

Constitution of Women in Leadership

1. Name

The official name of this recognized campus group is “Women in Leadership.”

The acronym or abbreviation of this group is: WIL.

2. Purpose and Objectives

The purpose, objectives, mission and/or mandate of organization is outlined here:

Purpose: Women in Leadership (WIL) strives to empower aspiring women leaders, bridge barriers in moving up the corporate ladder, and foster a supportive community dedicated to personal and professional growth.

Mission Statement: Our mission is to inspire and equip all women-identifying students across UofT with the tools, knowledge, and network needed to excel in leadership roles. We aim to create a platform where members can engage in meaningful discussions, gain insights from accomplished speakers and mentors, and develop the confidence to overcome obstacles in their careers.

Vision/Goal: Supporting the next generation of women CEOs, entrepreneurs and industry trailblazers.

What We Aspire To Do:

- **Speaker Series and Workshops:** Engage with successful women leaders through speaker events and workshops focused on leadership skills and career advancement strategies.
- **Networking Opportunities:** Build meaningful connections with peers, alumni, and professionals in the business world through networking events and social gatherings.
- **Supportive Community:** Through connecting students to mentors and an alumni community, we hope to build a supportive community of like-minded individuals who are passionate about changing the status quo.

3. Membership

Membership to the group is open to all the University of Toronto members (students, staff, faculty and alumni).

U of T members are permitted to run, nominate, and vote in elections and constitutional amendments. The group is open to non-U of T members. However, these members do not hold the aforementioned rights. Members must register with a designated executive by submitting their full name and a valid email address.

The membership fee will be \$0 per year.

Any member of the club may apply for a refund within one (1) month of becoming a member. No refunds are permitted 30 days after the election periods.

4. Executive List and Duties

The executive committee shall be comprised of 5 elected officers. These include 2 Co-Chairs, 1 Finance Director, Marketing Director and Logistics Director.

The 2 Co-Chairs shall:

- Oversee the operations, management and success of the group
- Be the spokesperson/primary contact for the group
- Hold signing officer authority along with the Treasurer/Financial Director for financial purposes
- Preside over board meetings as well as general meetings
- Ensure transition of office to the future Executives

The Marketing Director shall:

- Manage promotional content creation and ad campaigns
- Lead the club's creative vision and social media presence
- Maintain club engagement online and offline

The Financial Director Shall:

- Record all financial transactions of the group
- Manage collaborative funding and grant opportunities
- Hold signing officer authority along with the President for financial purposes
- Maintain a budget of income and expenses along with receipts
- Advise members on financial position of the group
- Prepare an annual budget for the group as well as budgets for specific events

The Logistics Director Shall:

- Manage event schedules and planning
- Collaborate with the required departments to lead event planning
- Maintain timeline and contacts for upcoming events

The group may appoint Directors or Coordinators for various committees such as social committee, publicity committee, and so on; however, such positions do not hold executive decision-making authority.

Termination of Executives or General Members:

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.

The member up for removal shall have the right to defend his/her actions.

A two-thirds majority vote of the current members present in favor of removal is required. 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.

The member will be removed from the club's membership and will lose any privileges associated with being a member of the club.

Executive members are subject to the same termination or impeachment process and, as determined by the vote, may lose their executive position along with their membership to the group.

5. Elections

The executive committee shall strike the Elections Committee and appoint one (1) Senior Election Officer (SEO) from the general members on the committee to conduct and hold elections in March. All members of the Elections Committee shall be non-biased in the results of the election and shall be required to disclose any and all conflicts of interest in the election.

The SEO Election Officer shall accept nominations only from group members that are also registered U of T members (staff, faculty, students and alumni) for candidacy of executive positions from the general membership before the **beginning of March**. Candidates have to be members in good standing and be part of the group for at least one month prior to the nomination period.

The SEO shall select **three (3) election dates before March 30th for the voting period**. These dates will be announced in a **minimum of two (2) weeks prior to elections dates** and must fall on weekdays.

The SEO shall provide each U of T member with a paper ballot on the voting dates and ask the member to place their ballot in an enclosed box.

In preparation for a tie, the SEO shall select an executive from amongst the executive committee, to cast their ballot and seal it in an envelope. In the event of a tie for an executive position, one of the two Scrutinizers shall break the seal and count the ballot in order to break the tie.

After the election is over, the SEO shall count the ballots. The candidate with the most votes shall be elected to the position. The SEO shall submit a report of the results of the elections to the Executive Committee and general members.

Registered U of T members may not vote by proxy. Non-U of T members may not nominate or vote in elections.

Only U of T members who have paid any applicable membership fees and have been a member in good standing for 30 days prior to election dates are eligible for voting.

Term of executive positions shall be from May 1st to April 30th.

6. Finances

The Treasurer shall keep records of all income and expenses. The Treasurer shall present the group's financial health at the annual general meetings. The Executive Committee will vote on expenditures of over \$100.00 by majority vote at an executive meeting.

The group's executive or 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 to some or all of its officers.

7. Meetings

A) Annual General Meetings (AGMs):

The group shall hold general meetings at least twice per year, i.e. once per academic term.

The Executive Committee will announce these dates two (2) weeks prior to holding the meetings. These meetings are intended to go over the group's annual activity plan, financial health and propose or vote on constitutional amendments, if any. 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.

b) Executive Meetings:

The executive committee shall meet on a monthly basis where date and times are to be set by an executive. The quorum of executive meetings shall be 50%+1 of executives.

8. Amendments

Any registered U of T members may propose and vote on amendments to this constitution. The Executive Committee will administer the process of having amendments discussed at general meetings.

Constitutional amendments shall require a 2/3 majority to be passed at Annual General Meetings by registered U of T members in attendance.

The Executive Committee shall formally adopt the new constitution and submit the revised constitution to the respective University offices (i.e. Centre for Student Engagement, etc) within two (2) weeks of its approval by general members.