

# CONSTITUTION - 2022

## Inclusive Equal Rights UK – IERUK

### 1. **Name:** Inclusive Equal Rights UK

**Mission:** The motion: Making York an Anti-Racist and Inclusive City was approved on 21<sup>st</sup> October 2021 at City of York’s council’s full meeting.

Our mission is to collaboratively develop and implement a long-term anti-racism and inclusion strategy and action-plan led by people with lived experiences of racism and discrimination that will be swiftly by implemented by the council.

Below listed our principal aims:

- Identifies and tackles structural barriers and institutional racism;
- Encourages the participation of marginalised ethnic groups;
- Works to ensure equitable representation from marginalised ethnic groups in local governance;
- Ensures equal access for those same groups to health (including mental health) and social services; and
- Ensures that the narratives and visibility of York's history are acknowledged and that citizens from marginalised ethnic groups are promoted and celebrated for what they have to offer.

### 2. **Purpose:** Breaking down Structural Barriers. Working Towards Racial Justice and Systemic Equality.

### 3. **Values**

- Accountability
- Fairness
- Respect
- Courage

### 4. In order to achieve our mission, we shall:

- a) Raise money through grants, sell merchandise and other innovative ways;
- b) Open bank accounts;
- c) Take out insurance;
- d) Pay committee members;
- e) Pay full members;

- f) Pay consultants;
- g) Acquire and manage buildings;
- h) Organise training, course, workshops and events;
- i) Work with other groups; and
- j) Do anything which is lawful and ethical to fulfil its aims.

## **5. Membership**

- a) Membership of the Group is split into three categories.

**Full Members** - shall be open to any person(s) over the age of eighteen years old, living or located in York and North Yorkshire who has lived experience of being a racialised minority. They must be interested in helping the Group to achieve its aims, and willing to abide by the code of conduct of the Group. They will have voting rights.

**Ally Members** - shall be open to any person(s) over the age of eighteen years old living or located in the United Kingdom who is interested in helping the Group to achieve its aims, willing to abide by the code of conduct. They will not have voting rights.

**Corporate Allies** - shall be open to businesses in the United Kingdom that recognises the effects of racism and the urgency to act now and thus wishes to support the work of the Inclusive Equal Rights UK – IERUK. Corporate allies do not have the ability to vote but they have the opportunity to propose impact-driven solutions to tackle the root-causes of racism.

**Strategic Advisors** – The chair, co-chair and management team will elect strategic advisors that will form the “Advisory Group” and will act as a sounding board in decision-making and support the Working Group in achieving its aims and vision.

- b) Membership shall be available to anyone without regard to gender, race, nationality, disability, sexual preference, religion or belief.

- c) Every full member shall have a vote in making decisions on the anti-racism and inclusion strategy and action plan. Where there is no clear voting decision, the Chair and Co-Chair will make a decision. They must explain the reasons of the decision and how the decision will effect a positive change.-
- d) The membership of any member may be terminated without prejudice if the member disobeys the code of conduct. If the code of conduct is violated, the Chair and Co-Chair will raise it in for good reason by the Management Committee, but the member has a right to be heard by the Management Committee before a final decision is made.
- e) Corporate allies may request to join WG meetings to gain an insight on equality related policy-making subject to clear justifications of how meeting outcome(s) will benefit the work of Inclusive Equal Rights UK – IERUK. The attendance of corporate allies will be subject to a vote by the WG members. They must notify the Group’s Secretary one calendar month in advance to allow discussion and vote.

## **6. Management**

- a) The Group shall be administered by a Management Committee, consisting of an elected full member, the secretary, the treasurer, the communications lead, chair, and co-chair. Management team members will take place bi-monthly and two weeks prior to the next WG meeting.
- b) Management Committee shall be:
  - Chair
  - Co-Chair
  - Secretary
  - Treasurer
  - Communications Lead
  - An elected WG representing in the business operations of the organisation
- c) The Management Committee shall meet at least six times a year

- d) The Chairperson shall chair all meetings of the Group. In the event of an arranged annual leave, sickness, emergency etc. the co-chair will chair all meetings. In addition, and in the spirit of collaboration, the chair and co-chair may wish to alternate in leading and directing the WG.
- e) The quorum for Management Committee meetings shall be three members.
- f) Voting at Management Committee meetings shall be by show of hands. If there is a tied vote, then the Chairperson shall have a second vote.
- g) Voting can be done electronically.
- h) The Management Committee may by a two-thirds majority vote and for a good and proper reason remove any Committee member, provided that person has the right to be heard before a final decision is made.
- i) The Management Committee may appoint another member of the Group as a Committee member to fill a vacancy provided the maximum number is not exceeded.

## **7. Duties of Positions**

- a) The duties of the founder(s) are to:
  - Ensure the mandate is executed and implemented, making sure there is no element of exclusion and discriminatory acts;
  - Ensure that the necessary reporting is undertaken, and appropriate governance is in place;
  - Ensure that collaboration and partnership is central in the work towards dismantling of casual and systemic racism;
  - Ensure that the values of the organisation is embedded within the WG;

- Ensure that councillors of York are informed of the progress of the mandate; and
- Ensure that they are present in decision-making meetings to make sure any work undertaken is aligned with the mandate that was approved in October 2021 and thereby be able to update the necessary stakeholders.

b) The duties of the Chairperson(s) are to:

- Chair meetings of the Committee and the Group;
- Represent the Group at functions/meetings that the Group has been invited to; and
- Act as spokesperson for the Group when necessary.

c) The duties of the Secretary are to:

- Take and keep minutes of meetings;
- Prepare the agenda for meetings of the Committee and the Group in consultation with the Chairperson;
- Maintain the membership list;
- Deal with WG correspondences and consult with the Chairpersons to agree on how to respond; and
- Collect and circulate any relevant information within the Group.

d) The duties of the Treasurer are to:

- Supervise the financial affairs of the Group; and
- Keep proper accounts that show all monies collected and paid out by the Group.

e) The duties of the Communications Lead are to:

- Supervise and advice on communication, media and how to respond to our stakeholders and wider public; and
- Advice how best to utilise communication platforms to promote the work.

## **8. Finances**

- a) Any money obtained by the Group will only be used for IERUK's activities;
- b) Any bank accounts opened for IERUK shall be in the name of the Group;  
and
- c) Any cheques, electronic financial transaction or cash issued shall be signed by the Treasurer and one other nominated official.

## **9. Public Consultations**

- a) On a periodic basis, the WG will hold public consultations across the city to listen to the voices of communities on anti-racist and inclusion initiatives they would like to see to equal the playing ground for them, their families, and communities; and
- b) We aim to partner with private organisations, institutions, agencies and community leaders in the preparation and execution of the public consultations.

## **10. Annual General Meeting (AGM)**

- a) IERUK shall hold Annual General Meetings (AGM);
- b) All members shall be given at least fourteen days' notice of the AGM and shall be entitled to attend and vote. The quorum for an AGM will be six members;
- c) The business of the AGM shall include:
  - Receiving a report from the Chairperson on the Group's activities over the year;
  - Receiving a report from the Treasurer on the finances of the Group;  
and
  - Consider any other matter as may be decided.

## **11. Special General Meeting (SGM)**

Special General Meetings may be called by the Management Committee or by any six members to discuss an urgent matter. The Secretary shall give all members fourteen days' notice of any Special General Meeting together with notice of the business to be discussed. All members shall be entitled to attend and vote.

## **12. Alterations to the Constitution**

Continual update and pertinent changes to the Constitution should be expected to ensure the transparency and governance are maintained. If a WG member wishes to raise a change and/or amendment, they must inform the Chairs and secretary and raise it in the next Working Group meeting.

## **13. Dissolution**

IERUK may be wound up at any time if agreed and if it fails to provide demonstrable and impactful outcomes. In the event of winding up, any assets remaining after all debts have been paid will be donated to a similar mission in the City of York.

**The End**