

# **Harvard Law School Queer & Trans People of Color Constitution**

Last Amended: February 16, 2025

Section 1. MISSION. Harvard Law School Queer & Trans People of Color (“QTPOC”) is committed to providing a support network for LGBTQ students of color at Harvard Law School; increasing the visibility of queer and trans people of color throughout the law school; creating awareness within the Harvard Law community on issues that affect LGBTQ people of color; and ensuring that Harvard Law is a more inclusive space for LGBTQ people of color.

## **Section 2. STATEMENT OF PURPOSE**

- (a) For students standing at the intersection of marginalized communities, entering Harvard Law School can be an emotionally taxing endeavor. Currently-established affinity groups—typically focused on one unique marginalized identity—can be isolating spaces for those that seek a more integrative organization. For QTPOC students, affinity groups may lack constructive conversations on queer issues; likewise, LGBTQ organizations (e.g., Lambda) may serve as an improper venue for certain substantive discussions on racial and ethnic dynamics within the queer and trans community. QTPOC students deserve spaces where their unique experiences at the intersection of multiple oppressive forces may be heard and engaged.
- (b) As a new student affinity group, QTPOC imagines a community in which gender, sexual orientation, and racial/ethnic identities receive equitable and contemporaneous attention. This enables collaboration with LGBTQ and POC affinity groups while also enabling tailored discussions on topics and issues uniquely relevant to queer and trans individuals who identify as people of color.

Section 3. MEMBERSHIP. Membership is open to any student at Harvard Law School who supports the mission of the organization as stated in this Constitution.

## **Section 4. EXECUTIVE BOARD**

- (a) The Executive Board of QTPOC (the “Executive Board”) shall include:
  - (i) President: the President will serve as Chief Executive Officer of the Executive Board. The President will oversee QTPOC’s operations and lead board meetings. The President will also serve as the liaison between QTPOC and the Dean of Students Office. The President will serve as the primary contact for the organization in all affairs except financial matters. It is the President’s duty to uphold the bylaws of QTPOC. There may be multiple Co-Presidents.
  - (ii) Treasurer: The Treasurer will serve as the primary contact for the budget of the organization and will be responsible for signing all reimbursements and tracking the budget process for QTPOC. There may be only one Treasurer.
  - (iii) The Executive Board may establish and elect officers to additional positions from time to time as it deems appropriate or necessary. These positions may include, but are not limited to: External Affairs Coordinator - The External Affairs Coordinator is tasked with being the main contact person between QTPOC functions and other groups and professors for the law school; Internal Affairs Coordinator - The Internal Affairs Coordinator is responsible for communication

with QTPOC members and will be responsible for contacting and organizing members about events and updates in QTPOC; Secretary - The Secretary keeps minutes of QTPOC meetings and events.

(b) General Executive Board Functions

- (i) All Executive Board positions will be held for a term of 1 year.
- (ii) Newly elected Executive Board members will take office in May.

Section 5. BOARD MEETINGS. The Executive Board shall meet at least once per semester.

Section 6. GENERAL MEMBERSHIP MEETINGS. QTPOC shall meet as an organization at least once per semester.

Section 7. AMENDING THE CONSTITUTION. The Constitution may be amended as the Executive Board deems necessary from time to time. Any Executive Member may propose an amendment at any time during their term. The Executive Member proposing the amendment will declare a reasonable time period to allow all Executive Members to review and discuss. As a default presumption, a reasonable time period is at least 24 hours. The amendment is officially added to the Constitution and effective if it is approved by a two-thirds majority (defined as at least 66.66%) of all Executive Members. The vote can be tallied once the reasonable time period has ended or at any time after, but not before.

# **Harvard Law School Queer & Trans People of Color By-Laws**

Last Amended: February 16, 2025

Section 1: DEFINITIONS. All definitions and abbreviations used in QTPOC's Constitution apply to these By-Laws as well, unless otherwise specified.

## **Section 2: ELECTION OF THE EXECUTIVE BOARD**

- (a) Executive Board members shall be selected by members of the previous QTPOC Board.
- (b) Any member may run for any position on the incoming Executive Board.
- (c) The outgoing board must issue an open announcement and call for applications to all members when the new Executive Board is being selected for the upcoming year.
- (d) The outgoing and incoming Executive Boards will hold a transition meeting before the term of the incoming Executive Board begins.

## **Section 3: PUBLIC STATEMENTS**

- (a) Any Executive Member can write a statement or suggest a statement for QTPOC to sign by sharing the statement with all Executive Members.
- (b) The Executive Member proposing QTPOC's signature will declare a reasonable time period to allow all Executive Members to review and discuss the statement before signing. As a default presumption, a reasonable time period is at least 24 hours.
- (c) During the reasonable time period, the statement must also be made available to all QTPOC members to allow for sufficient notice and opportunity for comments or questions before the statement is signed. If the signature, as outlined in subsection (e), reflects only the Executive Board and not the entire QTPOC membership, this procedure is not required.
- (d) QTPOC can sign a statement after a simple majority (defined as over 50%) of all Executive Members has confirmed that they approve of signing the statement. The vote can be tallied once the reasonable time period has ended or at any time after, but not before.
- (e) The Executive Board has discretion over whether an approved statement should be signed with "QTPOC Executive Board," "Queer & Trans People of Color Executive Board," "QTPOC," "Queer & Trans People of Color," or another similar variation. The Executive Board will decide on which signature to use based on a simple majority of all Executive Members, or default to the lowest-risk option of "QTPOC Executive Board" if a majority in favor of a single option is not reached. Factors for the Executive Board to consider include, but are not limited to, the public visibility of the statement, the amount of risk associated with the statement, the importance of the statement to QTPOC's mission, the strength of the agreement among QTPOC members with the statement, and the value that a signature on behalf of all QTPOC members will add to the statement.
- (f) The Executive Board shall immediately inform QTPOC members when a public statement has been signed and using which signature.
- (g) QTPOC may request to withdraw its signature at a later time if enough Executive Members disapprove of the statement such that it no longer has the support of a simple majority of all Executive Members. Any Executive Member can propose the withdrawal of QTPOC's signature and declare a reasonable time period for all Executive Members to

decide whether they disapprove of the statement. The vote can be tallied once the reasonable time period has ended or at any time after, but not before.

Section 4: AMENDING THE BY-LAWS. The By-Laws may be amended as the Executive Board deems necessary from time to time. Any Executive Member may propose an amendment at any time during their term. The Executive Member proposing the amendment will declare a reasonable time period to allow all Executive Members to review and discuss. As a default presumption, a reasonable time period is at least 24 hours. The amendment is officially added to the By-Laws and effective if it is approved by a simple majority (defined as over 50%) of all Executive Members. The vote can be tallied once the reasonable time period has ended or at any time after, but not before.