

University of Manitoba Consciousness-Raising
Association of Feminists (UMCRAFT) Student Group
Constitution

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Article 1: Name

The name of the student group shall be the University of Manitoba Consciousness-Raising Association of Feminists, also known as UMCRAFT.

Article 2: Purpose of Club

UMCRAFT exists to bring together students with an interest in feminism and/or Women's & Gender Studies, to have regular meetings for consciousness-raising discussions, to create and maintain a safe space for doing so, and to provide a personal experience with creative elements. UMCRAFT also aims to organize occasional social events for the members interested in expressing themselves further.

Article 3: Compliance with UMSU and UMSU Clubs Policies & Procedures

UMCRAFT will follow all bylaws, policies, and procedures of the University of Manitoba Students' Union (UMSU) especially those found in the UMSU Student Clubs Policies and Procedures document. UMCRAFT must maintain, at minimum, 10 members at all times.

Article 4: Safe Environment Policy

UMCRAFT is committed to uphold a safe environment in all of its proceedings. A safe environment can be defined as a space which does not condone behaviour, language, or action that is unlikely to undermine the dignity, safety, self-esteem or productivity of any of its members and prohibits:

- a) Discrimination or harassment based on Protected Characteristics as listed in The Human Rights Code (Manitoba) including:
 - i. Ancestry, including colour and perceived race;
 - ii. Nationality or national origin;
 - iii. Ethnic background or origin;
 - iv. Religion or creed, or religious belief, religious association or religious activity;
 - v. Age;
 - vi. Sex, including sex-determined characteristics or circumstances, such as pregnancy, the possibility of pregnancy, or circumstances related to pregnancy;

- vii. Gender identity, gender expression, or circumstances related to gender;
 - viii. Sexual orientation;
 - ix. Marital or family status;
 - x. Source of income;
 - xi. Political belief, political association or political activity;
 - xii. Physical or mental disability or related characteristics or circumstances, including reliance on a service animal, wheelchair, or any other remedial appliance or device;
 - xiii. Social disadvantage;
- b) UMCRAFT also prohibits discrimination on the basis of:
- xiv: Sexual promiscuity;
 - xv: Body type, health and fitness practices;

Article 5: Position Statements

1. Reproductive Autonomy

UMCRAFT SUPPORTS: A person's right to freedom of reproductive choice; and a person's right to be free from coercion or attempted coercion with respect to making reproductive choices.

UMCRAFT OPPOSES: Any act of coercion or attempted coercion with respect to making reproductive choices.

2. Trans-Exclusionary Feminism

UMCRAFT SUPPORTS: A person's right to have their gender identity respected, and have the same access to resources and rights as any cis person.

UMCRAFT OPPOSES: Any exclusion of trans women from feminism, or any space on the basis of them being trans.

3. Sex Worker Exclusionary Feminism

UMCRAFT SUPPORTS: A person's right to safety at their job, including if they are a sex worker, a person who is a sex worker having their job respected just as much as any other job.

UMCRAFT OPPOSES: Any discrimination of sex workers from feminism, or any space on the basis of them being a sex worker.

Article 6: General Membership

General membership is open to any undergraduate or graduate student of the University of Manitoba. Memberships for the club last for a full academic year, September to August.

Discussion group meetings are open to any undergraduate or graduate student of the University of Manitoba, and anyone else if they are accompanied by a University of Manitoba student, or if they have clearance from a coordinating committee member.

All general members have speaking rights and have the right of access to all information and proceedings of UMCRAFT, except where such access conflicts with principles of confidentiality. The general member has the right to attend all meetings of UMCRAFT and discuss issues at all meetings except when principles of confidentiality indicate that a meeting be deemed a closed session.

Article 7: Coordinating Committee

As required by UMSU, at least two members of the coordinating committee will have ‘signing authority,’ or the right to co-sign cheques, purchase orders on the club’s behalf, and sign things out from UMSU for the club. UMSU also requires one of the coordinating committee members to be responsible for being a contact person for UMSU and be responsible for submitting any necessary documents (like an Executive Transition Form) to UMSU.

In an effort to maintain UMCRAFT as a non-hierarchical group, there will be a coordinating committee of at least 7 voting members with 6 positions.

If a formal vote is being planned for an upcoming coordinating committee meeting, all members should be informed of the nature of the decision being made beforehand. It should be explicitly stated that the vote will take place at a specified meeting. Efforts will always be made to accommodate as many members as possible for a meeting. At the meeting, at least 5 coordinating committee members are required to be present for voting. Coordinating committee members who are either present or attending via video call have the ability to vote. General members who are present and have attended at least one other coordinating committee meeting have the ability to vote. The coordinating committee is open to any graduate or undergraduate students of the University of Manitoba, pursuing any degree, but must have taken at least one Women’s & Gender Studies course.

If the coordinating committee on a given year has an even number of members, a voting participant will be required to prevent ties from occurring.

The following positions can have one or two members: Events Coordinator, Outreach Coordinator, and Discussion Meeting Facilitator.

The following are the coordinating committee roles of UMCRAFT, along with their duties:

1) Public Group Coordinator

- a) Attend all meetings of UMCRAFT
- b) Act as a signing authority for UMCRAFT
- c) Be the contact person for UMSU
- d) Be responsible for booking equipment from UMSU
- e) Set the agenda for coordinating committee meetings
- f) If applicable, address conflict within the group in an impartial and efficient manner

2) Internal Group Coordinator

- a) Attend all meetings of UMCRAFT
- b) Act as a signing authority for UMCRAFT
- c) Run the emailing list
- d) Keep an up-to-date membership list
- e) Contribute in preparation for and during coordinating committee meetings
- f) If applicable, address conflict within the group in an impartial and efficient manner

3) Financial Coordinator

- a) Attend all meetings of UMCRAFT
- b) Act as a signing authority for UMCRAFT
- c) Maintain adequate financial records of UMCRAFT
- d) Prepare and submit an annual budget for UMCRAFT
- e) Contribute in preparation for and during coordinating committee meetings
- f) If applicable, address conflict within the group in an impartial and efficient manner

4) Events Coordinator

- a) Attend all meetings of UMCRAFT
- b) Organize and oversee all discussion-based and social events on behalf of UMCRAFT
- c) Contact appropriate venues and acquire permission for planned events
- d) Log volunteer hours
- e) Contribute in preparation for and during coordinating committee meetings
- f) If applicable, address conflict within the group in an impartial and efficient manner

5) Outreach Coordinator

- a) Attend all meetings of UMCRAFT
- b) Reach out to other student groups and community groups who share common values
- c) Run the social media platform(s)
- d) Record meeting minutes and send a copy to all members
- e) Contribute in preparation for and during coordinating committee meetings
- f) If applicable, address conflict within the group in an impartial and efficient manner

6) Discussion Meeting Facilitator

- a) Attend all meetings of UMCRAFT
- b) Act as facilitator or co-facilitator for meetings
- c) Contribute in preparation for and during coordinating committee meetings
- d) If applicable, address conflict within the group in an impartial and efficient manner

7) Voting Participant

- a) Attend all meetings of UMCRAFT
- b) Contribute in preparation for and during coordinating committee meetings
- c) If applicable, address conflict within the group in an impartial and efficient manner

Article 8: Coordinating Committee Elections

Members may run for coordinating committee positions starting in the Fall Term (September), and submit their application no later than October 15th.

Applications must include a cover letter outlining which position(s) they are running for, how they would contribute to the group through their position, and a brief description of their relevant attributes. The cover letter should not exceed one page in length.

Applications may be submitted to the group online and/or presented at a scheduled meet-and-greet event where applicants, general members, and existing coordinating committee members may interact and ask questions.

No later than 14 days after all applications have been submitted, UMCRAFT will host a voting day where participants must be physically present to cast their vote. General members, existing coordinating committee members, and applicants are all eligible to cast their votes. The coordinating committee term runs the full academic year, from September to August.

Article 9: Calling for Meetings

Coordinating committee meetings: Any coordinating committee member may call a meeting at any time, but must provide 48 hours' notice. The person calling the meeting is responsible for reasonably accommodating as many coordinating members as possible in selecting a meeting time. The meeting will be open to all members. A coordinating committee meeting must have at least 5 coordinating members present.

Discussion meetings: The events coordinator will organize discussion meetings. There will be at least one meeting per month. The date and time of the general meeting will be made available to members at least one week in advance through the mailing list and social media page.

If booking a room through UMSU, at least 5 days' business notice is required.

Article 10: Group Conduct

Conflict is considered normal and will be handled in a civil manner. If conflict occurs between group members, members may speak to a coordinating committee member who will gather all of the necessary information and address the conflict in an efficient and confidential manner. They will aim to resolve in such a way that everyone involved is as satisfied as possible with the resolution. If it is suggested that a person should be excluded from UMCRAFT, a vote will be

taken from all coordinating committee members, and the group will proceed with the decision of the majority.

Article 11: Privacy

Coordinating committee members will be part of either a group chat on Facebook or Slack.com. This group chat will keep the messages exchanged to a minimum. It will mostly be for scheduling purposes. The group chat is private and should not be viewed or discussed with any members outside of the coordinating committee. Screenshots of the group chat are not permitted unless there is conflict within the group chat that needs to be mediated by a third party. In this event, the screenshots should still only be shared by those involved in mediation and not further. The group chat can be used for creative brainstorming but no final decisions are to be made in the group chat. All final decisions amongst coordinating members are to be made in person at a scheduled meeting.

The emails on the emailing list and any other information about members of the group are to be kept as confidential as possible. Emails or any other personal information are not to be used for any reasons unspecified to the person who has shared their information with any member of the group.

Article 12: Amendments to the Constitution

A recommendation to amend the Constitution can be made by any member (general or coordinating) of UMCRAFT. Any changes (amendments) to this constitution must be approved by a formal vote of the entire student club membership at a publicized meeting of the club. The proposed changes must be made available to all members of the club at least two weeks before the meeting, and require the support of at least two-thirds (2/3) of the members present and voting at the meeting. A copy of the amended constitution must be submitted to UMSU within two weeks of the meeting via the UMSU UMCRAFT portal.