



MISSION

The UD Pride Faculty/Staff Caucus is committed to fostering and sustaining a welcoming and affirming climate on campus for LGBTQIA+ employees, students, families and visitors in accord with strategic goals of the University of Delaware.

MEMBERSHIP

We recognize the diversity of self-identity and the other social-identity intersections that impact our experiences of sexual and gender orientation, identity and expression. All faculty, staff and graduate students at the University of Delaware who identify under the LGBTQIA+ umbrella or as an ally are welcome as members of the UD Pride Caucus.

LGBTQIA+ is an acronym commonly used by individuals who identify as part of the minority in terms of their sexual identity and gender expression. The plus at the end of the acronym denotes the fact that everyone has the opportunity to define their identity and that all words used to describe identity are welcome in the acronym used to describe the community.

OBJECTIVES

The Pride Caucus contributes to the University's diversity goals by participating in and initiating activities that:

- Address University policies that affect faculty, staff and students who self-identify as LGBTQIA+
- Provide a safe and confidential forum for the discussion of issues important to the LGBTQIA+ community at the University
- Help create a safe, supportive and more equitable professional environment for all LGBTQIA+ employees
- Support the development of a culture focused on the recruitment and retention of LGBTQIA+ faculty/staff and providing support on their arrival
- Provide social opportunities to enhance a spirit of community among LGBTQIA+ employees and students

GOVERNANCE

The Caucus will be governed by a Board (Steering Committee) who manages the day-to-day operations, facilitates Caucus meetings and plans networking events and other programming.

BOARD MEMBERSHIP

1. Board Composition

- a. The Board will consist of a minimum of five members, and no more than fifteen members, dependent on the participation willingness of active membership.

2. Elections and Terms

- a. Each board member will be elected into position by majority vote every year to serve a one-year term with the exception of Chair and Chair-Elect.
- b. At the end of their terms, the Vice Chair will step into the Chair-Elect role as the Chair-Elect is promoted to Chair.
- c. Elections will be held by the general Caucus membership each year in April.
- d. Nominations and self-nominations will be collected by the Board Secretary, who will submit the list of candidates to the Board two weeks before the vote is scheduled.

3. Vacancies

- a. The Chair will fill vacancies on the Board occurring during the term.
- b. Those wishing to be on the Board or remain on the Board must make their intent known by April 1st.

COMMITTEES

The Chair appoints Board or Caucus members to head and/or serve on ad-hoc committees for special programming such as social events, workshops and ceremonies.

The Graduate Committee is a standing committee consisting of a Chair and general members that are matriculated UD graduate students. The Chair is the only member of the Graduate Committee that serves as a voting member on the Board of the Pride Caucus. The Graduate Committee may operate independently on special projects with support from the Pride Caucus as needed.

OFFICERS

All officers are elected by a simple majority vote of the Board and can be removed from office by a two-thirds majority vote of the Board, except the Chair which can be removed by a simple majority vote. The following list details board positions and their responsibilities.

1. Chair

- a. Call and conduct meetings
- b. Represent the Caucus on the Diversity and Equity Commission

- c. Serve as a spokesperson for the Caucus
 - d. Represent the Caucus at events and activities requiring representation
 - e. Serve a one-year term and cannot serve consecutive terms
 - f. The Chair-Elect will step into the Chair role at the end of the previous chair's term. The outgoing Chair should remain as an active member to help mentor the new Chair during their first semester as Chair.
 - g. The Chair can be removed by a simple majority vote.
- 2. Chair-Elect**
- a. Serve a one-year term, then step into the Chair position for another one-year term
 - b. Serve in the absence of the Chair
 - c. Represent the Caucus on the Diversity and Equity Commission
 - d. Serve as a second spokesperson for the Caucus
 - e. Represent the Caucus at events and activities requiring representation
 - f. The Vice Chair will step into the Chair-Elect role at the end of the previous Chair-Elect's term. The outgoing Chair-Elect will step into the role of Chair.
 - g. The Chair-Elect can be removed by a two-thirds majority vote by the Board.
- 3. Vice Chair**
- a. Serve a one-year term followed by the promotion to Chair-Elect for another one-year term leading to a final one-year term as Chair
 - b. Serve in absence of the Chair-Elect
 - c. Represent the Caucus at events and activities requiring representation
 - d. Manage the Triangle Awards nomination and selection process
- 4. Secretary**
- a. Serve one-year term
 - b. Keep a written record of Board and Caucus business and meetings
 - c. Communicates with members regarding open board meetings, activities and other relevant matters
 - d. Collaborate with Chair(s) on communication efforts and recruitment
- 5. Treasurer**
- a. Serve one-year term
 - b. Maintain budget on spreadsheet and manage allocations
 - c. Work with chair and the OEI for budget requests
- 6. Member-At-Large**
- a. Serve a one-year term
 - b. Serve as a voting member of the board
 - c. Can head special projects and/or committees
 - d. Contribute to the Triangle Awards selection process
- 7. Graduate Committee Chair**
- a. Serve a one-year term
 - b. Serve as a voting member of the Board on behalf of the Graduate Committee
 - c. Head the Graduate Committee and special projects

- d. Collaborate and communicate with the Chair(s) of the Pride Caucus on programming and development of the Graduate Committee

8. Interim Officer Positions

- a. Should a Chair need to step down from their position before their term is complete, the Chair-Elect will step into their role. The Vice Chair will then step into the Chair-Elect role, and the board may elect a current Board Member to step into the role of Vice Chair.
- b. Should a Chair-Elect need to step down from their position before their term is complete, the Vice Chair will step into their role and the board may elect a current Board Member to step into the role of Vice Chair.
- c. Should a Vice Chair or Secretary need to step down from their position before their term is complete, the Board may elect a current Board Member to step into that role.
- d. Each new position will be considered an “Interim” position until the following April where a special election will be held to fill the position.
- e. The Interim position will have all the rights and responsibilities herein outlined above.

TRIANGLE AWARDS

Every May, the Pride Caucus can award one undergraduate student, one graduate student, and one employee (whether faculty or staff) with the Triangle Award for their advocacy, visibility and support of the LGBTQIA+ community at the University of Delaware. Members of the Board will be selected or volunteer each year to serve on the selection committee. The selection committee is exempt from winning but may still be recognized with a nomination.

MEETINGS

The Board shall meet at least once per month in both the Fall and Spring semesters. The Board, on special occasions may call a closed-door meeting that is only open to Board members. General Assemblies will occur twice per semester. One will serve as a formal meeting and one will serve as a social/networking opportunity. General Assemblies are open to all members of the caucus.

RULES OF BUSINESS

Meetings can be called by the Chair, Chair-Elect or any two Board members. Any member of the Board can request an additional meeting should the need arise. It will be at the discretion of the Chair, Chair-Elect and Vice-Chair to approve or deny the request for an additional meeting.

In between meetings, Caucus business may be conducted virtually or by conference call. A quorum of simple majority of Caucus members is required to conduct official

business relating to the Caucus and the LGBTQIA+ community on campus. The presence of a proxy will count for purposes of determining quorum.

A simple majority vote of current Caucus Board members is required to conduct official business related to re-structuring the Caucus and its by-laws, as well as business matters that are deemed “Board-Specific” by the Chair, Chair-Elect or Vice-Chair. Passage of orders of business requires a simple majority vote of affirmation. Voting will be conducted by a raise of hands or through virtual polling. Any member of the board has the right to request a blind vote or written ballot when voting on official business.

AMENDING THE BY-LAWS

Any member of the caucus may propose an amendment to the bylaws, but only board members vote to approve or deny the amendment. The by-laws are amended by a simple majority vote.