**The Association of Black Psychologists, Gator Chapter - Constitution**

**January 10, 2022**

# ARTICLE I. NAME OF ORGANIZATION

The name of this organization is *The Association of Black Psychologists, Gator Chapter.* The club will also go by *ABPsi, Gator Chapter* in marketed public material and correspondence. *The Association of Black Psychologists, Gator Chapter* is operating in Gainesville, FL**.**

# ARTICLE II. PURPOSE STATEMENT

The purpose and mission of *The Association of Black Psychologists, Gator Chapter* is to (a) promote and advance the profession of Black Psychology, (b) to effect social change within Black and indigenous communities of color (hereafter known as “the BIPOC community”) and (c) to create and facilitate healing spaces that restore, rejuvenate, liberate, and reconnect BIPOC communities. *The Association of Black Psychologists, Gator Chapter* will host a variety of events, meetings, and workshops for members and the community to fulfill this purpose and mission.

# ARTICLE III. COMPLIANCE STATEMENT

Upon approval by the Department of Student Activities and Involvement, *The Association of Black Psychologists, Gator Chapter* shall be a registered student organization at the University of Florida. *The Association of Black Psychologists, Gator Chapter* shall comply with all local, state, and federal laws, as well as all University of Florida regulations, policies, and procedures. Such compliance includes but is not limited to the University’s regulations related to Non-Discrimination, Sexual Harassment (including sexual misconduct, dating violence, domestic violence, and stalking), Hazing, Commercial Activity, and Student Leader Eligibility.

# ARTICLE IV. UNIVERSITY REGULATIONS

Section A. Non -Discrimination

*The Association of Black Psychologists, Gator Chapter* agrees that the organization will not discriminate based on race, creed, color, religion, age, disability, sex, sexual orientation, gender identity and expression, marital status, national origin, political opinions or affiliations, genetic information, or veteran status (as protected under the Vietnam Era Veterans' Readjustment Assistance Act). Discrimination on the basis of the protected classes described in University of Florida Regulation 1.006 (Non-Discrimination/Harassment/Invasion of Privacy Policies) is prohibited.

Section B. Sexual Harassment

*The Association of Black Psychologists, Gator Chapter* agrees that the organization will not engage in any activity that involves unwelcome conduct of sexual nature that creates a hostile environment. Behaviors that could create a hostile environment include sexual harassment (which could include inappropriate sexual comments), sexual misconduct, dating violence, domestic violence, stalking and/or repeated instances of cyber abuse. Sexual harassment as described in University of Florida Regulation 1.006 (Non-Discrimination/Harassment/Invasion of Privacy Policy) is prohibited.

Section C. Hazing

*The Association of Black Psychologists, Gator Chapter* agrees that the organization will not initiate, support, or encourage any events or situations that recklessly or intentionally endanger the mental or physical health or safety of a student for any purpose including but not limited to initiation or admission into or affiliation with any student group or organization. Hazing as defined in the University of Florida Regulation 1.0081 (Prohibition of Hazing; Procedures and Penalties) and 4.040 (Student Honor Code and Student Conduct Code) is prohibited. If found responsible for hazing, sanctions may be imposed against the organization, its leaders and/or members.

Section D. Responsibility to Report

The University of Florida identifies Responsible Employees and Campus Security Authorities to support the health, safety, and wellbeing of campus. If *The Association of Black Psychologists, Gator Chapter* becomes aware of any such conduct described in this article, they are encouraged to report it immediately to staff in Student Activities and Involvement, the Director of Student Conduct and Conflict Resolution, the University’s Title IX Coordinator, or to their Student Organization Advisor, who are identified as mandated reporters.

# ARTICLE V. MEMBERSHIP

Membership in this organization is open to all enrolled students at the University of Florida. Non-enrolled students, spouses, faculty, and staff may be associate members; however, they may not vote or hold office. All members are free to leave and disassociate without fear of retribution, retaliation, or harassment.

# ARTICLE VI. STUDENT ORGANIZATION ADVISOR

The student organization advisor shall serve as a resource person and provide advisory support for the officers and members of the organization. The student organization advisor should attend executive and general meetings, but is not required to, and the advisor shall not vote or hold office. The organization advisor shall serve for a term of one year, with the ability to be re-selected. In the event that the student organization advisor is unable to continue in their position, officers may nominate a replacement at any time, to be confirmed by a majority vote of the officers.

# ARTICLE VII. OFFICERS

Section A: The elected officers of *The Association of Black Psychologists, Gator Chapter* shall be President, Vice-President, Treasurer, Secretary, Public Relations Chair, Events Chair, and Social Justice and Equity Chair. At no time should one person hold more than one of these positions.

Part 1: The President shall:

* Preside at all meetings of the organization.
* Coordinate with the Vice-President on the work of the officers, committees, and subdivisions.
* Oversee the activities of the organization.
* Contact external groups that wish to collaborate or sponsor certain projects or events.
* Act as the official representative of the organization to the University of Florida and the community.
* Form secondary officer positions as necessary and with the consent of the current elected officers.
* Organize general body meetings.

Part 2: The Vice-President shall:

* Serve as an aide to the President and perform the duties of the President in her/his absence or inability to serve.
* Coordinate with team leaders on the activities of each subdivision within the organization and ensure overall progression.
* Assist the President with available tasks as listed under the president section.
* Coordinate transition and training of new Executive Board Members.

Part 3: The Treasurer shall:

* Receive all monies of *The Association of Black Psychologists, Gator Chapter*.
* Keep an accurate record of receipts and expenditures.
* Pay out local funds in accordance with the approved budget as authorized by the organization.
* Present a financial statement at every meeting of *The Association of Black Psychologists, Gator Chapter* and at other times when requested by the President or Vice President.
* Coordinate with faculty or members on additional funding (if required).
* Purchase materials (if needed).
* Orchestrate sponsorships and maintain sponsorship packet updates.

Part 4: The Secretary shall:

* Record the minutes of all meetings of *The Association of Black Psychologists, Gator Chapter*
* Implement point system (if necessary).
* Keep track of attendance at meetings, events, etc.
* Organize tabling for *The Association of Black Psychologists, Gator Chapter* and negotiate permits for tabling through Gator Connect.

Part 5: The Public Relations Chair shall:

* Create and manage content for *The Association of Black Psychologists, Gator Chapter’s* social media pages and website.
* Build and maintain active relationships with the community, campus, and other organizations.
* Organize members to pass out flyers for GBMs and events of *The Association of Black Psychologists, Gator Chapter.*
* Oversee and supervise all members of the public relations committee.

Part 6: The Events Chair shall:

* Assist in the planning, organizing and execution of events, workshops and meetings held by *The Association of Black Psychologists, Gator Chapter.*
* Manage logistics such as securing locations, obtaining items and setting up events.
* Collaborate with the Treasurer to determine necessary budget and track expenditures for events.
* Oversee and supervise all members of the events committee.

Part 7: The Social Justice and Equity Chair shall:

* Provide leadership and coordination for activities and programs related to social justice and equity held by *The Association of Black Psychologists, Gator Chapter.*
* Clearly recognize the differences between charity, justice and advocacy and provide a balance of actions for each.
* Collaborate with the Treasurer to determine necessary budget and track expenditures for events.
* Oversee and supervise all members of the social justice and equity committee.

Section B: The elected officers may create additional committees of its members or other persons.

Section C: Officers shall serve a term of one year, with the ability to be reappointed for a max of two terms. Officers shall assume their official duties at the beginning of the Fall term and serve until the election meeting in the Spring term, upon which a vote shall be held every April for new officers for the following year.

Section D: Impeachment

Part 1: In the event an officer or member has a problem with a fellow officer, a warning may be issued.

* Warnings can be issued at any time and can be issued through a notification with the president (or another member of the executive board) where it will be up to the informed officer to issue a warning.
* If the problem that caused the warning is not resolved in a matter of a week after the non-compliant officer is warned, the non-compliant officer can be released from their position based on a private vote from all appointed and executive officers where a majority must be established for an officer to be released.
  + If the released officer disagrees with the decision, the released officer maintains the right to debate the decision at the next officer meeting regarding their decision to disagree with the release.
    - Respectful discussion and reasoning will be provided by both parties regarding the released officer on why they were released and why they should remain an officer. All officers are eligible to participate. The released officer can be reinstated based on an additional private vote after this discussion. This vote will be written on paper and will be placed in a container where anonymity of the participating parties can be enforced. Afterwards, the votes will be tallied to decide whether the officer will be reinstated.
    - If the released officer does not appear at the next officer meeting following their decision to contest release, the released officer will forfeit their right to refute the dismissal.
  + If an officer is released, he or she is considered impeached.
  + If an officer is impeached, he or she is prohibited from applying for any executive board position in the future.

Section E: In the event that an officer position becomes vacant for reasons beyond impeachment (e.g., resignations, officer ineligibility, or similar occurrences) the president will appoint a temporary officer (upon majority approval among current officers) to fill that position until such time as an election can be held using the election procedures found in Article VIII. The Vice-President will become president temporarily in the event the president position becomes vacant until the position can be filled within one month of the vacancy.

# ARTICLE VII I. ELECTIONS

Nominations for all officers will take place annually at the (second-to-last) general body meeting prior to the election meeting in the Spring term and shall be made through electronic submission. Any member may nominate any qualifying member, including themself. All active members will be eligible to vote for officers. Officers must have a majority vote to be elected and present interest during a formal general body meeting. To qualify to run as an elected officer, a member must be (a) active within the organization for at least two semesters and (b) a national member of ABPsi. Member eligibility will be the responsibility of the secretary. Active members must attend two-thirds of all general body meetings and events during the term. All committee chairpersons must be active members of the organization for one semester. A qualifying member shall be defined as a participant who is actively involved within club activities and has fully attended at least two-thirds of the general body meetings and events. Nominations may also be made during the election meeting prior to closing of nominations. Voting will occur by secret ballot and a simple majority vote is required to elect an officer. If there are more than two candidates running and no candidate receives a majority vote, there shall be a run-off vote between the top two vote recipients. Elections should take place in April to allow for turnover between the old and new board.

# ARTICLE IX. FINANCE

*The Association of Black Psychologists, Gator Chapter* will apply for Student Government Funding to purchase operational materials, food, event supplies, and merchandise. *The Association of Black Psychologists, Gator Chapter* shall not require dues for the organization. If an instance arises in which additional financial support is needed, then the organization may host fundraising opportunities. Additionally, if members wish to purchase any apparel/items that the club may create during its duration, they are entitled to do so.

# ARTICLE X. DISSOLUTION OF ORGANIZATION

In the event this organization dissolves, all monies left in the treasury, after outstanding debts and claims have been paid, shall be donated to The *Association of Black Psychologists* headquarters *(ABPsi).* Any monies received from the Student Government shall be returned to the Student Government for reallocation.

**ARTICLE XI. COMMITTMENT TO SOCIAL JUSTICE AND EQUITY**

*The Association of Black Psychologists, Gator Chapter* exhibits an ongoing commitment to social justice and equity. As members of the Psychology community, we strive to learn from each other in an atmosphere of positive engagement and mutual respect. To this end, *The Association of Black Psychologists, Gator Chapter* endorses, and our training reflects, the APA Board of Educational Affairs Statement on Preparing Professional Psychologists to Serve a Diverse Public and the Ethical Standards of Black Psychologists outlined by the Association of Black Psychologists (ABPsi) Ethics Committee. Our commitment to diversity and social justice means that we strive to attend to issues of power, privilege, and oppression in our professional service. In these efforts, we are guided by Black feminist and multicultural principles, as guided by the Combahee River Collective Statement (1977), as well as Black feminist scholars such as bell hooks, Kimberlé Crenshaw, and many other trailblazers before us. These principles are:

* Ongoing self-examination, including vigilance regarding power dynamics and the assumptions and values underlying our views, goals, and commitments.
* Sharing power, including transparency about power differences, engaging in collaborative processes when appropriate, and fostering the power of BIPOC individuals and groups.
* Amplifying and attending to the voices and experiences of BIPOC individuals and groups who have historically been disenfranchised.
* Consciousness raising by attending to how individual or group difficulties may be shaped by political, societal, institutional, interpersonal, and other contextual power dynamics.
* Focusing on people’s strengths and engaging these strengths to address challenges, including working toward social change.
* Promoting social change in our communities by developing tools that are informed by the needs and experiences of the constituent communities.

We acknowledge that the vision and principles articulated above are not achieved completely by any one individual. Rather, this vision and the principles guide our shared responsibility for ongoing efforts to enact our commitment to diversity and social justice in our professional work.

**ARTICLE XII. NATIONAL MEMBERSHIP**

# Student membership for this organization is not equivalent to national membership of The Association of Black Psychologists (ABPsi). A student member can pay national dues to be a national member of ABPsi and receive national benefits.

# ARTICLE XIII. AMENDMENTS TO CONSTITUTION

Amendments to this constitution may be made at any regular meeting so long as notice of the proposed amendment was provided one week prior to a vote. Prior to this meeting, officers will request a copy of the constitution from the Department of Student Activities and Involvement through email. Any member is eligible to propose an amendment, and proposals should be sent to any member of the executive board. Amendments require a two-thirds vote of the members in attendance at the meeting and are subject to final approval by the Department of Student Activities and Involvement.