
WSDCC LPO Leadership

Survey Report

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prepared by:



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Overview

Executive Summary:

The objective of this survey was, similar to the census, to collect a baseline of data to understand the makeup of our party leadership. The LPO Leadership Survey ran from October 6th to November 9th and was collected via Google Forms. The questions asked are reflected in their original form at the top of each chart.

Email was the sole method of communication to send the survey out and remind participants to respond. This survey was framed as an opportunity to better understand our local leadership. After the survey was released, the State Party followed up with two email reminders and a final email extending the deadline for a last push. The initial email, as well as the first reminder email, included the LPO survey reminder embedded within an email addressing and/or promoting the PCO survey. The first was a general PCO Survey reminder email, laying out the timeline and incentive information, and the LPO Leadership Survey link was included as a “meantime” activity to complete. The second email was a long form email addressing concerns brought up by members at a recent meeting about the PCO Survey, largely around data and confidentiality. The LPO Leadership Survey was mentioned as a tandem piece of the work framing the PCO Survey, and no link was provided. The next reminder email went out only to Districts who were marked as having no responses from any leadership. The final email extended the LPO Leadership Survey deadline, and prompted leadership to remind their PCOs to fill out the newly live PCO Survey that had launched the day before.

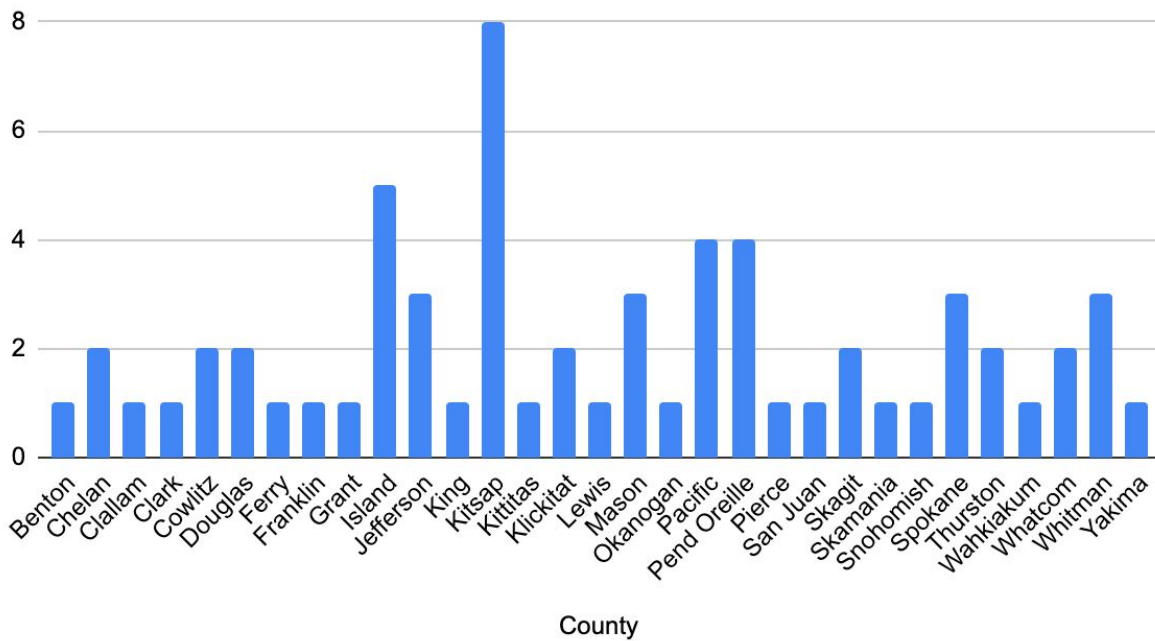
The response rate was lower than ideal. Following the initial survey communications, some concerns were expressed by LPO leaders about identifiable information being shared, use of the collected data, the timing of the survey, and its relation to the general election and reorganization processes. In addition, the LPO Leadership Survey was communicated almost solely in tandem and largely secondary to the PCO Survey, which also may have contributed to the low response rate.

We defined LPO Leadership as anyone on the Executive Board, as well as State Committee Members and County Representatives. In total, we received 254 unique responses out of the 561 individuals who make up the LPO Leadership in Washington State. This puts us at a 45% response rate, meaning that all of the below results are not representative of LPO Leadership as a whole, and should not be taken as such. This report solely reflects the responses of the population who took the survey, and nothing else.

Response by County:

By county, we had at least one response from 32 out of 39 counties, as well as two state party leaders who are not reflected in either the county or LD response rates. The eight counties not represented at all were: Adams, Asotin, Columbia, Garfield, Grays Harbor, Lincoln, Stevens, and Walla Walla counties. Participation rates by county are reflected in the graph below.

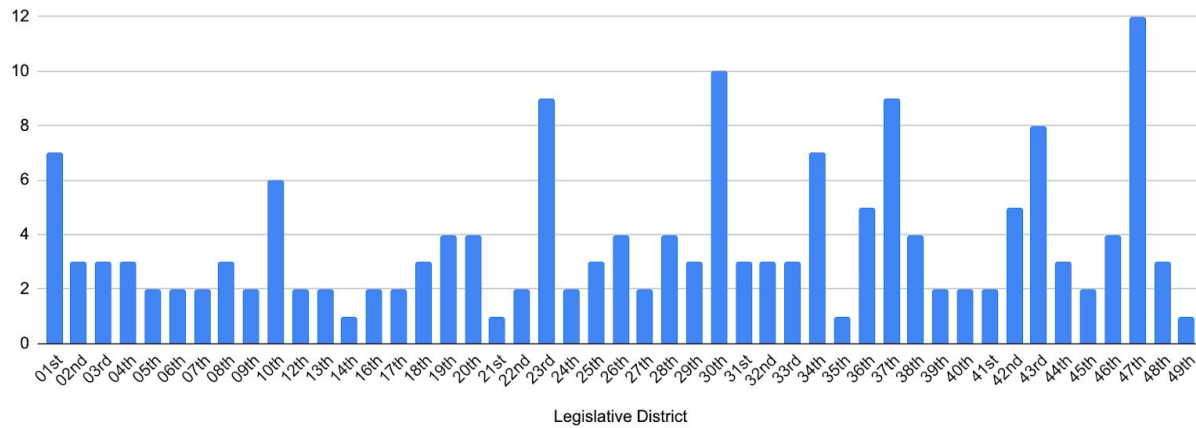
Response by County



Response by Legislative District:

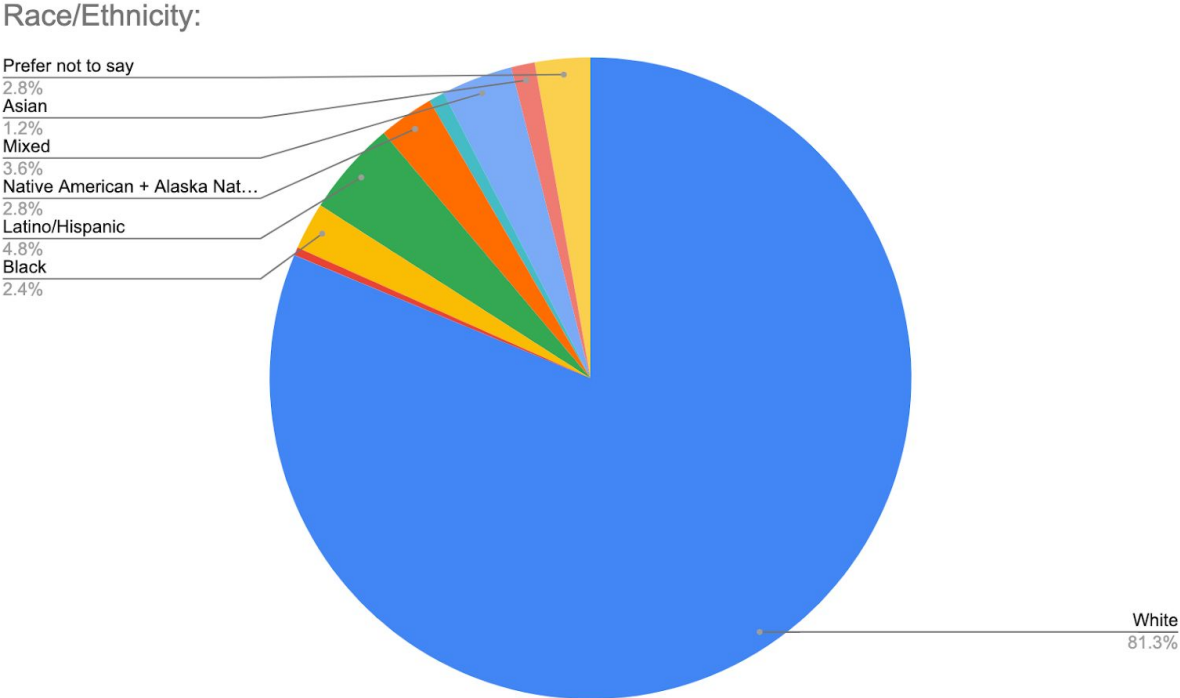
Legislative District wise, we received at least one response from 47 out of 49 LDs in Washington. The only LDs we received no responses from were the 11th and the 15th. Participation rates by Legislative District are reflected in the graph below.

Response by LD



Results

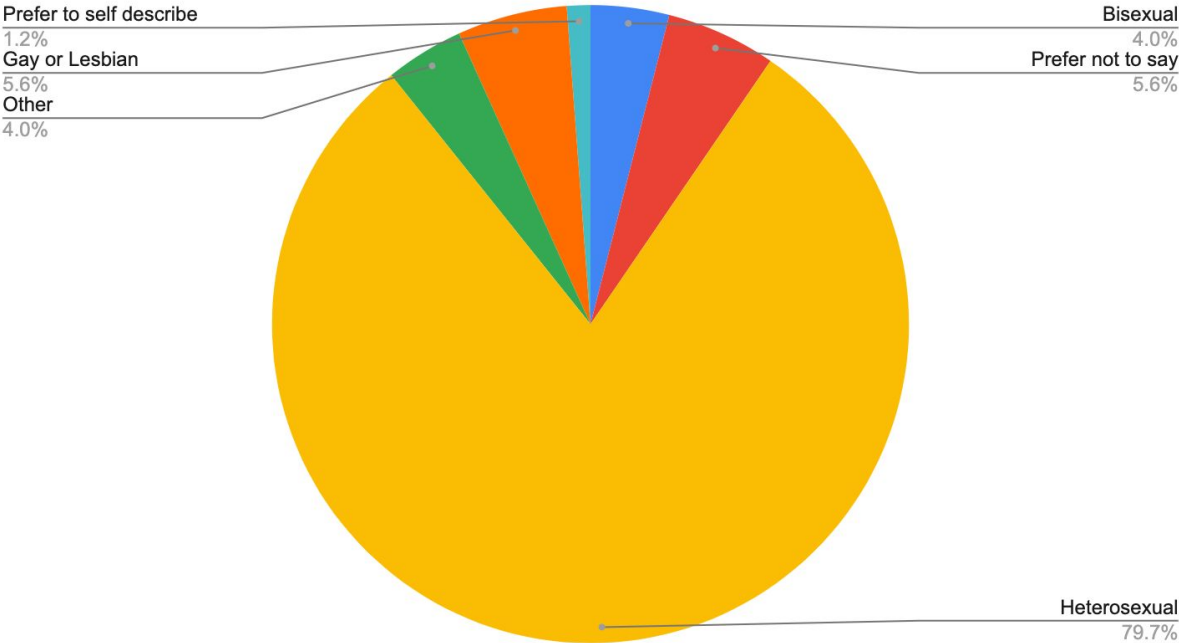
Race/Ethnicity:



As noted in the above graph, the Race/Ethnicity of our respondents is overwhelmingly White, with 81.3%. The remaining 18.7% is distributed between all non-white and mixed categories, as well as those who opted out of the question. 2.8% opted out, 4.8% responded as Latino/Hispanic, 3.6% as Mixed, 2.8% as Native American/Alaska Native, 2.4% as Black, 1.2% as Asian, .8% as Arab and .4% as Native Hawaiian/Pacific Islander.

Sexual Orientation:

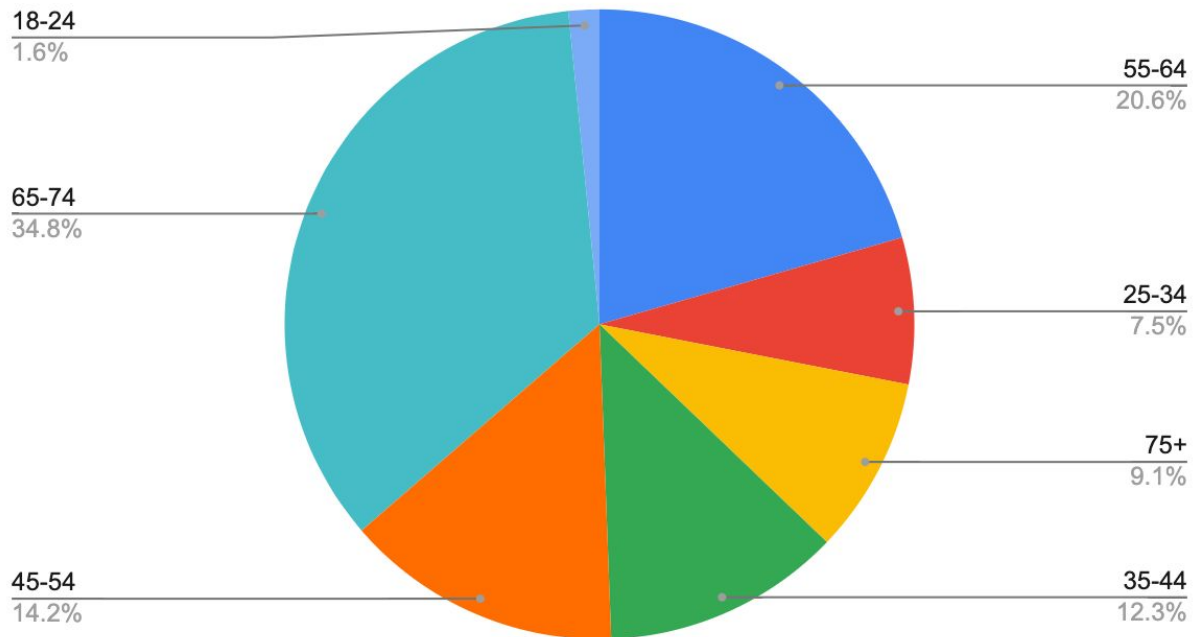
Which of the following best describes your sexual orientation?



As noted in the above graph, the vast majority of respondents classify themselves as Heterosexual, at 79.7%. 5.6% are Gay or Lesbian, 4% are Bisexual, 4% classify themselves as “Other” in relation to the options given, 1.2% preferred to self describe, and 5.6% opted not to respond to this question.

Age:

Age

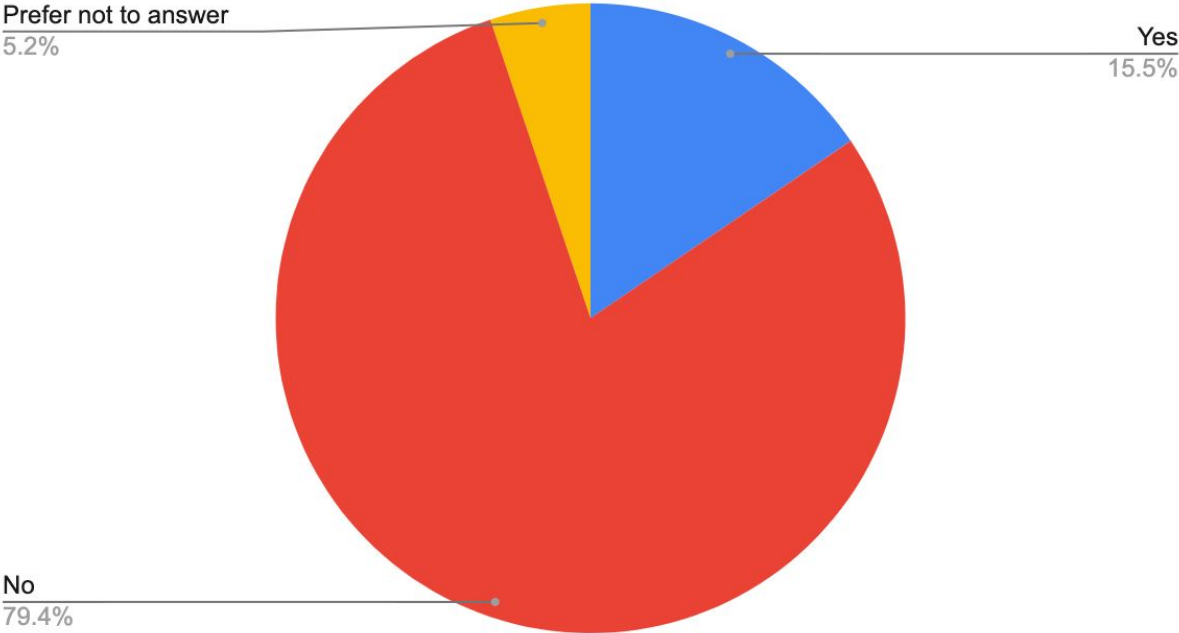


The majority of respondents are ages 65-74 at 34.8%. 20.6% are ages 55-64, 12.3% are 35-44, 14.2% are 45-54, 9.1% are 75+, 7.5% are 25-34, and 1.6% are 18-24.

In total, 64.5% are 55+, while only 9.1% are below the age of 35.

Disability:

Do you identify as a person with a disability?

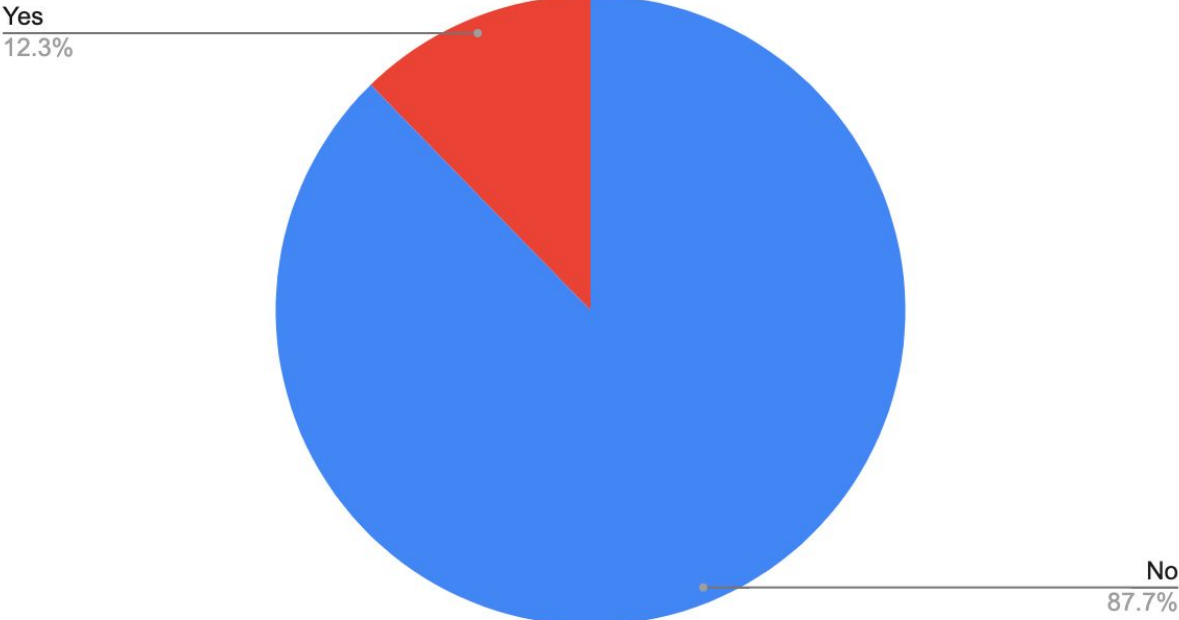


The majority of respondents do not identify themselves as a person with a disability, with 79.4% responding “No” and 15.5% responding “Yes”, and 5.2% opting not to answer.



Veteran Status:

Are you a Veteran?

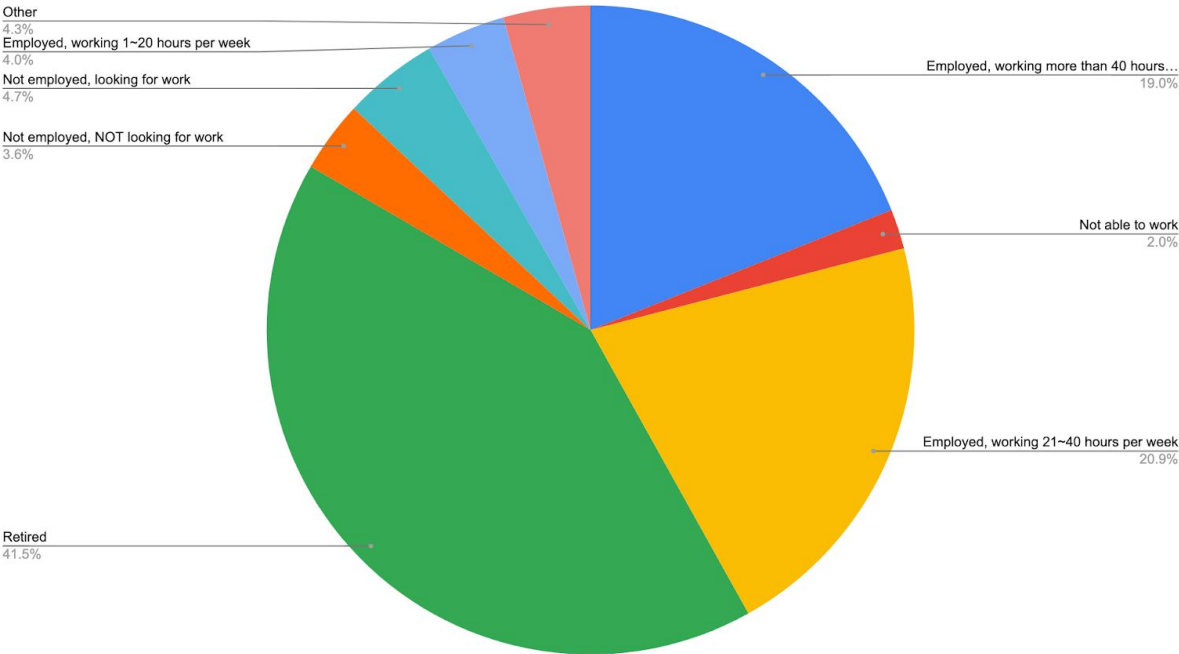


12.3% of our respondents are Veterans, and 87.7% are not.



Employment Status:

Which of the following categories best describes your employment status?

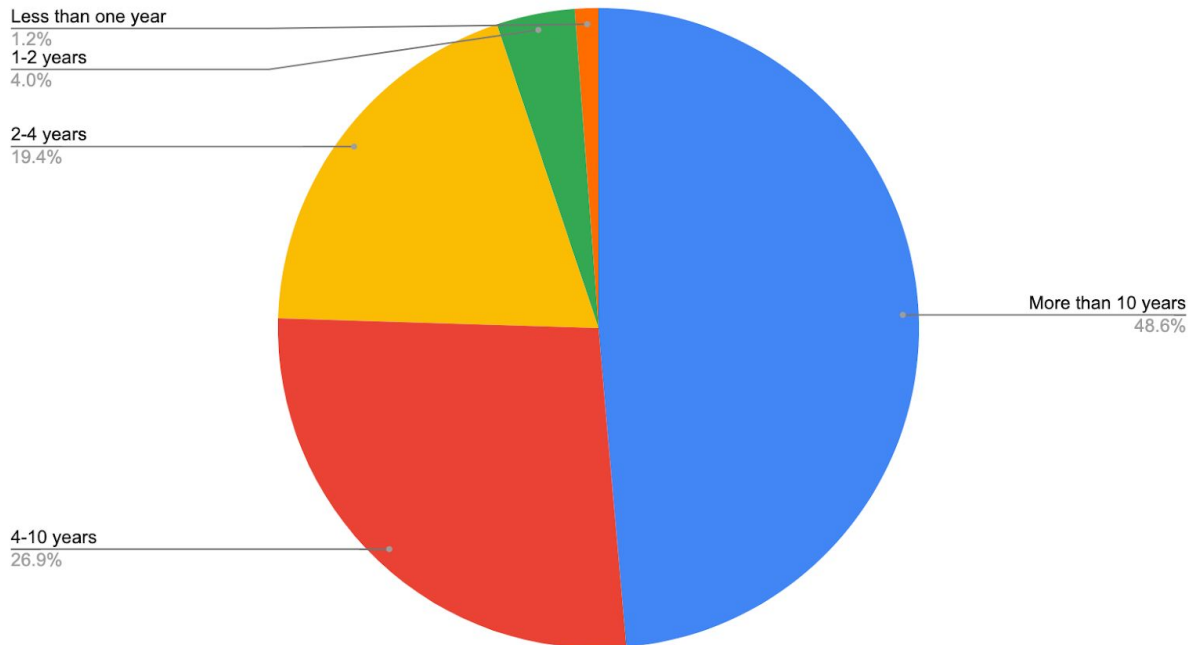


Just over half of our respondents are not working (51.8%), with the majority of those being retired (41.5%). This corresponds well with our age results, which have 43.9% of our respondents being 64 or older. The remaining 10.3% of those not working are distributed between “Not employed, looking for work” at 4.7%, “Not employed, not looking for work” at 3.6%, and “Not able to work” at 2.0%.

Those who are employed (48.2%) are mostly working 21-40 hours per week (20.9%), or more than 40 hours per week (19%). 4% are working part time at 1-20 hours per week, and 4.3% describe their employment status relative to these options as “Other”.

Party Involvement:

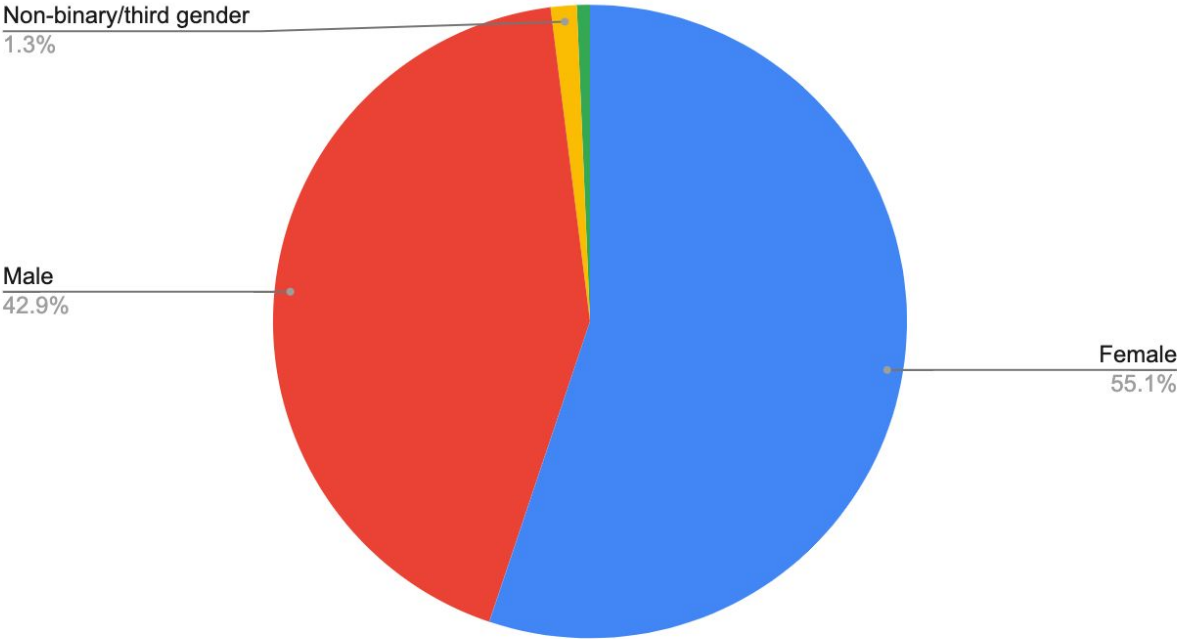
How long have you been involved with the Democratic Party?



Almost half of our respondents (48.6%) have been involved in the Democratic Party for over 10 years, with an additional 26.9% having been involved in the Party for 4-10 years. 19.4% have been involved for 2-4 years, while 4% have been involved for 1-2 years. Only 1.2% have been involved for less than a year. Since this surveyed LPO Leadership, these results are mostly unsurprising.

Gender:

What is your gender?



The majority of our respondents (55.1%) are female. 42.9% are male, and 1.3% are non-binary/third gender. 0.7% opted out of this question.



Inspiration:

For our final question, we asked folks: *What inspired you to become a leader?*

Many of the responses were vulnerable and heartfelt. Some were straightforward and to the point. All reflected individuals who were willing to put in the work to achieve a goal. As many were identifiable in their raw form, below is an executive summary of the responses highlighting the biggest themes and takeaways from our respondents' answers.

Many simply saw a need and stepped up to the plate. Others were asked to by their peers, family members, community, or leadership. Some are gearing up to run for office, want to learn more about party processes, or felt it was the best way to make the biggest impact. A number wanted to do their part in electing more Democrats into office. Quite a few felt that they are natural leaders, and hold multiple leadership roles in their respective communities.

A big theme throughout was wanting to increase representation for groups who have been left out of the Party. Many mentioned wanting to pave the way for more young people, people of color, LGBTQ+ folks, women/non-binary people, people with disabilities, and the working class.

Some were inspired by candidates fighting for values they believed in: Bernie Sanders and Barack Obama were a couple who were referenced numerous times. Other candidates mentioned were Senator Joe Nguyen, Marlyn Chase, John F. Kennedy, Jesse Jackson, and Howard Dean.

Others were spurred to action by candidates directly counter to their values, Donald Trump was named numerous times, as well as Richard Nixon, Ronald Reagan, G.W. Bush and Newt Gingrich. Many saw their priorities and worldviews reflected in the Democratic Party, and thought of being in leadership as a way to actively participate in ensuring those values are enacted in their communities. Similar to the candidate inspiration, others were called to action by seeing a rise in right wing extremism, fascism, and bigotry.

Some came out of being PCOs, others progressed through LPO Leadership after being involved in the Party for a number of years. Many simply had the skills needed to do the job that was available. Others saw gaps or issues in their LPOs leadership or the State Party as a whole and wanted to play a role in fixing them.

Quite a few were inspired by issue-specific priorities. Many listed Climate Change, Racial and Economic Justice, Women's rights, LGBTQ+ equality or progressive issues in general, as things that pushed them to take a leadership role. Some listed specific policies they wanted to fight for, such as a Green New Deal, Medicare for All, free college, and enacting a statewide living wage.

Many were inspired by their fellow volunteers, leaders, and communities. Quite a few listed personal stories about their loved ones or themselves as reasons they wanted to step up. Adversity often breeds leadership and change, and this is starkly reflected in the stories of our Party's leadership. A number of people gave thanks to those who came before them, and were inspired to create something they could leave for those that came after them. Despite the variety of reasons cited, almost all of our respondents were inspired to enact some sort of positive change in their communities, and saw being in leadership as a viable conduit to doing so.

Below is a highlight reel of some selected anonymous responses:

- I want to inspire people to become involved and make changes for the betterment of us all. We all win when we are all in.
- To create community
- Fighting for full representation for those impacted by policy decisions ~ wage inequality, violence, education inequity, racism and all the implications.
- My mom. Fighting for full representation for those impacted by policy decisions ~ wage inequality, violence, education inequity, racism and all the implications.
- Be the change you want to see in the world.
- Being able to help shape and form the Democratic Party for future generations.
- To reach out to diverse voting populations
- The existential threat to democracy that we presently face
- To spur meaningful change from within
- Making sure we are electing democrats, educating community members about candidates, registering voters, and getting out the vote
- To help build a Democratic Party that is responsive to the needs of the people and not large corporations.
- Passion for the values of WSDCC
- As a person keenly interested in preserving and strengthening our democracy, I recognize the need for people to step up and help as much as they able.

- Donald Trump
- The pandemic
- To move the party forward in a way that promotes diversity and young people to get involved
- I believed I could make a difference in my local community.
- Bernie Sanders said "when we all stand together..." so I got involved with my local party.
- The soul of our nation is at risk
- My family receiving right to Vote in 1958 first time. My Grandparents stood for being democrats, voting, our people's voice recognized, present in a room.
- To help my LPO perform effectively, efficiently, and humanely
- Bring my community's voice to the table
- To make positive change
- Making the state party more effective and more progressive
- My passion for canvassing and teaching others to doorbell/ phone bank
- No one else wanted to :(
- Saw a need that needed to be met.
- Wanting to make a difference and seeing a lack of women in leadership roles
- The fight for universal healthcare, free college and a \$15/hr minimum wage
- I wanted to be part of pushing the Democratic Party to take stronger stands for climate justice, against structural racism, etc.
- If I'm going to ride the train, I like to have input on the navigation.
- Conflict in the local party meant we needed people who could build bridges

