

UNT White Accountability Group Constitution

Article 1. Name

Name. The name of the organization shall be UNT White Accountability Group.

Article 2. Purpose

Section A. General Purpose

Purpose. The UNT White Accountability Group is an employee resource group which shall do the following:

- a. Our purpose is to create a more intentionally inclusive and equitable environment through our actions.
- b. Promote allyship, accompliceship, and anti-racism among white employees for Black, Indigenous, and People of Color at UNT.
- c. Create space for learning about and combatting racial injustice, inequity, and inequality in UNT's:
 - i. Programming
 - ii. Policies
 - iii. Processes
 - iv. People including staff, faculty, students, and governing bodies
 - v. Practices
- d. Generate accountability measures among fellow white employees through “calling in” discussions, activities, and/or conversations.
- e. Present and facilitate opportunities for staff of all backgrounds (ethnic, cultural, etc.) to engage with each other and produce meaningful change through the exchange of discussions and ideas.
- f. Engage and partner with other campus groups to create and facilitate opportunities of engagement aligned with the mission of the UNT White Accountability Group.
- g. Promote participation in all diversity and inclusion related activities within the UNT system.

Section B. Prohibition

Prohibition against Harassing Behaviors. The White Accountability Group will not condone harmful, erratic, or harassment type behaviors stated as part of the “calling in” mission.

Prohibition against Discrimination. The White Accountability Group shall prohibit discrimination against any member or potential member on the basis of political or religious affiliation, marital status, race, color, creed, national origin, age, gender, physical or mental disability or sexual orientation.

Section C. Compliance with UNT

UNT White Accountability Group shall follow the procedures and regulations established by the University of North Texas, and comply with local, state, and government regulations.

Article 3. Membership and Meetings

- a. Members. Membership in the UNT White Accountability Group is open to all employees of the University of North Texas - Denton.
- b. Members will be asked to take an active role in organizing learning and engagement opportunities under the guidance of the co-chairs
- c. Selection of co-chairs will be performed once a year during the June meeting. When possible, one co-chair will be a faculty member and one co-chair will be a staff member.
 - a. Co-chair responsibilities
 - i. Setting and disseminating meeting agendas
 - ii. Tracking funds received and utilized
 - iii. Assisting members in coordinating guest speakers, special events, etc.
 - iv. Keeping detailed records of meetings
 - v. Maintaining overall ERG records that can be passed down to subsequent co-chairs to allow for continuity of operations
- d. Meeting participation. General body meetings will be held once a month, second Thursday of the month, at 11:30 a.m. unless otherwise scheduled by the co-chairs.

Article 4. Programming

Programming shall be set by the group or co-chairs and will be produced to enhance the group's purpose on an ongoing or as needed basis.

- a. Events can include the following but are not limited to:
 - i. Guest speakers
 - ii. Book Discussions
 - iii. Podcast Discussions
 - iv. Diversity and Inclusion-based trainings for staff
- b. Costs associated with the programs shall be funded through sponsorship of the Division of Institutional Equity & Diversity or co/sponsorship with other groups/committees.