

Accessibility Coalition Constitution and Bylaws

Arizona State University

PREAMBLE

This draft has been prepared by Mohammad Sultan A Aljohany, Rachel Caldwell, Chris Ervin, Hannah Grabowski, Kaitlyn Martinez, Alonso Rodriguez, and Garrett Tanner on Wednesday, December 2nd, 2020 to be presented to the Disrupting Dis/Ability Humanities Lab instructed by Dr. Annika Mann and Dr. Heather Switzer.

Copies of this draft have been shared with affiliated member organizations for continued revision for it to be ratified in January 2021, as discussed in Article VII.

Article I - NAME and PURPOSE

Section 1: Name

The name of the organization shall be: “Accessibility Coalition” — an umbrella for student organizations at Arizona State University that organize around accessibility and inclusion as it pertains to disability and related social positions.

Our shorthand use of disability includes, but is not limited to, visible and/or invisible physical, intellectual, psychiatric, and learning disabilities, impairments, conditions, and differences regardless of medical diagnosis, documentation, or public disclosure.

Accessibility has many personal and systemic interpretations. Examples of accessibility include safe physical entry/exit options to buildings, accommodations like interpreters at events, and the right to culturally responsive healthcare. The Accessibility Coalition responds to accessibility - barriers to accessibility and progressive visions of accessibility - as it is variously defined by our community.

Section 2: Purpose

The Accessibility Coalition’s mission is to combat ableism and stigma as it impacts the experience of Arizona State University students, staff, faculty, and administration in addition to our surrounding community and social spheres. By ableism we mean “the process of favoring, fetishizing, and building the world around a mostly imagined, idealized body while discriminating against those videos perceived to move, see, hear, process, operate, look, or need differently from that vision” (Taussig, 2020, 10).

Beyond combating ableism and stigma, we aim to actively foster inclusion and community for students with disabilities through programming, education, and advocacy.

Section 3: Vision Statement

We concur with Alison Kafer (2013) that, “How one understands disability in the present determines how one imagines disability in the future; one’s assumptions about the experience of disability create one’s conception of a better future” (2). The Accessibility Coalitions works both to answer the immediate needs of the community and to imagine future progressive initiatives.

We envision a campus that prioritizes the inclusion of individuals with disabilities rather than considering accommodations as secondary. We imagine an ASU where accessibility is not a checklist, but rather a constant process.

The Accessibility Coalition acknowledges that “disability is experienced in and through relationships; it does not occur in isolation” (Kafer 8). Building and maintaining productive and caring relationships with students, staff, faculty, administration, and our larger community is principal to our work. We commit ourselves to prioritize accessibility both on and off campus.

Section 4: Language

Disability language is diverse and constantly evolving in public and private spheres. The Accessibility Coalition recognizes that the following nonexhaustive list of terms have personal and political significance for many: Bodymind, cripp/cripple, disabled people vs. people with disabilities, handicap, retard/retarded, sick, special needs, “suffering from,” victim and survivor, among others.

Affiliated organizations may or may not use these words and phrases at the discretion and comfort of their own members. The Accessibility Coalition respects the choices of associated organizations to use or not use any of these words and phrases so long as harm and/or exclusion is not intended. The Accessibility Coalition holds the right to deny membership and participation of organizations or individuals who use any term to insult, discriminate, and/or dehumanize others.

As of this draft, The Accessibility Coalition does not hold any particular position on the use of specific terms, like those listed above, in official marketing materials.

Section 5: Non-Discrimination Statement

“Membership and all privileges, including voting and officer positions, must be extended to all students without regard to age, ethnicity, gender, disability, color, national origin, race, religion, sexual orientation, or veteran status. Title IX of the Educational Amendments of 1972, Section 106.14, makes an exception for social fraternities and sororities, in regard to gender, for membership criteria. Religious student organizations will not be denied registration solely because they limit membership or leadership positions to students who share the same religious beliefs. These groups, however, may not discriminate in membership or leadership on any other prohibited basis (i.e., age, ethnicity, gender, disability, color, national origin, race, sexual orientation, or veteran status).”

Article II - MEMBERSHIP

Section 1: Identifying Members

This coalition was founded by and designed for individuals with disabilities (as moderately defined in Article I, Section 1), but is inclusive of those who do not identify with this term and those allied with our community. Students (undergraduate or graduate) do not need to belong to any independent member organization to be involved with The Accessibility Coalition. Furthermore, this organization shall include staff, faculty, and administration in its programming and advocacy.

Section 2: Official Recognition of Member Organizations

Member organizations shall consist of any registered student organizations, with good standing, on any campus, with the goal of serving the aforementioned community and has completed the application process and has received acceptance by a unanimous vote of the executive board.

The application process shall be determined by the Co-Facilitators and advertised by the director(s) of Marketing.

Section 3: Participation

As also articulated in Article V, Section 1, one or two representatives from each member organization's executive board, as well as one or both of the Director(s) of Advocacy from The Accessibility Coalition, will meet monthly at a time decided collectively. These meetings shall have a virtual option for attendance, as well as an in-person option if public safety guidelines permit.

All members of all member organizations are encouraged to collaborate and build community through the Accessibility Coalition's official Discord server (link available upon request).

Article III - EXECUTIVE BOARD

Section 1: Expectations of Executive Board Members

All executive board members shall attend biweekly executive board meetings. No member shall be removed on a "strikes" policy. A member may only be removed from office by unanimous vote of the rest of the executive board and presidents of each member organization. If the desire to remove a member of the executive board arises out of harassment or assault, only a majority of the executive board shall be required to remove the member from office.

All executive members shall maintain respect for all communities at ASU, in both their actions and words, regardless of race, religion, sexual orientation, gender identity, sex, disability, class, citizenship status, or other characteristic of identity.

All executive board members shall have voting rights.

All executive board members shall hold two office hours per week during the hours of 9:00 AM - 5:00 PM, Monday - Friday.

Where there are two directors, those directors shall decide how to divvy up their responsibilities as they see fit.

Each executive board member term shall last from April of one year to April of the next year, except for the executive board members elected during the 2020-2021 school year, whose terms shall begin in January 2021 and continue until April 2022.

All executive board members shall prepare transition documents upon leaving their position.

Section 2: Co-Facilitators (2) and Duties

The Co-Facilitators shall:

- Set up voting on SunDevilSync and tabulate all votes
- Lead biweekly executive board meetings
- Approve the agenda drafted by the Director(s) of Operations at least 24 hours prior to the executive board meeting
- Attend biweekly Council of Coalitions meetings
- Write press releases to be approved unanimously by the Coalition
- Work with all executive board members to achieve their goals
- Review all surveys and/or google forms
- Collect emails for events when the Director(s) of Operations cannot attend.

Section 3: Director(s) (1-2) of Operations and Duties

The Director(s) of Operations shall:

- Take notes for all executive board meetings
- Provide a biweekly agenda for executive board meetings, approved by both Co-Facilitators and distributed at least 24 hours prior to the meeting
- Ensure that all files are organized and accessible, whether that be in a Google Drive or other format
- Plan executive board bonding activities at least once a semester in concert with the Co-Facilitators
- Take attendance for all required meetings and events
- Maintain the SunDevilSync page and event calendar
- Collect emails for the mailing list at all events
- Run elections processes
- Monitor Discord
- Create surveys

Section 4: Director(s) (1-2) of Finance and Duties

The Director(s) of Finance shall:

- Plan and execute fundraisers as needed.

- Communicate frequently with the Advisor, Director(s) of Programming, and Director(s) of Marketing, and the USG Director of Finance to maintain an accurate budget
- Propose a budget to present to the Council of Coalitions board and ASASU for approval
- Help member organizations create funding requests to their respective Student Governments

Section 5: Director(s) (1-2) of Advocacy and Duties

The Director(s) of Advocacy Shall:

- Communicate with the chairs and/or directors of the Undergraduate Student Government Committees on University Affairs on the Tempe, West, and Polytechnic campuses, as well as the Undergraduate Student Government Senate Committee on External Affairs on the Downtown campus
- Maintain relationships with the Director of SAILS, the Disability Advocacy and Awareness Committee, all member organizations, and any directors of diversity, inclusion, equity, or access serving on College Councils.
- Attend monthly member organization meetings with one Director of Advocacy leading the meeting, and the other taking notes for the meeting
- Identify University policies and/or practices to change or adopt
- Draft legislation to propose to Undergraduate Student Government Senates
- Work with Co-Facilitators to develop projects and initiatives for the Accessibility Coalition to work on

Section 6: Director(s) (1-2) of Programming and Duties

The Director(s) of Programming shall:

- Collaborate with the Director(s) of Advocacy to host at least two town halls on accessibility per semester
- Collaborate with other coalitions to host at least one event per semester that addresses the unique experiences of students with disabilities within different cultural perspectives
- Lead Heritage month (October) planning committees beginning no later than August of the same year
- Host at least one networking event for students with disabilities per semester
 - Topics may include civic engagement, ...
- Host at least one art event for students with disabilities per semester
 - Topics may include health and wellness, ...
- Host other events as needed
- Provide subtitles and/or a sign language interpreter at all events
- Assist the Director(s) of Education in planning events

Section 7: Director(s) (1-2) of Marketing and Duties

The Director(s) of Marketing shall:

- Maintain all social media accounts
- Promote member organization events on social media
- Design promotional items for events with approval from the executive board

- Post flyers for events around campus and at SAILS
- Provide an image description for all images posted on social media
- Send out a biweekly newsletter to members of the email-list
- Send out weekly updates to members of the Accessibility coalition

Section 8: Director(s) (1-2) of Education and Duties

The Director(s) of Education shall:

- Provide consultation on accessibility of other organizations' events per request
- Create guides for student organizations to foster inclusive and accessible social media posts, event planning, etc.
- Host at least one educational event on disability per semester in coordination with the Director(s) of Programming
- Collect and organize information on resources to help students with disabilities
- Collect and organize information to educate students without disabilities

Section 9: Graduate Student Representative and Duties

The Graduate Student Representative shall:

- Work with the Director(s) of Advocacy and Director(s) of Programming to include a graduate student perspective on any relevant affairs and events.
- Act as a liaison between the Graduate and Professional Student Association (GPSA) and the Accessibility Coalition.
- Specifically recruit member organizations registered as primarily serving graduate students.
- Stay informed on, and share relevant information about, the recent addition of the Disability Studies Undergraduate and Graduate Certificate from The School of Social Transformation.

Section 10: Interns and Duties

Interns shall be appointed by Co-Facilitators and confirmed by a majority vote of executive board members and help with any initiatives or projects assigned by Co -Facilitators or Directors. There is no set number of interns. Interns do not have voting rights.

Article IV - ADVISOR

Section 1: Appointment

One faculty or staff member shall serve as an advisor upon receiving unanimous approval by the member organizations.

Section 2: Responsibilities

The advisor shall:

- Mediate any conflicts that arise between executive board members

- Assist all executive board members in executing their duties
- Have no voting rights
- Attend meetings and connect with faculty and staff as needed

Article V - MEETINGS

Section 1: Member Organization Meetings

One or two representatives from each member organization's executive board, as well as one or both of the Directors of Advocacy will meet monthly at a time decided by the member organization representatives. These meetings shall have a virtual option for attendance, as well as an in-person option if public safety guidelines permit.

Section 2: Executive Board Meetings

All executive board members shall attend biweekly meetings to discuss any projects, events, and/or initiatives. These meetings shall be open to the public and allot a time for members of the public to speak. These meetings shall have a virtual option for attendance, as well as an in-person option if public safety guidelines permit.

Section 3: Council of Coalitions Meetings

The Co-Facilitators shall attend all biweekly Council of Coalitions meetings if/when the Accessibility Coalition is admitted into the Council of Coalitions. One Co-Facilitator must take notes and provide updates at the Accessibility Coalition Executive Board Meetings.

Article VI - ELECTIONS

Section 1: First Election Details (2021)

To register on SunDevilSync, one Co-Facilitator, one Director of Finance, and one Director of Operations shall be elected in January 2021. Eligible candidates shall be a member of an affiliated organization. All members of affiliated organizations are eligible voters for this election.

For the January 2021 election, the list of affiliated organizations is as follows: Active Minds, Deaf Devils, Integrated Accessible Mentoring, Advocating Sun Devils (ASD): Autistics on Campus (AoC), United Nations Association, Devils 4 Devils, Eye to Eye, and students enrolled in the Fall 2020 Disrupting Dis/Ability Discourses Humanities Lab.

Self-nominations will open Monday, January 4th and close Friday, January 15th at 5pm.

Polls will open Monday, January 18th and close Friday, January 22nd at 5pm.

The newly elected Executive Board shall take office Monday, January 25th whereby the Accessibility Coalition will then register with SunDevilSync.

Ballots will be created and counted by 2-3 people neither/none of whom are running for positions. The first elected Director of Operations will write and conduct the elections progress moving forward, the first of which will be by April 2021 where the other open positions will be filled: the second Co-Facilitator, the second Director of Finance, the second Director of Operations, 1-2 Directors of Advocacy, 1-2 Directors of Programming, and 1-2 Directors of Marketing. All positions will be reelected in April 2022.

Section 2: Eligible Candidates

Eligible Candidates shall be students at Arizona State University. There shall be no other requirements except those mentioned in Section 1 regarding the first January 2021 election.

As determined by the Director(s) of Operations, candidates shall answer short answer questions to be published in a voter guide to the public. Questions may inquire about past participation with affiliated organizations, goals and initiatives for their position, and an open section for additional comments.

Section 3: Eligible Voters

Voters are required to provide their name and ASU email. For the first election, as detailed in Section 1 above, voters will need to identify what approved affiliated organization they are a member of. Members of affiliated organizations and executive board members shall each have one vote. If a voter belongs to both groups, they still only have one vote.

Section 4: Method of Election

When three or more candidates run for a position, the candidates shall be selected by a ranking system. Votes shall be tabulated by assigning the greatest number of points to the first-place candidate on each ballot, the second greatest number of points to the second-place candidate on each ballot, and so on and so forth. For example, in an election with three candidates, there will be three points to first place, two points to second place, and one point to third place on each ballot. The number of points shall be totaled for each candidate, and the candidate with the greatest number of points will rank first, the candidate with the second greatest number of points will rank second, and so on. The two top ranking candidates will assume positions.

If two or fewer candidates run for any position, those candidates shall assume the positions they are running for.

In the event that an office is not filled via election, or only one person serves in a position, the executive board may fill those spots by interviewing candidates at any point in the school year. Member organizations may then vote to confirm those nominees. Only a majority vote is required.

Article VII - REVISIONS and RATIFICATIONS

Petitions may be raised by any executive board members of the Accessibility Coalition or of member organizations.

Petitions for revisions and ratification must be raised at least five business days before a vote will be held.

Petitions must receive a $\frac{3}{4}$ vote of the executive board members of the Accessibility Coalition and a $\frac{3}{4}$ vote of the member organizations. One vote by the member organization shall be determined if the majority of members voting within that organization vote in favor or against a revision.

Passed revisions and ratifications will be amended in this constitution by the Director(s) of Operations and publicly advertised by the Director(s) of Marketing within five business days.

The initial ratification of this constitution must have unanimous approval by all member organizations.

Works Cited

Kafer, A. (2013). *Feminist, Queer, Crip*. Indiana University Press.

Taussig, R. (2020). *Sitting Pretty: The View From My Ordinary Resilient Disabled Body*. HarperOne.