

Constitution of “Climate Justice UofT: The Student Voice on Environmental Justice”

Article 1 - Name

1.1 The official name of this recognized student group is “Climate Justice UofT: The Student Voice on Environmental Justice”.

1.2 The acronym or abbreviation of this group is: “Climate Justice UofT” or “CJ UofT”.

Article 2 - Purpose and Objectives

2.1 Climate Justice UofT is a student activist group and a sibling organization of Climate Justice Toronto, operating independently on the University of Toronto campus.

2.2 The purpose of Climate Justice UofT is to work for climate justice and fossil fuel divestment in an intersectional way through:

- (a) Organizing the fossil fuel divestment campaign at UofT.
- (b) Building solidarity with other progressive campus and non-campus groups, through panels, workshops, rallies, protests, socials, and a book club, focusing on social and environmental justice.

Article 3 - Membership

3.1 Voting

3.1.1 All executive members of CJ UofT have voting privileges.

3.1.2 CJ UofT operates on a horizontal power structure: all members that are registered UofT students are executive members for the purposes of voting and decision-making.

3.2 Membership

3.2.1 Any student from the University of Toronto can join CJ UofT.

3.2.2 Membership may be extended to interested students, staff, faculty, and alumni, or persons from outside the University, without restriction on those grounds outlined by the Ontario Human Rights Code’s Prohibited Grounds of Discrimination.

3.2.3 Membership is conferred when a person has attended at least one weekly general meeting and has joined the “CJ UofT Slack” forum and thereby accrues general member responsibilities.

3.2.4 Non-members can participate in weekly general meetings without accruing membership.

3.2.5 Members may leave CJ UofT at any time upon giving notice to at least one other member.

3.2.6 The membership fee will be \$0 per year.

3.3 Subcommittees

3.3.1 Any general member may become a member of a Subcommittee by attending a Subcommittee Meeting or by working with that Subcommittee (e.g. by joining that Subcommittee’s “Slack Channel”).

3.3.2 Any general member may leave a Subcommittee upon leaving that Subcommittee's "Slack Channel" and notifying at least one other member of that Subcommittee.

3.3 Requirements for Recognition

3.3.1 For recognition by the University of Toronto Students' Union (UTSU), the group must maintain a minimum of 30 members, with a total of 51% of membership being students at the University of Toronto. The group must also maintain recognition from the Office of Student Life. These requirements are subject to change and should be checked with UTSU annually to ensure qualifications are met.

Article 4 - Governance Structure and Operations

4.1 Governance Structure

4.1.1 CJ UofT's governance structure is non-hierarchical. The group functions on the basis of Subcommittees dedicated to various tasks and projects. Each Subcommittee has one or more persons designated as Bottomliners who are ultimately responsible for ensuring completion of that Subcommittee's tasks.

4.2 Bottomliners

4.2.1 The responsibilities of Subcommittee Bottomliners are as follows:

- (a) Act as the primary contact for the subcommittee that they represent.
- (b) Provide updates on the work of the subcommittee.
- (c) Along with participants of the subcommittee, determine the tasks and goals of the subcommittee.
- (d) Delegate tasks and check in to ensure those tasks are completed.
- (e) Organize and facilitate subcommittee meetings.

4.2.2 The position of Subcommittee Bottomliner is filled on a voluntary basis. Should a general member want to become a Bottomliner, they are free to do so in cooperation with whoever is currently in that role by indicating their interest in Bottomlining at a weekly meeting (See 5.1).

4.3 Subcommittees

4.3.1 CJ UofT maintains the following permanent Subcommittees:

- (a) Finance (the Bottomliner of the Finance Subcommittee serves as the Treasurer)
- (b) Media
- (c) Book Club
- (d) Outreach (The Bottomliner of the Outreach Subcommittee is the primary contact person for the group)
- (e) UC Organizing
- (f) Vic Organizing
- (g) SMC Organizing
- (h) Anti-Racist Organizing
- (i) Logistics and Safety

4.3.2 Temporary Subcommittees may be proposed at a weekly meeting by any member to address short-term projects and events. Temporary Subcommittees will be created by a vote among current members present at that meeting.

4.4 Internal Democratic Accountability and Authority

4.4.1 At the beginning of every semester, the positions of authority in the group will be reviewed.

4.4.2 Being in a position of authority is defined as:

- (a) Having access to passwords
- (b) Owning the Google Drive
- (c) Being a Slack Administrator
- (d) Having access to social media accounts
- (e) Having access to the email account
- (f) Being a bottomliner

4.4.3 At the request of any member, a vote can be held to modify who is in a position of authority. This vote will follow the process for Constitution amendment, as outlined in Article 9.

Article 5 - Elections

5.1 Subcommittee bottomliner positions are subject to election.

5.1.1 All registered UofT students are eligible to seek nomination for the role of subcommittee bottomliner.

5.1.2 All registered UofT students can cast a ballot at the elections.

5.1.3 Elections can happen at any weekly meeting, at the request of a candidate.

5.1.4 A candidate is appointed as bottomliner or co-bottomliner if they get more than 50% votes of approval.

5.1.5 The elections must be held in a nonbiased manner. No individual who is seeking election may participate in planning or administering the election.

Article 6 - Termination of Members:

6.1 Termination

6.1.1 Termination reason

Any member of the club who commits an act negatively affecting the interests of the club and its members, including non-disclosure of a significant or continuing conflict of interest, may be given notice of removal.

6.1.2 Termination process

The member up for removal shall have the right to defend their actions. A vote will be held at a general meeting, and a two-thirds majority vote of the current members present in favor of removal is required.

6.1.3 Appeal process

The member must have the right to an appeal before the general membership, and the majority vote of the general membership will have the final say on the matter.

6.2 Termination consequences

The member will be removed from the club's membership and will lose any privileges associated with being a member of the club, including access to the CJ UofT Slack, email and Facebook administration.

Article 7 - Conflict Resolution

7.1 Conflict resolution process

7.1.1 Finding a mediator

If a person is involved in a conflict, they can choose to report it to another member.

Upon first contact, the person whom the reporting party talks to can choose whether they are comfortable mediating this conflict. If not, discuss and agree upon a third party. The person who received first contact shall remain silent about the conflict to others until the resolution process determines how public the conflict will be. Repeat this process as needed (if third party is also unwilling, etc.).

7.1.2 Mediation process

(a) Identify the parties in question

- (i) Identify the parties' relationship to each other.
- (ii) Identify how comfortable they are with a direct conversation (ie. whether they want a mediator, external service etc.).

(b) Clarify Disagreement

- (i) Clarify whether anyone in immediate danger? If so, protect the safety of the reporting party first.
- (ii) Promise support to the reporting party but never secrecy (in case one needs to refer them to support services or higher authorities).
- (iii) Clarify the method by which the reporting party wishes to resolve the conflict.

(c) Have transformative conversations - no blaming language, acknowledge the issue rather than the person, discuss problems and how to deal with them through personal responsibility.

- (i) Actively listen to each side's story.
- (ii) Establish the common goal.
 - (1) Discuss ways to meet this goal.
 - (2) Determine barriers to this goal.

(d) Agree on the best way to resolve conflict.

- (i) Involving external facilitators to mediate the conflict resolution process (example: St. Stephen's Community House).
- (ii) Requesting formal apologies/agreements.
- (iii) Suspending a party from meetings and/or other events.
- (iv) Removing a party from CJ UofT.

(e) Acknowledge the solution and determine responsibilities for each party.

- (i) Follow-up to make sure the parties in question are fulfilling their responsibilities.

- (f) On a case-by-case basis, decide how public this conflict resolution process should be, based on:
 - (i) Personal preference of parties in question.
 - (ii) Whether any disruptive or offensive behaviours were displayed to the public.
 - (iii) Whether any behaviours conflict with CJ UofT's values and principles.

Article 8 - Finances

8.1 CJ UofT is an OPIRG working group and so has access to funds (amount determined annually). These funds cover the expenses of the group. There are no membership fees.

8.2 Treasurer Role and Duties

8.2.1 The Treasurer shall keep records of all income and expenses.

8.2.2 The Treasurer is responsible for interacting with OPIRG regarding funds.

8.2.3 The Treasurer shall present the group's financial health in a brief update at weekly meetings, and in more detail at annual planning meetings.

8.2.4 The Treasurer shall be the Bottomliner of the Finance Subcommittee.

8.3 Prohibitions

8.3.1 The group's members may not engage in activities that are essentially commercial in nature. This is not intended to preclude the collection of membership fees to cover the expenses of the group, or of charges for specific activities, programs or events, or to prohibit groups from engaging in legitimate fundraising. However, the group will not have as a major activity a function that makes it an on-campus part of a commercial organization, will not provide services and goods at a profit when that profit is used for purposes other than those of the organization, and will not pay salaries.

Article 9 - Meetings

9.1 Weekly General Meetings

9.1.1 The group shall hold general meetings on a weekly basis during the academic term.

9.1.2 The dates of meetings will be announced at the start of the semester. These meetings are open to all new and returning members and the public. These meetings are intended to go over the group's activity plans, updates from subcommittees, financial health and propose or vote on constitutional amendments, if any.

- (a) Motions will require 2/3 majority of registered members in attendance for a vote to be cast. The motion with the most votes will be passed.

9.2 Annual Planning Meetings

9.2.1 Annual Planning Meetings are held on a yearly basis at the beginning of the Fall semester. These meetings are intended to establish an annual activity plan. Other Planning Meetings can be held at other times if deemed necessary.

9.3 Subcommittee Meetings

9.3.1 Subcommittee Meetings will be held at the discretion of Subcommittee Bottomliners to discuss the plans of each subcommittee. Any member may join a

subcommittee by attending a Subcommittee Meeting or by joining the Subcommittee's Slack channel.

9.3.2 Details of Subcommittee Meetings will be updated in the Subcommittee's Slack channel.

Article 10 - Constitutional Amendments

10.1 Any registered UofT student present at a weekly or annual meeting may propose and vote on amendments to this constitution. Any such student can edit the general meeting agenda to propose an amendment.

10.2 Constitutional amendments shall require a 2/3 majority to be passed at General Meetings by registered UofT students in attendance.

10.3 The Logistics and Safety Subcommittee shall formally adopt the new constitution and submit the revised constitution to the respective University offices (i.e. The Office of Student Life, The University of Toronto Students' Union, etc) within two (2) weeks of its approval by general members.