

**Last Updated: September 2007**

## **ARTICLE ONE: NAME.**

### **Section One**

The name of this organization is iNSIDEoUT.

## **ARTICLE TWO: MISSION & VISION.**

### **Section One: Mission Statement**

iNSIDEoUT is a youth-founded, youth-led organisation that provides leadership opportunities and a safe space for Triangle-area LGBTQISA-queer youth, both in and out of schools. By providing educational-, social-, and activism-oriented programs, iNSIDEoUT strives to form and strengthen GSAs while connecting and empowering youth, seeking to expand beyond the Triangle. iNSIDEoUT encourages you to become part of our family and community.

### **Section Two: Vision Statement**

iNSIDEoUT is a youth-created and -led organization that works to play a meaningful part in the queer youth movement, and to put students in control of the movement designed to help them. We are committed to building a society in which all people, regardless of sexual orientation or gender identity expression, feel safe and valued. iNSIDEoUT is also part of the struggle for the equality of all people, and believes no one is equal until everyone is equal. Therefore, iNSIDEoUT can only be effective if it reflects the vast diversity of the youth it represents, and is committed to eradicating all other forms of discrimination. We believe that, in order to achieve a fully equal world, we must insist upon acceptance, not merely tolerance. Only then can LGBTQSIA people be recognised as a valid, valuable part of society and history.

## **ARTICLE THREE: STRUCTURE.**

### **Section One: Overall Structure**

The structure of iNSIDEoUT includes a student board, general members, and adult and undergraduate advisors.

### **Section Two: Board Selection**

A new board is selected each spring by the previous board, based on applications and a personal conference. Positions on the board are open to all high school-age youth. Prospective board members must apply for their positions and then be approved by their peers. Applicants for the board are responsible for the deciding, mainly through online discussion, who occupies each board position. This decision, which determines who will be on the board and in what capacity, must be reached by a consensus of all applicants. Applicants must then be present at the final iNSIDEoUT event of the school year prior to their board term in order to introduce themselves and their ideas to the youth who comprise iNSIDEoUT. In the case of more applications than available board positions, the current iNSIDEoUT board will be ultimately responsible, with the input of adult advisors and other involved youth, for deciding which applicants will be considered for the board. If a board is formed at the end of the school years and positions remain open or a need arises for a new position, the approved board has the power to appoint another board member.

As iNSIDEoUT grows as a movement, board selections will be less reliant on the current student board and more on the vote of the other youth in iNSIDEoUT. The process of choosing a board should be democratic and fair, with maximum participation of the people whom the board is responsible for representing. As iNSIDEoUT evolves as a movement, it may be necessary to amend the guidelines for choosing a board. Anyone involved with iNSIDEoUT may propose

amendments. The amendment will be posted to the listserv and communicated to all of iNSIDEoUT and will be subject to a majority vote at the soonest possible event.

*Activism Chair:* Developing and implementing social action projects for iNSIDEoUT. Ensuring that students are aware of important social issues. Serving as a resource to GSA leaders who wish to develop social action projects. Ensuring that iNSIDEoUT and GSAs remain socially conscious, responsible, and active.

*Social Chair:* Coordinating social events. Planning and running the icebreakers at events. Ensuring that students are having a good time at events by programming events, getting feedback, &c. Ensuring that the environment at iNSIDEoUT and GSA events is comfortable for all. Getting contact information from youth who attend our events. Doing other cool things you think of, like getting pictures of our meetings online, &c.

*Communication Chair:* Creating the agenda (with input from others) for our board meetings and facilitating those meetings, ensuring that they are productive and efficient. Helping to maintain our website(s). Ensuring that notes from meetings and other programming materials are put online. Checking up on board members to ensure that everything is getting done. Possibly developing an iNSIDEoUT newsletter. Making it easier to Google our webpage. Keeping everyone in iNSIDEoUT in touch with each other and keeping iNSIDEoUT in touch with other organizations and the community.

*Outreach & Diversity Chair:* Increasing attendance at iNSIDEoUT (and GSA) events by organizing calling committees, designing our emails, sending flyers to GSAs for them to distribute in their schools, putting up flyers in strategic places, and thinking of other ways to increase attendance. Programming events for GSAs and iNSIDEoUT which aim to increase awareness of racial and minority issues. Serving as a resource on minority issues. Ensuring that the number of minorities (racial, economic status, religious, &c.) involved in iNSIDEoUT and GSAs reflects the presence of minorities in the population at large.

*Education Chair:* Being responsible for the educational content of iNSIDEoUT events. Being the voice at iNSIDEoUT events who tells people what to do and when to be where (or assigning this job to someone). Writing up the educational programs for meetings and working with the activism chair and social coordinator to develop the meetings. Ensuring that sufficient research is done on the issues you plan to cover. Ensuring that iNSIDEoUT and GSA events hold to high standards of educational quality. Serving as an educational resource to GSA leaders and other iNSIDEoUT youth. Developing materials to help increase the educational content of GSAs.

### **Section Three: Open Board Policy**

The student board of iNSIDEoUT will meet monthly face-to-face, if schedules permit, and weekly via AIM, if all current board members have internet access. The board will do most general, event-specific discussion and planning will be done via AIM chat, email, and the iNSIDEoUT listservs.

Monthly board meetings will be held in different locations throughout the Triangle; they may be held before or after non-technical iNSIDEoUT events. At the beginning of each monthly board meeting, the five-member board will have a private meeting for 30-45 minutes to discuss specific event, financial, and other details. After the board-only meeting, there will be an open board meeting for 45-60 minutes. This part of the meeting is open to any member of iNSIDEoUT, adult advisor, or other queer-friendly party who wishes to help plan iNSIDEoUT's structure and events. Discussions will be directed and specific to current events; in other words, iNSIDEoUT members would be asked for input on events planned for the next few months. General questions and complaints about iNSIDEoUT or its programming should be addressed at the ends of these open board meetings.

Twice yearly, once on the first day of the summer board retreat and once on the first day of the winter board retreat, larger-scale open board meetings will be held. These pre-retreat open board meetings will be open to any member of iNSIDEoUT who wishes to contribute to the planning of future iNSIDEoUT events. During these meetings, the floor will be open to anyone with suggestions about events for the upcoming semester and/or about the structure of iNSIDEoUT. With this information about what services iNSIDEoUT's general members would like to see, the student board of iNSIDEoUT will be better able to spend the remainder of the retreat planning events for the next semester. Students participating in pre-retreat open board meetings

should understand that not all requests can be granted, given iNSIDEoUT's limited resources, but all will be taken into consideration.

#### **Section Four: General Members**

iNSIDEoUT is a coalition of GSAs, so every student involved in a GSA in the region is by default a general member of iNSIDEoUT. General membership is also open to any youth, in or out of school, who identify as lesbian, gay, bisexual, transgender, queer, questioning, intersex, or allied and want to attend our events.

#### **Section Five: Adult Advisors**

The student board and general members have the final say over which adults are involved as advisors with iNSIDEoUT. New adult involvement must be approved by the youth. If no immediate attention is needed on a decision, the student board should decide on the appropriate course of action; however, in a crisis and/or time-sensitive situation, a member of the general advisory board may take action, with the understanding that s/he/sie will report the action and its results as soon as possible to the student board.

The group of adults interacting most directly with the student board of iNSIDEoUT is the general advisory board. This group is relatively flexible in structure, but should consist of no more than three adults from the community. If possible, one of these adults should be an undergraduate at a local university (UNC-Chapel Hill, Duke, &c.) with access to university resources. The general advisory board acts in the following capacities: providing resources; giving advice; helping to plan board retreats; having legal responsibility; providing supervision; ensuring fiscal stability and providing regular budget updates; helping with logistics; helping with food; removing money from iNSIDEoUT's accounts and signing checks; signing contracts that cannot be signed by a minor, if there is no one on the student board who is over 18 years of age; helping with grants; and offering experience and guidance. The position of adults on the general advisory board is highly mutable and subject to change after discussion with the adult and student boards.

As iNSIDEoUT grows and expands, it may become necessary to appoint a legal and/or fiscal board. These adults would attend the open portion of all open board meetings. Their role would be purely financial and/or legal; planning would be undertaken by the student board unless it was specifically legal or financial in nature. As always, the student board would have the ultimate say over any decisions made by, for, or about iNSIDEoUT.

### **ARTICLE FOUR: AMENDMENTS.**

#### **Section One: [nothing yet.]**

- \* Should we have a separate section in Article III for the descriptions of the various board positions?
- \* Should we include in that section a statement that clarifies the flexibility of the various board positions?
- \* "At the beginning of each monthly board meeting, the five-member board will have a private meeting for 30-45 minutes to discuss specific event, financial, and other details." Should the adult advisors be included in this sentence? [Article III, Section 3.]
- \* Article III, Section 3: response?
- \* "General questions and complaints about iNSIDEoUT or its programming should be addressed at the ends of these open board meetings." -- response?