**Constitution of**

**DREAM Disability Justice**

**at the**

**University of Maryland**

**School of Social Work**

**Article I.**

**Name**

*DREAM Disability Justice* at the University of Maryland, School of Social Work.

**Article II.**

**Mission**

To create an inclusive and supportive community to promote disability justice at the University of Maryland School of Social Work and in the community at large. In doing so we strive to engage individuals with disabilities and their allies in respectful and compassionate discourse to promote greater awareness and inclusion of disability on campus. We aim to advance disability justice by raising awareness on the diversity of disability, along with the various cultural and systemic barriers faced by persons with disabilities. Through education and advocacy we aim to break down these structural barriers to promote the inclusion of persons with disabilities within the School of Social Work, the social work profession, and the community as a whole.

While we use the word “disability” in our group’s materials to align with the greater disability rights movement, we recognize that the word disability may not align with every individual’s experience. In an effort to foster a respectful and inclusive environment, we welcome and encourage students to self-identify and use language that reflects and honors their own experience.

**Article III.**

**Membership**

Membership in *DREAM Disability Justice* is open to all students, faculty, staff and alumni of the School of Social Work. Additionally, UMB students of other schools on campus are welcome to attend, in the absence of a dedicated disability group within their respective school. Dream: Disability Justice is a fully affirming organization, opposed to all forms of discrimination.

**Article IV.**

**Officers – Duties & Responsibilities**

The governing body with final decision-making authority on all actions of *DREAM Disability Justice* is understood to be the general membership. Accordingly, all members are encouraged to participate in decision making and planning activities.

The general membership shall annually elect at least two officers to oversee daily operations and schedule and chair meetings. These officers shall act as equal serving Co-Chairs of the organization and shall, in addition to regular operations, be responsible for managing the finances of the organization, liaising with student government and other university leadership, coordinating group sanctioned activities and overseeing all group communications. The membership may elect any additional ad-hoc officers as it sees fit. Each Spring the general membership shall elect a group member who will be returning to the School of Social Work the following academic year to serve as a Co-Chair. This officer will be tasked with scheduling, communicating and chairing the first meeting of *DREAM Disability Justice* in the Fall. At such meeting in the Fall, the general membership shall elect a second Co-Chair so that new students may have an opportunity to engage in leadership roles. In the event thart there are not 2 co-chairs available to lead the group, a single member can serve as chair, until a second co-chair can be elected.

**Article V.**

**Advisor**

*DREAM Disability Justice* shall obtain a faculty member who agrees to assist *DREAM Disability Justice* in the fulfillment of its mission statement within guidelines of the rules and regulations of the university.

**Article VI.**

**Disclosure**

The *DREAM Disability Justice* acknowledges the risks disabled individuals confront when making themselves visible as a members of a marginalized group. So that all interested persons have the opportunity to participate in DREAM *Disability Justice*, individual decisions concerning visibility and

identity will be respected at all times and without exception.

**Article VII.**

**Amendments to this Constitution**

Any member of the *Dream: Disability Justice* may propose amendments to this Constitution. Proposed amendments shall be announced in the minutes prior to discussion. Approval shall be by at least a two-thirds majority of those members present.

**Amended-January 2020**