## Bylaw \#6 Explained

## What We Want to Accomplish:

Create a vote assignment methodology that...

- Supports smaller country committees in their growth into small-medium country committees
- Ensures country committee Chairs \& Vice Chairs each have a full vote
...without manual adjustment of votes


## How Can We Do This:

Amend the current vote assignment methodology with a formula that:

- Increase the multiplier
- Then assigns all country committees 2 votes
- Then assign any additional votes according to membership size (as we do now)


## Current \& Proposed Methodologies

NOTE: We currently say that every country committee gets 2 full votes

## The Current Process

- Determine total \# of votes:
= country committees x 4
- Assign all country committees 1 vote
- Allocate remaining votes according to country membership size
- In 2021, 11 countries didn't receive their second vote using this methodology
- Manually assign votes to give 11 country committees a second vote


## Our Suggested Change

- Determine total \# of votes:
= country committees $\mathbf{X} 5$
- Assign all country committees 2 votes
- Allocate remaining votes according to membership size

No need to 'top up' countries to 2 votes IF every CC gets 2 votes, why not give it to them outright?

- 8 Countries remain at 2 votes (vs 27)

Haiti, Hungary, Luxembourg, Nicaragua, Peru, Romania, Russia, Ukraine

- 39 CC's add one (1) voting rep.
- 5 CC's add two (2) voting reps. as per the (iv) addition
Argentina, Australia, Chile, China, Indonesia

| Total Voting Reps | How that Changes under *5 | How many CC's have x Votes in 2021 |
| :---: | :---: | :---: |
| 2 | 8 | 27 |
| 3 | 19 | 11 |
| 4 | 10 | 3 |
| 5 | 4 | 3 |
| 6 | 3 | 3 |
| 7 | 2 | 0 |
| 8 | 1 | 0 |
| 9 | 0 | 1 |
| 10 | 1 | 0 |
| 12 | 0 | 1 |
| 13 | 1 | 0 |
| 15 | 0 | 1 |
| 16 | 1 | 0 |
| 23 | 0 | 2 |
| 24 | 2 | 0 |
|  | 52 | 52 |



## The Outcomes of this Change

- Our DPCA CC leadership grows from 214 to 260
- Can be harder to organize
- But why not grow our leadership along with our membership?
- We "democratize" and empower the organization by allowing more voices to participate.
- In smaller country committees, an additional vote:
- Makes space for new leadership
- Creates easier leadership transitions
- Strengthens institutional knowledge as they grow into larger country committees
- Some of the biggest country committees "lose voting power," but do gain a rep along with $80 \%$ of the country committees.
- The largest CCs "weight" of votes goes from $10.7 \%$ of the total to $9.2 \%$ of the total. ( $1.5 \%$ decrease)
- The bottom 27 CC's "weight" average is $.93 \%$ which increases to: $1.04 \%$ ( $1.1 \%$ increase)
- Regional strength changes: AP (17.3\%-20\%) , EMEA(55.6\%-53.5\%), Americas (27.1\%-26.5\%)


# Empowering leadership by giving a stake in the game is an overall net win. 

Current \# Votes Participation \# Votes Participation New
Allocation \# Votes Partes Votes

| Country Committee | Members | Percent | CC <br> Status | Base Vote | Provisional | Allocated <br> Votes | 2021 <br> Votes | \% of CC votes | 2019 Votes | Delta | $\begin{aligned} & \text { If } \\ & \text { Base } \\ & \hline \text { *5 } \\ & \hline \end{aligned}$ | \% of CC votes | Delta <br> 2021 | If base six and 4 for allocation what would that look like |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
| Argentina | 497 | 0.289764\% | 1 | 1 | 0.45203 | 0 | 2 | 0.9346 | 2 | 0 | 3 | 1.154 | 1 | 0.6027 |
| Australia | 5959 | 3.474251\% | 1 | 1 | 5.41983 | 5 | 6 | 2.8037 | 6 | 0 | 8 | 3.077 | 2 | 7.2264 |
| Austria | 1836 | 1.070435\% | 1 | 1 | 1.66988 | 2 | 3 | 1.4019 | 3 | 0 | 4 | 1.538 | 1 | 2.2265 |
| Belgium | 1753 | 1.022044\% | 1 | 1 | 1.59439 | 2 | 3 | 1.4019 | 3 | 0 | 4 | 1.538 | 1 | 2.1259 |
| Brazil | 664 | 0.387129\% | 1 | 1 | 0.60392 | 1 | 2 | 0.9346 | 2 | 0 | 3 | 1.154 | 1 | 0.8052 |
| Canada | 23810 | 13.881844\% | 1 | 1 | 21.65568 | 22 | 23 | 10.747 | 24 | -1 | 24 | 9.231 | 1 | 28.8742 |
| Chile | 491 | 0.286266\% | 1 | 1 | 0.44657 | 0 | 2 | 0.9346 | 2 | 0 | 3 | 1.154 | 1 | 0.5954 |
| China | 2682 | 1.563675\% | 1 | 1 | 2.43933 | 2 | 3 | 1.4019 | 4 | -1 | 5 | 1.923 | 2 | 3.2524 |
| Colombia | 874 | 0.509565\% | 1 | 1 | 0.79492 | 1 | 2 | 0.9346 | 2 | 0 | 3 | 1.154 | 1 | 1.0599 |
| Costa Rica | 1699 | 0.990561\% | 1 | 1 | 1.54527 | 2 | 3 | 1.4019 | 2 | 1 | 4 | 1.538 | 1 | 2.0604 |
| Czech Republic | 1062 | 0.619173\% | 1 | 1 | 0.96591 | 1 | 2 | 0.9346 | 2 | 0 | 3 | 1.154 | 1 | 1.2879 |
| Denmark | 1937 | 1.129321\% | 1 | 1 | 1.76174 | 2 | 3 | 1.4019 | 3 | 0 | 4 | 1.538 | 1 | 2.3490 |
| Dominican Republic | 1774 | 1.034288\% | 1 | 1 | 1.61349 | 2 | 3 | 1.4019 | 7 | -4 | 4 | 1.538 | 1 | 2.1513 |
| Ecuador | 1186 | 0.691469\% | 1 | 1 | 1.07869 | 1 | 2 | 0.9346 | 2 | 0 | 3 | 1.154 | 1 | 1.4383 |
| Finland | 557 | 0.324745\% | 1 | 1 | 0.50660 | 1 | 2 | 0.9346 | 0 | 2 | 3 | 1.154 | 1 | 0.6755 |
| France | 11810 | 6.885535\% | 1 | 1 | 10.74143 | 11 | 12 | 5.6075 | 13 | -1 | 13 | 5.000 | 1 | 14.3219 |
| Germany | 15204 | 8.864324\% | 1 | 1 | 13.82835 | 14 | 15 | 7.0093 | 14 | 1 | 16 | 6.154 | 1 | 18.4378 |
| Greece | 1255 | 0.731697\% | 1 | 1 | 1.14145 | 1 | 2 | 0.9346 | 2 | 0 | 3 | 1.154 | 1 | 1.5219 |
| Guatemala | 558 | 0.325328\% | 1 | 1 | 0.50751 | 1 | 2 | 0.9346 | 2 | 0 | 3 | 1.154 | 1 | 0.6767 |
| Haiti | 145 | 0.084539\% | 1 | 1 | 0.13188 | 0 | 2 | 0.9346 | 1 | 1 | 2 | 0.769 | 0 | 0.1758 |
| Hong Kong | 1442 | 0.840723\% | 1 | 1 | 1.31153 | 1 | 2 | 0.9346 | 3 | -1 | 3 | 1.154 | 1 | 1.7487 |
| Hungary | 387 | 0.225631\% | 1 | 1 | 0.35198 | 0 | 2 | 0.9346 | - 1 | 1 | 2 | 0.769 | 0 | 0.4693 |
| India | 1389 | 0.809823\% | 1 | 1 | 1.26332 | 1 | 2 | 0.9346 | 3 | -1 | 3 | 1.154 | 1 | 1.6844 |
| Indonesia | 481 | 0.280435\% | 1 | 1 | 0.43748 | 0 | 2 | 0.9346 | 2 | 0 | 3 | 1.154 | 1 | 0.5833 |
| Ireland | 3059 | 1.783476\% | 1 | 1 | 2.78222 | 3 | 4 | 1.8692 | 4 | 0 | 5 | 1.923 | 1 | 3.7096 |
| Israel | 3089 | 1.800967\% | 1 | 1 | 2.80951 | 3 | 4 | 1.8692 | 3 | 1 | 5 | 1.923 | 1 | 3.7460 |
| Italy | 4507 | 2.627697\% | 1 | 1 | 4.09921 | 4 | 5 | 2.3364 | 6 | -1 | 6 | 2.308 | 1 | 5.4656 |
| Japan | 3909 | 2.279048\% | 1 | 1 | 3.55531 | 4 | 5 | 2.3364 | 5 | 0 | 6 | 2.308 | 1 | 4.7404 |
| Luxembourg | 384 | 0.223882\% | 1 | 1 | 0.34926 | 0 | 2 | 0.9346 | 1 | 1 | 2 | 0.769 | 0 | 0.4657 |
| Mexico | 9163 | 5.342265\% | 1 | 1 | 8.33393 | 8 | 9 | 4.2056 | 10 | -1 | 10 | 3.846 | 1 | 11.1119 |

Current
Allocation

| Netherlands | 5440 | 3.171660\% | 1 | 1 | 4.94779 | 5 | 6 | 2.8037 | 6 | 0 | 7 | 2.692 | 1 | 6.5971 |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
| New Zealand | 1880 | 1.095088\% | 1 | 1 | 1.70990 | 2 | 3 | 1.401S | 3 | 0 | 4 | 1.538 | 1 | 2.2799 |
| Nicaragua | 79 | 0.045059\% | 1 | 1 | 0.07185 | 0 | 2 | 0.9346 | 1 | 1 | 2 | 0.769 | 0 | 0.0558 |
| Norway | 1992 | 1.161387\% | 1 | 1 | 1.81175 | 2 | 3 | 1.4019 | 3 | 0 | 4 | 1.538 | 1 | 2.4157 |
| Panama | 585 | 0.341653\% | 1 | 1 | 0.53298 | 1 | 2 | 0.9346 | 2 | 0 | 3 | 1.154 | 1 | 0.7106 |
| Peris | 437 | 0.754787\% | 1 | 1 | 039745 | 0 | 7 | 193.46 | 1 | 1 | 7 | 0.765 | 0 | 0.5399 |
| Philippines | 861 | 0.501985\% | 1 | 1 | 0.7831 D | 1 | 2 | 0.9346 | 2 | 0 | 3 | 1.154 | 1 | 1.0441 |
| Portugal | 797 | 0.464672\% | 1 | 1 | 0.72489 | 1 | 2 | 0.9346 | 2 | 0 | 3 | 1.154 | 1 | 0.9665 |
| Romania | 129 | 0.075210\% | 1 | 1 | 0.11733 | 0 | 2 | 0.9346 | 1 | 1 | 2 | 0.769 | 0 | 0.1564 |
| Russian Federation | 213 | 0.124184\% | 1 | 1 | 0.19373 | 0 | 2 | 0.9346 | 1 | 1 | 2 | 0.765 | 0 | 0.2583 |
| Singapore | 1313 | 0.765513\% | 1 | 1 | 1.1942 D | 1 | 2 | 0.9346 | 2 | 0 | 3 | 1.154 | 1 | 1.5923 |
| South Africe | 659 | $0.384214 \%$ | 1 | 1 | 0.59937 | 1 | 2 | 0.9346 | 2 | 0 | 3 | 1.154 | 1 | 0.7992 |
| South Korea | 2073 | 1.211528\% | 1 | 1 | 1.88998 | 2 | 3 | 1.4019 | 3 | 0 | 4 | 1.538 | 1 | 2.5200 |
| Spain | 5593 | 3.263778\% | 1 | 1 | 5.09149 | 5 | 6 | 2.8037 | 6 | 0 | 7 | 2.692 | 1 | 6.7887 |
| Sweden | 3571 | 2.081985\% | 1 | 1 | 3.24790 | 3 | 4 | 1.8692 | 4 | 0 | 5 | 1.923 | 1 | 4.3305 |
| Switzerland | 4355 | 2.539660\% | 1 | 1 | 3.96187 | 4 | 5 | 2.3364 | 5 | 0 | 6 | 2.308 | 1 | 5.2825 |
| Taiwan | 1053 | 0.613926\% | 1 | 1 | 0.95772 | 1 | 2 | 0.9346 | 2 | 0 | 3 | 1.154 | 1 | 1.2770 |
| Thailand | 2643 | 1.543852\% | 1 | 1 | 2.40841 | 2 | 3 | 1.4019 | 4 | -1 | 4 | 1.538 | 1 | 3.2112 |
| Ukraire | 133 | 0.080458\% | 1 | 1 | 0.12551 | 0 | 2 | 0.9346 | 1 | 1 | 2 | 0.769 | 0 | 0.1674 |
| United Arab Emirates | 2173 | 1.269830\% | 1 | 1 | 1.98094 | 2 | 3 | 1.4019 | 3 | 0 | 4 | 1.538 | 1 | 2.6412 |
| United Kingjom | 23971 | 13.975711\% | 1 | 1 | 21.80211 | 22 | 23 | 10.747 | 24 | -1 | 24 | 9.231 | 1 | 29.0695 |
| Viet Nam | 1045 | 0.609262\% | 1 | 1 | 0.95045 | 1 | 2 | 0.9346 | 2 | 0 | 3 | 1.154 | 1 | 1.2673 |
| Amerieas NON-CC | 1012 | 0.590022\% |  |  |  |  |  |  |  |  |  |  |  |  |
| Asia Pacific NON-CC | 1055 | 0.615675\% |  |  |  |  |  |  |  |  |  |  |  |  |
| CMLA NON-CC | 4865 | 2.837003\% |  |  |  |  |  |  |  |  |  |  |  |  |
| X-Cambodia | 0 | 0 |  |  |  |  |  |  | 1 | -1 |  |  |  |  |
| X-Lebanon | 0 | 0 |  |  |  |  |  |  | 1 | -1 |  |  |  |  |
| X-Turkey | 0 | 0 |  |  |  |  |  |  | 2 | -2 |  |  |  |  |
|  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| Totals | 171519 | 100.000000\% | 52 | 52 | 149.69339 | 151 | 214 | 100 | 218 |  | 260 | 100.04 | 46 |  |
| Voting Strength by region |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| AP |  |  |  |  |  |  | 37 | 17.289 | 41 |  | 52 | 20.000 | 15 |  |
| Amerizas |  |  |  |  |  |  | 58 | 27.102 | 60 |  | 69 | 26.538 | 11 |  |
| EMEA |  |  |  |  |  |  | 119 | 55.607 | 113 |  | 139 | 53.462 | 20 |  |
| Initial Product (CC*4) | 203 |  |  |  |  |  |  |  |  |  |  |  |  |  |

