

ARTICLE IV. SUBUNITS

Section 4. ~~Affirmative Action and Intersectionality~~, Diversity & Inclusion

Because Affirmative Action and Intersectionality are NOW priorities, all levels of NOW shall have action plans to increase their Intersectional Diversity. National Board members have the responsibility to train the State organizations and Chapters in their district about Intersectionality and further advise, develop, and assist them in implementing their own programs.

A. Officers, Directors, Staff Duties

All levels of NOW, including all officers, directors, and staff shall embody and perform their duties using an intersectional analysis that exposes the coupling of power and difference and each shall have a duty to consistently educate, support and empower intersectional feminist activists across social justice movements.

B. Education and Training

All levels of NOW, including all officers, directors, and staff shall demonstrate proficiency in using an intersectional framework and shall be further required to attend anti-bias training from a NOW Board approved list of providers which may include National Board Members as cited in Article IV. Section 4. Subsection A.

ARTICLE VII. THE NATIONAL BOARD

Section 5. Procedures and Standards for Elections

A. Any NOW member who has been a member in good standing for at least two years immediately prior to the date of election and has held an elected or appointed position in a chapter, state, or the national organization shall be eligible to serve on the National Board. Board members must remain residents of the electoral district from which elected in order to remain on the Board.

B. All National Board members shall be elected at district caucuses held during NOW's annual national conference in even-numbered years or at a district conference held in March, April or May of even-numbered years. All members of the electoral district in good standing whose dues are received by the national organization or its appropriate subunits at least ninety days prior to the national, district in-person, or

online district conference and who are present may vote. Minimum procedures shall be:

1. The National Board members must be elected by a majority of the votes cast. Preferential or cumulative voting is permissible. In preferential voting, Board members must be elected by a majority of preferences counted in the final tally.
2. National Board Member elections shall be preceded by a sixty day notice posted on the Members Only section of the National NOW website and notice sent to the member email list.
3. Electronic voting in accordance with procedures adopted by the national Board and approved by the National Conference is permitted, provided that it must be conducted in a secure, affordable and accessible manner.
4. ~~The procedure for nominating National Board members in the electoral districts shall be the same as that for nominating officers of the national organization.~~ The State Coordinators in each electoral district or their designees shall serve as the nominating committee for that district.

a. **Nominations** Nominations for National Board members through a District election, other than State Coordinators/Presidents or current National Board members shall be submitted to the District Nominating Committee (State Coordinators/ Presidents) in writing at least 90 days before the election Conference. Nominations shall not be taken from the floor.

b. The members of the Nominating Committee shall designate the chair from among its members.

c. Duties. The Nominating Committee should not endorse any individual District National Board Member Candidate and each member shall maintain strict neutrality.

The Nominating Committee shall:

1. Post the deadline for submission of National District Board member openings information on the Members Only section of the National NOW website with

notice sent to the member email list. The deadline for submitting National District Board member candidate information shall be set by the National Board.

2. Accept National District Board member nominations from members.
3. Determine each nominee meets the qualifications as described in these bylaws.
4. Prepare and approve a list of all qualified National District Board candidates and submit to the NOW Elections Committee.
5. Districts must notify the National Action Center no later than January 1 of an election year that the election will be held at a district conference. The State Coordinators and National Board members in each district who are not running for election ~~/re-election to the National Board~~ shall **decide whether to hold a district conference election and** select the site **and date** for a district election conference.
6. District State Coordinators/ Presidents and National Board Members must declare their candidacy for a National Board Seat by the close of the June/July National Conference of the year preceding a National Board election year via email to all State Coordinators/ Presidents and National Board Members within the District.

Section 7. District **Bylaws and Directors**

~~One National Board member from each electoral district may be designated by the district to serve as the District Director of the district.~~

Each District shall draft and adopt District Operating Rules or Bylaws to govern the policies, procedures of the District and duties of the National Board members to the District they represent.

Washington State additions:

All levels of NOW, including all officers, directors, and staff shall demonstrate proficiency in using an intersectional framework and shall be further required to attend anti-bias training from a NOW Board approved list of providers which may include National Board Members as cited in Article IV. Section 4. Subsection A.

Approved by CA NOW State Board February 29, 2020

