

Constitution of Cultivating Change at Ohio State

Updated October 2022

Article I

Section 1: Cultivating Change at Ohio State. Cultivating Change at Ohio State is a College Ambassador Program (CAP) to the nationwide Cultivating Change Foundation. CAP bridges the gap between agriculture and the LGBTQ+ community by providing professional development resources and creating career pipelines. We strive to connect LGBTQ+ agriculture students to agriculture companies leading efforts in workplace equality.

Section 2: The chapter of Cultivating Change at Ohio State aims to provide a safe, inclusive network for students who are interested in food, agricultural, environmental, and related sciences and are in the LGBTQ+ community or allies. Our efforts are focused on education, community, and increasing awareness.

As an inclusive community, Cultivating Change welcomes all identities and people into the organization. The organization is a safe space for all to celebrate their expressions and identities. Cultivating Change at Ohio State will work collaboratively on programming with the College of Food, Agricultural, and Environmental Sciences' Office of Diversity, Equity, and Inclusion. Cultivating Change at Ohio State celebrates CFAES' community ties and has active membership on the Columbus and Wooster campuses.

Section 3: Cultivating Change at Ohio State is committed to building and maintaining a diverse community to reflect human diversity and to improve opportunities for all. The university is committed to equal opportunity, affirmative action, and eliminating discrimination. This commitment is both a moral imperative consistent with an intellectual community that celebrates individual differences and diversity, as well as a matter of law.

Cultivating Change at Ohio State aims to provide a safe space for all people to express themselves. To that end, we have and hold ourselves to a high-level and broad diversity policy, built around the CFAES Principle of Community and respect for individuals regardless of where they are on life's journey. This organization does not discriminate on the basis of age, ancestry, color, disability, gender identity or expression, genetic information, HIV/AIDS status, military status, national origin, race, religion, sex, sexual orientation, protected veteran status, or any other bases under the law, in its activities, programs, admission, and employment. Furthermore, Cultivating Change also prohibits any harassment that detracts from the learning experience or threatens an individual in any form.

As a student organization at The Ohio State University, Cultivating Change expects its members to conduct themselves in a manner that maintains an environment free from sexual misconduct. All members are responsible for adhering to University Policy 1.15.

Article II

Section 1: Qualifications and categories of membership. The members of Cultivating Change at The Ohio State are inclusive of the academic system of Ohio State. Membership includes undergraduate and graduate students, staff, and faculty. There is no application processes to become a member of Cultivating Change at Ohio State. We offer a space for people to enter freely and respectfully.

Section 2: The Executive Committee and advisors of Cultivating Change at Ohio State can make decisions on membership including but not limited to the removal of members, removal of Executive Committee leaders, and removal of non-student members. Community or other non-student members may be suspended by the Executive Committee.

Article III

Section 1: Any elected officer of Cultivating Change at Ohio State may be removed from their position for cause. Cause for removal includes but is not limited to violation of the constitution or by-laws, failure to perform duties, or any behavior that is detrimental to advancing the purpose of this organization, including violations of the Student Code of Conduct, university policy, or federal, state, or local laws. The Executive Committee may act for removal upon a two-thirds affirmative vote of the executive board in consultation with the organization's advisor.

Section 2: In the event that the reason for member removal is protected by the Family Educational Rights and Privacy Act (FERPA) or cannot otherwise be shared with members (e.g., while an investigation is pending), the executive board, in consultation with the organization's advisor, may vote to temporarily suspend a member or executive officer.

Article IV

Section 1: Organization leaders of Cultivating Change at The Ohio State represent the Executive Committee and general membership and are elected or appointed from the ranks of the organization's voting membership.

Primary Leader in Cultivating Change at The Ohio State is referred to as the President.

Duties of the President include:

- Presides over meetings of the organization
- Facilitates executive board meetings
- Prepares and files any required reports
- Appoints committee chairpersons
- Maintains contact with organization advisor(s)
- Maintains contact with organization alumni
- Maintains contact with affiliated university departments or community partners
- Maintains contact with the Cultivating Change Foundation
- Represents the organization to the university

- Serves as a spokesperson for the organization
- Calls special meetings of the organization
- Serves as a secondary signatory on financial accounts
- Assists all executive officers
- Provides follow-up to organizational tasks
- Organizes executive board retreats
- Coordinates executive board officer transitions
- Represents organization at official functions
- Remains fair and impartial during organization decision making processes
- Provides encouragement and motivation to fellow officers and members

Secondary Leader in Cultivating Change is referred to as the Vice President.

Duties of the Vice President include

- Assumes the duties of the President their absence
- Serves as an ex-officio member of standing committees
- Directs Constitutional updates and revisions
- Facilitates election of officers
- Recruits new members

Treasurer of Cultivating Change

Duties of the Treasurer include:

- Is familiar with accounting procedures and policies
- Serves as the primary signatory on financial accounts
- Pays organization bills
- Keeps all financial records of the organization
- Prepares an annual budget
- Prepares all budget requests for funds
- Prepares and submits financial reports to the members
- Maintains a financial history of the organization
- Provides advisor with summary of financial records at the end of the academic year
- Organizes an end-of-year celebration
- Represents organization at official functions
- Remains fair and impartial during organizational decision-making processes
- Performs other duties as directed by the President
- Advises members on financial matters (vendors, ticket selling procedures, etc.)
- Prepares purchase orders, requisition forms, or supply requests
- Coordinates fundraising efforts
- Coordinates solicitations
- Files reports on all stolen or lost equipment
- Maintains an inventory of all equipment and its condition

Article V

Section 1: Election of Executive Committee leadership of Cultivating Change at The Ohio State. The Executive Committee leadership will be appointed through a democratic process where members of the organization vote for the positions of President, Vice President, and Treasurer. The Executive Committee is appointed by a 2/3 majority vote by members of Cultivating Change at Ohio State.

The election of the Executive Committee will take place in August – the beginning of the autumn academic semester.

Article VI

Section 1: Executive Committee of Cultivating Change at Ohio State. The Executive Committee (like a board of trustees or directors) represents the general membership, conducts business of the organization between general meetings of the membership, and reports its actions at the general meetings of the membership. The Executive Committee is comprised of the organization leaders. The Executive Committee is representative of the organization's members and intentional in equal representation. The Executive Committee of three people will compromise of at least one person from the Columbus campus and at least one person from the Wooster campus.

Article VII

Section 1: Standing Committees (if needed) of Cultivating Change at The Ohio State. These committees serve the organization leadership, the Executive Committee, and general membership. Standing committees are permanent and designed to carry out the basic functions of the organization. Chairpersons of these committees are appointed by the President of the organization.

Article VIII

Section 1: Advisor(s) or Advisory Board of Cultivating Change at The Ohio State. Advisors of student organizations must be full-time members of the University faculty or Administrative & Professional staff. If a person is serving as an advisor who is not a member of the above classifications, a co-advisor must be chosen who is a member of these University classifications.

Article IX

Section 1: Meetings and events of Cultivating Change at The Ohio State. The organization's top priority is the health and well-being of its members. There are no requirements to attend meetings by members.

Article X

Section 1: Cultivating Change at The Ohio State reserves the right to address member or event attendee behavior where the member or event attendee's behavior is disruptive or otherwise not in alignment with the organization's constitution and the CFAES Principles of Community.

Article XI

Section 1: Any proposed amendments should be presented to Cultivating Change at The Ohio State in writing and should not be acted upon when initially introduced. Upon initial introduction, the proposed amendments should be read in the general meeting, then read again at a specified number of subsequent general meetings and the general meeting in which the votes will be taken and should either require a two-third majority of voting members (a quorum being present) or a majority of the entire voting membership of the organization, present or not.

Article XII

Section 1: Method of Dissolution of Cultivating Change at The Ohio State. Dissolution of the organization is only done with the entire organization and final dissolution by the Executive Committee. The dissolution will only be considered if two-thirds of the members vote unanimously to dissolve the organization. The final decision of dissolution is made by the Executive Committee - President, Vice President, Treasurer and Advisor(s) of Cultivating Change at The Ohio State. Should any organization assets and debts exist, they will go into the general operating fund of CFAES' Office of Diversity, Equity, and Inclusion. Upon the official dissolution of the organization, Student Activities staff must be contacted to remove organization information from website.