

# **PROPOSED BIB ORGANIZATIONAL STRUCTURE AND BYLAWS**

## **BLACK IS BACK COALITION FOR SOCIAL JUSTICE, PEACE AND REPARATIONS (BIBC) GOVERNANCE AND STRUCTURE**

- I. **DESCRIPTION-** The BIBC is an organization of organizations. It is the political instrument in which the member organizations and individuals exercise united political will and action in anti-imperialist resistance. The BIBC is an activist organization that believes in self determination for African people and is lead by African people. In addition, while the coalition excercises united political will, it also recognizes that the representative coalition organizations have different political philosophies. Furthermore, the BIBC recognizes the right of each organization in the coalition to work independently on issues affecting the African community.

## **II.MEMBERSHIP REQUIREMENTS FOR THE BLACK IS BACK COALITION FOR SOCIAL JUSTICE, PEACE AND REPARATIONS**

### **A. Requirements for Membership in the BIBC are as follows:**

1. Any active local, state, regional or national organization or individual which is in agreement with the BIBC Principles

2. Any active local, state, regional or national organization or individual which agrees to work cooperatively and in good faith with other BIBC organizations

3. Any active local, state, regional or national organization or individual completes a join form and is approved for membership by a majority vote of the Steering Committee (A quorum of 75% must be established for a legal vote for acceptance into the coalition to take place)

4. Any active local, state, regional or national organization or individual which pays the established Membership fee for joining. The yearly membership fees are as follows:

a. International organization (operating in more than one country) - \$200

b. National organization- (operating in more than one state or province in a single country) - \$150

c. State, local, or provincial organization-(operating in a single state, province or city) - \$50

d. Individual- (any individual not associated with an organization)-\$25

**B.** BIBC Steering Committee will send to its member organizations annual dues notices at least 60 days before the due date of December 1<sup>st</sup> of each calendar year.

## **III. Governing Structure**

### **A. International Steering Committee-** The highest decision making body of the BIBC.

The members of the International Steering committee will be comprised of the Coordinating Committee and the working group leaders, and representatives of the organizations that participated in building the BIBC action On November 7<sup>th</sup>, 2009. handle the day to day operation of the BIBC. The BIBC will strive to have representation of the different member organizations on the steering committee in general and the Coordinating Committee in particular. Steering Committee membership will be open to organizational representatives only. To qualify for membership on the steering Committee, candidates must be African, their organization must be in good standing, and they receive a majority of votes cast by the Steering Committee After a 75% quorum has been established before the vote. Each member organization will have one representative on the Steering Committee unless the Steering Committee deems it necessary to make an exception to this rule to maximize efficiency.

The Steering Committee may add members with a simple majority vote after establishing a 75% quorum.(Note:The Coordinating Committee consist of the Chairperson, Vice Chairperson, Secretary, Treasurer, Fundraiser Coordinator)

## 1. Working Groups of the BIBC

- a. Reparations
- b. Political Action
- c. Media
- d. Outreach
- e. Research

## B. Steering Committee Member Organizations and Institutions

1. Operation Power
2. African People's Socialist Party
3. Black Agenda Report
4. African People of Love
5. Black August Planning Organization
6. Masjid Al Islam
7. People's Organization for Progress
8. Harlem Tenants Council
9. Malcolm X Center for Self Determination
10. Kinetic Faith and Justice Network
11. Muslim Alliance in North America
12. NCOBRA
13. Friends of the Congo
14. Black Food
15. Dignity
16. Friends and Family of Mumia Abu Jamal
17. Vox Union/Free Mix Radio
18. Know Thy Self Productions-Rosa Clemente
19. SALSA

- C. Coordinating Committee-** The Coordinating Committee is the executive leadership body of the BIBC, and will exercise the authority of the BIBC between meetings of the Steering Committee. The Coordinating Committee will have the authority to act on behalf of the BIBC and are the official spokespersons for the BIBC. The Coordinating Committee will be elected by the Steering Committee. The coordinating Committee may hire paid staff to operate the office or perform other essential tasks deemed a necessity by the Coordinating Committee and approved by the Steering Committee. Approval of staff hiring will be done after a 75% quorum of the steering Committee is established for that decision.

## D. Job Descriptions

**1. Chairperson-** the Chairperson will lead the all meetings of the Steering Committee, general membership, and the International conference. Make the agenda for said meetings, act as the primary spokesperson for the BIBC and act with the authority of the BIBC between meetings of the steering Committee and International conference

**2. Vice Chairperson-** the vice Chairperson will act on behalf of the Chairperson when the Chairperson is unavailable or unable to serve **in** their capacity. Advise the chairperson on strategy and act as a secondary spokesperson for the BIBC

**3. Secretary-** the secretary will take minutes for all steering committee and general membership meetings. Will assist the President in preparing the agenda for all meetings, and act as the main channel of communication between the BIBC and other organizations, institutions, Government agencies etc. Will be responsible for checking mail and e-mail directed to the BIBC and distribute said mail to the appropriate persons or working group

**4. Treasurer-** the Treasurer will maintain the banking account of the BIBC, make deposits and act as a signer on the BIBC bank account. The treasurer will issue a written financial report to the Steering committee on a monthly basis.

**5. Fundraiser Coordinator-** the Fundraising Coordinator will have the primary responsibility to develop and implement the fundraising plan. Deliver all funds from fundraising events to the treasurer in a timely manner and give issue written fundraising reports to the Steering Committee on a monthly basis.

**6. Political Prisoners Working Group (PPWG) Chair-** the PPWG Chairperson will be preside over the PPWG meetings, develop a plan of action for the BIBC approach to the question of political prisoners, educate the BIBC and the general public on political prisoners and help to create a position statement on political prisoners. Present a monthly report on the work of the PPWG at the Steering Committee meetings and at the International Conference. Will alert the BIBC to specific needs and actions of particular political

**7. Reparations Working Group (RWG) Chair-** the RWG Chairperson will preside over the meetings of the RWG. Develop the plan of action for the RWG. Educate the BIBC and the general public on the reparations struggle of African people. Present a monthly Report on the work of the RWG at the Steering Committee meetings and the International Conference.

**8. Political Action Working Group (PAWG) Chair-** the PAWG Chairperson will preside over the meetings of the PAWG. The Chairperson will develop the plan of action for actions to be undertaken on behalf of the BIBC, such as demonstrations, panel discussions etc.

**9. Media Working Group (MWG) Chair-** the MWG Chairperson will preside over the meetings of the MWG. The MWG Chairperson will develop a plan of action to advance the media strategy of the BIBC and be primarily responsible for developing media contacts, organizing and conducting press conferences and maintain relationship with the press and assure that the BIBC gets extensive use of BIBC members' media institutions

**10. Outreach Working Group (OWG) Chair-** the OWG Chairperson will preside over the meetings of the OWG. The OWG Chairperson will develop the plan of action for distribution of BIBC material. The OWG will have a Propaganda design sub-committee which will be the ultimate responsibility of the OWG Chairperson.

**11. Research Working Group (RWG) Chair-** The RWG Chairperson will preside over the research committee meetings. The primary researcher for the BIBC. Locate information for presentations, educate the BIBC on a number of topics at the direction of the Steering Committee.

**E. International Conference** - The meeting where reporting, planning, and discussion of those plans occur. The BIBC International Conference will be held on an annual basis in January, unless otherwise stipulated by the Steering Committee. The International conference will consist of the member organizations and individuals of the BIBC. New members may also apply and be considered for membership into the BIBC at the conference at the discretion of the Steering Committee.

Member organizations are encouraged to send representatives to the BIBC International Conference scheduled for a date in January designated by the Steering Committee. The Steering Committee will solicit discussion by the International Conference attendees on the location for the next International Conference, strategy, program and general direction, and all member organizations and individuals are encouraged to be active on at one of BIBC's working groups. The International Conference will have a plenary at its conclusion to consolidate the organization plans of action.

The Steering Committee will implement special rules of procedure for voting at the founding International Conference.

## **IV. Local Organization**

- A. Local Organizations of the BIBC may be organized by cities. The same principles of organization will apply to as that of the International body. Groups within a city that agree to the political principles of the International BIBC and receive approval of association through a majority vote of the International Steering Committee. A local organization applying for membership must have of a minimum of 5 members with representation from at least three groups. The membership fee for local organization will be \$50 due upon approval of the International Steering Committee. The activities of the local must be consistent with the principles of the International BIBC.
- B. Officers of a Local BiBC
1. Chairperson
  2. Vice Chairperson
  3. Secretary
  4. Treasurer
  5. Fundraiser

## **V. Elections of the Coordinating Committee**

- A. The Coordinating Committee will be elected by the Steering Committee on an annual basis in July on a date to be determined by The Steering Committee. Only members in good standing will be allowed to vote for the Coordinating Committee. The January 23-24, 2010 International Conference will be an exception to the rules of procedure for voting for the Coordinating Committee. All attendees at the initial International Conference will be allowed to vote for the Steering Committee, Coordinating Committee, and the structure and by laws, and this rule of procedure for voting is a one time event. The Coordinating Committee elected at the International Conference would serve until the July date to be determined by the Steering Committee.

### **B. Voting Rights**

1. All Steering Committee members in good standing in attendance
2. No Proxy voting will be allowed
3. Repeat of a vote will only be allowed in the event of a tie vote
4. The rules of procedure pertaining to members in “good standing” will be suspended for the purposes of any voting process occurring at the International Conference. The rules of procedure suspension will be inclusive of, but not limited to plenary voting and any voting for the Coordinating Committee.
5. The January 23-24, 2010 International Conference will utilize an exception rule that allows the entire Conference to vote for the Steering Committee, Coordinating Committee, and the proposed structure and by laws. Voting will be allowed for individuals not associated with organizations or working groups for the purposes of the January 23-24, 2010 Conference only.
6. After the Initial International Conference(January 23-24, 2010 ) the rules of procedure for voting will reflex voting through organizational representation on the steering Committee and individuals will be required to work inside the currently establish working groups or other working groups established by the Steering Committee.

## **VI. BIBC discipline of Member Organizations and Individuals**

- A. Procedures for Removal of Member Organizations or Individuals
1. An organization that is represented on the Steering Committee and does not participate actively and regularly in the work of the Steering Committee can be removed by the Steering Committee by a simple majority vote after establishing a quorum of 75%.
  2. In cases involving misconduct, i.e. theft from the BIBC, gross violations of the BIBC political principles, offenses against the masses of African people etc., The Steering Committee will first

launch an investigation and notify the alleged offender/s, and upon a finding of cause for the allegation/s, will set a due process hearing for the alleged offending organization or individual to present evidence in their defense. In the event that the International Steering Committee finds against an offending Organization/individual, the organization/individual can be removed from the membership roles of the BIBC. The offending organization/individual can appeal to the next International Steering Committee

3. The International Steering Committee may appoint replacement representatives of the Steering Committee who have been removed or have resigned. The steering Committee will strive to maintain organizational diversity when making appointments.