

Bylaws of Spectra, the Association for LGBTQ+ Mathematicians.

Article 1 - Name, Purpose

Section 1. Name

The name of this organization shall be Spectra, the Association for LGBTQ+ Mathematicians.

Section. 2 Purpose

The purpose of Spectra, the Association for LGBTQ+ Mathematicians, is to support and encourage LGBTQ+ individuals in mathematics, by working to create an inclusive and affirming environment that supports the well-being and professional development of LGBTQ+ mathematicians. Spectra strives for a time when LGBTQ+ mathematicians are able to bring their whole selves to the mathematical community.

Article 2 - Council

Section 1. Officers

There shall be a president, a president elect (only during even-number years), an immediate past president (only during odd-number years), a secretary, and a treasurer.

Section 2: Membership

The Council membership shall consist of

- the five (5) Chairs of the Committees spelled out in Article 4
- the ex officio members: the president, the president elect/past, secretary, and the treasurer.
- The two (2) at-large council members.

Article 3 - Committees

Section 1. Committees

There shall be five standing committees with names and purposes outlined below:

- Membership Committee:
 - The Membership Committee's primary focus is to promote community amongst LGBTQ+ mathematicians. This can be done via organizing social events, overseeing visibility campaigns like the Out and Ally lists, taking actions to promote membership in the organization in pursuant with the purpose as laid out in Article 1, and through other activities proposed by the Council.
- Profession Committee:
 - The focus of this committee is to support the professional development of LGBTQ+ mathematicians, through panel, workshop, and conference organizing, and through other events and activities proposed by the Council. This committee also supports programs to help all mathematicians become better LGBTQ+ allies.
- Outreach & Communications Committee:
 - The Outreach Committee is tasked with building a more inclusive mathematical environment for LGBTQ+ mathematicians, via overseeing Spectra's online presences, showcasing the work of the organization and its members, keeping the membership informed of what work is being done, and through other events and activities proposed by the Council. This committee is also charged with any development and fundraising for Spectra.
- Political Committee:
 - The focus of this committee is to advocate for a just and inclusive community for LGBTQ+ people in the mathematical community, and beyond.
- Equity, Diversity, and Inclusion (EDI) Committee:
 - Recognizing the importance of intersectionality the focus of this committee shall be to help support mathematicians minoritized along other axes of identity. A key component is also ensuring that Spectra as an organization is mindful of EDI issues in its decisions and communications.

Section 2: Composition of Committees

The size of each standing committee shall be determined by the Council. Committee membership shall be largely up to the committee chair, with the approval of the Council.

Section 3: Ad hoc Committees

The council as well as each committee chair shall have the ability to form ad hoc committees when necessary to better fulfill the mission of the organization. The duration, scope, and composition of an ad hoc committee shall be determined by the council or the appropriate committee chair.

Article 4 - Elections and Terms of Officers and Committee Chairs

Section 1. Terms

The term length for each officer shall be as follows:

- The president shall serve a two year term.
- The president elect shall serve a one year term.
- The immediate past president shall serve a one year term.
- The treasurer shall serve a two year term.
- The secretary shall serve a two year term.
- Each committee chair shall serve a two year term.
- Each at-large council member shall serve a two year term.

The term of office for each officer shall begin on February 1st of the year following the election and end on January 31st.

Section 2. Elected Positions

The president elect, the committee chairpersons, and the at-large council members shall be elected by ballot.

Section 3. Presidential Transition

At the end of their term the president shall become the immediate past president and the president elect shall become the president.

Section 4. Appointment of Treasurer and Secretary

The treasurer and secretary shall be appointed by the president.

Section 5. Vacancies

If at any time the president, the president elect, the treasurer, the secretary, a committee chair, or an at-large council member shall die or resign, the remainder of the Council shall appoint someone to fill the vacant position for the remainder of the term.

Section 6. Election Dates and Process

On or before September 1st the secretary shall contact the membership announcing the forthcoming election and soliciting nominations for each position. The Council shall ensure that the nominated candidates are in line with the purpose of the organization as outlined in Article I. By October 15th the secretary shall announce to the membership the slate of candidates as well as the voting procedure as determined by the Council. The candidate with the most votes shall be elected.

Article 5 - Members

Section 1. Types of Members

There shall be three classes of members: ordinary, corporate, and institutional.

Section 2. Dues

The process to achieve membership for each class of members, including dues, shall be set by the Council, and the secretary shall keep a list of the membership.

Section 3. Voting Privileges

All ordinary members shall have the right to participate in elections for the Council.

Article 6 - Meetings

Section 1 - Planned Meetings

Each year, Spectra will hold two annual meetings for the membership at the Joint Mathematics Meeting: a business meeting and a social meeting.

Section 2 - Business Meeting

Prior to the business meeting, the Council will prepare a "State of the Organization" statement, summarizing the events and goals of the organization during the past year. The Council will also solicit feedback prior to the meeting from the membership. At this business meeting, a representative designated by the Council will lead the meeting, summarizing the annual business of the organization and leading a discussion with the membership about their feedback and ideas for the next year.

Section 3 - Social Meeting

The Social Meeting shall be organized by the Membership Committee. They can choose to have on-site and off-site events, creating space for socializing for the membership and opportunities to informally interact with other LGBTQ+ mathematicians.

Article 7 - Misc

Section 1 - Indemnification

Any person who serves, or has served, as a officer, or committee member of the Association shall to the extent allowed by, and in accordance with, the California Nonprofit Corporation Law may be indemnified by the Association against expenses actually and necessarily incurred in connection with the proceeding arising from the fact that such a person is, or was, an agent of the Association.

Section 2 - Amendments

At the recommendation of the Council these by-laws may be amended with the approval of the membership. The approval of the membership shall consist of either a two-thirds vote by the

members present at a Business Meeting or a two-thirds vote by members via an online ballot, in which at least twenty percent of members cast a ballot. The method used to solicit approval from the membership shall be determined by the Council.

Section 3 - Dissolution

The association may be dissolved only at a Business Meeting called for by the Council for only this reason. After the dissolution of the association and finalization of any outstanding obligation, any of the association's property or funds shall be distributed to one or more learned societies or non-profit organizations benefiting LGBTQ+ individuals.