

DePaul University LGBTQA Faculty and Staff Network Bylaws

January 27, 2014

Article 1: Name

The organization's name shall be "LGBTQ Faculty and Staff Network," also referred to as "the Network" in this document.

Article 2: Mission Statement

DePaul's LGBTQ Faculty and Staff Network exists to support lesbian, gay, bisexual, transgender, queer, and questioning faculty and staff at the University. The network aims to foster community, advocate for the needs of LGBTQ individuals, and serve as a resource for all faculty and staff.

Article 3: Core Activities

- Community building
 - The Network will create spaces for people to gather around common identities and interests.
 - The Network will create intentional opportunities for faculty and staff to connect across campuses, departments, and generations, with specific attention to connecting DePaul and Chicago's LGBTQ communities.
 - The Network will develop and maintain a visible presence on campus through events and electronic communication.
 - When appropriate, events and opportunities that the Network coordinates will also be open to partners and families of LGBTQ faculty and staff.
- Advocacy
 - Using systems that already exist at DePaul, i.e. the LGBTQA Student Services weekly e-newsletter, the Network will publicize DePaul and Chicago-based LGBTQ programs and events.
 - The Network will facilitate communication among faculty and staff around workplace issues of concern to LGBTQ individuals.
 - The Network will develop and maintain relationships with the Office of Institutional Diversity and Equity and Human Resources.
 - The Network will monitor institutional policy, HR and benefits in order to advocate for the interests of LGBTQ faculty and staff.
- Resources
 - The Network will provide and publicize resources for new LGBTQ faculty and staff to help them connect with the DePaul community.
 - Through its structure and implementation, the Network will maintain connections with the LGBTQ Studies Program and LGBTQA Student Services.
 - The Network will serve as a bridge between University administration and faculty and staff.
 - Information about the Network will be available in new faculty and staff orientations and trainings and will be included on websites and lists throughout the University.

Article 4: Participation

The Network is open to any self-selected DePaul University faculty or staff person interested in affirming and acting in alliance with the LGBTQ community.

Article 5: Structure

The Network will maintain an executive board consisting of 4-5 individuals holding the following positions:

- Chair
 - Oversees general operations of the Network.
 - Calls executive board meetings and helps coordinate programs.
 - Serves as primary point of contact for faculty and staff interested in the Network.
- LGBTQA Student Services liaison
 - Ex officio position, typically held by the staff person working in the role of LGBTQA Student Services Coordinator.
 - Person serving in this role may hold another position on the Executive Board.
- LGBTQ Studies Program liaison
 - Ex officio position, typically held by the faculty member serving in the role of Director of the LGBTQ Studies Program. May also be held by a faculty member on the LGBTQ Studies Advisory Board.
 - Person serving in this role may hold another position on the Executive Board.
- Social Media and Communications Coordinator
 - Oversees messaging and outreach to the Network through maintenance of social media.
 - Includes secretarial duties.
- Event and Programming Coordinator
 - Oversees the coordination of events throughout the year, including but not limited to social and educational programs.
 - With approval of the board, the Event and Programming Chair may appoint a sub-committee to assist with event-planning during their term.
 - Includes treasurer duties.

Article 6: Elections

With the exception of the de facto positions, Executive Board positions will last for two academic years. Elections will be held every other year in the spring (April or May) with the incoming board members assuming duties July 1.

Should unplanned vacancies occur, replacement board members will be appointed by the chair in consultation with the Executive Board until the next general election.

Article 7: Bylaws

- The Network's bylaws can be changed and modified by vote of the Executive Board.
- Proposals for changes shall be submitted to the chair, who will present the proposal to the Executive Board at the next meeting.