

Constitution of “Emergence (East Asian Queer Support Group for Visibility and Rights)”

1. Article One – Name and Purpose

- 1.1. The official name of the recognized student group is “Emergence (East Asian Queer Support Group for Visibility and Rights).”
- 1.2. The official acronym or abbreviation of the group is “Emergence.” The name “Emergence” reflects the group’s core values: Empowerment, Memory, Equity, Recognition, Growth, Engagement, Narrative, Collaboration, and Emergence. Each represents a pillar of our commitment to supporting and uplifting East Asian queer communities.
- 1.3. The purpose, objectives, mission, and/or mandate of the organization are to create an inclusive, supportive, and empowering community for East Asian queer students and allies through social events, collective learning, cultural recognition, creative workshops, and opportunities for collaboration with local queer communities. Emergence also aims to operate as a not-for-profit organization to support local non-profit organizations through activities such as fundraising sales and collecting donations.

2. Article Two – Membership and Membership Fee

- 2.1. The group shall maintain a list of group members.
- 2.2. Voting membership is open to all registered students of the University of Toronto.
- 2.3. Voting membership is open only to registered students of the University of Toronto.
- 2.4. Non-voting membership is open to University of Toronto staff, faculty, alumni, and to persons from outside the University. Unless otherwise stated, non-voting members do not hold any rights awarded to voting members.
- 2.5. The membership fee will be \$0 per year.

3. Article Three – Rights of Members

- 3.1. All members may apply for a full refund of their membership fee within one (1) month of becoming a member.
- 3.2. All voting members have a right to attend all general meetings of members.
- 3.3. All voting members have a right to cast votes at all general meetings of members.
- 3.4. All voting members have a right to stand for election unless otherwise stated in this document.
- 3.5. All voting members have a right to cast votes in all group elections and referenda.

- 3.6. All voting members have a right to propose and vote on amendments to this constitution.
- 3.7. The rights prescribed in Article Three are not awarded to non-voting members as described in Article Two.

4. Article Four - Executive Committee

- 4.1. The term for all positions on the Executive Committee shall be from May 1st to April 30th.
- 4.2. The Executive Committee shall be comprised of six (6) elected positions, including, President(s), Secretary, Social Media Director, Outreach Director, Event Director, Financial Director, Content Creator, and Equity and Resources Coordinator.
- 4.3. All voting members of the Executive Committee must be currently registered students of the University of Toronto.
- 4.4. Non-voting members may hold only non-voting positions on the Executive Committee.
- 4.5. The maximum amount of non-voting positions on the Executive Committee shall be one (1) position or ten percent (10%) of the positions on the Executive Committee, whichever is greatest.
- 4.6. Persons holding non-voting positions on the Executive Committee cannot serve as an officer, financial authority, signing authority, primary contact, or secondary contact.
- 4.7. No person may serve as a financial authority or signing authority for the group if they are currently serving as a financial authority or signing authority for another recognized student group at the University of Toronto.
- 4.8. The Executive may appoint Coordinators for various committees who do not hold executive decision-making authority and are not eligible to cast votes at meetings of the Executive Committee.

5. Article Five - Executive Committee Composition and Duties

5.1. The President(s) shall:

- 5.1.1. Be eligible to cast votes at meetings of the Executive Committee,
- 5.1.2. Oversee the operations, management, and success of the group,
- 5.1.3. Serve as spokesperson for the group,
- 5.1.4. Hold signing and financial authority along with the Financial Director,
- 5.1.5. Preside over meetings of the Executive Committee and/or members,
- 5.1.6. Ensure a transition of office from one year to the next.

- 5.1.7. When there are co-president(s), each president shall be assigned responsibility for overseeing and coordinating an approximately equal number of executive positions as determined by the Executive Committee.

5.2. The Secretary shall:

- 5.2.1. Be eligible to cast votes at meetings of the Executive Committee,
- 5.2.2. Maintain a list of group members,
- 5.2.3. Record notes and motions for meetings,
- 5.2.4. Notify all members of general meetings.
- 5.2.5. Assist president(s) with general matters and possible emergencies.

5.3. The Social Media Director shall:

- 5.3.1. Be eligible to cast votes at meetings of the Executive Committee,
- 5.3.2. Maintain the group website and member contact list,
- 5.3.3. Maintain the social media platforms of the group,
- 5.3.4. Design and create posts related to the group's events and reflect core values,
- 5.3.5. Respond to inquiries received on the group's social media platforms.

5.4. The Outreach Director shall:

- 5.4.1. Be eligible to cast votes at meetings of the Executive Committee,
- 5.4.2. Develop and maintain partnerships with other students clubs, university departments, and external organizations,
- 5.4.3. Coordinate outreach events and represent the group in external engagements and collaborations,
- 5.4.4. Support recruitment and marketing.

5.5. The Event Director shall:

- 5.5.1. Be eligible to cast votes at meetings of the Executive Committee,
- 5.5.2. Plan and coordinate events,
- 5.5.3. Book venues, manage logistics, and oversee event timelines,
- 5.5.4. Collaborate with other Executive members to ensure smooth and successful events,
- 5.5.5. Maintain a calendar of upcoming events and preparation deadlines,
- 5.5.6. Gather feedback after events.

5.6. The Financial Director shall:

- 5.6.1. Be eligible to cast votes at meetings of the Executive Committee,
- 5.6.2. Record all financial transactions of the group,
- 5.6.3. Hold signing and financial authority along with the President,
- 5.6.4. Maintain a budget of income and expenses,
- 5.6.5. Advise members on financial position of the group,
- 5.6.6. Prepare an annual budget for the group.

5.7. The Content Creator shall:

- 5.7.1. Be eligible to cast votes at meetings of the Executive Committee,

- 5.7.2. Develop and curate engaging, thoughtful, original content,
- 5.7.3. Collaborate with the Social Media Director to publish content,
- 5.7.4. Support content planning for in-person events.
- 5.8. **The Equity and Resources Coordinator shall:**
 - 5.8.1. Be eligible to cast votes at meetings of the Executive Committee,
 - 5.8.2. Monitor the fairness and transparency of internal elections and decision-making processes,
 - 5.8.3. Identify, address, and report any incidents of discriminatory, disrespectful, or inappropriate behavior within the group,
 - 5.8.4. Serve as a point of contact for members experiencing distress or conflict, and provide referrals to relevant mental health or queer-related resources both on and off campus,
 - 5.8.5. Maintain an updated directory of accessible equity, mental health, and LGBTQ+ resources,
 - 5.8.6. Be responsible for promoting a respectful, inclusive, and culturally sensitive environment,
 - 5.8.7. Be required to complete the University of Toronto's **Inclusion, Respect, and Equity (IRF)** Certificate training prior to assuming the role.

6. Article Six – Elections

- 6.1. All executive positions shall be filled through an annual election through application and interview process,
- 6.2. Eligibility to apply for an Executive position, except for the president(s), is open to all registered students of the University of Toronto,
- 6.3. All voting members in the Executive Committee shall be eligible to cast a ballot for each applicant.
- 6.4. Eligibility to be nominated for or apply for president(s) is limited to all Executive members currently in the Executive Committee.
- 6.5. The selection of president(s) shall be the responsibility of the current president(s).
- 6.6. The elections must be held in a non-biased manner. No individual who is seeking election may participate in planning or administering the election.
- 6.7. For all unfilled positions, the remaining officers will share the duties and responsibilities until someone can be found to fulfill the positions(s) through a by-election and vote of simple majority (50% + 1).

7. Article Seven – Finances

- 7.1. The Financial Director shall keep an active record of income and expenses.

- 7.2. The Financial Director shall present the group's updates on the group's financial position at annual general meetings.
- 7.3. The Executive Committee must approve all expenditures over \$100.00 through a majority vote at a meeting of the Executive Committee.
- 7.4. The group may not engage in activities that are essentially commercial in nature.
- 7.5. The group will not have as a major activity a function that makes it an on-campus chapter of a commercial organization.
- 7.6. The group will not provide services and goods at a profit when that profit is used for purposes other than those of the group.
- 7.7. The group will not pay salaries to any of its officers.

8. Article Eight – Meetings

- 8.1. The Executive Committee shall meet monthly. The quorum for Executive Committee meetings shall be 50%+1 of the members of the Executive Committee.
- 8.2. The group shall hold general meetings at least twice per year to provide the general membership an opportunity to review the group's annual activity plan, financial health, and propose or vote on constitutional amendments.
- 8.3. The Executive Committee must announce the date of a general meeting to the general membership at least two (2) weeks prior to the date of the meeting.

9. Article Nine - Termination of Membership

- 9.1. The Executive Committee may revoke the membership of 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. Given the nature of the club's focus on queerness and equity, any member who engages in discriminatory, threatening, or hateful speech within the club environment shall also be subject to membership revocation.
- 9.2. A vote to revoke membership must be held at a meeting of the Executive Committee.
- 9.3. A two-thirds majority of the Executive Committee is required to approve any motion to revoke membership.
- 9.4. Any member facing removal shall have the right to appeal the decision of the Executive Committee to the general membership.
- 9.5. In the case of an appeal, a simple majority vote at a meeting of the general membership shall be required to sustain the revocation of membership.
- 9.6. Following a termination of membership, the member will be removed from the club's membership and will lose any privileges associated with being a member of the club.

- 9.7. Executive Committee members are subject to the same termination of membership process as general members.

10. Article Ten – Amendments

- 10.1. All constitutional amendments shall require a two-thirds majority vote to be passed at a general meeting.
- 10.2. All voting members may propose and vote on amendments to the constitution.
- 10.3. The Executive Committee shall submit the revised constitution to staff in the Division of Student Life at the University of Toronto within two (2) weeks.
- 10.4. Amendments to the constitution shall take effect only once the revised constitution has been approved by staff in the Division of Student Life at the University of Toronto.