

Equality Maricopa

Constitution and Bylaws

We, Equality Maricopa, constituency group of the Maricopa County Community College District (MCCCD), establish this Constitution in order to promote the purpose and goals of our organization. The purposes, criteria for membership, governance, and financing for Equality Maricopa are set forth in the sections which follow.

Article I: Name

The name of the organization shall be Equality Maricopa (EM).

Article II: Purpose

Mission

Equality Maricopa is a group of Maricopa Community Colleges employees who are or who support lesbian, gay, bisexual, or transgender (LGBT) persons. Our mission is to offer support and visibility for our members, to provide educational and awareness opportunities about LGBT issues to employees and to provide an official point of contact between our membership and the Maricopa Community Colleges, as well as other, external gay, lesbian, bisexual and transgender organizations.

We provide a safe, inclusive and supportive environment where diversity is valued and everyone is empowered to be authentic about him/herself in the workplace, without fear of loss of opportunity, allowing a full realization of potential and equal participation in all aspects of life at the Maricopa Community Colleges.

Purpose

Lesbian, gay, bisexual and transgender people are often invisible. Our invisibility allows myths, stereotypes, misinformation, fear and confusion to flourish. This leads to harassment, discrimination and oppression. We speak because we believe that fear, homophobia and the resulting oppression and violence of heterosexism are products of ignorance. By providing information about our community and concerns, we hope to dispel some of the myths, stereotypes and misinformation present in society about LGBT people. We are committed to breaking the silence by talking with people about our lives.

Goals

1. To provide a support network for lesbian, gay, bisexual and transgender employees and students in the Maricopa Community Colleges.
2. To create a safe and supportive academic environment by raising awareness of LGBT issues and advocating for the needs and concerns of employees and students.
3. To assure a safe campus climate and workplace by coordinating efforts across the district to ensure the inclusion and integration of LGBT issues.

4. To enhance the Maricopa Community Colleges community and culture by creating an open, affirming environment where diversity is valued and all employees, regardless of sexual orientation, gender expression or identity, are valued and treated with respect and dignity.
5. To create a working environment where all employees are safe to be true to themselves and are allowed to develop to their fullest potential and contribute to the success of the Maricopa Community Colleges.
6. To foster a sense of pride and trust within our community.
7. To be an active member of the LGBT community and strengthen the organizational community service commitment, increasing visibility and marketability in the LGBT external community.
8. To provide educational opportunities including training, consultation and resources on LGBT issues.

Article III: Membership and Dues

The membership of this organization shall be open to all employees, including part-timers and full-time retirees who are committed to achieving the objectives of Equality Maricopa or need a safe place to discuss concerns related to LGBT issues.

Dues will be \$10 per member paid annually. Dues should be paid by October 1st in the fall semester, and members joining in the second half of the year should pay by February 15th. Members who pay dues are voting members. Members who do not pay dues, do not have voting privileges.

Article IV: Voting

Voting will be done by email. Two officers will review the votes; any officer running for re-election cannot review votes. The majority of votes cast prevail for the winning candidate or position on an issue.

Article V: Officers

Section 1: The officers of Equality Maricopa are elected by a majority vote of the paid membership who vote within the specified voting time. The positions shall be the President, Treasurer, Website Tech, Communication/Outreach, and Events Coordinator.

Section 2: A call for officer nominations will be made in March and posted on the website. Voting will be held at the end of April, and officers take their positions in August.

Section 3: In the event of an officer vacancy at any other time of the year, the vacancy will be announced to the distribution list to gather nominations over two weeks (this time period should include a meeting). A vote will be taken one week after nominations have been communicated by email.

Section 4: The duties of each officer shall be as follows:

- A. President: The President has the overall responsibility to conduct and oversee the business and activities of Equality Maricopa. He/she is responsible for implementing EM decisions and policies. He/she is responsible for creating the agenda and facilitating each monthly meeting. The President serves on committees as the official representative of EM, such as the Diversity Advisory Council (DAC), the Chancellor's GLBT Community Advisory Council (CAC), gives reports at the Governing Board when appropriate, and represents Equality Maricopa at District events. The President works with the Treasurer to fill out paperwork for payments (purchases or functions) and to create and maintain the budget.
- B. Treasurer: The Treasurer is responsible for maintaining the budget, tracking the dues from members and handling the bank account. The Treasurer handles the Scholarship Fund.
- C. Website Tech: He/she posts updates to the website, maintains the calendar of events, and responds to MCCCCD website design rules.
- D. Communications/Outreach: The Communications Officer maintains the membership list, dl list, and sends out email announcements. He/she is responsible for gathering minutes from each meeting and having them posted on the website.
- E. Events Coordinator: He/she oversees the events planned by EM. The Events Coordinator arranges for planning meetings, scheduling, and advertising of events held by EM.

Article VI: Parliamentary Procedure

The rules contained in the most recent edition of Robert's Rules of order shall govern EM in all cases to which they are applicable and in which they are consistent with the Equality Maricopa Constitution and Bylaws, or any special rules of order that Equality Maricopa may adopt.

Article VII: Fiscal Year and Budget

Section 1: The fiscal year for Equality Maricopa shall be consistent with the MCCCCD fiscal year, which is July 1 through June 30.

Section 2: The fiscal year budget of Equality Maricopa shall be developed by the President and the Treasurer and reported to the membership.

Section 3: The Treasurer shall be responsible for coordinating the budget.

Article VIII: Meetings

Meetings shall be held monthly during the academic year (September, October, November, February, March, April).