

## **The Alliance of Anti-Racist Social Work Practitioners**

University of Maryland, Baltimore

School of Social Work

Student Government Association

### **Constitution and Bylaws**

#### **Article I: Name**

The organization will be referred to as the Alliance of Anti-Racist Social Work Practitioners, of the University of Maryland, Baltimore School of Social Work, which is on Piscataway lands, hereafter referred to as The Alliance.

#### **Article II: Statement of Purpose**

The Alliance of Anti-Racist Social Work Practitioners (the Alliance) is an organization at the University of Maryland School of Social Work committed to the process of dismantling white supremacy by challenging and working through how internalized and structural racism shows up in the social work profession. Within the context of shared learning, social justice, activism, and healing, we hold space for individuals and the social work community to develop a lens for anti-racist practice on the individual, community and structural level.

#### **Article III: Scope**

This organization is subject to the jurisdiction of the Student Government Association of the University of Maryland School of Social Work, as well as to the Dean of the School and their designee.

#### **Article IV: Membership**

1. A member of the University of Maryland School of Social Work community can become a member of this organization by attending one seminar meeting and one membership meeting during the school year, subscribing to the organization's communication list, and participating in planning, organizing, or leadership in the Alliance.
2. Membership in this organization may not be denied because of race, color, age, sex, gender identity, gender expression, sexual orientation, physical or mental disability, language, disabled veteran or veteran status, marital or family status, national origin, political affiliation or religion.

## Article V: Officers and Responsibilities

The Alliance shall appoint 1-2 (co-)leaders. Other officer positions that may be filled on the Alliance Leadership Team *may include* secretary, treasurer, historian, social media chair, and outreach coordinator.

All leadership team members are required to:

1. Attend at least one SGA General Body meeting within the school year
2. Actively participate in leadership/student body meetings (all leadership team members are encouraged to facilitate a student body meeting.)

The (co-)Leader(s) will be responsible for the following:

- They shall be known as the Student Government Association Representative (SGA Rep);
- They shall serve as the organization's official representative for all purposes relating to communication with the SSW SGA, SSW & UMB Staff, and UMB SGA;
- They shall serve as the organization's official spokesperson at all forums outside The Alliance;
- They shall organize facilitation of meetings, events, and activities;
- They shall coordinate the organization's activities, meetings, and events;
- Ensure compliance with USGA/UMB policies;
- They will support and fill-in for any other leadership team members as needed.

The Secretary shall be responsible for the following:

- Maintain an official copy of all The Alliance records and documents;
- Maintain past official copies of all the Alliance records and documents (with dates);
- Make materials accessible to all members;
- Record minutes for both leadership and general body meetings;
- Send minutes to the leadership and/or general body within 1 week of the meeting date;
- Create and distribute materials advertising the Alliance events;
- Co-facilitate Alliance meetings, events, and seminars;
- Assist in the coordination of the Alliance meetings, events, and activities;
- Support and fill in for any other leadership team members as needed.

Treasurer

- Manage Foodify account;
- Be responsible for developing semester/annual budget
- Attend University/SGA/SSW meetings and trainings regarding funding
- Support and fill in for any other leadership team members as needed.

#### Social Media Chair(s)

- Manage Instagram and Facebook accounts
- Post weekly relevant content as well as news/updates regarding Alliance events
- Support and fill in for any other leadership team members as needed.

#### Outreach Coordinator(s)

- Communicate/coordinate with external sources for event collaboration/presenting (speakers, other campus groups)
- Collaborate with other SGA Student Groups (ie. AOWG, LUCHA, OASIS etc.) on potential partnerships
- Support and fill in for any other leadership team members as needed.

#### Historian(s)

- Find relevant research/content that help us remain up to date with current events, and knowledgeable about racism in Baltimore City and on campus
- Obtain information regarding climate at the SSW by collaborating with AOWG and other SGA Groups.
- Support and fill in for any other leadership team members as needed.

### **Article VI: Meetings**

#### 1. Membership Meeting

The Alliance will hold at least one membership meeting per semester in which they go over reports, old business, new business, elections, voting, etc.

- There will be a time allowed for discussion among group members and leadership.
- Any member wishing to discuss any issue or lead any event may contact any of the leadership team at any time to add an item to the meeting's agenda.
- Decisions shall be made by a majority vote of members and officers attending the meeting at which the vote is taken. Voting may be conducted by raising of hands, anonymous poll, or any other method deemed efficient by membership.

#### 2. Seminar Meeting

The Alliance facilitates a series of seminars that are open to students, faculty, staff and community members. The seminars are meant to explore the concept of "anti-racist social worker" and establish a network of practitioners for organized response and support in Baltimore City.

Seminar discussions will be facilitated by students, teachers, staff and community members who are committed to the principles of anti-racism within social work practice. Ideally, each seminar will be followed by group action to further support and collaborate with existing anti-racist agendas.

Procedure of Seminar Topics:

- Any member, group member or officer may present a proposal for the group's considerations.
- There will be a time allowed for discussion among group members and leadership.

### 3. Leadership Meeting

Officers of the Alliance shall regularly communicate with the leadership board. Co-chairs will schedule meetings with the rest of the team to collaborate and plan upcoming events.

## **Article VII: Elections and Officer Terms**

1. The Alliance Leadership Team shall be elected to a term of one year starting and ending at noon on May 1<sup>st</sup>.
2. Elections shall be between March 1<sup>st</sup> and April 1<sup>st</sup> or whenever vacancies occur. At least thirty days' notice shall be given before the election meeting. Nominations shall be initiated from the floor and elections done by a ballot. The person receiving the most votes from members present at the election meeting shall be elected. In the event of a vacancy, an election shall only require one week's notice.
3. Officers may be removed throughout the year at any point during the following progression of events:
  - a. They have consulted with the rest The Alliance Leadership Team on behalf of membership
  - b. They have consulted with Office of Student Support (OSS) and the SGA Executive Board
  - c. Majority Vote by membership
4. A transition meeting must happen yearly with the retiring leadership, new leadership, and the Office of Student Support (OSS). At the transition meeting, all involved parties will review the Alliance's Constitution & Bylaws, Statement of Purpose, Mission Statement, and any other policy or best practices to ensure that incoming leadership understands what the Alliance is built on, how it has evolved, and where it can go. They will also discuss potential areas for change and develop a plan/timeline for the new leadership.

### **Article VIII: Faculty Advisors**

1. The Faculty Advisor shall be available to provide student guidance and support to address issues related to the Alliance.
2. The Faculty Advisor shall be available to meet with the Alliance on an as needed basis.
3. The Faculty Advisor can request emergency officer meetings to discuss issues/concerns at any time.
4. The Faculty Advisor will be invited to all Alliance events and meetings, and made aware of decisions made at meetings via minutes.

### **Article IX: Amendments**

Leadership will review the Constitution and Statement of Purpose annually. Once brought to a consensus among leadership, the Alliance will formally submit the updated Constitution to be voted at a SSW SGA general body membership meeting as stated in Article V. of the SSW Constitutional By-Laws for Student Organizations

**"(a) shall provide the SGA office with their constitution and by-laws (updated as necessary), budgets, Faculty Advisor(s) names(s), and current list of officers/co-leaders to be recognized as a Student Government affiliated Student Organizations. This information will be turned in at the first SGA meeting of the Fall Semesters.**

**(b) Revisions to Constitutions and Bylaws will be presented at an SGA meeting and will require a quorum to review and vote."**

All amendments must be approved in accordance with Student Government Association policy before becoming legally binding. The Alliance Leadership Team shall review the SSW SGA Constitution as guidelines for student organizations.

A copy of the SSW SGA Constitution can be found at [About the SGA - University of Maryland, Baltimore](#) webpage.

**Last Updated: September 3, 2020**