



WEA LGBTQ CAUCUS

WEA LGBTQ Caucus Bylaws
Washington Education Association
Lesbian, Gay, Bisexual, Transgender, and Queer Caucus

By-Laws, Standing Rules and Policies

Mission Statement:

The WEA LGBTQ Caucus is dedicated to fostering inclusivity, advocating for equity, and empowering LGBTQIA+ educators, students, and communities within the Washington Education Association. We strive to dismantle systemic discrimination, promote understanding, and create a supportive environment where all members can thrive. Through active engagement in policy development, resource provision, and enhanced communication, we work towards building a more inclusive educational landscape that honors the diverse identities and experiences of LGBTQIA+ individuals.

By-Laws:

Article 1 – Title and Purpose

Section 1: The name of this organization shall be the Washington Education Association Lesbian, Gay, Bisexual, Transgender, and Queer Caucus (WEA-LGBTQC) or WEA-LGBTQC

Section 2: The WEA-LGBTQC is established for the purpose:

- A. To protect the rights and interests of gay, lesbian, bisexual, and transgender members of the association and their supporters.
- B. To promote recognition of the needs and constitutional rights of gay, lesbian, bisexual, and transgender students, both self-identified and perceived.
- C. To advance understanding and acceptance of gay, lesbian, bisexual, and transgender people in all areas of society.

Article 2 – Membership

Section 1: Categories of Membership

- A. Active membership shall be open to all persons who are active, educational support staff, employees of WEA and its local affiliates. Active members have full voting rights.
 - a. Certificated

b. ESP

B. Student membership shall be open to all student WEA members. Student membership has full voting rights.

C. Retired membership shall be open to all WEA-Retired members. Retired membership has full voting rights.

D. Associate membership. This membership is a caucus supporter, community member, or WEA Staff. This membership will receive newsletters, informational emails, and mailings, but will not have voting rights.

Section 2: Other

A. Membership shall become effective upon payment of dues and membership from July 1 through June 30

B. In order to vote in the current election, membership must be purchased 24 hours before voting begins

Article III – Authority

Section 1: The authority on all issues before the WEA-LGBTQC will be the members attending official caucus meetings during the WEA RA.

Article IV – Officers

Section 1: The officers will be elected at the annual WEA RA. Each officer will serve a two year term.

A. If an officer is unable to serve their full two year term, an election will be held at the next WEA RA to elect a qualified member to serve out the remainder of their term.

B. If a vacancy occurs in any elected position, the Co-chairs, with approval of the Steering Committee, shall appoint a replacement to serve for the remainder of that term

Section 1: Two co-chairs (one male identified or nonbinary and one female identified or nonbinary).

A. The co-chairs shall call and preside meetings and make committee appointments as necessary.

B. One male/non-binary Co-Chair will be elected in odd numbered years.

C. One female/non-binary Co-Chair will be elected even numbered years.

Section 2: Secretary

A. The secretary shall record the minutes of each meeting, keep attendance records, and be responsible for keeping an accurate record of the Constitution and Bylaws.

- B. The secretary shall be elected in even numbered years.

Section 3: Treasurer

- A. The Treasurer shall receive and have custody of all funds collected by the WEA-LGBTQ Caucus, pay bills as authorized by the Co-Chairs, provide for an annual financial statement, and maintain accurate membership records.
- B. The treasurer shall be elected in odd numbered years

Section V – Steering Committee

Section 1: The Steering Committee shall be composed of the Officers, one (1) Directors-at-Large, and four (4) Regional Directors.

Section 2: One Director-at-Large shall be elected for a two-year term in odd-numbered years. Must be an ethnic minority as self-identified in WEA membership records. The At-Large Director shall represent the membership at large and support the work of the WEA-LGBTQ Caucus.

The At-Large Director shall assist the Officers in carrying out the business of the Caucus, serve on committees as appointed, and undertake special projects as needed. The At-Large Director shall have full voting rights on the Steering Committee.

Section 3: The Regional Directors shall be elected for a two-year term as follows: Region 1 and 3 in odd numbered years and Regions 2 and 4 in even numbered years.

- A. Region 1: Central and South Puget Sound
 - a. Kent
 - b. Puget Sound
 - c. Rainier
 - d. Sammamish
 - e. Seattle
- B. Region 2: Southwest Washington
 - a. Chinook
 - b. Lower Columbia
 - c. Riverside
 - d. Soundview
 - e. Summit
 - f. Tacoma
 - g. Vancouver
- C. Region 3: Northwest Washington
 - a. Cascade
 - b. Fourth Corner
 - c. Lake Washington
 - d. Olympic
 - e. Pilchuck
- D. Region 4: Central and Eastern Washington

- a. Eastern
- b. Midstate
- c. North Central
- d. Southeast
- e. Spokane

Section 4: The Steering Committee shall operate between State Representative Council meetings and shall act as the governing board of the WEA LGBTQ Caucus. In addition, the Steering Committee shall recommend an annual budget, recommend changes in the Bylaws as needed, and aid the Co-Chairs in preparing agendas.

Section VI – Ethnic Minority Representation

Section 1: The WEA-LGBTQC shall strive to achieve at least 20% ethnic minority membership.

Article VII – Meetings

Section 1: There shall be at least one meeting of the WEA-LGBTQC during the WEA RA

Section 2: The steering committee may meet up monthly between meetings of the Caucus at WEA RA.

Section 3: If other committees are created, they may meet monthly between meetings of the Caucus at WEA RA.

Article VIII- Standing Rules

Section 1: In addition to these by-laws, the WEA-LGBTQC shall be governed by such Standing Rules as adopted.

Article IX – Parliamentary Authority

Section 1: “Robert’s Rules of Order, Newly Revised” shall be the authority on all questions of procedure not specifically stated in these by-laws or in the standing rules.

Article X – Amendments

Section 1: Amendments to these by-laws must be submitted in writing to the co-chairs no later than 45 days prior to the WEA-RA.

Section 2: Proposed amendments will be e-mailed immediately prior to the WEA-RA and will be freely distributed at the WEA-LGBTQC booth and caucus meeting.

Section 3: Voting on amendments shall be by secret ballot, and requires a two-thirds (2/3) vote of the active members present and voting.

Section 4: Proposed amendments become effective immediately upon passage.

Section 5: Voting on all amendments will take place at the same time at the election of officers.

Adopted April 27, 2019

Updated April 16, 2021

Updated April 7, 2022

Updated April 21, 2024

Updated, April 26, 2026