

## **BYLAWS OF**

## **DxE GLOBAL**

### **ARTICLE 1: NAME**

The name of the network is "Direct Action Everywhere (DxE)." The name of the advisory body and organizing infrastructure which encourages coordination within the network, and associated working groups, is "DxE Global."

### **ARTICLE 2: PURPOSES**

The purpose of the network is to serve as a grassroots platform and coordination structure for global animal rights activism. We operate pursuant to DxE's [principles and values](#). DxE is a movement, not a formal organization, and DxE Global has no formal authority over individual activists or chapters. DxE Global is an advisory body that provides resources, guidance, and coordination for activists in the DxE network. These Bylaws govern only the processes by which DxE Global resources will be produced and shared. Every individual who subscribes to DxE's principles and values can rightfully call themselves part of DxE, regardless of their involvement with DxE Global.

### **ARTICLE 3: MEMBERSHIP**

There are two separate types of membership: subscribing members, who contribute financially to our work, and team members, who actively participate in our campaigns.

#### **Section 1. Subscribing Members.**

1. **Subscribing Members.** Individuals become Subscribing Members of DxE Global by paying monthly dues to Friends of DxE or another nonprofit organization designated by the Global Steering Committee.
  - a. **Benefits.** Subscribing Members will receive an update on a quarterly basis as to the direction of DxE Global's campaigns. Subscribing Members will also be invited to DxE Global's annual meeting, where they will have the opportunity to comment on DxE's annual strategic plan.
2. **Open Rescue Network Members.** Individuals become Open Rescue Network Members of DxE Global by contributing \$45 a month or more to Friends of DxE or another nonprofit designated by DxE Global.
  - a. **Benefits.** Open Rescue Network Members will receive quarterly updates on rescues and investigations, special opportunities to meet the animals we've saved, and access to weekly DxE Discussions. In addition, where financially possible, Open Rescue Network Members will receive an annual magazine showcasing DxE Global's key accomplishments at the end of each calendar year.

## **Section 2. Global Team Members.**

1. **Members.** Individuals become Members of **DxE Global** by signing up for our global mailing list, showing affirmative support for, and undertaking the consistent practice of, DxE's [principles and values](#), and committing at least 1 hour a month of volunteer time (including community engagement programs such as DxE Meetups or DxE Connections) to the global network.
  - a. **Benefits.** Members will receive the benefits of Subscribing Members.
2. **Global Team Members.** Individuals become Global Team Members of DxE Global by meeting the [requirements](#) set by the Global Steering Committee.
  - a. **Benefits.** Global Team Members will receive all the benefits of Open Rescue Network Members and any other rights and benefits provided by local chapter Bylaws.

**Section 3. Removal of Membership.** An individual's membership may be removed if the Conflict Resolution Committee finds a violation of DxE's organizing principles and values. Removal can be appealed to the Global Steering Committee and must be affirmed by two thirds of that committee to be sustained.

**Section 4. Membership Hiatus.** If an individual does not continue to fulfill the requirements for their level of membership, they may be considered "on hiatus." Subscribing Members are considered on hiatus if they do not pay monthly dues, and Team Members are considered on hiatus if they do not make a good-faith effort to fulfill their requirements for two consecutive months. An individual on hiatus may have their membership (including their membership benefits) suspended. An individual will no longer be considered on hiatus and their membership will be unsuspended when they fulfill the requirements for their level of membership again.

## **ARTICLE 4: CHAPTERS**

**Section 1. Participating Chapters.** Any group of individuals which agrees to DxE's values and principles (and other guidelines updated from time to time by the Global Steering Committee), and which has executed at least a single protest or other form of nonviolent direct action in the past 2 months, is made, upon request, a Participating Chapter of DxE Global.

**Section 2. Core Chapters.** Any Participating Chapter that meets the standards set out [here](#) (as updated from time to time by the Global Steering Committee) for contributions to the global network shall be a Core Chapter of DxE Global. Each Core Chapter shall have the right to nominate, pursuant to a decision-making process submitted to and approved by the Global Steering Committee, 1 or more members to the Global Steering Committee.

**Section 3. Multiple Chapters in the Same Area.** We encourage all activists to organize actions in their cities. DxE Global will, however, mentor,

promote, and officially recognize only one Core Chapter per city/area.<sup>1</sup> In the case where there are multiple organizers in the same city who are unwilling to work with one another, we will take the following steps:

- I. Use the DxE [conflict resolution process](#) to address the issue in hopes of having groups work together.
- II. If conflict resolution process fails, forward to the Global Steering Committee who will make a decision based on the following criteria:
  - a. Willingness to work with others
  - b. Upholding DxE Values
  - c. Number and quality of actions and community building events organized
  - d. Other relevant information pertaining to the specific situation

**Section 4. Removal of Chapters.** Any chapter, or individual organizer, may be removed from the mailing lists of DxE Global, or denied other resources provided by DxE Global, upon recommendation of the Conflict Resolution Committee and two thirds approval of the Global Steering Committee.

**Section 5. Non-Participating Chapters.** DxE Global has no bearing on or control over chapters or activists who do not seek to contribute to DxE Global's international efforts or coordinated campaigns.

## **ARTICLE 5: Global Steering Committee**

**Section 1. Selection.** One or more delegates to the Global Steering Committee are nominated by Core Chapters that have demonstrated commitment to building DxE's global infrastructure. Delegates must meet the standards in Section 2 of this Article before being nominated, and the nomination should be made pursuant to decision-making procedures set out by the Core Chapter upon its application as a Core Chapter. There is no limit

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<sup>1</sup> There may be situations where we recognize multiple chapters in one city, such as in very large cities or with DxE's Student Network (city chapter and school chapter).

to the number of delegates that can be added, so long as the delegates each meet the requirements of Section 2.

## **Section 2. Global Steering Committee Delegate Requirements.**

- i. Organizer of local core chapter for at least 6 months
- ii. Membership in a DxE Working Group for 3 months
- iii. Written commitment to DxE Values
- iv. Commitment of 10 hours per week (including weekly meeting)
- v. Consensus of current Global Steering Committee regarding character, fitness, and commitment

**Section 3. Global Steering Committee Removal.** Any Global Steering Committee member may be removed from the international organizing of DxE by recommendation of the Conflict Resolution Committee and two thirds approval of the Global Steering Committee.

**Section 4. Global Steering Committee Visitors.** The Global Steering Committee may, at its sole discretion, invite visitors to its meetings. Regular visitors should meet the same requirements as members of the Global Steering Committee (except the requirement in Section 2(i)) OR have special expertise (legal, tax, etc.) useful to Global Steering Committee deliberations.

## **Section 5. Global Steering Committee Responsibilities.**

- I. Prepare and execute annual strategy for DxE Global.
- II. Propose grant requests for Friends of DxE or other entities.
- III. Establish a finance committee and fellowship committee with appropriate segregation for use of funds (e.g. no fellowship award recipient should decide on their own fellowship).  
[https://docs.google.com/document/d/1570W2CTRo\\_5CEWT\\_RiqUAbV\\_WFr-9j\\_wTW3z3op0-9VI/edit](https://docs.google.com/document/d/1570W2CTRo_5CEWT_RiqUAbV_WFr-9j_wTW3z3op0-9VI/edit)
- IV. Nominate and approve [working groups](#) or committees for Press, Conflict Resolution, Tech, Outreach, and any other necessary function.
- V. All other necessary functions to effect the creation of an effective grassroots animal rights movement.

**Section 6. Finance Committee.** The finance committee shall be designated by consensus of the Global Steering Committee and have primary responsibility for making grant requests of Friends of DxE or other fundraising bodies. The finance committee shall review and recommend any proposals for use of funds by DxE Global, assist with fundraising efforts (by the global network or individual activists and chapters), and ensure proper accounting of all funds.

**Section 7. Fellowship Committee.** The fellowship committee shall be designated by consensus of the Global Steering Committee and have primary responsibility for awarding fellowships for extraordinary contributions to DxE or to the animal rights movement. No member of the committee shall themselves be under consideration for a fellowship in the calendar year in which they are a member of the fellowship committee.

**Section 8. Objectives.** The Global Steering Committee shall, in consultation with working group members, set objectives for each working group and obtain regular progress reports.

## **ARTICLE 6: ADVISORY BOARD**

**Section 1. Purpose.** The Global Steering Committee shall report to the Advisory Board on at least a quarterly basis on:

- Progress towards campaign objectives;
- Budgetary needs; and
- Critical assessment of successes and failures in DxE general strategy.

The Advisory Board will be comprised of experts in various fields who can assist with governance, scenario planning, risk assessment, fundraising, and other important areas.

**Section 2. Selection.** At least 30 days before the end of each calendar year, the Global Steering Committee will ask all Core Chapters for suggested nominations to the Advisory Board. Upon review of the suggested

nominations, the Global Steering Committee shall approve by consensus the Advisory Board for the upcoming year.

**Section 3. Powers.** The Advisory Board will serve a purely advisory function. However, the Global Steering Committee has committed to present to the Advisory Board any changes made to the strategy, budget, or bylaws of DxE and receive endorsement (by two thirds majority) of any such changes. If no such support is obtained, the Global Steering Committee must: (1) specifically resolve to override the Advisory Board's judgment; and (2) present the changes made, overriding the Advisory Board, to DxE Members at the next quarterly report.

## **ARTICLE 7: ADOPTION, MATERIAL AMENDMENT, OR REPEAL OF BYLAWS**

These bylaws may be adopted, materially amended or repealed by consensus of the Global Steering Committee or, where consensus cannot be reached, by two separate votes (at least one month apart) with the approval of two thirds of the Global Steering Committee, and after notice and opportunity comment by all Participating Chapters. Any material amendment to these bylaws shall be included in the next quarterly report to members.

## **ARTICLE 8: RECORDS AND TRANSPARENCY**

A Secretary designated by the Global Steering Committee shall keep minutes and records. All such minutes and reports, after appropriate redaction shall be open to Global Team Members or Core Chapter organizers upon request. The Global Steering Committee may require individuals seeking such access to sign a nondisclosure agreement.

The Global Steering Committee seeks participation by committed international organizers in our meetings and regularly invites visitors to attend, after consensus approval by the members of the committee. A representative of the Global Steering Committee will answer questions in Q&A sessions that will occur on a regular basis.

## **ARTICLE 9: ANNUAL MEETING**

Within 30 days after the DxE Forum, the Global Steering Committee shall hold a meeting of all Subscribing Members and Team Members. The strategic plan for the next year shall be presented, and all members will have an opportunity to comment.