

**NOW 2015 Strategy Summit and Bylaws Convention**  
**All proposals in one list**  
**As of: April 8, 2015**

**Number of Officers:**

**Proposal 1:** Reduce number of officers to 2 and make their salaries commensurate with other similarly situated organizations

**Proposal 2:** Keep three officers, but ensure their aggregate salary fits the organization's budget and staffing needs

**Proposal 3:** Executive Director model. Officers are not salaried, reimbursed for travel expenses.

**Proposal 4:** Chief of Staff model. Officers are salaried but do not move to Washington DC. Their main function is to travel to help with chapter and state organizing.

**Size and Election of Board:**

**Proposal 1:** Six electoral districts, each with roughly the same number of NOW members

**Proposal 2:** Policy Board and Governing Board

**Proposal 3:** Regional Directors serve as Board Steering Committee

**Sub-Units and their relationship to one another**

**Proposal 1:** National facilitates states, states facilitate chapters

**Proposal 2:** Require states & chapters to participate in NOW action campaigns; require chapters to participate in state action campaigns

**Proposal 3:** Allow chapters to keep their voting delegates but not be IRS entities

**Proposal 4:** Convert all chapters to state task forces or local units

**Proposal 5:** Collaborative grassroots organizing: chapters may voluntarily convert to state task force. Board and Conference actively engage in strategic action planning. National Action Center assists state action plans and states assist in implementing national action plans.

### **Money:**

**Proposal 1:** Require chapters and states to report at least 3 actions each year for rebate eligibility

**Proposal 2:** Chapters and states keep 100% of dues from new joins they generate, and renewal dues are rebated beginning with the second renewal.

**Proposal 3:** Convert rebates to “automatic funding” and “action funding”

**Proposal 4:** Distribute rebates quarterly rather than monthly

**Proposal 5:** Require a “give or get” for National Board members

**Proposal 6:** Require that National NOW be a co-owner on all sub-unit bank accounts

**Proposal 7:** Set aside bequest income for an endowment fund and/or special projects. Do not use bequests for current operating costs.

### **Members:**

**Proposal 1:** Change from delegated to undelegated voting, with membership qualifying time increased to 180 days.

**Proposal 2:** Purchase technology for real-time online voting for members who can't attend Conference in person - with the delegated system

**Proposal 3:** Purchase technology for real-time online voting for members who can't attend Conference in person - but with undelegated system

**Proposal 4:** Voting is on-site proportional voting, so that states are proportionately represented at the Conference

**Proposal 5:** Keep the delegated voting system, but allow each state to distribute at-large delegate credentials to any NOW member according to the state's own rules.

**Proposal 6:** Members self-select into 3 categories: Activists (have voting rights); Members (engage in some activism but do not vote); and Supporters (are direct-mail supporters, and do not vote).

**Proposal 7:** Automatically assign new members to a local chapter wherever possible. Allow opt-out.

## **Conferences:**

**Proposal 1:** Make it a priority to livestream all Conference plenary sessions, including Sunday, and post videos of plenaries and workshops online

**Proposal 2:** Require states and chapters to set aside some portion of their dues rebates to fund activist travel to the NOW conference.

**Proposal 3:** Grassroots-driven strategic action planning: Board proposes and Conference votes on strategic action plan.

**Proposal 4:** Resolutions Committee pre-screens, wordsmiths and presents all resolutions at the Conference. Deadline for submitting resolutions: 7-10 days before the Conference begins.

**Proposal 5:** When a resolution proposed at the Conference is referred to the Board, the Board cannot table it except by a 3/5 vote.

**Proposal 6:** Resolutions that are no longer relevant or whose goals have been achieved will be “closed out” by the National Conference at the recommendation of the Board, or by a Board committee

**Proposal 7:** Hold the NOW conference in the same location every year, in the middle of the country that is easily accessible and lower cost than east or west coast.

**Proposal 8:** No [election district] [region] may host another conference until all suitable sites in the other [election districts] [regions] have waived their opportunity to do so.

**Proposal 9:** For officer elections, no nominations from the floor. Deadline for submitting an officer ticket to the Nominating Committee: 90 days before the Conference.

**Proposal 10:** All members of the Nominating Committee must maintain strict neutrality regarding each officer ticket.

## **Committees:**

**Proposal 1:** Create a permanent racial justice task force.

**Proposal 2:** National Committees and the committees of the Board will advance the strategic action plan adopted at the most recent Conference and develop the plan to be presented at the next upcoming Conference.

**Proposal 3:** Mandate the following Board committees: Finance & Budget; Conference Implementation Committee; Public Relations; Legislation; Membership; Publications; Legal; Development / Fundraising.

**Proposal 4:** Require chairs of Board committees to deliver a written report to the incoming Board

**NOW's Statement of Purpose:**

**Proposal 1-A:** "NOW's purpose is to take action to promote feminist ideals, eliminate discrimination, and protect the equal rights and the responsibilities of all women and girls in all aspects of social, political, and economic life to ensure that women and girls are not silenced, underrepresented, or devalued."

**Proposal 1-B:** "NOW's purpose is to take action to ensure that women and girls are not silenced, underrepresented, or devalued through the promotion of feminist ideals, the elimination of discrimination, and the protection of equal rights and the responsibilities for all women and girls in all aspects of life."

**Proposal 1-C:** "NOW's purpose is to take action through intersectional grassroots activism, leading societal change by embracing feminist ideals. This purpose includes, but is not limited to, equal rights and responsibilities in all aspects of social, political, and economic life, and it includes freedom from discrimination because of race, ethnic origin, citizenship status, economic status, age, marital status, sexual orientation/identity, gender identity, gender expression, disability, or parenthood."

**Proposal 1-D:** "The purpose of the National Organization for Women is to lead societal change, to create a fair, egalitarian and just culture wherein all women and girls are free to develop their full potential without fear or threat of violence, discrimination, or oppression."

**Proposal 1-E:** "The purpose of the National Organization for Women is to lead societal change through intersectional grassroots activism to achieve our feminist vision of a fair, egalitarian and just culture wherein every woman and girl enjoys self-determination and can develop her full potential without fear or threat of violence, discrimination, or oppression."

**Proposal 2:** Create a tagline for NOW's marketing materials. Some suggestions:

Promoting Equality, Protecting Women's Rights

Taking Action for Women's Rights

Taking Action in Support of Women and Girls

Keeping the Voice of Women at the Forefront since 1966

Taking action for equality and justice since 1966

Taking action for women's equality since 1966

Taking action to end discrimination since 1966

The grassroots arm of the feminist movement since 1966