elected in accordance with this section shall represent, at the national convention, the voters for whom the delegates were elected.

## **Subchapter 3: Nomination Of Electors § 2721. Nomination of presidential electors**

In presidential election years, presidential electors for major political parties shall be nominated at the party platform convention held pursuant to this title. Electors for all other presidential candidates shall be nominated pursuant to subchapter 3 of chapter 49

of this title.

**§ 2722. Certification of nominees for electors**

After adjournment of the platform convention of a major political party, the chairman and secretary of the convention shall promptly execute a sworn statement certifying the names, towns of residence, and correct mailing addresses of the persons nominated by the convention to serve as electors, and shall promptly file the statement with the secretary of state, along with the written consent of each person to be a nominee for elector.

**§ 2732. Meeting of electors**

The electors shall meet at the state house on the first Monday after the second Wednesday in December next following their election, to vote for president and vice president of the United States, agreeably to the laws of the United States. If there is a vacancy in the electoral college on that day, occasioned by death, refusal to act, neglect to attend, failure of a person elected to qualify, or for other cause, the other electors present shall at once fill such vacancy viva voce and by a plurality of votes. When all the electors appear or a vacancy therein is filled, the electors shall perform the duties required of them by the Constitution and laws of the United States. If a vacancy occurs and is filled as aforesaid, the electors shall attach to the certificate of their votes a statement showing how such a vacancy occurred and their action thereon. ***The electors must vote for the candidates for president and vice president who received the greatest number of votes at the general election.***



Vermont 2024 Delegate Selection Plan

EXHIBIT G: A copy of all presidential candidate qualifying forms to be filed with the state and the State Party.

Note: These are the forms as they are available at the time of submission of this plan (April 2023). These forms are subject to further change by the state Legislature, and a bill is under consideration now that would add a requirement to collect demographic information from potential candidates. However, the change is entirely additive - the VDP expects that the information required on the current form will all be required on the final form.

CONSENT OF CANDIDATE FORM (17 V.S.A. §2702)

PRESIDENTIAL PRIMARY ELECTION Each candidate for office in a Presidential Primary on March 5, 2024, must file a consent form with the filing officer in order to authorize the printing of his or her name on the primary ballot.

OFFICE  
President

WHERE TO FILE  
Vermont Secretary of State  
Attn: Elections 128 State Street Montpelier, VT 05633-1101

Please complete this form carefully. This form is required by law to establish exactly how each candidate’s name, state of residence, and party will appear on the ballot. The law also requires that each candidate provide us with a mailing address. You may include initials or nicknames in your name; however, titles (i.e. Doctor, Esquire, etc.) cannot appear on the ballot. It will be most helpful if you limit your name – including spaces – to no more than 24 characters.

This form is due in the Office of the Vermont Secretary of State no later than 5:00 p.m. on MONDAY, DECEMBER 16, 2019.

I consent to having my name printed on the ballot for the office of:

PRESIDENT OF THE UNITED STATES

in the State of VERMONT

My name, state of residence, and party are as follows – exactly as I want it to appear on the ballot:

(PLEASE TYPE OR PRINT CLEARLY)

Name: \_\_\_\_\_

State of residence: \_\_\_\_\_

Party: \_\_\_\_\_

Candidate’s signature: \_\_\_\_\_

Date: \_\_\_\_\_

Mailing Address: \_\_\_\_\_

City/Town, State, Zip: \_\_\_\_\_

Daytime phone: \_\_\_\_\_

Evening/weekend phone: \_\_\_\_\_

Vermont 2024 Delegate Selection Plan

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PETITION FOR NOMINATION TO PLACE NAME ON THE BALLOT

**Presidential Primary Election March 5, 2024**

I join in a petition to place on the presidential primary ballot of the \_\_\_\_\_ Party, the name of \_\_\_\_\_, whose residence is in the (city, town) of \_\_\_\_\_ in the county of \_\_\_\_\_ in the state of \_\_\_\_\_, for the office of President, to be voted for on Tuesday, the 5th day of March, 2024; **and I certify that I am at the present time a registered voter and am qualified to vote for a candidate for this office.**

## Vermont 2024 Delegate Selection Plan

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### EXHIBIT H: A copy of the VDP's Delegate Selection Media Plan.

The timing of Vermont's biennial party reorganization provides a unique opportunity to Vermont with regard to our delegate selection process, one that we fully intend to take.

Working with our Affirmative Action Committee, the VDP plans to utilize this opportunity to make our delegation to the Democratic National Convention more diverse by making our rank and file party members more diverse. We will be using our Affirmative Action Committee members in tandem with our DNC members and party leadership for a robust public information campaign, first around joining a Democratic town or county committee as a means to make more constructive change in Vermont and nationally; and also as a way of beginning the process of becoming a Democratic delegate.

We will be forming a speakers bureau comprised of party leadership, DNC members, and Affirmative Action Committee members, who will speak with members of the public and various affinity groups around the state about the utility of being a Democratic committee member and the path to becoming a delegate. Our Affirmative Action Committee, working with our Grassroots Standing Committee, will identify priority areas for town halls, and will conduct proactive outreach to ideological partner organizations and affinity groups to drive attendance at these town halls.

The Party will disseminate plan information, including important date reminders, to print and digital media outlets throughout the process. We will produce simple one-pagers to inform candidates of the process, and house that information on an easily accessible web page. We will also work with Affirmative Action committee members and VDP communications staff to generate earned media opportunities to discuss the process, in print and over air. VDP communications staff will provide talking points and prep sessions to committee members ahead of media appearances.

Working with our Affirmative Action Committee, we will also prepare a communications toolkit for committee members, elected officials, and other stakeholders to share. This toolkit will include graphics, content suggestions, and talking points for our team to help spread the word about the process.

Finally, we will continually update a social and digital media calendar to keep the public informed about the process and direct them to online resources about joining the VDP and becoming a delegate to the 2024 Democratic National Convention.