

1. STATEMENT OF PRINCIPLES

NOMAS STATEMENT OF PRINCIPLES

The National Organization for Men Against Sexism is an activist organization of men and women supporting positive changes for men. NOMAS advocates a perspective that is pro feminist, gay affirmative, anti-racist, and committed to justice on a broad range of social issues including class, age, religion, and physical abilities. We affirm that working to make this nation's ideals of equality substantive is the finest expression of what it means to be men.

We believe that the new opportunities becoming available to women and men will be beneficial to both. Men can live as happier and more fulfilled human beings by challenging the old fashioned rules of masculinity that embody the assumption of male superiority.

Traditional masculinity includes many positive characteristics in which we take pride and find strength, but it also contains qualities that have limited and harmed us. We are deeply supportive of men who are struggling with the issues of traditional masculinity. As an organization for changing men, we care about men and are especially concerned with men's problems, as well as the difficult issues in most men's lives.

As an organization for changing men, we strongly support the continuing struggle of women for full equality. We applaud and support the insights and positive social changes that feminism has stimulated for both women and men. We oppose such injustices to women as economic and legal discrimination, rape, domestic violence, sexual harassment, and many others. Women and men can and do work together as allies to change the injustices that have so often made them see one another as enemies.

One of the strongest and deepest anxieties of most American men is their fear of homosexuality. This homophobia contributes directly to the many injustices experienced by gay, lesbian and bisexual persons, and is a debilitating restriction for heterosexual men. We call for an end to all forms of discrimination based on sexual affectional orientation, and for the creation of a gay affirmative society.

The enduring injustice of racism, which like sexism has long divided humankind into unequal and isolated groups, is of particular concern to us. Racism touches all of us and remains a primary source of inequality and oppression in our society. NOMAS is committed to examine and challenge racism in ourselves, our organizations, and our communities.

We also acknowledge that many people are oppressed today because of their class, age, religion and physical condition. We believe that such injustices are vitally connected to sexism, with its fundamental premise of unequal distribution of power.

Our goal is to change not just ourselves and other men but also the institutions that create inequality. We welcome any person who agrees in substance with these principles to membership in the National Organization for Men Against Sexism.

2. LEGAL PROVISIONS

2.1 Organization Name

The name of this organization shall be the National Organization for Men Against Sexism, hereinafter referred to as NOMAS or the Organization.

2.2 Organization Purpose

This non-profit corporation, incorporated under the laws of Illinois, shall have as its purpose to promote research, educational, cultural and service activities relevant to an analysis of male sex role development and the societal role of men in support of the ideals and values incorporated in the organization's Statement of Principles.

2.3 Board of Directors

The control and management of the affairs, funds and properties of this corporation shall be vested in a National Council with the Chair Committee acting on the Council's behalf in the interim between meetings of the Council when a vote by Council members through the mail is not feasible. The National Council, in corporate matters, shall function as a Board of Directors and shall have the power of taking, receiving, purchasing, holding and disposing of real and personal property as provided by the statutes of Illinois. The Council reserves the right to review and approve all income from institutional sources. The National Council, in addition to the powers and authority herein expressly and specifically conferred upon it, may exercise all other corporate powers and do all things which a Board of Directors of a not for profit corporation is lawfully authorized to do as Directors by the laws of Illinois.

2.4 Procedures for Dissolution

2.4.1 Vote to Dissolve

When and if the occasion arises to dissolve this corporation it must be decided by a majority vote of the National Council

2.4.2 Distribution of Assets

Any funds remaining in the Treasury after all outstanding debts are paid shall be distributed in one of the following ways:

- By proportionate distribution to the then active members of the Organization
- By contribution to another not for profit organization whose purpose parallels or is similar to that of NOMAS (e.g., NOW, NWSA)
- By a transfer of funds to a regional organization affiliated with NOMAS which is in existence at the time of the dissolution.

No corporate officer or Council member will benefit from the dissolution of the corporation disproportionately to any other active NOMAS member.

3. POLICY STATEMENTS AND BASIC DOCUMENTS

3.1 Statements of Policy

When conditions arise which make desirable a statement of policies beyond or more specific than the Statement of Principles, and if such a statement does not fall within the sphere of an active Task Group, then a new statement of policy may be proposed by any member of the Leadership Collective, and shall require a two-thirds vote for passage.

3.2 Publication of Policy Statements

The Spokespersons Committee shall maintain, reproduce, and publicize when appropriate, a collection of all official Policy Statements adopted by NOMAS. (Not yet implemented)

3.2.1 Current Policy Statements

The following official NOMAS Policy Statements have been adopted to date:

- Statement on AIDS
- Statement on Child Custody
- Statement on NOMAS and Feminism
- Statement on Men's Rights Groups
- Statement on Accountability
- Statement on China

3.3 Basic Documents

3.3.1 Definition of Basic Documents

Basic NOMAS Documents shall include the Statement of Principles, Membership Brochure, and any other NOMAS publications which the Council may designate.

3.3.2 Vote Requirement

New or revised Basic NOMAS Documents shall require an affirmative vote of 3/4 of the National Council for acceptance.

4. MEMBERSHIP AND DUES

4.1 Membership

Any person who states agreement with the Statement of Principles, and pays annual dues as prescribed below, may become a member of this organization.

4.2 Dues

4.2.1 Current Dues Structure

Dues are currently collected from individuals, corporations and organizations at the following scheduled rates:

- Benefactor \$200
- Organization/Corporation \$100
- Supporting Member \$100
- Regular Member \$50
- Student/Senior \$15

For individuals unable to pay the regular membership dues, there is a sliding scale of \$49 - \$15, based on income.

No one will be denied membership in the case of severe financial hardship.

4.2.2 Changes in Dues Structure

The membership dues shall be reviewed or adjusted from time to time on the basis of the needs of the Organization. Changes in the dues structure shall require a two thirds vote of the Council.

4.2.3 Special Membership Category

The Council has approved a one-time-payment (\$5 to \$10) NOMAS membership, to show support for the values, principles, and goals NOMAS. These Members would receive a wall poster with NOMAS's Statement of Principles, and an invitation to be more active. This membership category shall not be advertised until it can be properly implemented.

4.2.4 Task Group Dues

All NOMAS Task Group dues have been eliminated.

5. NOMAS ORGANIZATION

NOMAS is a loosely knit national organization of men and women committed to gender equity and social justice for all people. To meet its objectives, NOMAS is comprised of the following organizational groups:

National Council

The National Council is the collective leadership and official decision-making body of NOMAS. (It is legally somewhat the general equivalent of a Board of Directors.) The National Council normally meets as a body twice a year, but can also conduct business by mail, E-mail, phone, etc.

Leadership Collective

The Leadership Collective is a more broadly defined collective leadership group for NOMAS. It includes all members of the National Council (above), all Resource Persons and Task Group Leaders and Officers (below), liaisons, and all current and recent holders of any positions in NOMAS.

Task Groups and Resource Persons

The National Task Groups and Resource Persons are the organizational "action" agents of NOMAS. Within its own designated area, each Task Group and Resource Person has the responsibility for initiating and carrying out activities. All specific policy statements and NOMAS activities within that domain shall normally originate from that Task Group.

6. THE NOMAS NATIONAL COUNCIL

All responsibilities of the national leadership of NOMAS, not specifically defined below as belonging to the Leadership Collective, are vested in the National Council. Only Council Members vote on such matters as changes to the NOMAS Policy Manual, elections to Leadership positions, and other matters not assigned to the broader Leadership Collective

6.1 Current Roster

The National Council of NOMAS may have up to 25 Members, and currently includes:
Please see current roster here: www.site.nomas.org/leadership/

6.2 Filling Council Seat Vacancies

When vacancies exist, the National Council may elect new members, at either the M&M or the Mid-Winter Meeting

6.2.1 Selection of New Members

When selecting Council members, consideration should be given to:

- Members who have worked for NOMAS in the past and been effective
- Members whom the council believes would be valuable
- Members who would provide desirable balance and diversity
- Members who have volunteered, attended meetings, or sought positions
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6.2.2 Voting

- Elections shall take place at either the Mid-Winter or the M&M Council Meeting. Successful candidates are elected by a majority-plus-one vote.
- Candidates for election to the Council or as Alternates shall not be present in the room when they are nominated, discussed, or voted on.

6.2.3 Costs of Council Membership

Travel costs and other practical aspects of Council Membership should be realistically and consistently indicated to prospective new Council Members.

6.2.4 Elections at the M&M Conference

If at least two vacancies exist on the Council, the Chair Committee may elect to conduct an election of two members of the Council by democratic vote of the NOMAS membership in attendance. Details of the election shall be supervised by the Chair Committee.

7. LEADERSHIP COLLECTIVE

7.1 Leadership Collective

The NOMAS Leadership Collective includes all members of the National Council and all other current and recent Position Holders, Task Group Leaders and Alternates.

7.2 Leadership Collective Rights

The rights of the NOMAS LEADERSHIP COLLECTIVE are to:

- Participate on NOMAS committees and at national meetings, on Task Groups, as Leaders, and in all activities of the anti-sexist men's movement
- Take part in discussions of political, ideological, and organizational issues
- Discuss and adopt official NOMAS Statements of Policy, when appropriate (see p.6)

8. MEETINGS OF COUNCIL & LEADERSHIP COLLECTIVE

8.1 Council and Leadership Meetings

Meetings of the National Council and the Leadership Collective shall take place annually at the time of the M&M Conference, and at a Mid-Winter Meeting, if possible

- The time, place, duration, agenda, and physical arrangements for Council and Leadership meetings shall be the responsibility of the Chair Committee, subject to all specific provisions concerning such meetings which appear in these bylaws
- All meeting times shall be announced at least one month in advance
- Meetings of the Leadership Collective shall follow the procedures and policies set forth below for National Council Meetings, until new procedures applying only to the Leadership Collective have been adopted

8.1.1 Attendance and Quorum

Attendance at National Council and Leadership Collective Meetings is open to all members of the NOMAS Leadership Collective. Any member of NOMAS may observe a Leadership meeting, and at the discretion of the Chair Committee, may participate in discussion.

At the two regular annual meetings of the NOMAS Leadership, (M&M & Mid-Winter), a Quorum shall consist of at least six members of the National Council.

8.1.2 Voting Guidelines

- Except where otherwise specified, votes on Proposals, changes to these Policies and all other decisions by the National Council shall normally be made by majority-plus-one vote.
- Votes requiring other than a majority-plus-one are:
- 1/3 is required to have discussion
- 2/3 is required to amend a proposal, create an Action Position, amend the Statement of Principles, adopt a Policy Statement (Leadership Collective), or overrule the Chair on a procedural ruling;
- Consensus, or unanimous consent, is required to extend a discussion or re-order the official meeting Agenda.

8.1.2.1 Proxies

A Council member may vote by proxy if submitted in writing in advance. Such proxy votes shall be held and cast by the Chair of the meeting where they are applicable. If feasible, the Council may use telephone communication to poll a member unable to attend.

8.1.2.2 Abstentions

Abstentions, if any, shall not be counted in determining the number of votes necessary for a majority or other proportion that a decision may require.

8.2 MEETING AGENDA

After soliciting suggestions from Council members, the Chair Committee shall develop an Agenda, or list of the Proposals, Reports, Announcements, and Discussion Topics, in the order in which they are to be considered by the Council.

8.2.1 Agenda Order

- Items shall be considered in the order they appear in the Agenda.
- The Council may choose, by UNANIMOUS vote, to re-order the Agenda and consider items in any order which it may choose.
- On any Agenda item, Proposals which have been submitted in writing prior to the meeting and distributed for advance consideration will be considered before Proposals offered later.

8.3 LEADERSHIP OF COUNCIL MEETINGS

8.3.1 Meeting Chair

- Meetings of the Council are chaired by a member of the Chair Committee or its designee. Should technical or procedural questions arise which are not covered by this Policy Manual, the Chair of the meeting shall make a temporary determination, which shall remain in effect for that meeting only, unless over-ruled by 2/3 vote of the Council.
- Recorders, time keepers, and other volunteers, to be rotated during the meeting, shall be solicited by the Chair.
- The Council chairs may designate another Council member or members to serve as acting Chair for all or any portion of a Council meeting. During such time an acting Chair shall exercise all the duties and responsibilities which would otherwise pertain to the Chair.

8.4 PROVISION FOR PROCESS AT COUNCIL MEETINGS

Every member of the Council is asked to become familiar with the process guidelines stated below, and to apply them as consistently as possible during meetings of the Council.

8.4.1 Process Leader

A special responsibility for insuring a good interpersonal process shall be vested in a specific Process Leader at each Council meeting. This person may be: (A) the Process Leader, or (B) a with special skills in this area who is selected by majority vote of the Council, and is not a voting member of the Council.

8.4.2 Opening the Council Meeting

At the initiative of the Chair, meetings of the National Council may be opened by the Process Leader. The Process Leader will (re)acquaint the Council with the Process Guidelines stated below.

8.4.3 Process Period

After each major period of meeting time, the Process Leader may be asked by the Chair to facilitate a Process Period, not to exceed thirty minutes. During this period, no business will be conducted, and Council members are encouraged to communicate openly with each other using the Process Guidelines.

8.4.4 Meeting Interruptions

The Process Leader may interrupt the business portion of the meeting at any time, in order to identify and discuss undesirable forms of interpersonal process which have become apparent. Such discussions shall not exceed ten minutes in total during each one hour of business meeting time.

8.4.5 Participation

Council Members will make every attempt to participate in all process parts of Council meetings. However, we respect the need of an individual to withdraw.

8.4.6 Meeting Evaluation

Before the close of the Council meeting, the members will participate in a meeting evaluation session, (5 30 minutes).

8.4.7 Reduced Time for Process Periods

On the final day of a Council meeting, if a substantial amount of important unfinished business remains, the Chair Committee may reduce the maximum time allotted to Process Periods but in no case shall such Periods be reduced to less than fifteen minutes.

8.4.8 Meeting Close

The Process Leader shall close all meetings of the Council with a closing exercise or ceremony appropriate to the situation. The closing exercise is to last between five and thirty minutes.

8.5 NOMAS Process Guidelines

8.5.1 Interrupting Speakers

It is almost always inappropriate and disrespectful to interrupt a person who has not finished speaking. We agree to be especially careful not to begin speaking until the previous speaker has finished. Conversely, we agree to remember when we are speaking that others in the room are waiting, and not to extend our comments unnecessarily.

8.5.2 Equal Opportunity to Be Heard

Care should be taken that all members of the group have an equal opportunity to be heard. While it is inevitable that some people will speak more than others, the group should be alert to efforts to speak by anyone who has not done so. In the event that several members wish to address an issue, those who have previously spoken less should be recognized before those who have spoken more. Members who are naturally "talkative" should not feel apologetic about this, but should monitor their own speaking behavior during meetings in order to give others an opportunity.

8.5.3 Constructive Criticism

We agree that constructive criticism is an essential part of the process of political discussion. Restrained politeness is as oppressive as unrestrained criticism.

8.5.4 No Personal Attacks

We agree to criticize the act or idea, and not the person. Personal attacks are worse than useless, they are oppressive and unfair.

8.5.5 Positive Appreciations

We agree to freely give, and to accept, positive appreciations. This is important in breaking competitiveness and in building trust. We agree to listen fully to appreciations, refusing them if they don't feel right, but letting them in and enjoying them if they feel appropriate.

8.5.6 Concrete Criticisms

We agree to avoid criticisms that use generalities without referring to specifics. Criticisms should be as concrete and specific as possible.

8.5.7 Specificity of Solutions

We agree to avoid criticism which says only what not to do, rather than saying what to start doing. Criticism should point to specific ways the person or group could change, if they agree that the criticism is valid.

8.5.8 No Personal Devaluation

We agree to try to hear criticisms as statements about the criticizer's experience, not as the whole truth. It is as important for people not to devalue themselves when hearing criticism as it is for them not to devalue someone else when giving a criticism.

8.5.9 Encourage Requests for Appreciation and Support

We agree that people are encouraged to ask for appreciation and support when they want it. Rather than "Every man for himself", people should try to take care of each other, and also of themselves.

8.5.10 Public Processing of Issues

We agree that people are encouraged to check out assumptions or hunches that they may have made about other people. For example: "I have a hunch that you're hurt and angry because I spoke against your point, am I right about that?" Private processing thus becomes public, so people can respond to real issues and real feelings. We agree to recognize and validate "grains of truth", when someone checks out their hunches with us.

8.5.11 Self-Criticism

If we have played any part in a problem we are criticizing, we agree to give self-criticism along with criticism.

8.6 Empowerment Process

NOMAS recognizes the fact that on occasion something may be said or done that is an unintentional manifestation of racism, sexism, heterosexism or some other form of institutional oppression. NOMAS further recognizes that we must address these events. To do so, NOMAS provides an empowerment session during which members of marginalized groups are invited to educate those present as to the incidents that have occurred.

8.6.1 Timing

A session, not to exceed 30 minutes, will be held just before the regular Process Periods at all NOMAS Leadership Collective meetings.

8.6.2 Material

Material discussed is to be limited to interactions that took place during the current session and will include issues of sexism, heterosexism, and racism. If no significant empowerment issues occurred during this session, this period may be brief.

8.6.3 Speakers and Listeners

8.6.3.1 Members of Marginalized Groups

It is a general rule that speakers during this period will be women, people of color, gay men and lesbians. Members of other marginalized groups may also raise issues.

8.6.3.2 Non-members of Marginalized Groups

Non-members of marginalized group are not to raise issues during the empowerment session.

8.6.3.3 Education of the Group

Though interactions discussed may be attributed to a specific person present, it is not that member's education that is the goal, but an information sharing to the whole about the kind of subtle discrimination by members of oppressor groups that maintain the status quo.

An important part of this process is that even if the speaker misheard, or misunderstood, the listeners should now hear, and learn from, the speakers..

8.6.4 Empowerment Period and Process Time

NOMAS process guidelines will be generally, but not exactly followed. The Empowerment period does not replace process time, where related issues, not appropriate for this newly developed session, may be brought up.

8.7 Motions Recognized at National Council Meetings

Note: The formal rules in Sections 8.7, 8.8, and 8.9 promote efficient use of time and a productive meeting. The Council may, if all present members agree, use more informal procedures.

During meetings of the National Council, other than during Discussion Periods and Reports, only the following types of Motions are recognized:

8.7.1 Point of Order

Always in order, but must refer to some specific provision of the By-Laws.

8.7.2 Point of Information

Always in order if pertaining to the current item on the Agenda. Responses to a Point of Information shall not exceed two minutes. No more than 3 points of information shall be recognized for any one agenda item.

8.7.3 Making a Proposal

A Proposal concerning the current Agenda item must be a concrete action item, and the wording must be stated at the time the proposal is made. (See next section).

8.7.4 Amendments

An Amendment is a suggested change in a Proposal, which is offered at the same point in the agenda, and before moving to a new Agenda item. An Amendment made before the Proposal has been voted on shall be considered prior to the original Proposal. An amendment may also be offered after a Proposal or another Amendment has been adopted, before moving to the next Agenda item.

8.7.4.1 Order of Amendments

Amendments are considered one at a time, in the order offered.

8.7.4.2 Amendment Vote Requirements

Amendments require an affirmative vote of 2/3.

8.7.5 Call for a Straw Poll

After the introduction of any Proposal or Amendment, but before an official vote, any member of the Council may call for a Straw Poll. The results of a Straw Poll are in no way binding or official.

8.7.6 Motion to Table

This motion requires 2/3, and has the effect of ending the current Agenda item and moving to the next.

8.8 Process for Making a Proposal

8.8.1 Proposal Submission

Members submitting Proposals in advance are asked to also include, if possible, a written explanation of their reasons for proposing it, rather than saving such arguments for a discussion period during the meeting. This is to conserve meeting time and to allow other Council members to consider the issues in advance.

8.8.2 Amendment or Withdrawal

The author of any Proposal or Amendment may voluntarily amend it or withdraw it before an official vote is taken.

8.8.3 Final Wording

The author of any Proposal or Amendment that is passed shall give the chair or the note-taker a written statement of the final wording.

8.9 Discussions of Proposals or Amendments

Any Proposal or Amendment is subject to discussion prior to taking an official vote, according to the following provisions:

8.9.1 Call for Discussion

Following the introducing of any Proposal or Amendment, the Chair shall ask: "Is discussion required?" If 1/3 or more of the Council shall signify by a show of hands, a Discussion Period shall take place.

8.9.2 Discussion Time Limit

Prior to any discussion, the Council shall agree on a maximum time to be devoted to the discussion, determined by majority vote of the Council.

8.9.3 Order of Discussion

The Chair or Process Leader shall recognize as discussants those members who raise their hands, giving priority to:

- Those who raise their hands first
- Those with particular involvement in or knowledge about the proposal
- Those who have spoken less than others thus far in the meeting.

A written list of those waiting to speak will be kept

8.9.4 Allocation of Allotted Time

Each discussant recognized before the list is closed shall be allotted an equal portion of the time available.

8.9.5 Additional Discussion Time

When the total Discussion Period for any Proposal or Amendment has elapsed, additional discussion time may be allocated only by unanimous vote of the Council.

8.9.6 Vote

If no additional time is allocated, or amendments offered, the Chair shall proceed immediately to conduct an official vote.

8.9.7 No Further Discussion

No discussion of a Proposal or Amendment shall take place during the meeting after it has been officially voted upon by the Council.

8.10 Unfinished Business

8.10.1 In the event that important business of the Council remains unfinished when the time allocated to the meeting has elapsed, or a timely decision is needed by the Council, the Council may continue to make decisions by means of mail and or telephone ballots.

8.10.2 Mail ballots may be requested by any Council member, to be approved of and conducted by the Chair Committee. Each ballot item will allow responses of: Yes, No, Abstain, or, This is an Inappropriate item for a mail ballot. If three or more vote Inappropriate, that precludes the resolution of that item by mail ballot.

8.10.3 The Chair Committee may authorize official public Endorsements, on behalf of NOMAS, of events and campaigns which seek our endorsement, and which appear consonant with our principles. The Chair Committee may also delegate such responsibility to the National Task Group most directly relevant. All such endorsements shall be reported at the next Council meeting.

8.10.4 Guidelines for External Communications about the Organization. In order to avoid the likely negative consequences of a large number of position holders who are not in direct contact, each making conflicting statements on behalf of the national organization, the National Council shall establish a policy of guidelines for external communications about the Organization. Permission to be a Representative for NOMAS should be secured in writing from the Spokesperson Committee, which shall be charged with responding within 30 days.

8.11 Travel Considerations for Council Meetings

8.11.1 Geographic Equalization

Note: The provisions in this Section have not been employed in recent years.

Upon joining the Council, all Members and Alternates shall be invited to join the "Geographic Equalization (GE) Plan," which will apply to both the Summer meeting and the Mid-Winter meeting. Those who do join will be expected to remain with the plan during their Council terms. Non-Council members of the Leadership Collective are eligible to join the GE Plan, if they expect to attend meetings regularly.

8.11.1.1 Plan Administrator

One participating GE member shall volunteer to be the GE Administrator. This person will have the responsibility of determining "fair travel costs" from each member and collecting and distributing funds among the participants as described below.

8.11.1.2 Collection and Disbursement of Funds

The "fair travel costs" of each participating member shall be calculated on the basis of the least expensive commercial airline fare that is available with at least 30 day notice. Food, taxis, and other incidental travel costs are not included in this plan. Each participating member shall determine his or her fair (air) travel cost, and report this figure at the meeting to the GE Administrator. The GE Administrator may accept, question, or seek to verify these figures. If a member was able to travel for less than the figure described above (eg. by getting a free ride, traveling from a closer destination, etc.) then the member's actual lower cost of travel should be reported and used in the calculation.

At each Council meeting, the GE Administrator shall average the actual or fair travel costs of all participating members, collect the difference from those who paid less, and distribute these funds to those who paid more. Participants should come prepared to complete these financial transactions during the meeting period.

8.11.2 Travel Assistance to Encourage Ethnic Diversity

Participating on the National Council of a volunteer organization such as NOMAS is a political activity that has some personal costs, including both time and money. The major financial cost is the expectation of attending our two Council meetings each year, generally in different cities around the country. Certain ethnic and cultural groups in our society tend to be poorer than other Americans, for reasons directly related to racism and its legacy. Such groups include in particular African-Americans, Native Americans, and all categories of Spanish-speaking Americans. This procedure is designed to help ensure the continuing ethnic diversity of the NOMAS Council, by supplementing, if needed, the travel expenses of Council Members and Alternates of color.

8.11.2.1 Obtaining Needed Funds

Requests for donations to a Diversity Travel Fund shall be made regularly to our members and others in appropriate ways. In the event that the above procedures have yielded insufficient funds, the Chair Committee and Treasurer may, if NOMAS finances permit, allocate an appropriate amount to the Diversity Travel Fund, for each Council meeting.

8.11.2.2 Allocation of Funds

Council Members or Alternates who are eligible to apply for this travel assistance are those representing the ethnic groups that have been economically-disadvantaged in the U.S. One Council Member shall volunteer or be elected to serve as the Administrator of the Diversity Travel Fund. One month or more prior to each annual NOMAS meeting, eligible Council Members may communicate by mail or phone with the Travel Fund Administrator, and indicate the amount of assistance which would enable them to attend the meeting.

The Administrator will compare all received requests vs. the available funds, make an allocation of the available funds, and inform each person of the amount that will be available to them. This information shall be conveyed as soon as possible, to facilitate making reservations and arrangements.

The decisions of the Administrator concerning fund allocations to a particular meeting will not be subject to later challenge or Council discussion. However, it is appropriate to raise for Council discussion guidelines concerning such allocations at future meetings.

8.11.3 Travel Assistance to Reduce Effects of Economic Inequality

NOMAS values the contributions of its many low-income activists, including students, un-employed, or under-employed, especially those activists whose commitment to political work has resulted in their working and living at a level near or below poverty. This Resolution is designed to supplement, as possible, the travel expenses of low income Council Members and Alternates.

8.11.3.1 Obtaining Needed Funds

NOMAS Members shall be given the option of contributing directly to this Economic Inequality Fund, via announcements made in mailings, notices in Brother and Changing Men, etc. The Committee on Issues of Class shall be asked to suggest suitable projects or ideas for raising funds for this purpose.

8.11.3.2 Allocation of Funds

One Council Member shall volunteer or be elected to serve as the Administrator of the Economic Inequality Fund. One month or more prior to any annual NOMAS meeting, Council Members or Alternates who believe they may qualify as low-income may communicate, by mail or phone, with the Administrator named above, and indicate the amount of assistance which would enable them to attend the meeting. (The GE Plan may or may not be used.)

The Administrator will compare all received requests and available funds, make an allocation of the available funds, and inform each person of the amount that will be available to them. This information shall be conveyed as soon as possible, to facilitate making reservations and arrangements.

The decisions of the Administrator concerning allocations for a particular meeting will not then be subject to later challenge or Council discussion. However, it is appropriate to raise for Council discussion guidelines concerning such allocations at future meetings.

9. NOMAS LEADERSHIP POSITIONS

Authorized NOMAS Leadership Positions are listed below in four general categories:

A. Administrative Positions; B. Communication Positions; C. Men's Movement Positions; and
D. Issue-specific Positions. Not all positions are filled at all times.

9.1 Administrative Positions

9.1.1 Council Chair Committee

The Chair Committee shall have a general responsibility to keep the Organization functioning as smoothly as possible; shall chair meetings of the National Council; and shall identify organizational needs which are not being covered and attempt to find persons to fulfill them.

9.1.2 Planning Committee for National Conferences (PCNC)

This committee shall function as described in SECTION 8 of this document.

9.1.3 Treasurer

The Treasurer shall hold and invest the financial assets of the Organization, and shall disburse funds as directed by the Finance Committee.

9.1.4 Finance Committee

The basic responsibility of this committee shall be to prepare an annual budget, allocating funds to the recruitment effort, the active task groups, and all other appropriate organizational needs. The Treasurer shall be authorized to disburse funds, upon request of the appropriate office holder, not to exceed the amount provided for that purpose in the budget. In times of financial uncertainty for the Organization, the Finance Committee may elect to prepare budgets for periods shorter than one year.

9.1.5 Task Group Coordination Committee

This committee will serve as liaison between the Task Groups and the Chair Committee. The responsibilities shall be to maintain communication with Task Group Chairs, to provide information to the Publication Committee, to help Task Groups recruit members and provide other support to Task Groups.

9.1.6 Membership Recruitment Committee

This committee shall have power and responsibility to build the membership of the Organization. This may include designing and placing advertisements in magazines and newspapers, designing and producing recruitment literature, arranging for recruitment efforts at conferences and meetings, and doing whatever else seems necessary or desirable in order to build the membership.

9.1.7 Fund Raising Committee

This committee shall have responsibility to solicit monies from appropriate donors in order to support the financial needs of the Organization.

9.1.8 Council Secretary

This person shall be responsible for preparing, with help from other members, minutes of Council meetings and recording changes to Bylaws, and other mutually agreed-on tasks suggested by the Chair Committee.

9.1.9 Organizational Services Committee

This Committee shall arrange and supervise the provision of NOMAS membership services and the National Office, and adopt policies and procedures to accomplish these goals.

9.2 Communications Positions

9.2.1 Publications Committee

This committee's basic responsibilities shall be to edit and produce an official newsletter, Brother, for members of the Organization.

9.2.2 Spokespersons Committee

This committee shall have responsibility for effectively communicating the values, goals, positions, activities, and principles of the Organization, especially to the general public outside the anti -sexist men's movement.

9.2.3 Speakers Bureau

This Committee will coordinate a National Speakers Bureau of NOMAS Speakers to help in representing the organization.

9.2.4 Committee for Liaison to Feminist Women's Groups

This committee and its sub-committees shall maintain cooperative relationships with feminist women's groups in the U.S., provide information to those groups, and stay informed of feminist issues.

9.2.5 Liaison to the National Organization for Women

Maintains NOMAS's ties with NOW. (Liaisons to NCASA and NCADV are designated by the EMV-Net.)

9.2.6 Committee for Liaison to Peace and Justice Groups

This committee shall form and maintain cooperative relationships with the peace and justice community in and outside the United States. These shall include progressive organizations working for disarmament, human rights, social justice and liberation.

9.2.7 Committee for Liaison to AIDS Organizations

This Committee shall stay informed and advise NOMAS concerning all aspects of the AIDS crisis, and shall communicate to Organizations working to end AIDS the support and cooperation of NOMAS.

9.3 Men's Movement Positions

9.3.1 Process Committee

A sensitivity to the interpersonal feelings and a concern with issues of process is the special concern of the Process Committee. This committee shall monitor the interpersonal process at all National Council meetings, explain and enforce the process guidelines, and shall have the right to stop any meeting at any point if the process guidelines have been ignored.

9.3.2 Archivist Committee

This Committee shall gather and maintain a collection of men's movement periodicals, books, conference programs, records, photographs, articles, and other materials that might otherwise be

difficult to find in the future. This collection shall be available for consultation by other members of the Organization under appropriate circumstances.

9.3.3 Long-Range Planning Committee

This committee will assess the long range goals of NOMAS, and prepare proposals for the Council to support reaching those goals.

9.3.4 Committee on Local and Regional Organizations

This Committee has the responsibility to communicate with, encourage, and assist regional, state, and local men's organizations which are clearly compatible with the principles of NOMAS. The committee shall use NOMAS as a base from which to encourage and facilitate the growth of a grass roots anti sexist men's movement. This shall include communicating with all organized men's groups within our movement and providing whatever assistance is possible from NOMAS.

10. CHAPTERS AND AFFILIATED ORGANIZATIONS

The Committee on Local and Regional Organizations is empowered to certify the eligibility of local chapters and affiliates. The Committee shall have the responsibility of defining appropriate geographic areas.

10.1 Chapters

10.1.1 Definition

A Chapter is defined as any group of four or more members in a given geographic area who have applied for membership, have paid membership dues, and subscribe to NOMAS's Statement of Principles and Bylaws.

10.1.2 Chapter Dues and Membership

Chapters shall collect dues for both the national organization and the chapter, and will forward the national dues with a list of members.

- NOMAS shall offer group dues rates to Chapter members
- Chapters shall set their own dues.
- The National Organization will forward the names of people who join individually to the nearest chapter and the name of the chapter to the individual.

10.1.3 Change in Requirements

The Council shall have the power to change the requirements for chapters as it deems necessary to encourage formation of chapters in historically unrepresented areas.

10.2 Affiliates

10.2.1 Definition

An Affiliate is defined as any organization that shares the principles of the national organization, but wishes to maintain its independence.

10.2.2 Publication of Affiliates

NOMAS shall list the names and addresses of all Affiliated Groups in its publications.

10.2.3 Affiliate Support for NOMAS

Local affiliated groups will urge their members to join NOMAS, e.g., by including a small notice of Affiliation with the National Organization for Men Against Sexism in each of their newsletters and similar publications, including NOMAS's address and dues rates, and will display NOMAS's materials at their meetings whenever practical.

10.2.4 Group Rates

NOMAS shall offer group dues rates to Affiliated Groups.

11. ACCOUNTABILITY

11.1 Definition

We understand the term accountability to mean an explicit process of voluntary communication and consultation with representatives of social groups whose interests and concerns are considered most relevant and important. Being "accountable" to a group does not mean taking orders from that group, or handing over the responsibility for making appropriate decisions. It does mean consulting with that group before making important decisions, and being fully aware of its concerns. It also means having a process of communication and consultation already in place, before a crisis or difficult issue arises.

11.2 Outside Groups to Which NOMAS Should Be Accountable

11.2.1 Outside Social Groups Included

As a national men's organization with a broad agenda of issues relating to gender, sexism, and injustice, NOMAS has the obligation to be accountable, on issues that directly concern them, to several important social groups which are central to this organization's stated principles. These are:

- The Feminist Women's movement
- The Gay, Lesbian, & Bisexual Rights movement
- The Civil Rights movement

11.2.2 Outside Social Groups NOT Included

Although "Enhancing Men's Lives" is also a central tenet of NOMAS principles, accountability to Men's Movement groups outside of NOMAS does not appear to make sense in this context, insofar as NOMAS itself is the most appropriate organization for upholding this principle.

11.2.3 Ad Hoc Accountability

There are other social movements to which NOMAS may elect to be accountable on an ad hoc basis. Formal accountability shall be to the Groups listed above, whose concerns are most centrally reflected in the NOMAS Statement of Principles.

11.3 Accountability to Leaders within NOMAS

There are elected and appointed NOMAS leaders who by birth or orientation are members of groups to which NOMAS seeks to be accountable. Because these leaders are already present on the NOMAS Leadership Collective, and are already well-informed about NOMAS issues and procedures, it is appropriate and pragmatic that members of such groups should be consulted with and listened to as a first step in the NOMAS accountability process.

11.3.1 Internal Caucus Groups

On controversial issues of sexism, heterosexism, LGBTQ and anti-racism, the members of the following groups on the NOMAS Leadership Collective shall be asked to caucus among themselves:

- Feminist Women
- Gays, Lesbians, and Bisexuals
- People of Color

11.3.1.1 Caucus Membership

There shall be a minimum of three on any such caucus.

11.3.1.2 Alternative Committee Formation

When there are fewer than three members on the NOMAS Leadership Collective of a group to which NOMAS seeks to be accountable, the one or two members will appoint additional members from the Leadership Collective, establishing a committee. The committee shall consist of individuals deemed by the marginalized members to have relevant knowledge and understanding, including a NOMAS Task Group Chair in a related area if one exists. Committee members shall be appointed by the Chair Committee, and confirmed by a majority of the Council.

11.3.1.3 Caucus Statement

These caucuses (or committees) may make a statement offering advice, sharing concerns and/or opinions on the issue raised. Such a Statement may be delivered to the Leadership Collective at a NOMAS Council meeting.

11.3.1.4 Outside Consultation

If the caucus or committee considers it appropriate, they may select a group outside of NOMAS to consult, and ask that group to make a statement about the issue. They may choose more than one outside group. In either case, the determination that a Statement from an outside group is needed shall be made by the members of the caucus of that group within the NOMAS Leadership Collective.

11.4 Consulting Groups Outside NOMAS

11.4.1 Recommendations of Outside Groups

Any NOMAS member may suggest the names of specific organizations or groups that might be consulted. The decision as to which group to consult shall be made by the Committee. The Committee may elect to choose the most appropriate group, or may ask for counsel from more than one group.

11.4.2 Procedure for Contacting Outside Groups

In asking another group for its counsel, the Committee shall send an initial letter, which states the problem, the facts, or the specific issues that the outside Group is being asked to consider. The Committee's letter stating the situation shall be attached to the response and considered along with it as part of the record.

11.4.3 Processing Responses from Outside Groups

Written responses from any Group obtained through the above steps shall be distributed, along with the Committee's initial statement of the problem, to all current members of the Leadership Collective.

11.4.4 Honoraria

NOMAS' requests for advice and counsel from other Groups shall be made in the spirit of respect and cooperation. The Committee may however choose to request that the Council offer an honorarium or donation. Suggested amount = \$100.00.

11.5 Using Information Obtained from Outside Groups

11.5.1 Requests

Requests for opinions from Groups outside NOMAS are made to establish and improve accountability in decision making in an ethical and conscientious manner.

11.5.3 Multiple Groups

Some issues may raise questions of accountability to more than one Group. In such cases, NOMAS leaders must listen carefully to all the counsel that is received, and weigh it as thoughtfully as possible.

11.5.4 Presentation to the National Council

In all cases, the Committee will present the problem statement, the material from outside groups and the Committee's recommendations (if they so desire) to the Council as an integral part of the NOMAS decision making process.

12. NATIONAL TASK GROUPS AND RESOURCE PERSONS

The Council shall establish, add, discontinue, or modify National Task Groups to effectively achieve the goals of NOMAS. Members of the Organization are entitled to join as many or as few of the active Task Groups as they may choose.

12.1 Current Task Group Areas

The following National Task Groups and Committees which deal with substantive issues are now officially authorized by NOMAS:

- Child Custody
- Eliminating Racism
- Ending Men's Violence
- Fathering
- Homophobia, Heterosexism and LGBT Affirmative
- Men, Culture and Art
- Men's Health and Mental Health
- Men and Spirituality
- Men's Studies Association
- Sex Trafficking, Pornography and the Commercial Sex Industry
- Pro-Feminism
- Reproductive Rights

12.2 Role of Task Groups and Resource Persons

ALL SPECIFIC POLICY STATEMENTS, RESOLUTIONS, AND ORGANIZATIONAL ACTIVITIES DEALING WITH ISSUES WHICH FALL WITHIN THE DOMAIN OF AN ACTIVE TASK GROUP SHALL NORMALLY ORIGINATE FROM THAT TASK GROUP. The Task Group shall bear the responsibility for proposing, planning, and carrying out all activities that the Organization should undertake concerning the issues which fall within its domain. Task Group activity may include education, organizing, and planned public actions, depending on the nature of the group's area.

12.3 Task Group Structure

12.3.1 Task Group Chair

Each National Task Group or issue-based Committee shall have a Task Group Chair or Leadership group, elected by the Council. The Task Group Chair may alternately be called a Resource Person, when the Council has recognized that the designated person will be actively primarily as a highly committed individual, rather than organizer of a group effort.

The Chair of a Task Group or Committee shall inspire, coordinate, and lead the members of the group in taking effective actions in the area of the group's interest. Leaders shall make reports to the Task Group Coordinator on the activities of the group.

12.3.2 Other Task Group Roles

The Task Group Leader may appoint or hold elections to choose other group members to perform tasks needed by the group.

12.3.3 Internal Restraints

The only internal restraint on Task Group activities shall be that the National Council is to be informed of planned public actions, such as demonstrations, in advance and may request that they be modified or suspended, if two thirds of the National Council members believe that an action would be injurious to the Organization or its principles.

12.4 Task Group Materials

Material produced by a Task Group may be offered to non-members, at the discretion of the Task Group.

12.5 Activity of Task Groups

12.5.1 Active Task Groups

Task Groups and Issues-Committees shall be considered "active" when a Chair Person, Committee, or Resource Person has been designated by the National Council.

12.5.2 Dormant Task Groups

When there is insufficient TG activity during the appointment year, or if there is no chair appointed, the TG Coordinator will recommend to the Council that the TG be put into a six month dormancy period. The dormancy period will end when a chair is found or when documentable activity occurs.

12.5.3 Deactivating a Task Group

If the six months dormant period passes with no change, the TG Coordinator will, in consultation with the Organizational Services Committee, move toward deactivating the TG by proposing such action to the Council. Upon deactivation of a Task Group, all current members of the TG will be notified of the deactivation and the TG Coordinator will place notices as appropriate.

12.5.4 Reactivation

Upon nomination and appointment of a Chair, a TG may be reactivated, being established as a Developmental TG.

12.5.5 Developmental Period

The Task Group will undergo a developmental period which will last for one year. If during that year the TG is in compliance with all requirements for activation, it will be reactivated. Developmental TGs would receive the full support of NOMAS and the TG Coordinator, but would simply not be added to the NOMAS printed materials as a TG until the dormancy period is over. Notices would be placed as appropriate.

13. ELECTIONS TO NOMAS LEADERSHIP POSITIONS

13.1 Action Positions

13.1.1 Creation of Positions

Action or Leadership Positions may be created or established positions may be altered by a two-thirds vote of the National Council.

13.1.1.1 Proposals for Action Positions

Proposals submitted by other NOMAS members shall be considered on the same basis as those submitted by members of the Council.

13.1.1.2 Proposals for Multiple Positions

There shall be no restriction against submitting proposals for any number of Action Positions. Proposers who submit several proposals with the intention of withdrawing some if elected to other positions may include a statement indicating their plans and priorities.

13.1.2 Elections Decided by Council

It shall be the prerogative of the Council to decide when there are a sufficient number of proposals for a position on hand to make an election of that position desirable.

13.1.3 Unfilled Positions

Those positions which are not filled at a Council meeting shall be re-advertised to the membership. Election of the unfilled positions shall take place as soon as practical, by mail ballots or other reasonable methods.

13.1.4 Interim Appointments

The Chair Committee may make interim appointments to Action Positions and Task Group Chairs, which will be reviewed by the Council at its next meeting.

13.1.5 Term of office

Unless otherwise stated, all "Action Positions," as distinct from Council Positions, shall be filled for a term of two years by majority-plus-one vote of the National Council.

13.1.6 Re-election

It shall be understood that re-election shall not be considered automatic. It shall also be understood that there shall be no impediment to the re-election of persons who have done a satisfactory job and wish to continue to serve the Organization.

13.1.7 Leadership Change by Council

After one year, the leadership of an Action Position may be changed if such change is mandated by a vote of 2/3 of the Council.

13.1.8 Multiple Holders – Single Position

Nothing in these bylaws shall be interpreted that an Action Position may only be filled by one individual. Two or more persons may file a proposal to share any Action Position collectively.

13.1.9 Multiple Positions – Single Holder

It shall be understood that there is no implicit policy or presumption concerning the number of Action Positions to which a person may be elected.

13.1.10 Failure to Fulfill Obligations

If a position holder within the Organization has clearly failed to fulfill the obligations of that position in a way that has injured or threatened to injure the Organization, the following steps may be taken:

13.1.10.1 Written Warning

The individual shall be warned in writing by the Chair Committee that unless improvement is observed steps for removal from office will be taken.

13.1.10.2 Vote to Remove

If, after a period of 30 days, no substantial improvement has been shown, the Committee may recommend to the National Council that the individual be removed from office. Removal shall require a vote of two-thirds of the Council. (If a member of the Council, the individual involved must abstain from this vote.)

14. THE NATIONAL CONFERENCE ON MEN & MASCULINITY AND THE ROLE OF PCNC

There are two possible models to be followed for the National Conference on Men & Masculinity. In the first case, a local group is available to take the lead; in the second, no local group is available and the Conference will be run by the PCNC. The decision as to which model will apply shall be made by PCNC at least one year in advance, and approved by the Council.

14.1 Local Group Model

When there is a local anti-sexist men's group (at least 3+ active members) or anti-sexist agency in a suitable location, which is acceptable to NOMAS, and which is willing and able to Co-Sponsor a National M&M Conference with NOMAS, then the following model shall be used.

14.1.1 Formation of Conference Committee

The local group will form the Conference Committee and do the basic work of planning and running the Conference.

14.1.2 Role of PCNC (Planning Committee of the National Council)

14.1.2.1 Contract Negotiation

PCNC shall negotiate for NOMAS a Co-Sponsorship Contract with the local group, covering Monetary, Program, and all other basic issues, modeled after the extensive NOMAS/Tucson Contract developed in 1990.

14.1.2.2 Advice and Assistance (the PCNC) shall advise, inspire, and assist the local group, and shall have some limited rights of approval (incl. veto power) as provided in a written contract.

14.1.2.3 NOMAS Publicity NOMAS will provide publicity about the Conference to the NOMAS membership at no cost to the local group.

14.1.2.4 Publicity Material Review and Approval

PCNC shall have the right to agree in advance to the content of all written publicity material about the M&M sent out by the local group.

14.2 No Local Group Available

In years when a suitable local men's group or agency is NOT available to Co-Sponsor the M&M Conference, then the following model shall be used.

14.2.1 Conference Planning

PCNC will choose the M&M site, based on costs, facilities, location, and likely number of local volunteers. PCNC will plan the structure of the conference and designate roles on the program (with appropriate input from all NOMAS leaders).

14.2.2 Allocation of Tasks

All work associated with the M&M Conference will be allocated by PCNC among:

Members of PCNC itself	Volunteers from the locality of the Conference
Other NOMAS leaders	Paid professionals.
Volunteers within NOMAS	

14.2.3 Cost Considerations

Since experience suggests that "Model B" M&M Conferences will likely be small, all feasible efforts will be made in these years to keep costs low, and to plan a worst-case break-even budget at about 125 attendees.

15. NOMAS PUBLICATIONS

15.1 "Brother" – The National Journal of NOMAS

1. When submitting written material to Brother, please indicate specifically whether you wish it to be considered for publication, and whether it is intended as a letter, article, or NOMAS announcement.
2. Constructive criticism is an essential part of political activism and open discussion. Letters to Brother should emphasize constructive criticism, rather than unrestrained blaming, condemning, or attacking.
3. In offering criticisms, please criticize the act or idea, and not the person. General personal attacks are oppressive and unfair.
4. Criticisms should be as concrete and specific as possible. Please avoid criticisms that use generalities without referring to specifics.
5. Criticism should point to specific ways the person or group could change. Please avoid criticism which only says what not to do, rather than suggesting what to start doing.
6. Materials containing glaring inaccuracies of fact will not be accepted.
7. If you have played any part in a problem you are criticizing, please include self-criticism, along with constructive criticism of others.
8. If you criticize a specific individual, you are also encouraged to send your material directly to that person, as well as to Brother.
9. Letters that are excessively lengthy or do not, in the editors' opinion, adhere to these Guidelines will be returned with a request for revision. If an acceptable revision is not then received within fifteen days, the editors may determine which portions, if any, of the original to print.
10. Individuals in NOMAS who are mentioned by name and positions in NOMAS that are affected by the publication of a letter shall be offered a reasonable opportunity to respond in writing (also adhering to these Guidelines) and to have their response appear in the same issue.
11. It should be understood that the fundamental purpose and function of Brother is to build and nourish the Anti-Sexist Men's Movement. The Brother Editors reserve the right not to print any material that, in their view, would be counter-productive to this goal.

APPENDIX A: POLICY STATEMENTS, & REVISION OF BASIC DOCUMENTS

2. Statements of Policy: When conditions arise which make desirable a statement of policies beyond or more specific than the Statement of Principles, and if such a statement does not fall within the sphere of an active Task Group, then a new statement of policy may be proposed by any member of the Leadership Collective, and shall require a two-thirds vote for passage.

3. The Spokespersons Committee shall maintain, reproduce, and publicize when appropriate, a collection of all official Policy Statements adopted by NOMAS. (Not yet implemented)

The following official NOMAS Policy Statements have been adopted to date:

Statement on Aids;

Statement on Child Custody;

Statement on NOMAS and Feminism;

Statement on Men's Rights Groups;

Statement on Accountability;

Statement on China.

B. REVISIONS OF BASIC DOCUMENTS

Basic NOMAS Documents shall include the Statement of Principles, Membership Brochure, and any other NOMAS publications which the Council may designate.

New or revised Basic NOMAS Documents shall require an affirmative vote of 3/4 of the National Council for acceptance.

APPENDIX B: (SECTION 11): - ACCOUNTABILITY

Definition. We understand the term accountability to mean an explicit process of voluntary communication and consultation with representatives of social groups whose interests and concerns are considered most relevant and important. Being "accountable" to a group does not mean taking orders from that group, or handing over the responsibility for making appropriate decisions. It does mean consulting with that group before making important decisions, and being fully aware of its concerns. It also means having a process of communication and consultation already in place, before a crisis or difficult issue arises.

1. GROUPS TO WHICH NOMAS SHOULD BE ACCOUNTABLE

As a national men's organization with a broad agenda of issues relating to gender, sexism, and injustice, NOMAS has the obligation to be accountable, on issues that directly concern them, to several important social groups which are central to this organization's stated principles. These are:

- A. The Feminist Women's movement
- B. The Gay, Lesbian, & Bisexual Rights movement, &
- C. The Civil Rights movement

Although "Enhancing Men's Lives" is also a central tenet of NOMAS' principles, accountability to Men's Movement groups outside of NOMAS does not appear to make sense in this context, insofar as NOMAS itself is the most appropriate organization for upholding this principle.

There are other social movements and groups to which NOMAS may elect to be accountable on an ad hoc basis. Formal accountability shall be to the Groups listed above, whose concerns are most centrally reflected in the NOMAS Statement of Principles.

2. ACCOUNTABILITY TO LEADERS WITHIN NOMAS

There are elected and appointed NOMAS leaders who by birth or orientation are members of groups to which NOMAS seeks to be accountable. Because these leaders are already present on the NOMAS Leadership Collective, and are already well-informed about NOMAS issues and procedures, it is appropriate and pragmatic that members of such groups should be consulted with and listened to as a first step in the NOMAS accountability process.

On controversial issues of sexism, heterosexism and racism, the members of the following groups on the NOMAS Leadership Collective shall be asked to caucus among themselves: A. Feminist Women; B. Gays, Lesbians, & Bisexuals; C. People of Color.

These caucuses may then make a statement offering advice, sharing concerns and/or opinions on the issue raised. Such a Statement may be delivered to the Leadership Collective at a NOMAS Council meeting.

There shall be a minimum of three members on any such caucus. When there are fewer than three members on the NOMAS LC of a group to which NOMAS seeks to be accountable, the one or two members will appoint additional members from the LC, establishing a committee. The committee shall consist of individuals deemed by the marginalized members to have relevant knowledge and understanding, including a NOMAS TG Chair in a related area if one exists. Committee members shall be appointed by the Chair Committee, and if at a national meeting, confirmed by a majority of the Council.

If the caucus or committee considers it appropriate, they may select a group outside of NOMAS to consult, and ask that group to make a statement about the issue. They may choose more than one

outside group for advice or to make a Statement. In either case, the determination that a Statement from an outside group is needed shall be made by the members of the caucus of that group within the NOMAS Leadership Collective.

3. ACCOUNTABILITY TO GROUPS OUTSIDE NOMAS

A. Any NOMAS member may suggest the names of specific organizations or groups that might be consulted. Suggestions will be submitted to the Committee and the decision as to which group to consult shall be made by the Committee. The Committee may elect to choose the most appropriate group, or may ask for counsel from more than one group.

B. NOMAS' requests for advice and counsel from other Groups shall be made in the spirit of respect and cooperation. The Committee may however choose to request that the Council offer an honorarium or donation. Suggested amount = \$100.00.

C. In asking another group for its counsel, the Committee shall send an initial letter, which states the problem, the facts, or the specific issues that the outside Group is being asked to consider or comment on. The Committee's letter stating the situation shall be attached to the response and considered along with it as part of the record.

D. Written responses from any Group obtained through the above steps shall be distributed, along with the Committee's initial statement of the problem, to all current members of the Leadership Collective.

4. USING INFORMATION FROM GROUPS OUTSIDE NOMAS

A. Asking for opinions from Groups outside NOMAS is to establish and improve accountability in decision making in an ethical and conscientious manner.

B. Differing Views. It is possible that conflicting views may be obtained from different sources. Even within one category (e.g. Feminist Women's groups), different organizations may have different views.

C. Some issues may raise questions of accountability to more than one Group. In such cases, NOMAS leaders must listen carefully to all the counsel that is received, and weigh it as thoughtfully as possible.

D. In all cases, the Committee will present the problem statement, the material from outside groups and the Committee's recommendations (if they so desire) to the Council as an integral part of the NOMAS decision making process.

APPENDIX C: (SECTION 13): TRAVEL-COSTS

(Provisions not active until implemented)

A. GEOGRAPHIC EQUALIZATION

Upon joining the Council, all Members & Alternates shall be invited to join the "Geographic Equalization (GE) Plan," which will apply to both the Summer meeting and the Mid-Winter meeting. Those who do join will be expected to remain with the plan during their Council terms. Non-Council members of the Leadership Collective are eligible to join the GE Plan, if they expect to attend meetings regularly.

One participating GE member shall volunteer to be the GE Administrator. This person will have the responsibility of determining "fair travel costs" from each member and collecting & distributing funds among the participants as described below.

The "fair travel costs" of each participating member shall be calculated on the basis of the least expensive commercial airline fare that is available with at least 30 day notice. Food, taxis, and other incidental travel costs are not included in this plan. Each participating member shall determine his or her fair (air) travel cost, and report this figure at the meeting to the GE Administrator. The GE Administrator may accept, question, or seek to verify these figures. If a member was able to travel for less than the figure described above (e.g., by getting a free ride, traveling from a closer destination, etc.) then the member's actual lower cost of travel should be reported and used in the calculation.

At each Council meeting, the GE Administrator shall average the actual or fair travel costs of all participating members, collect the difference from those who paid less, and distribute these funds to those who paid more. Participants should come prepared to complete these financial transactions during the meeting period.

B. ENCOURAGING ETHNIC DIVERSITY

Participating on the National Council of a volunteer organization such as NOMAS is a political activity that has some personal costs, including both time and money. The major financial cost is the expectation of attending our two Council meetings each year, generally in different cities around the country. Certain ethnic and cultural groups in our society tend to be poorer than other Americans, for reasons directly related to racism and its legacy. Such groups include in particular African-Americans, Native Americans, and all categories of Spanish-speaking Americans. This procedure is designed to help ensure the continuing ethnic diversity of the NOMAS Council, by supplementing, if needed, the travel expenses of Council Members and Alternates of color.

Obtaining Needed Funds. Requests for donations to a Diversity Travel Fund shall be made regularly to our members and others in appropriate ways, such as: Special mailings, regular Chair mailings, notices in Brother and Changing Men, etc.; Additional suggestions for raising funds for this purpose are sought.

In the event that the above procedures have yielded insufficient funds, the Chair Committee and Treasurer may, if NOMAS finances permit, allocate an amount up to a maximum of \$400 to the Diversity Travel Fund, for each Council meeting.

Allocation of Available Funds. Council Members or Alternates who are eligible to apply for this travel assistance are those representing the ethnic groups that have been economically-disadvantaged in the U.S. One Council Member shall volunteer or be elected to serve as the Administrator of the Diversity Travel Fund. One month or more prior to each annual NOMAS meeting, eligible Council Members may communicate by mail or phone with the Travel Fund Administrator, and indicate the amount of assistance which would enable them to attend the meeting.

The Administrator will compare all received requests vs. the available funds, make an allocation of the available funds, and inform each person of the amount that will be available to them. This information shall be conveyed as soon as possible, to facilitate making reservations and arrangements.

The decisions of the Administrator concerning fund allocations to a particular meeting will not be subject to later challenge or Council discussion. However, it is appropriate to raise for Council discussion guidelines concerning such allocations at future meetings.

C. REDUCING EFFECTS OF ECONOMIC INEQUALITY

NOMAS values the contributions of its many low-income activists, including students, un-employed, or under-employed, especially those activists whose commitment to political work has resulted in their working and living at a level near or below poverty. This Resolution is designed to supplement, as possible, the travel expenses of low income Council Members and Alternates.

Obtaining Needed Funds. NOMAS Members shall be given the option of contributing directly to this Economic Inequality Fund, via announcements made in mailings, notices in Brother and Changing Men, etc. The Committee on Issues of Class shall be asked to suggest suitable projects or ideas for raising funds for this purpose.

Allocation of Available Funds. One Council Member shall volunteer or be elected to serve as the Administrator of the Economic Inequality Fund. One month or more prior to any annual NOMAS meeting, Council Members or Alternates who believe they may qualify as low-income may communicate, by mail or phone, with the Administrator named above, and indicate the amount of assistance which would enable them to attend the meeting. (The GE Plan may or may not be used.)

The Administrator will compare all received requests and available funds, make an allocation of the available funds, and inform each person of the amount that will be available to them. This information shall be conveyed as soon as possible, to facilitate making reservations and arrangements.

The decisions of the Administrator concerning allocations for a particular meeting will not then be subject to later challenge or Council discussion. However, it is appropriate to raise for Council discussion guidelines concerning such allocations at future meetings.

APPENDIX D: C. GUIDELINES FOR SUBMISSIONS TO BROTHER

1. When submitting written material to Brother, please indicate specifically whether you wish it to be considered for publication, and whether it is intended as a letter, article, or NOMAS announcement.
2. Constructive criticism is an essential part of political activism and open discussion. Letters to Brother should emphasize constructive criticism, rather than unrestrained blaming, condemning, or attacking.
3. In offering criticisms, please criticize the act or idea, and not the person. General personal attacks are oppressive and unfair.
4. Criticisms should be as concrete and specific as possible. Please avoid criticisms that use generalities without referring to specifics.
5. Criticism should point to specific ways the person or group could change. Please avoid criticism which only says what not to do, rather than suggesting what to start doing.
6. Materials containing glaring inaccuracies of fact will not be accepted.
7. If you have played any part in a problem you are criticizing, please include self-criticism, along with constructive criticism of others.
8. If you criticize a specific individual, you are also encouraged to send your material directly to that person, as well as to Brother.
9. Letters that are excessively lengthy or do not, in the editors' opinion, adhere to these Guidelines will be returned with a request for revision. If an acceptable revision is not then received within fifteen days, the editors may determine which portions, if any, of the original to print.
10. Individuals in NOMAS who are mentioned by name and positions in NOMAS that are affected by the publication of a letter shall be offered a reasonable opportunity to respond in writing (also adhering to these Guidelines) and to have their response appear in the same issue.
11. It should be understood that the fundamental purpose and function of Brother is to build and nourish the Anti-Sexist Men's Movement. The Brother Editors reserve the right not to print any material that, in their view, would be counter-productive to this goal.

APPENDIX F: (SECTION 9): - CHAPTERS & AFFILIATED ORGANIZATIONS

1. The Committee on Local and Regional Organizations is empowered to certify the eligibility of local chapters and affiliates. The Committee shall have the responsibility of defining appropriate geographic areas.

2. A Chapter is defined as any group of four or more members in a given geographic area who have applied for membership, have paid membership dues, and subscribe to NOMAS's Statement of Principles and Bylaws.
3. An Affiliate is defined as any organization that shares the principles of the national organization, but wishes to maintain its independence.
4. The Council shall have the power to change the requirements for chapters as it deems necessary to encourage formation of chapters in historically unrepresented areas.
5. Chapters shall collect dues for both the national organization and the chapter, and will forward the national dues with a list of members. Chapters shall set their own dues.
6. The National Organization will forward the names of people who join individually to the nearest chapter and the name of the chapter to the individual.
7. NOMAS shall offer group dues rates to Chapters and to Affiliated Groups.
8. NOMAS shall list the names and addresses of all Affiliated Groups in its publications.
9. Local affiliated groups will urge their members to join NOMAS, eg. by including a small notice of Affiliation with the National Organization for Changing Men in each of their newsletters and similar publications, including NOMAS's address and dues rates, and will display NOMAS's materials at their meetings whenever practical.

APPENDIX G: SECTION 12: - LEGAL PROVISIONS

1. The name of this organization shall be the National Organization for Men Against Sexism, hereinafter referred to as NOMAS or the Organization.
2. This not-for-profit corporation shall have as its purpose to promote research, educational, cultural and service activities relevant to an analysis of male sex role development and the societal role of men in support of the ideals and values incorporated in its Statement of Principles.
3. The National Council, in corporate matters, shall function as a Board of Directors and shall have the power of taking, receiving, purchasing, holding and disposing of real and personal property as provided by the statutes of Illinois. The Council reserves the right to review and approve all income from institutional sources.
4. When and if the occasion arises that the Council should decide by majority vote to dissolve this corporation, the funds remaining in the Treasury after all outstanding debts are paid shall be distributed in one of the following ways: a. By proportionate distribution to the then active members of the Organization; b. By contribution to another not-for-profit organization whose purpose parallels or is similar to that of NOMAS (e.g., NOW, NWSA); or, c. By a transfer of funds to a regional organization affiliated with NOMAS which is in existence at the time of the dissolution. No corporate officer or Council member will benefit from the dissolution of the corporation disproportionately to any other active NOMAS member.

5. The control and management of the affairs, funds and properties of this corporation shall be vested in a National Council with the Chair Committee acting on the Council's behalf in the interim between meetings of the Council when a vote by Council members through the mail is not feasible.

6. The National Council, in addition to the powers and authority herein expressly and specifically conferred upon it, may exercise all other corporate powers and do all things which a Board of Directors of a not-for-profit corporation is lawfully authorized to do as Directors by the laws of Illinois.