

REVISED DRAFT

UMBC Neurodivergent Affinity Group Proposed Bylaws for 2024-25

- Name
 - A. The name of the group shall be the UMBC Neurodivergent Affinity Group (NDAG/the Group).
 - B. The Group is considered an [Affinity Group](#), which UMBC describes as a Faculty-led committee or association to support the diversity of faculty and staff at UMBC.
 - C. Faculty and Staff are invited to participate. Interested persons whose primary affiliation with UMBC is as a student (undergraduate or graduate) are encouraged to seek alternative membership in a student-led affinity group or organization. If such a student group does not exist, then interested students may request that members of this Affinity Group provide mentorship in establishing a parallel student group.

- Mission
 - A. The General mission of the UMBC Neurodivergent Affinity Group is to
 - 1. Support neurodivergent faculty and staff in contributing to UMBC's mission as effectively as possible;
 - 2. Educate peers to demonstrate allyship that supports the work of neurodivergent colleagues from current, social justice-informed information in alignment with the Neurodiversity Movement;
 - 3. Represent UMBC's Neurodivergent faculty and staff population, advocate and acknowledge their value or contributions within the community.

- Membership
 - A. The general membership of the Group includes faculty and staff at UMBC who identify as neurodivergent and who have expressed interest in the Group. In addition, any faculty or staff who actively supports the mission of the Group is welcome to become a member. The commitments of the Group are as follows:
 - 1. To be a space where neurodivergent faculty and staff feel visible and they can freely express themselves; ask for guidance regarding any questions/concerns they may have;
 - 2. To establish a rapport among members while building intra-institutional relationships in a relaxed, supportive environment;
 - 3. Provide information on professional development, research, volunteer and networking opportunities;
 - 4. To share resources/services and establish partnerships that will aid members, students, and the college community;
 - 5. To encourage recruitment and retention of neurodivergent faculty and staff;

6. To support neurodivergent students through partnerships with student organizations and programs.
- Governance
 - A. The Neurodivergent Employee Resource Group will have at least two officers each academic year, as Chair and Vice-Chair or as Co-Chairs. The officers shall be appointed to serve for a two-year term. Officers shall not serve more than 2 consecutive terms.
 - B. If multiple people wish to serve as officers, the group shall have elections to determine who will serve as chairs or co-chairs. These elections may be conducted virtually and/or in person.
 - C. The Group may invite an Executive Champion who is a Vice President, faculty member or departmental administrator. The Executive Champion will be nominated by the membership to serve for a two-year term and will support the Group by:
 1. Serving as a liaison between the Group and upper-level management and leadership
 2. Promoting and advocating the Group's programs and activities
 3. Exploring funding and resource options
 - Meetings
 - A. Each semester, the Group shall have at least one meeting for logistics and/or social gathering. These meetings may be conducted virtually and/or in person and will be open to all members of the group.
 - B. The Group will decide on at least one member to serve as their representative at scheduled [Candidate Affinity Group Meetings](#).