

Coalition for Fat Identities By-Laws

Adopted at the Coalition for Fat Identities Open Business Meeting on March 20th, 2024

History of the Coalition for Fat Identities

The Coalition for Fat Identities was founded on April 5, 2021.

Derron Borders initiated formation by posting in the Fat Student Affairs Professionals Facebook group in March 2021 requesting interest in creating a Coalition through ACPA. After gathering a group of interested parties, the group met for four (4) planning meetings that resulted in ACPA's approval of the Task Force for Fat Folx (TFF) by October of 2021.

TFF endorsed their first programs and hosted their first in-person Business Meeting and Block Social at the ACPA22 Convention in St. Louis. Shortly thereafter, the first elected Directorate Board decided to change the name to Task Force for Fat Identities. ACPA23 Convention in New Orleans saw members connecting from CelebrACPA through endorsed programs to a Block Social and shared meals.

Article I Name

Section 1. The name of this body shall be the Coalition for Fat Identities. The acronym "CFI" can be used when referring to the Coalition for Fat Identities.

Article II ACPA Mission, Vision, and Core Values

Section 1. MISSION: ACPA transforms higher education by creating and sharing influential scholarship, shaping critically reflective practice, and advocating for equitable and inclusive learning environments.

Section 2. VISION: In engaging in daily practice, ACPA aspires to be higher education's and student affairs' most inclusive and community-driven association by leading our profession in centering social justice, racial justice, and decolonization as defining concepts of our time and the foreseeable future.

Section 3. CORE VALUES: The mission of ACPA is founded on, and implements, the following core values of the Association.

- 3.1. Learning and growth for the whole student
- 3.2. Cultural humility, inclusion, and human dignity
- 3.3. Inclusiveness in and access to association-wide involvement and decision-making
- 3.4. Open exchange of ideas in a context of mutual respect, reciprocity, and care
- 3.5. Advancement and sharing of knowledge relevant to enhancing the effectiveness of student affairs and student services professionals, institutions of higher education, and in service of college students and their learning

- 3.6. Continuous professional development and personal growth of student affairs and student services professionals that centers and furthers equity and social justice
- 3.7. Intentional reflection and organizational transformation to better serve members and the higher education community
- 3.8. Active engagement with issues of inequity within higher education, as well as within the Association, in order to better serve our membership
- 3.9. Outreach and advocacy on issues of concern to students, student affairs and student services professionals, and the higher and tertiary education community

Article III CFI Guiding Principles

Section 1. VISION: We envision a future for ACPA and higher education free of anti-fatness.

Section 2. MISSION: The Coalition for Fat Identities (CFI) is an Entity Group within ACPA - College Student Educators International charged with dismantling systems of oppression for Fat bodies by promoting awareness and creating inclusive spaces, centered around body and fat liberation and justice for faculty, staff, and students in Higher Education. In pursuit of fat liberation and justice, CFI works through an intersectional framework in recognition of the necessity to dismantle systems of white supremacy and colonization in order to achieve liberation for all marginalized and oppressed identities.

Section 3. CORE VALUES

3.1 Advocacy

- Inclusion as a protected class
- Accessibility for all fat identities within universal design
- Acquire and disseminate resources related to space accessibility, re: ergonomics, etc. and self-advocacy in the workplace
- Create more inclusive spaces within ACPA and member institutions
- Moving conversation beyond coalition and ACPA

3.2 Education

- Incorporate historical context, especially as anti-fatness relates to anti-Blackness
- How race, class, and gender intersect with identity development
- Promote/Provide alternative frameworks for understanding one's individual identity and body self-acceptance
- Create and disseminate a library/resource hub
- Promote research around fat identity

3.3 Engagement

- Create a community for socializing, collaborating, and support
- Collaborate with other coalitions to co-sponsor programs and to create educational opportunities at convention and throughout the year
- Recognition of fat liberation and fat identity work in our field
- Rewards and awards for fat student affairs practitioners doing good work/programming/advocacy at their respective campuses

Article IV Membership

Section 1. Any member of ACPA - College Student Educators International may become a member of the Coalition for Fat Identities.

Article V Directorate

Section 1. Coalition for Fat Identities (CFI) Directorate members must hold membership within ACPA. The CFI Directorate will consist of the following:

1.1 Co-Chairs

- Represents the Coalition with other Entity Groups, the International Office, and the Convention Steering Team
- Sets meeting times and steers the directorate team
- Serves as the Election Coordinator
- Required to serve two years
- Serves as a member of the Directorate
- Responsible for helping in the transition for the next person in this role.

1.2 Fundraising and Finance Chair

- Handles all financials and fundraising
- Works closely with the International Office and the ACPA Foundation
- Chairs the Fundraising and Finance Committee
- Serves as a member of the Directorate
- Responsible for helping in the transition for the next person in this role.

1.3 Convention Relations Chair

- Works with the Convention Steering Team to reserve spaces, tables, and times for recruitment and social activities for the coalition
- Promotes opportunities for volunteering for the convention
- Chair the Convention Relations Committee
- Serves as a member of the Directorate
- Responsible for helping in the transition for the next person in this role.

1.4 Marketing and Communications Chair

- Maintain a website and social media accounts
- Create and distribute coalition- and organization-wide communications
- Maintain the organization of the coalition shared drive
- Archive any historical documents or information
- Chair the Marketing and Communications Committee
- Serves as a member of the Directorate
- Responsible for helping in the transition for the next person in this role.

1.5 Membership and Engagement Chair

- Responsible for the development and facilitation of social, academic, and developmental programs during and after convention.
- Collaborates with the Directorate to ensure that new members are cultivated and retained throughout the year.

- Collaborates with the Coalition and Network Social Chairs/Membership and Engagement Chairs to assist in the promotion of their events.
- Maintains record of membership data.
- Chairs the Membership and Engagement Committee.
- Serves as a member of the Directorate
- Responsible for helping in the transition for the next person in this role.

1.6 Research and Scholarship Chair

- Supports the Scholar/Practitioner-in-Residence
- Works with the Membership and Engagement Committee to provide academic and scholarly Programming to the coalition and ACPA organization
- Curates, promotes, and disseminates relevant academic resources for educating the community at-large around issues of fatness
- Chairs the Research and Scholarship Committee
- Serves as a member of the Directorate
- Responsible for helping in the transition for the next person in this role.

1.7 Awards and Recognition Chair

- Work to create signature and annual awards for the coalition that recognize the work that practitioners and scholars are doing around fat identities within higher education and student affairs
- Chairs the Awards and Recognition Committee
- Serves as a member of the Directorate
- Responsible for helping in the transition for the next person in this role.

Article VI Elections for Directorate

Section 1. The elections process for directorate positions will take place annually after convention. All positions are up for an election each year with 1-year term commitments. The Co-Chair positions are an exception to this rule as they serve for staggered 2-year terms and are elected on a rotating cycle. Thus, only one Co-Chair position will be up for election during any given year. Nominations will be due via an electronic submission form after 1 full week of nominations being open. The Directorate will distribute an electronic voting form and information regarding candidates to membership following the closing of nominations. Voting opens as soon as membership receives the voting form and will close following 1 full week from the opening date and time. Those voted into positions must accept their new positions no later than 5 days following communication that they have been voted into a role. Results of the election must be announced to membership no later than May 31.

Article VII Directorate Removal

Section 1. Any member may call for the removal of a Directorate Board member by submitting a written request to the Co-Chair(s) (if a Co-Chair is the Directorate Board member in question, the request is to be submitted to the other Co-Chair). The Co-Chair(s) will send a warning letter discussing the matter to the Directorate Board member in question. If a second request for removal is made, the Directorate Board member in question will be given the opportunity to verbally argue their case at a meeting with the Co-Chair(s). If deemed necessary, an

improvement plan addressing the responsibilities and behavior of the Directorate Board member may be established. If a third request for removal is made, a vote of the Directorate will be taken regarding removal of the Directorate Board member. The Directorate will be given notice of the removal vote no less than 1 week prior to the meeting. Majority (51%) of Directorate members attending the meeting (not including the member in question) must vote in favor of removal in order to remove the Directorate Board member.

Article VIII Meetings

Section 1. The Coalition for Fat Identities (CFI) shall have a general body meeting at each National Convention. In addition, the CFI Directorate will hold monthly conference call meetings over the course of the year. Members of the CFI Directorate may attend open business meetings as advertised by the CFI Directorate. Open business meeting information will be disseminated to members no less than two weeks prior to the open business meeting.

Article IX Finances

Section 1. The Coalition for Fat Identities receives an operating budget through ACPA after going through a request process with and receiving an allocation from the Assembly Coordinator for Coalitions & Networks. Additionally, CFI maintains a reserve account and fundraising account for any income generated and any fundraising done.

Section 2. The Coalition shall maintain an operating budget throughout the year overseen by the Co-Chairs and the Fundraising and Finance Chair. The Co-Chairs shall communicate budget request guidelines and deadlines. All spending and budget requests should be under the advisement of the Co-Chairs and the Fundraising and Finance Chair. Prior to purchases being made, requests should be brought to the Directorate Board during a monthly meeting to be discussed with the group. Fundraising dollars that are generated should be calculated and submitted to the Co-Chairs.

Article X Amendment to the Bylaws

Section 1. Proposals for amendments shall be submitted in writing to the directorate. Amendments to the Coalition for Fat Identities Bylaws must be approved by a majority vote (51% of members on the meeting call) of the directorate.

Article XI Award Process

Section 1. Award Name. The names of the awards will be determined by the awards and recognitions committee in consultation with the Directorate Board. Awards may be named in recognition of positive contributions to fat individuals, communities and intersecting communities, and experiences and intersecting experiences by way of advocacy, allyship, scholarship, and research. Award name suggestions will be collected and recorded by the awards and recognition committee chair during a specified committee meeting, and will then be voted on by the Directorate. Special awards can be created at the discretion of the Directorate to honor for special occasions (ex: 20th anniversary, etc.).

Section 2. Nominations Process. Nominations will be collected via the use of an online form, and self-nominations are highly encouraged. Eligibility of awards must be outlined and included specifically in the online form. Nominators will be encouraged to remove identifiers for the nominees (pronouns, university, position). If no nominations are received for a particular award by the deadline, CFI will ask for an extension by ACPA to try to elicit nominations. Upon extension, the same nomination process should be followed. Nominees are informed that they have been nominated for an award via email by the Awards and Recognition Chair, and are able to submit supplemental material to strengthen their nomination via online form. Such supplemental materials might include, but are not limited to: a series of questions/answers, submission of work, resume/CV, etc.

Section 3. Voting Process. Before voting, the Awards and Recognition Committee will confirm eligibility, which may differ based on the award. The Voting Body is defined as the CFI Directorate Board. Majority is defined as 51% of the total number of the board who submitted votes. If there is only one nomination received for a particular award, the nominee must still be voted on by the board and receive a majority (51%). A voted upon rubric will be used to score the nomination. Each board member will submit an anonymous vote via online form. The Awards and Recognition Chair will not vote as they review eligibility requirements needed for confirmation

Section 4. Awards/Certificates. The Awards and Recognition Chair will work with a company to purchase awards which will be predetermined by the Awards and Recognition Committee and approved by the Directorate in the budgeting process. The Awards and Recognition Chair will print and bring certificates with the CFI logo to convention. Budget needs to be predetermined by the Directorate Board and include agreed-upon awards and certificate materials, including any shipping and handling.

Section 5. Recognition at Convention. Awards and Recognition Chair will work with Directorate Board and Marketing and Communications Chair to elicit ideas to uniquely recognize award winners at convention. Both the Awards and Recognition Chair and Marketing and Communications Chair will work collaboratively to ensure award winners are recognized on all social media platforms.

Article XII Endorsed Program Process

Section 1. The Directorate Board will review the accepted sessions list provided by the Endorsed Sessions Coordinator of the Convention Planning Team. Sessions will be reviewed for alignment with the Mission, Vision, and Core Values of CFI. This alignment may include, but will not be limited to, the following terms in session abstracts: fat liberation, body liberation, body size, intersection of fat identity with other identities, accessibility, and universal design. After a full review, any member of the Directorate Board may propose a session for endorsement. Sessions are then required to receive a majority (51% of members on the meeting call) vote to be selected for endorsement. The selected programs will be submitted to the Convention Planning Team by the Convention Relations Chair.