

Latinx ARG Bylaws

ARTICLE 1 – Name

The name of this Affinity Resource Group (ARG) shall be the Latinx ARG

ARTICLE 2 – Mission and Objectives

Section 1. The mission of the Latinx Affinity Resource Group is to foster a welcoming and inclusive environment at Wake Forest University for individuals interested in issues facing the Latinx community. The group will serve as a resource to Wake Forest University to positively influence the environment and to assist the University in achieving its diversity, inclusion, and equity vision by creating awareness of our ARG, events, networking opportunities, and innovative ideas.

Section 2: There are 3 primary objectives of the Latinx Affinity Resource Group. These objectives include:

Objective #1: Recruiting Latinx faculty and staff who are reflective of the diverse students and communities served by WFU.

- Work/Life Balance
- Recruiting Strategies

Objective #2: Fostering an environment of inclusion for Latinx faculty, staff and allies.

- Assist in driving organizational initiatives that maximize the development of Latinx employees
 - Networking
 - Mentoring and coaching
- Engage members of all backgrounds to support the Latinx ARG

Objective #3: Support the University's efforts to attract and retain the best Latinx talent

- Create space to discuss relevant issues
- Building community
- Provide fellowship opportunities with likeminded faculty and staff

Article III - Participation

Employees who take part in any leadership role of a Wake Forest University (such as Chair, Vice Chair, or Secretary) must have supervisor approval to hold a leadership role since there is a commitment expectation to deliver WFU ARG goals during the duration of service. Similarly, employees who take part in WFU ARGs as a participant (non-leadership role) during their normally scheduled working time must have supervisor approval. Employees do not need supervisor approval to take part in WFU ARG activities on their own personal time (not normally scheduled working hours).

Membership is open to all faculty, staff, and administrators of the University. Members must meet and maintain the following eligibility requirements:

CRITERIA

- Members must be employed by Wake Forest University.

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- Membership is open to all University employees interested in supporting and learning more about the Latinx community.
- Membership is voluntary.
- Attendance to a majority of ARG meetings – as determined by the officers, or leadership.
- Support the core values of the University.
- Be an advocate for the University's diversity, inclusion and equity goals.
- Confidentiality where appropriate

LEADERSHIP

- New and replacement leadership members will be determined by members and will serve a 12-month term (unless there is voluntary attrition, or the steering committee recommends a change)

CONFIDENTIALITY

Opinions, experiences and ideas shared by members of the ARG during meetings or related activities and any records thereof, shall be held in confidence and such records shall remain the sole and exclusive property of the University.

ARTICLE 4 –Meetings

Section 1. Annual Meeting – The Latinx Affinity Resource Group will hold an annual meeting to conduct elections of officers. The meeting will be announced at least two weeks in advance.

Section 2. Regular Meetings - The Latinx Affinity Resource Group must meet bi-annually at a time and date that is set in advance by the group's leadership. Meetings will occur at times that increase the likelihood that all faculty and staff members can attend. All official meetings should be announced at least seven days in advance.

Section 3. Meeting Minutes – A recorder of the Latinx Affinity Resource Group will document all formal business that occurs at the meeting. Meeting minutes must be sent to all members by the end of each academic semester or term.

All Affinity meetings and/or teleconferences will be managed in the following manner:

- Attendance
- Old business
- Items discussed
- Decisions made
- Action items
- New business
- Next meeting date and agenda

Section 4: Protocol - All ARG meetings and/or teleconferences shall be conducted in accordance with the following inclusive behaviors:

- Share freely of member's experiences
- Encourage others to share freely
- Allow one conversation at a time

- Respect unique/different points of view
- Agree to disagree
- Confine comments to the issue at hand
- Be sensitive to everyone's time
- Be considerate of the feelings of others
- Provide a timekeeper as needed
- Maintain the confidentiality of internal issues
- Be creative and encourage creativity in others
- Be an active communicator and listener
- Think about the greater good of the organization as a whole

ARTICLE 5 – Officers

Section 1. Leadership. The Latinx Affinity Resource Group shall have a Chair, Vice Chair, and Secretary. Each Officer must be a member of the ARG. No individual can serve more than three consecutive one-year terms in the Office of Chair or as Vice Chair. All Officers must be in good standing at the time of election.

Section 2. Chair. The Chair shall preside over ARG meetings and serves as the official liaison between the ERG and the Office of Diversity and Inclusion. The Chair shall appoint all leaders of special committees with the approval of the membership. The Chair also represents the Latinx Affinity Resource Group at public meetings and events, university programs, and other authorized occasions. The Chairship should rotate between faculty and staff, with neither group serving more than three consecutive terms.

Section 2. Vice Chair. The Vice Chair shall support the Chair in presiding over ARG meetings and serves as a representative between the ARG and the Office of Diversity and Inclusion in the absence of the Chair. The Vice Chair also assumes the duties of the secretary in their absence.

Section 3. Secretary. The Secretary will record, maintain, and distribute minutes for each meeting with the membership. The Secretary is also responsible for handling, receiving, and retaining any administrative paperwork between the ARG and the University, including both formal and informal correspondence. The Secretary serves in the absence of the Vice Chair when not present.

Section 5. Participation. Officers are responsible for attending ARG meetings. All Officers are members of the executive board. The executive board has the authority to carry out the provisions of these bylaws and to expend funds in line with the wishes of the membership. An officer who is absent from three (3) consecutive meetings without approval from the Chair must vacate their role. Officers may be removed by a $\frac{3}{4}$ vote of the active membership.

ARTICLE 5 –Membership and Elections

Section 1. Membership in the ARG is open to all individuals of any identity who have a commitment to issues facing Latinx faculty, staff, and students.

Section 2. Elections. Votes are affected by a simple majority vote of active members. The bylaws can only be changed with a vote from at least two-thirds of the active membership.

Article 6 – Adoption and Amendments

This charter shall take effect immediately upon being put in final format and approved by the ARG, executive committee, ODI, HR or other appropriate body.

Any member of the ARG, the executive committee and/or ODI/HR may propose amendments.

Adoption of amendments shall be subject to the same approval process as the founding charter. Approved amendments will be incorporated into the charter and shall take effect immediately, or as described in the amendment.

This charter is created as a framework around which the ARG will carry out its mission. It is not intended to be a contract and may change, as business needs change.

Article 7 – ARG Image

ARG members must model leadership in all aspects of the diversity and inclusion process and must represent a positive image for the University in all its dealings.