

ARTICLE TWO - OBJECTIVES

Section One

1) Promotion of union rights and liberties

(a) To protect and strengthen our democratic institutions, and to secure full recognition and enjoyment of the rights and liberties to which we are entitled. (b) To encourage graduate students to become active in local, state, national and global politics, while at the same time preserving the independence of the labor movement from outside political control. (c) To encourage all Graduate Students without regard to race, creed, color, sex, gender-identity, health, disability, sexual preference, relationship status, political affiliation, nationality, veteran status or age, to share in the full benefits of the GTFF. (d) To create a union climate which is diverse and inclusive of all members without regard to race, creed, color, sex, gender-identity, health, disability, sexual preference, relationship status, political affiliation, nationality, veteran status or age.

ARTICLE FOUR - OFFICERS AND THEIR DUTIES

Section One- The union officers, comprising the Executive Board, shall consist of the following:

President

Vice President for Organizing

Vice President for Grievance

Vice President for Political education

Vice President for External Relations

Vice President for Operations

Vice President for Member Communications

Vice President for Equity and Inclusion

Treasurer

Section Two - Each officer of the Executive Board shall:

(l) collaborate with the VP of Equity and Inclusion to create a union climate that is inclusive of all members;

(m) collaborate where their duties may otherwise overlap (i.e. VP of Equity and Inclusion shall work with the VP of External Relations to establish working relationships with diverse communities and stakeholders);

Section Eleven- The duties of the Vice President for Equity and Inclusion shall include the following:

- a. to encourage and recruit under-represented members to run for office, stewardship, and serve on committees;
- b. to form and organize the Equity Committee, and implement its suggestions;
- c. to suggest concrete changes regarding union culture and structure to the General Membership, Executive Council and Board, with specific attention to decision-making procedures and meetings;
- d. to address issues of diversity and inclusion as they arise, in conjunction with the Equity Committee and Caucuses;
- e. to promote understanding of the intersection of issues of diversity & inclusion as related to policies, procedures, and politics;
- f. to encourage members to work with faculty and staff to expand cultural competencies within departments and the University;
- g. to develop connections with university systems (e.g., departments, graduate school, administration) to advance the interests of a diverse union membership (i.e., reach out to the Alliance of Graduate Students for Diversity and the ASUO Multicultural Center, compile resources for international GTFs);
- h. to encourage the construction and maintenance of working relationships with external diverse communities and stakeholders;
- i. to assist caucuses in the event that a caucus leader is temporarily unavailable;
- j. to coordinate with VP of Organizing regarding resources, materials, and training for caucuses.

ARTICLE SEVEN – EXECUTIVE BOARD

Section Three-

(a) In the event that the President is temporarily or permanently unable to perform his or her duties, the order of succession shall be: Vice President for Organizing; Vice President for Grievance; Vice President for Political Education; Vice President for External Relations; Vice President for Operations; Vice President for Member Communications; Vice President for Equity and Inclusion; and Treasurer.

Section Six- Quorum

The required quorum for binding Executive Board decisions shall be set at five voting members. (The President or acting President does not vote, except in the case of a tie).

ARTICLE NINE - COMMITTEES

Section One- The following are the Standing Committees of the GTFF.

(i) Equity and Inclusion Committee

Section Ten - Equity and Inclusion Committee

(a) Composition

The Equity and Inclusion Committee shall be chaired by the VP of Equity and Inclusion, or their designee. In addition to the chair, the committee shall consist of as many members as deemed appropriate by the Executive Board. Caucus representatives shall be part of the committee, or contacted regularly by the committee chair for updates on caucus concerns and priorities.

(b) Duties

1) To critically evaluate union bylaws, meetings, and elections of Executive Board members for dynamics which may prevent or discourage the full participation of underrepresented members.

2) To suggest changes to General Membership and/or Executive Board regarding non-inclusive aspects of union climate and structure.

3) To develop short and long term goals to make the union a more welcoming organization for all members.