

# Akron Minority Council Official Constitution

Ratified 7.20.20

## **Section A. Preamble**

We, the Members of Akron Minority Council, hereby create and honor this constitution, outlining the governing processes and principles of our organization. We understand that our mission is essential, and that our best chance of success is creating a sound foundation; a foundation upon which we shall unite and rise, together, and push toward the brightest of futures..

## **Section B. Mission**

We are a group of like-minded Americans, affected and dissatisfied with the treatment of marginalized communities, committed to ensuring peace, fighting for justice and pushing for continued progress through building connections with the community, in order to secure a better future for us all.

## **Section C. Vision**

Our vision is to serve as an active and thriving advocate for the wholeness of Akron's marginalized populations through connections with equity-minded resources and opportunities, as well as organizational activism.

## **Section D. Values**

*Justice for All*

We believe that if one of us is not fully free, none of us are truly free.

*Wholeness*

We believe in the preservation and cultivation of physical, mental and social wholeness within minority communities.

*The Power of the Voice*

We believe that silence is violence, and that the utilization of one's voice is the way to truth and power.

*Uniqueness*

We celebrate the individual backgrounds, interests and gifts of our members and encourage participation that is mindful of these, as well as that which employs these to their fullest potential.

## **Section E. Impact Statement**

Let it be henceforth known that the aforementioned statements are the definition of Akron Minority Council's operational goals, desired present and future, and most cherished aspects of individual persons and communities as a whole. Let it be henceforth known that any action or speech deemed a) performed in an organizational capacity and b) in violation of these statements is in violation of our organization's mission, vision and values and subject to executive review.

## **Section F. Principles**

Akron Minority Council acknowledges these three principles as the guide for both our organization's operations and for equality at large:

Education on the history, culture and present challenges of marginalized groups.

Action in the form of reformed and newly crafted policy and other means of civic engagement.

Connection of marginalized communities, directly, to resources that aid in their ability to both survive and thrive.

## **Section G. Executive Board**

- A. Akron Minority Council shall, at all times, have an executive board.
- B. The executive board shall consist of a President, Vice President and Community Outreach Director.
- C. Duties of the executive board shall be as follows:
  - a. The President shall be elected by the members of Akron Minority Council. They shall lead all AMC initiatives, delegate all AMC duties, serve as primary spokesperson, direct and hold the executive board, executive board staff and division leads accountable and oversee all committees and committee chairs. They shall supervise the Education sector of the Education, Action and Connection House (EACH).
  - b. The Vice President shall be elected by the members of Akron Minority Council. They shall manage in the absence of the President, delegate responsibilities, and serve at the convenience of the President. They shall supervise the Action sector of the Education, Action and Connection House (EACH).
  - c. The Community Outreach Director shall be elected by the members of Akron Minority Council. They shall lead all community outreach efforts of AMC. They shall directly oversee all elections, prepare newly elected/appointed individuals for their positions, directly supervise the AMC

Convention and serve at the convenience of the President. They shall supervise the Connection sector of the Education, Action and Connection House (EACH).

D. Matters of staffing shall be handled as follows:

- a. A new executive board position shall be agreed upon by a unanimous vote of present executive board members.
- b. A new administrative position shall be agreed upon by a majority vote of present executive board members.
- c. The termination of a staff member shall be agreed upon by a unanimous vote of the executive board after an executive review. The reason for termination shall be provided and documented. The particulars of a termination shall be handled by the President.
- d. The resignation of a staff member shall be made known to all members of the executive board in writing. The executive board shall vote unanimously regarding a replacement. The resigning staff member shall be regarded as “officially resigned” when the replacement assumes their position.

E. Matters of decision making shall be handled as follows:

- a. Except in emergency circumstances, decisions amending rules, action plans, official communications or other foundational purposes must be decided by a majority vote of the executive board.
- b. In emergency circumstances and only in emergency circumstances, unless otherwise decided in clear written word distributed to the executive board, the President may make decisions of their own accord, where it can be proven that such decisions were made in the best interest of the organization, its members or the populations which we serve.

- c. Emergency circumstances shall be defined as those which pose a threat to health, life, property, environment or opportunity.

## **Section H. Executive Board Staff**

- A. The executive board staff shall consist, at minimum, of the Public Relations Executive and the three Chairs of the Education, Action and Connection House.
- B. Duties of the executive board staff shall be as follows:
  - a. The Public Relations Executive shall directly oversee all social media, posters, flyers and other advertising campaigns, as well as member communications. If necessary, the Executive assembles a team to assist in the fulfillment of public relations goals, and oversees this team. The Executive is appointed by the executive board and serves at the convenience of the President.
  - b. The Chairs of the EACH shall directly oversee the fulfillment of goals and objectives within their respective jurisdictions. The Chairs shall assemble teams to assist in the meeting of these goals, and oversee these teams. The Chairs are appointed by the executive board, are directly accountable to their respective executive board supervisor as outlined in Section C, Article C, Subsections A-C and report directly to the executive board in its entirety.

## **Section I. Division Leads**

- A. Division Leads shall be defined as any individuals appointed to an administrative/leadership capacity by the executive board or

executive board staff (in accordance with Section G, Article D, Subsection B) for the purpose of fulfillment of goals.

- B. The division leads shall consist of, at minimum, Senior Outreach DL, Social Media DL, Design and Content DL, Membership Coordinator and Newsletter DL.
- C. Duties of the division lead shall be as follows:
  - a. The Senior Outreach DL shall supervise (and, when appropriate, participate in) private, member-directed communication such as that regarding AMC initiatives, strategizing, member issues and official correspondence in the form of emails and closed channels.
  - b. The Social Media DL shall supervise (and, when appropriate, participate in) public communication such as that involving our organization, members, events, most valued causes and information of interest to/reflective of our mission, vision, values and principles. This will take the form of social media and open channels.
  - c. The Design and Content DL shall supervise (and, when appropriate, participate in) the creation of organization graphics and content for social media pages.
  - d. The Membership Coordinator shall keep timely and accurate membership records.
  - e. The Newsletter DL shall directly supervise the creation and distribution of the bi-monthly newsletter.
- D. Division leads may appoint staff.
- E. Division leads are directly accountable to appointed supervisors.

## **Section J. The Education, Action and Connection House**

- A. The Education, Action and Connection House (EACH) shall serve as an acting coalition responsible for the enactment of specifically delegated initiatives, as delegated by the executive board
- B. The EACH shall be composed of three jurisdictions, in accordance with our principles;
  - a. Education
  - b. Action
  - c. Connection
- C. The Education jurisdiction shall serve as follows:
  - a. Under the direction of and held accountable to the Education Committee Chair, who is under the direction of and held accountable to AMC's sitting President
  - b. With the goal of teaching the history, culture and present challenges of marginalized communities
  - c. With an eye toward a United Nations defined "culture of peace", hallmarked in part by adherence to the principles of "freedom, justice, democracy, tolerance, solidarity, cooperation, pluralism, cultural diversity, dialogue and understanding"
  - d. With the direct responsibility to host/promote educational events/initiatives, host/promote community building events/initiatives and host/promote arts events/initiatives.
- D. The Action jurisdiction shall serve as follows:
  - a. Under the direction of and held accountable to the Action Committee Chair, who is under the direction of and held accountable to AMC's sitting Vice President.
  - b. With the goal of utilizing positive action to ensure equality amongst groups in economic, social, political, cultural and civil areas in policy and civic engagement
  - c. With the direct responsibility to research and write reformed/new and just policy, circulate petitions, and host/promote events related to civic engagement,



including voting and voter registration, legislative education, volunteer efforts, contacting officials, active membership in organizations, protesting, boycotting and fundraising for initiatives.

- E. The Connection jurisdiction shall serve as follows:
  - a. Under the direction of and held accountable to the Connection Committee Chair, who is under the direction of and held accountable to AMC's sitting Community Outreach Director.
  - b. With the goal of providing necessary resources to marginalized communities.
  - c. With the direct responsibility to maintain a directory of community resources and dispatch them to individuals in need, when appropriate and host/promote events that a) create and b) distribute resources such as food, water, shelter, transportation, basic necessities, mental and physical health services/education, education, employment and career assistance, childcare and support groups
- F. Each jurisdiction of the EACH shall have no less than three and no more than seven members, not inclusive of the Chair.
- G. Leadership and service preference shall be given to those who are, themselves, a member of a marginalized group.
- H. Yearly, each marginalized community designated by the executive board shall receive no less than two dedicated events or initiatives for their betterment and the betterment of relations with them. One must be in the jurisdiction of Education and one must be in the jurisdiction of Connection.
- I. Committee supervisors (the supervising executive board members) shall delegate proposals to Chairs for enactment. Should a Chair have a suggestion for their jurisdiction, they must present a formalized action plan to the executive board, who must pass it by majority vote.

## **Section K. Membership**

- A. Anyone interested in becoming a member of Akron Minority Council must adhere to the mission statement.
- B. In order to be recognized as an Akron Minority Council member, one must be listed, with contact information, on the official dossier.
- C. Members qualify for all leadership positions, and have the ability to run for the executive board, if previously determined criteria are met (pending the AMC Convention or an open seat).

## **Section L. Conventions and Elections**

- A. Beginning in 2021, Akron Minority Council shall have an annual Convention
- B. The Convention shall serve the following purposes:
  - a. Serve as the forum for the annual election of the executive board
  - b. Serve as an opportunity to decide on Akron Minority Council rules and regulations, if necessary
  - c. Serve as an opportunity to propose, vote upon and institute constitutional amendments
  - d. Act as a fundraiser
  - e. Recognize all new members
- C. Election procedures will be as follows:
  - a. A special election may be declared via a membership petition garnering 45% of membership support (percentage calculated at time of submission)

- b. Members announce candidacies no earlier than the Convention or declaration of the special election
- c. Candidates must give their name, their desired position, their neighborhood, if they belong to any marginalized groups, prior activism and goals if elected
- d. Candidates are given three minutes each to state this information
- e. The election must last at least two hours
- f. If no candidate reaches a 51% majority, the individual with the least votes loses.
- g. Rounds of voting will continue until a candidate reaches at least 51% support.
- h. Elections must not occur twice in the same month.
- i. All members are eligible voters
- j. The election platform must be accessible to a minimum of 75% of members, with at least one alternative option.

## **Section M. Observances**

- A. In January, the executive board shall determine the goals of the organization for the upcoming year, the specific tasks of the EACH and the organizational calendar as far in advance as is possible.
- B. In May, Akron Minority Council shall hold their annual Convention
- C. On the last Saturday in June, Akron Minority Council shall hold their annual Rally for Justice