

# Changing the Name of Your State Branch

## Your branch's name change will require a revision to your bylaws.

The first item in most bylaws establishes the name of the organization. When SAIGE transitioned from ALGBTIC we had to submit new bylaws to ACA for approval. Your branch will need to update your bylaws to officially change the name of your branch. SAIGE has not standardized the format for state branch names in order to allow for self-governance of each branch; the only requirement is that 'Society for Sexual, Affectional, Intersex, and Gender Expansive Identities' must be in your branch's name. Some examples of branch names are Society for Sexual, Affectional, Intersex, and Gender Expansive Identities of Colorado (SAIGE-CO) or Colorado's Society for Sexual, Affectional, Intersex, and Gender Expansive (CO-SAIGE).

## All bylaw revisions require national SAIGE approval.

SAIGE requires that any changes to the bylaws of state branches be approved by the national SAIGE board. This approval helps SAIGE ensure that state branches are operating in alignment with SAIGE's missions. If your state branch has been considering other bylaws changes, it is advisable to complete them all at this time. **Your branch should submit updated bylaws for approval to SAIGE before submitting them to your state ACA branch.** You can submit your updated bylaws directly to the Professional Trustee of State Branches (Adam Carter) at [statebranches@saigecounseling.com](mailto:statebranches@saigecounseling.com).

## Bylaw revisions usually require state ACA branch approval.

Most state ACA branches require that their divisions/branches submit bylaw changes directly to them for approval. Your branch should consult with state ACA branch to confirm your state's process for updating bylaws.

## Any suggested/required state ACA branch changes can be shared directly with the State Branch Professional Trustee for review.

If your state ACA branch requires or suggests changes to your updated bylaws, you can send directly to Adam Carter at [statebranches@saigecounseling.com](mailto:statebranches@saigecounseling.com). He will confirm with the board via email if the changes are acceptable to the board.

## Complete the SAIGE State Branch Annual Report 2020 to receive a free SAIGE state branch logo.

SAIGE will provide state branches that complete their 2020 annual with updated logos if they wish. State branches are not required to use this logo, rather, you have the option if you so wish. The annual report can be accessed [here](#).



**Your state branch has until June 30, 2022 to complete the name change process.**

**Bylaws of**

**Society for Sexual, Affectional, Intersex, and Gender  
Expansive Identities (SAIGE)**

**Counselors and Related Professionals Serving Sexual, Affectional,  
Intersex, and Gender Expansive Communities**

**A Division of the American Counseling Association (ACA)**

## **-Table of Contents-**

### **ARTICLE I: Name, Affiliation, Operating Principles**

Pages 4 – 5

#### **Section 1: Name**

#### **Section 2: Affiliation**

#### **Section 3: Operating Principles**

- a. Mission
- b. Vision
- c. Purpose

### **ARTICLE II: Membership**

Pages 5 - 7

#### **Section 1: Overview**

#### **Section 2: Classes**

- a. Student Members
- b. New Professional Members
- c. Professional Members
- d. Regular Members
- e. Retired Members

#### **Section 3: Dues**

#### **Section 4: Severance**

#### **Section 5: Meetings**

### **ARTICLE III: State Branches**

Pages 7 – 9

#### **Section 1: Organization**

#### **Section 2: Formation**

#### **Section 3: Autonomy**

#### **Section 4: Proposed Amendments to Core Materials**

#### **Section 5: Reports**

#### **Section 6: Involuntary Revocation**

#### **Section 7: Voluntary Withdraw**

#### **Section 8: Inactivity**

### **ARTICLE IV: Business Affairs**

Pages 9 – 10

#### **Section 1: Severable or Transferable Interest**

#### **Section 2: Control and Management**

#### **Section 3: Disposal Upon Dissolution**

#### **Section 4: Appropriation of Funds**

#### **Section 5: Fiscal and Governance Year**

#### **Section 6: Reports**

#### **Section 7: Limitations on Activities**

#### **Section 8: Internal Revenue Code**

### **ARTICLE V: Officers of the Association**

Pages 10 – 12

#### **Section 1: Officers and Terms of Office**

#### **Section 2: Duties of Office**

- a. President

b. President-Elect

c. Others

Section 3: Nominations and Elections of Officers

Section 4: Compensation and Expenses of Officers

## **ARTICLE VI: Board of Directors**

Pages 13 – 15

Section 1: Composition

a. Voting Officers

b. Non-Voting Members

Section 2: Powers and Functions

Section 3: Meetings

Section 4: Executive Committee

Section 5: Removal

## **ARTICLE VII: Publications**

Page 15

Section 1: Policy

Section 2: Journal

Section 3: Magazine

Section 4: Copyright

Section 5: Division and Branch Publications

## **ARTICLE VIII: Committees**

Page 16

Section 1: Standing Committees

a. Composition

b. Reports

Section 2: Special Committees and Special Taskforces

d. Composition

e. Reports

## **ARTICLE IX: Indemnification**

Page 17

Section 1: Provision

Section 2: Implementation

Section 3: Inclusion

## **ARTICLE X: Nondiscrimination**

Page 17

## **ARTICLE XI: Bylaws**

Page 18

Section 1: Amendment and Revision

Section 2: Policies and Procedures

## **ARTICLE XII: Rules of Order**

Page 18

# Society for Sexual, Affectional, Intersex, and Gender Expansive Identities (SAIGE) Bylaws

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## Bylaws of Society for Sexual, Affectional, Intersex, and Gender Expansive Identities (SAIGE)

### ARTICLE I: Name, Affiliation, Operating Principles

#### Section 1: Name

The name of the Association shall be Society for Sexual, Affectional, Intersex, and Gender Expansive Identities, hereinafter referred to as SAIGE.

#### Section 2: Affiliation

SAIGE: Counselors and related professionals serving sexual, affectional, intersex, and gender expansive communities. SAIGE is a division of the American Counseling Association, hereinafter referred to as ACA, and shall be subject to those provisions of its bylaws that apply to divisions.

#### Section 3: Operating Principles

##### *Section 3a: Mission*

The mission of SAIGE is to advocate for the voice, equity, and inclusion of LGBTGEQIAP+<sup>1</sup> persons within the counseling profession and beyond and to promote the professional development of counselors and related professionals to ensure that all LGBTGEQIAP+ individuals receive ethical, culturally-inclusive, liberating services that attend to all aspects of their intersectional identities.

##### *Section 3b: Vision*

A world where LGBTGEQIAP+ people are respected, celebrated, and experience belonging.

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<sup>1</sup>In an effort to make the initialism inclusive of multiple identities and to be stated with increased ease, rather than add repeated letters, we have included multiple identities within each letter. With the recognition that no abbreviation of our communities' identities is perfect, this is not intended to disrespect any identity, but rather to provide the most inclusive initialism as a starting point to discuss and advocate for our shared communities' identities and rights and our individual identities.

- L = Lesbian
- G = Gay
- B = Bisexual
- T = Trans, Transgender; & Two-Spirit (2S; Native Identity)
- GE = Gender Expansive
- Q = Queer; & Questioning
- I = Intersex
- A = Agender; Asexual & Aromantic
- P = Pansexual; Pan/Polygender; & Poly Relationship Systems
- + = We continue to be Inclusive of Other Related Identities by Being Committed to Ever-Expanding, Learning, & Growing the Acronym and Our Understanding of These Identities

# Society for Sexual, Affectional, Intersex, and Gender Expansive Identities (SAIGE)

## Bylaws

---

### ***Section 3c: Purpose***

Through the recognition of both individual and social contexts that represent the confluence of race, ethnicity, class, gender, gender identity and expression, sexuality, affectionality, age, level of ability, spiritual or religious belief system, or indigenous, cultural, & ethnic heritage, it is the purpose of SAIGE to:

- a) Promote greater awareness visibility, and understanding of lesbian, gay, bisexual, trans, queer, questioning, intersex, asexual, ally, pansexual, polysexual, and other expansive identities (hereinafter referred to as LGBTGEQIAP+) issues among members of the counseling profession, students, and related helping occupations.
- b) Provide social justice and advocacy for LGBTGEQIAP+ inclusion, equity, and affirmative practices in all spaces.
- c) Provide and promote mentorship and connectedness for LGBTGEQIAP+ clients, professionals, students, and communities.
- d) Improve the standards and delivery of counseling and educational services provided to LGBTGEQIAP+ clients, professionals, students, and communities.
- e) Identify conditions which create barriers to the human growth and development of LGBTGEQIAP+ clients, professionals, students, and communities; and use counseling skills, programs, and efforts to preserve, protect, and promote such development.
- f) Develop, implement, and foster interest in counseling-related charitable, scientific, and educational programs designed to further the human growth and development of LGBTGEQIAP+ clients, professionals, students, and communities.
- g) Secure equality of treatment, advancement, qualifications, and status of LGBTGEQIAP+ members of the counseling profession and related helping occupations.
- h) Contribute to the publishing of journal and other scientific, educational, and professional materials with the purpose of raising the standards of practice for all who work with LGBTGEQIAP+ clients, students, and communities in the counseling profession and related helping occupations.
- i) Provide current information to enhance professional counselors' awareness, knowledge, skill, and professionalism towards LGBTGEQIAP+ clients, students, and communities.
- j) Secure equality of treatment, advancement, qualification, and status of LGBTGEQIAP+ counseling professionals, students, and related helping occupations.

## **ARTICLE II: Membership**

### **Section 1: Overview**

- a) Membership in ACA is encouraged, but shall not be required, for membership in SAIGE.
- b) Membership shall be individual.
- c) Membership includes agreement to abide by the *ACA Code of Ethics*.
- d) Membership is valid for one year from date of processing (with the exception of severance of membership, see **Article II, Section 4: Severance**)
- e) Membership shall have five classes of voting membership: Student, New Professional, Professional, Regular, and Retired.

# Society for Sexual, Affectional, Intersex, and Gender Expansive Identities (SAIGE)

## Bylaws

---

### Section 2: Classes

#### *Section 2a: Student Members*

- a) Student members shall be enrolled at least half-time in a college or university program in counseling, or a closely related field.
- b) Student members' college or university program must be accredited by The Council for Accreditation of Counseling and Related Educational Programs (hereinafter referred to as CACREP) or another regional accrediting body recognized by the Council for Higher Education Accreditation (hereinafter referred to as CHEA).
- c) Student members must present proof of academic enrollment and accreditation upon request by the Board of Directors, hereinafter referred to as the Board (see **Article VI: Board of Directors**).

#### *Section 2b: New Professional Members*

- a) New professional members shall include individuals who have graduated from a college or university program in counseling, or a closely related field, within the past 12 months.
- b) New professional members' college or university program was accredited when the degree was awarded by CACREP or another regional accrediting body recognized by CHEA.
- c) New professional members may hold this status for only one year post-graduation of such programs.
- d) New professional members must present proof of academic credentials and accreditation upon request by the Board.

#### *Section 2c: Professional Members*

- a) Professional members shall hold a master's degree or higher in counseling, or a closely related field.
- b) Professional members' college or university program was accredited when the degree was awarded by CACREP or another regional accrediting body recognized by CHEA.
- c) Professional members must present proof of licensure or academic credentials and accreditation upon request by the Board.

#### *Section 2d: Regular Members*

Regular members shall include individuals whose interests and activities are consistent with those of SAIGE, but who are not qualified for other classes of membership.

#### *Section 2e: Retired Members*

Retired members shall include individuals who are retired from the counseling profession, or closely related field.

### Section 3: Dues

# Society for Sexual, Affectional, Intersex, and Gender Expansive Identities (SAIGE)

## Bylaws

---

- a) Annual SAIGE membership shall be established by action of the Board.
- b) The Board may authorize reduced dues or dues waivers for special categories of members in accordance with policies and procedures established by the Board.

### Section 4: Severance

Membership can be severed for:

- a) Nonpayment of dues.
  - Membership may be reinstated by payment of dues.
- b) Any conduct that tends to injure SAIGE or to affect adversely its reputation, or that is contrary to or destructive of its mission or purpose, according to the SAIGE Bylaws and/or the *ACA Code of Ethics*.
  - Any member in question with engaging in such conduct shall be given notice of the precise nature of the charges against them and provided with opportunity to present evidence on their behalf through witnesses or otherwise. Those in question shall be given opportunity to confront witnesses against them and have the right to appeal through a hearing before the Board. The Board shall have the power to determine whether the charges shall be dropped, the individual in question shall be permitted to resign, or whether the individual in question be removed from SAIGE.

### Section 5: Meetings

- a) SAIGE shall hold national, face-to-face meetings once per year at a time and place fixed by the Board, which shall give written notice thereof to the membership as to the date and time of the meeting.
- b) SAIGE may hold additional membership or other meetings at a time and place fixed by the Board, which shall give reasonable notice to the membership.
- c) A majority of SAIGE members shall constitute a quorum.
- d) If a meeting is cancelled, the SAIGE President will contact members and arrange to reschedule another time for a member meeting.
- e) Electronic meeting spaces may be set up for open member meetings.

## Article III: State Branches

### Section 1: Organization

- a) SAIGE shall include one or more State Branches, each of which shall consist of a minimum number (established by the State Branch) of SAIGE members in good standing and each of whom are residents of, or working in, such states.
- b) For the purposes of these Bylaws, any state in the United States, the District of Columbia, the Commonwealth of Puerto Rico, U.S. Territories, Foreign Countries, and such other geopolitical subdivisions, when chartered by the Board, shall be considered to be eligible for SAIGE State Branch status.
- c) The purposes of a State Branch shall be in accordance with those of SAIGE.

# Society for Sexual, Affectional, Intersex, and Gender Expansive Identities (SAIGE)

## Bylaws

---

- d) No State Branch shall be organized or operated except in accordance with the SAIGE Bylaws and Policy and Procedures Manual.
- e) No SAIGE State Branch shall be organized or operated except in accordance with ACA Bylaws.
- f) Officers of State Branches are required to be members in good standing of their SAIGE State Branch, SAIGE, and ACA. State branches are encouraged, but shall not be required, to include their association in conjunction with the state counseling association of ACA.
- g) State Branches can be formed in states or other geopolitical subdivisions which do not have a state counseling association and/or branch of ACA.

### **Section 2: Formation**

The Board shall have the power to charter State Branches, but only one State Branch may be chartered in any given state or other geopolitical subdivision. Two-thirds of the votes cast by the voting members of the Board who are present at a meeting where there is a quorum shall be necessary to grant a charter to a new State Branch.

### **Section 3: Autonomy**

- a) A State Branch of SAIGE shall be free to conduct its affairs at the State Branch level, but shall do so only in compliance with the SAIGE Articles of Incorporation and the Bylaws.
- b) All officers of a State Branch must be members of SAIGE.
- c) The name of a State Branch shall be Society for Sexual, Affectional, Intersex, and Gender Expansive Identities (SAIGE) with the State Branch designation listed before or after SAIGE.

### **Section 4: Proposed Amendments to Core Materials**

- a) Proposed creation and/or amendments to the Articles of Incorporation, the Bylaws, any/all brand images or logos, of any State Branch shall be reported in writing to the SAIGE President no later than six weeks prior to the Board meeting at which the change may be considered.
- b) The SAIGE President shall transmit the written proposed amendments to the Board and such proposed amendments with or without a recommendation regarding each proposed change at least four weeks prior to the Board meeting at which the changes may be considered.
- c) Any such proposed amendment cannot take effect until approved by the SAIGE Board.

### **Section 5: Reports**

Each State Branch shall transmit to the SAIGE Board of Trustee for Membership and State Branches the names of its directors and officers promptly following their election or appointment. Each State Branch shall transmit a written annual report to the SAIGE Board of Trustee for Membership and State Branches who shall distribute the report to the Board.

### **Section 6: Involuntary Revocation**

The Board shall have the power to revoke the charter of a State Branch when it is deemed in the best interests of SAIGE to do so, such as a State Branches which has conduct that tends to injure SAIGE or

# Society for Sexual, Affectional, Intersex, and Gender Expansive Identities (SAIGE)

## Bylaws

---

to affect adversely its reputation, or that is contrary to or destructive of its mission or purpose, according to the SAIGE Bylaws and/or the *ACA Code of Ethics*.

- a) Before final action may be taken with respect to the revocation of the charter of a State Branch, a notice of intent to revoke must first be passed by a two-thirds of the votes cast by the voting members of the Board who are present at a meeting where there is a quorum shall be necessary and the State Branch in question advised in writing of the reasons for the proposed action.
- b) The State Branch shall have until the next national meeting of the SAIGE membership (but in no case less than nine months) to effect remedial measures or otherwise bring itself into compliance with the SAIGE Bylaws.
- c) Two-thirds of the votes cast by the voting members of the Board who are present at a meeting where there is a quorum shall be necessary to revoke the charter of a State Branch.

### **Section 7: Voluntary Withdraw**

A State Branch of SAIGE may voluntarily withdraw only in compliance with SAIGE Articles of Incorporation, Bylaws, policies, and procedures. A State Branch must provide a minimum of three months notice of its intent to withdrawal. The Board shall have the power to seek replacement State Branch leadership in lieu of State Branch withdraw.

### **Section 8: Inactivity**

If a State Branch becomes inactive for a period of three consecutive years, as demonstrated by failure to submit annual reports to the SAIGE Board, the SAIGE Board shall formally vote to list a State Branch as inactive. Members desiring to reactivate a former State Branch should seek Board approval to reactivate a State Branch.

## **Article IV: Business Affairs**

### **Section 1: Severable or Transferable Interest**

No SAIGE member shall have any severable or transferable interest in the property of SAIGE.

### **Section 2: Control and Management**

All SAIGE property shall be subject to the control and management of the Board. Any accumulation or disposal of real property, except upon dissolution of SAIGE, must be approved in advance by the Board.

### **Section 3: Disposal Upon Dissolution**

On dissolution or final liquidation, the Board shall, after paying or making provision for the payment of all the lawful debts and liabilities of SAIGE, distribute all the assets of SAIGE to one or more of the following categories of recipients as the Board shall determine:

- a) A nonprofit organization or organizations which may have been created to succeed SAIGE, as long as such organization or each of such organizations shall then qualify as an organization

# Society for Sexual, Affectional, Intersex, and Gender Expansive Identities (SAIGE)

## Bylaws

---

exempt from federal income taxation under section 501(a) of the Internal Revenue Code as an organization described in sections 170(c)(2) and 501(c)(3) of such Code; and/or

- b) A nonprofit organization or organizations having similar purposes as SAIGE and which may be selected as an appropriate recipient of such assets, as long as such organization or each of such organizations shall then qualify as an organization exempt from federal income taxation under section 501(a) of the Internal Revenue Code as an organization described in sections 170(c)(2) and 501(c)(3) of such Code.

### **Section 4: Appropriation of Funds**

- a) No appropriations of SAIGE funds shall be made except pursuant to the authority of the Board.
- b) The Board shall adopt an annual budget.

### **Section 5: Fiscal and Governance Year**

The fiscal year and the governance year of SAIGE shall be July 1 – June 30.

### **Section 6: Reports**

Members of the Board shall be sent monthly income and expense reports, along with relevant narrative explanation, from the SAIGE Treasurer showing the financial state of SAIGE.

### **Section 7: Limitations on Activities**

- a) SAIGE is organized and shall be operated exclusively for charitable and educational purposes within the meaning of sections 170(c)(2)(B), 501(c)(3), 2055(a)(2), and 2522(a)(2) of the Internal Revenue Code.
- b) No part of the net earnings of SAIGE shall inure to the benefit of or be distributable to the members of its BOARD, officers, members of its committees, other private individuals, or organizations organized and operated for a profit (except that SAIGE shall be authorized and empowered to pay reasonable compensation for services rendered and to make payments and distributions in furtherance of the purposes as herein above stated).
- c) No substantial part of the activities of SAIGE shall be the carrying on of propaganda or otherwise attempting to influence legislation, and SAIGE shall be empowered to make the election authorized under section 501(h) of the Internal Revenue Code.
- d) SAIGE shall not participate in or intervene in (including the publishing or distribution of statements) any political campaign on behalf of or in opposition to any candidate for public office. Notwithstanding any other provision herein, SAIGE shall not carry on any activities not permitted to be carried on:
  - by an organization exempt from federal income tax under section 501(a) of the Internal Revenue Code as an organization described in section 501(c)(3) of such Code; and/or
  - by an organization, contributions to which are deductible under sections 170(c)(2), 2055(a)(2), or 2522(a)(2) of the Internal Revenue Code.

### **Section 8: Internal Revenue Code**

# Society for Sexual, Affectional, Intersex, and Gender Expansive Identities (SAIGE)

## Bylaws

---

References herein to sections of the Internal Revenue Code are to provisions of the Internal Revenue Code of 1986, as amended, as those provisions are now enacted or to corresponding provisions of any future United States internal revenue law.

### **Article V: Officers of the Association**

#### **Section 1: Officers and Terms of Office**

- a) All officers of SAIGE shall be SAIGE and ACA members in good standing.
- b) The officers of SAIGE shall be the President, President-Elect, immediate Past President, Secretary, Treasurer, Professional Trustees (3 – Membership & State Branches, Multicultural & Social Justice Concerns, Research and Scholarship), Graduate Student Trustee, and Governing Council Representative.
- c) All officers of SAIGE, except the Treasurer, shall be the voting members of the Board and elected at large from among the members of SAIGE.
- d) The President, President-Elect, and immediate Past President shall be elected to serve for one-year terms, from July 1 to June 30, or until a successor(s) is elected.
- e) The Secretary shall be elected to serve for a two-year term, from July 1 to June 30, or until a successor is elected.
- f) The Professional Trustees shall be elected to serve for a three-year term from July 1 to June 30, or until a successor(s) is elected.
- g) The Student Trustee shall be elected to serve a one-year term from July 1 to June 30, or until a successor is elected.
- h) The Governing Council Representative shall be elected to serve a three-year term from July 1 to June 30, or until a successor is elected.
- i) The Treasurer shall be appointed by the Board upon recommendation of the President to serve a three-year term from July 1 to June 30, or until a successor is appointed.

#### **Section 2: Duties of Office**

##### ***Section 2a: President***

- a) The President shall chair and preside at meetings of the Board. The President shall be an ex officio member without vote on all committees with the exception of the Executive Committee. The President shall perform the duties customary to that office and such additional duties as directed by the Board.
- b) The President shall preside at all meetings of SAIGE, except where otherwise they have requested another Board member to preside (e.g., committee meetings where committee chairs preside).
- c) In the event of an officer or board member mid-term vacancy due to resignation, removal, or by vacancy by other circumstances, the President, in consultation with the Board, may appoint an individual to replace the vacated officer/board member to fulfill the remainder of the vacated board member's term.
- d) If the President becomes incapacitated, resigns, or is removed from office, the term is to be completed by the President-Elect.

# Society for Sexual, Affectional, Intersex, and Gender Expansive Identities (SAIGE)

## Bylaws

---

### ***Section 2b: President-Elect***

- a) The President-Elect shall perform the duties of the President in the absence or incapacity of the President as determined by the Board.
- b) The President-Elect, subject to confirmation by the Board, shall appoint members of committees and the Treasurer (in accordance to the terms of office), in accordance with and except as otherwise specified in SAIGE Bylaws, policies and procedures.
- c) The President-Elect shall coordinate the nominations process for division elections.
- d) The President-Elect shall serve as Chairperson of the Conference Committee for the ACA Conference as well as for the biennial SAIGE Conference, and shall perform such additional duties as directed by the Board.
- e) If the President-Elect becomes incapacitated, resigns, or is removed from office, the term is to be completed by the candidate with the next highest vote on the same slate of candidates. Should the President-Elect have run unopposed, the Board shall confer to determine the best course of action.

### ***Section 2c: Others***

- a) The immediate Past-President shall assist in the coordination of the nominations for Awards, coordinate Bylaws changes to be approved by the Board, and shall perform such additional duties as directed by the Board.
- b) The Secretary shall keep record of the proceedings of the Board. The Secretary shall perform the duties customary to that office and such additional duties as directed by the Board.
- c) The Treasurer shall represent SAIGE in assuring the receipt and expenditures of funds in accordance with the directives established by the Board, and shall be under such bond as may be determined by the Board. The Treasurer shall perform the duties customary to that office and such additional duties as directed by the Board.
- d) Each Professional Trustee shall be responsible for a particular area of interest and serve as Chairperson for the respective committee: Membership & State Branches, Multicultural & Social Justice Concerns, Research and Scholarship. Election terms shall be alternated and overlapped.
- e) The Graduate Student Trustee shall primarily be responsible for relationships with, and development of, graduate student involvement, and shall serve as the Chairperson for the Graduate Student Committee.
- f) The Governing Council Representative shall be the Board's representative to the Governing Council of ACA.

### **Section 3: Nominations and Elections of Officers**

- a) The Board shall seek and select more than one nominee for each position (when feasible) to be elected for the next term, and submit a slate of candidates/nominees for approval by the Board at its annual meeting.
- b) The Board shall, in accordance with ACA Bylaws, have no more than two nominees for the position of Governing Council Representative. Should more than two candidates receive nomination, the SAIGE Board through a secret ballot shall determine the two nominees to be placed on the official ballot.
- c) SAIGE, in conjunction with ACA, shall conduct the election of all elected officers by ballot.

Society for Sexual, Affectional, Intersex, and Gender Expansive Identities (SAIGE)  
Bylaws

---

- d) In the event of a tie on the official ballot, a run-off election shall be held to break the tie.

#### **Section 4: Compensation and Expenses of Officers**

None of the elected officers of SAIGE shall receive any compensation for their services as such to SAIGE, with the exception that the Board can approve compensation for the President, President-Elect, and/or immediate Past-President.

The Treasurer may be paid such compensation from the funds of SAIGE as may be fixed from time-to-time by the Board.

### **Article VI: Board of Directors**

#### **Section 1: Composition**

The Board shall be composed as follows:

##### ***Section 1a: Voting Officers***

- a) Voting officers, nominated and elected at large from SAIGE membership, (in accordance with **Article V, Sections 1 and 2**), shall consist of:
- President (1)
  - President-Elect (1)
  - Past-President (immediate) (1)
  - Secretary (1)
  - Professional Trustees (3)
  - Graduate Student Trustee (1)
  - Governing Council Representative (1)

##### ***Section 1b: Non-Voting Members***

- b) Non-voting members, appointed by the President and/or the Board as appropriates shall be SAIGE and ACA members in good standing and consist of:
- Treasurer (1)
  - Committee Chair – Education
  - Committee Chair – Emerging Leaders (1)
  - Committee Chair – Magazine (1)
  - Committee Chair – Public Policy (1)
  - Committee Chair – Rainbow Run (1)
  - Committee Chair – Technology and Resources (1)
  - Emerging Leaders (3)

#### **Section 2: Powers and Functions**

The Board shall:

# Society for Sexual, Affectional, Intersex, and Gender Expansive Identities (SAIGE)

## Bylaws

---

- a) Establish policies to govern the affairs of SAIGE.
- b) Formulate operational policies appropriate for executive action and direct the execution thereof.
- c) Grant and revoke State Branch charters.
- d) Act on the reports of State Branches, Standing Committees, Special Committees, and Special Taskforces
- e) Adopt and amend Articles of Incorporation and Bylaws.
- f) Oversee budget and approve all additional expenses.
- g) Exercise such other powers and functions as may be necessary or desirable in the best interests of SAIGE, not in conflict with the Bylaws.
- h) Establish and implement the strategic plan of SAIGE.
- i) Establish broad, long-term professional directions for SAIGE.

### Section 3: Meetings

- a) The Board shall meet a minimum of quarterly. The Board shall make every attempt to meet monthly, with exception given to schedule conflicts around national holidays. A face-to-face meeting will be held before, during, or immediately after the ACA Annual Conference.
- b) The President of SAIGE shall preside over the meetings of the Board. The President-Elect shall preside in the President's absence. In the absence of both the President and President-Elect, the Past President shall preside.
- c) A majority (5) of the voting members of the Board shall constitute a quorum.
- d) Meetings should not be cancelled. However, in the absence of a quorum, a meeting may be rescheduled to another date prior to the next scheduled Board Meeting.
- e) At each scheduled meeting, and at any other time when so requested in writing, each officer, State Branch, a Standing Committee Chair, a Special Committee Chair, and/or a Special Taskforce Chair shall submit a written report to the President, who shall share with the Board.
- f) Special meetings may be called under urgent circumstances. The President shall inform the Board in writing of the need, purpose, and call for the meeting.
- g) Electronic meetings/votes may be called by the President to occur in between scheduled meetings on particularly pressing issues. These should be captured as addendums in the previous meeting minutes,

### Section 4: Executive Committee

- a) The Executive Committee shall consist of the President, President-Elect, immediate Past-President, and the Treasurer.
- b) The Treasurer shall serve ex officio, without vote.
- c) The Executive Committee shall act for the Board within policies as may be established by the Board.
- d) The Executive Committee shall function primarily to address those issues which are necessary for the efficient operation of SAIGE within time requirements necessitate immediate action.
- e) All actions and activities of the Executive Committee shall be communicated to the Board through minutes which are sent within ten working days of an Executive Committee meeting.
- f) The actions taken by the Executive Committee must be submitted for ratification by the Board at the next Board meeting. Any subsequent decision by the Board that is contrary to an action taken

# Society for Sexual, Affectional, Intersex, and Gender Expansive Identities (SAIGE)

## Bylaws

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by the Executive Committee shall (to the extent permitted by law) be given only prospective effect.

- g) The Executive Committee shall confer or meet at least once per year in addition to the Board meetings. Other meetings may be called in an emergency which is determined by the President or the Board.
- h) The Executive Committee may invite others (e.g., other Board Members, outside collaborators) to join in meetings as needed and appropriate.

### Section 5: Removal

Board members who display conduct that tends to injure SAIGE or to affect adversely its reputation, or that is contrary to or destructive of its mission or purpose, according to the SAIGE Bylaws and/or the *ACA Code of Ethics*, can be removed from the Board.

- a) Any elected officer may be removed from office upon a two-thirds of the votes cast by the voting members of the Board then in office to remove the individual from their position, whenever the Board members' judge it to be in the best interest of SAIGE. An officer in question shall be given at least 10 days' notice of the proposed removal and the officer in question has an opportunity to address the Board prior to the removal vote. The Board will work with ACA and ACA's legal representative for any such removal considerations and processes.
- b) Any officer appointed by the President may be removed by the President subject to confirmation by the Board.

## Article VII: Publications

### Section 1: Policy

The Board shall determine and direct the basic publications policy and program of SAIGE, and shall have the authority to hire, discharge, and fix the compensation of the persons serving as editors of the publications and other media of SAIGE.

### Section 2: Journal

- a) The Journal of the Society in Sexual, Affectional, Intersex, and Gender Expansive Identities shall be the Journal of the SAIGE ACA division.
- b) The SAIGE Board shall appoint a Journal Editor-in-Chief of the *Journal of LGBT Issues in Counseling* for a three-year term. Nominations shall be solicited at large from SAIGE membership.
- c) Once appointed, the Journal Editor-in-Chief, in consultation with the Board, shall appoint an associate editor for a three-year term. Nominations shall be solicited at large from SAIGE membership.

### Section 3: Magazine

# Society for Sexual, Affectional, Intersex, and Gender Expansive Identities (SAIGE)

## Bylaws

---

SAIGE shall provide an online news magazine for its membership, a minimum of quarterly, discussing current issues and needs of SAIGE. Editor and Associate Editor of the SAIGE Magazine shall be appointed by the President.

### **Section 4: Copyright**

SAIGE shall own the copyright for the original and any renewal term for any writing that is published by SAIGE. The author of any such writing shall have the right to make a non-profit or non-commercial use of the work provided that there be affixed to each copy the copyright notice used by SAIGE when the writing was first published. The author shall have the right to make or authorize the profit or commercial use of any such writing only after first obtaining the written consent of SAIGE.

### **Section 5: Division and Branch Publications**

Nothing in this Article shall be interpreted as limiting the freedom of any State Branch to produce, select and copyright publications of its choice.

## **Article VIII: Committees**

### **Section 1: Standing Committees**

#### ***Section 1a: Composition***

The Standing Committees of SAIGE shall be:

- a) Conference Committee (responsible for both SAIGE activities at the annual ACA Conference and the SAIGE biennial Conference)
- b) Graduate Student Committee
- c) Education Committee
- d) Emerging Leader Committee
- e) Finance Committee
- f) Magazine Committee
- g) Membership and State Branch Committee
- h) Multicultural and Social Justice Concerns Committee
  - Queer and Trans People of Color (QTPOC) Subcommittee
- i) Public Policy Committee
- j) Rainbow Run Committee
- k) Research and Scholarship Committee
- l) Technology and Resource Committee

#### ***Section 1b: Reports***

Each Standing Committee shall submit an annual written report to the SAIGE President who shall transmit the report to the Board.

# Society for Sexual, Affectional, Intersex, and Gender Expansive Identities (SAIGE)

## Bylaws

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### **Section 2: Special Committees and Special Taskforces**

#### ***Section 2a: Composition***

The President, subject to confirmation by the Board, may establish a time-limited Special Committee and/or Special Taskforce, and respective chair, for a specific temporary purpose or assigned task which is beyond Standing Committees' scope of responsibilities as indicated in policies adopted by the Board.

#### ***Section 2b: Reports***

Each Special Committee and/or Special Taskforce shall complete the specific purpose or the assigned task by a date specified by the Board and submit a written report to the President by or before a date set by the Board. The President shall transmit the reports to the Board.

### **Article IX: Indemnification**

#### **Section 1: Provision**

SAIGE shall indemnify each member of its Board of Directors (**Article VI**), each of its officers (**Article V**), and each member of its committees (**Article VIII**) for the defense of civil or criminal actions or proceedings as hereinafter provided and, notwithstanding any provision in these Bylaws, in a manner and to the extent permitted by applicable law.

#### **Section 2: Implementation**

SAIGE shall indemnify each of its Board members and officers and committee members, as aforesaid, from and against any and all judgments, fines, amounts paid in settlement, and reasonable expenses, including attorney's fees, actually and necessarily incurred or imposed as a result of such action or proceedings, or any appeal therein, imposed upon or asserted against him or her by reason of being or having been such a Board member or officer or committee member and acting within the scope of his or her official duties, but only when the determination shall have been made judicially or in the manner hereinafter provided that he or she acted in good faith or for the purpose which he or she reasonably believed to be in the best interests of SAIGE and, in the case of a criminal action or proceeding, in addition had no reasonable cause to believe that his or her conduct was unlawful. This indemnification shall be made only if SAIGE shall be advised by its Board acting (1) by quorum consisting of voting Board members who are not parties to such action or proceedings upon a finding that, or (2) if a quorum under (1) is not obtainable with due diligence, upon the opinion in writing of independent legal counsel that, the Board member or officer or committee member has met the foregoing applicable standard of conduct. If the foregoing determination is to be made by the Board, it may rely, as to all questions of law, on the advice of independent legal counsel.

#### **Section 3: Inclusion**

# Society for Sexual, Affectional, Intersex, and Gender Expansive Identities (SAIGE)

## Bylaws

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Every reference herein to a member of the Board or officer or committee member of SAIGE shall include every Board member and officer and committee member thereof or former Board member and officer and committee member thereof.

This indemnification shall apply to all the judgments, fines, amounts in settlement, and reasonable expenses described above whenever arising allowable as above-stated. The right of indemnification herein provided shall be in addition to any and all rights to which any Board member or officer or committee member of SAIGE might otherwise be entitled and the provisions hereby shall neither impair nor adversely affect such rights.

### **Article X: Nondiscrimination**

There shall be no discrimination against any individual on any basis, including (but not limited to) race, ethnicity, class, gender, gender identity and expression, sexuality, affectionality, age, level of ability, spiritual or religious belief system, or indigenous, cultural, & ethnic heritage.

### **Article XI: Bylaws**

#### **Section 1: Amendment and Revision**

These Bylaws may be amended, revised, or both by a two-thirds of votes cast by the voting members of the Board who are present at a meeting where such changes are decided.

- a) Proposed amendments and revisions may be originated by the Board or presented to the Board by a State Branch, a SAIGE Standing Committee (provided that the submitting entity is in compliance), or by an individual member (provided that individual member making the proposal has presented the signatures of at least 100 members in good standing).
- b) All such proposed amendments and revisions must be submitted in writing to the immediate Past-President no later than twelve weeks prior to the Board meeting at which the change may be considered.
- c) The SAIGE Board will review such proposed amendments with or without a recommendation regarding each proposed change at least six weeks before the next regularly scheduled meeting of the Board.
- d) Bylaws must be submitted to the ACA Governing Council for review at least 14 weeks prior to a Governing Council meeting.
- e) Amendments to SAIGE Bylaws are subject to the approval/acceptance of the ACA Governing Council.

#### **Section 2: Policies and Procedures**

Supplementary policies and implementation guidelines for these Bylaws are to be found in the SAIGE Policies and Procedures Manual.

### **Article XII: Rules of Order**

#### **Section 1: Parliamentary Authority**

# Society for Sexual, Affectional, Intersex, and Gender Expansive Identities (SAIGE)

## Bylaws

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The current edition of Robert's Rules of Order, Newly Revised, (edited by Henry M. Robert III and William J. Evans, and published by Perseus-HarperCollins) shall govern the proceedings of all meetings of SAIGE.

# Information Regarding Our Organizational Name Change

(originally published on <https://saigecounseling.org/message-from-the-president/> on May 4, 2020)

As you may be aware, our organization has had a long history of addressing the evolving language of the communities we serve by changing our name. Starting as the Caucus of Gay Counselors, over time we recognized the people we serve as our main focus and became inclusive of other affectional identities (Lesbian and Bisexual), as well as Transgender people as we changed our name four additional times.

We became the Association of Lesbian, Gay, Bisexual, Transgender Issues in Counseling over 12 years ago; as we all well know, the field of counseling Queer and Trans people, as well as the language describing the communities, has dramatically shifted during this time. We have also moved from fighting for our existence and affirmation to a recognition that as intersectional people, we must work together for our mutual liberation and celebration of our identities. Our new mission and vision for our organization have also guided us in re-evaluating our name to be more inclusive and line with our values.

In response to the changing field and terminology, formal and informal member input, strategic plan committee feedback, and board discussions which have occurred over the last 2 years, and after ACA approval in April 2020, we are very excited to become the official name with our official tagline:

Society for Sexual, Affectional, Intersex, and Gender Expansive Identities (SAIGE)

We are Counselors and Related Professionals Serving  
Sexual, Affectional, Intersex, and Gender Expansive Communities

We wanted to take a moment to address a few questions that you may have about our new name.

## Why did we not include individual identities?

Our mission is to be inclusive of all identities, but even our newly adopted acronym LGBTGEQIAP+ recognizes that it will continue to grow and evolve as the language and identities of those we serve evolves. We wanted to both have a name that would be relevant for as long as possible, as well as lead the way in embracing an umbrella term for the people we serve (SAIGE – referring to those with Sexual, Affectional, Intersex, and Gender Expansiveness).

As someone whose major identity was also removed from the name (as were the vast majority of those who were on the Board), we discussed this a lot. Many of us expressed deep grief over losing this in lieu of the use of umbrella terms. Gay men, Lesbians, Bisexuals and Transgender People had to fight continually at great cost for basic acknowledgement, not even acceptance. Although we have made great strides towards equality, as you know, we are a far cry from it and the forefront of

this battle is still occurring for our trans siblings. For all of us with these identities, we absolutely know what it is like to be excluded, made invisible, devalued, and ignored – and it hurts more when it comes from one of our own within the Queer and Trans communities.

The use of the umbrella terms was not to erase our 4 identities in any way, it was to include those amongst us who face even more extensive erasure as they are fewer in numbers than those who are LGBT; we heard from so many people that identify as queer, asexual, aromantic, pansexual/polysexual, trans\* and trans (those having issue with the term transgender, but identifying as trans), two-spirit, intersex, agender, bigender, genderqueer, as well as our siblings who identify with poly relationships or kink.

Our identities are truly vast; and as someone who is Native and 2-S (two-spirited), I absolutely believe that this is the nature of who we all are – we cannot be contained by any singular label or term. Our identities are infinite. We are blessings to the world and bring awareness to all who reside within it that we do not need to be held within our “boxes” that society has set aside for us. There is absolutely no way that we can create a name that could capture all of our identities, not just because we are vast in diversity, but also because of the nature of who we are – always evolving, expanding, and becoming more ourselves.

With that reality, we needed to focus on what was most inclusive for all of us, and what parameters of our identities connect us as a group. This is not easy, and we have had many heated discussions, disagreements, and lots of “feels” that we carry with us to this day. It came down to what is the nature of our expansiveness – what differences do we carry from “conventional” heterosexual and cisgender people. Our communities carry diversity within sexual, affectional, sex (intersex umbrella), and gender.

Sometimes we identify as divergent in just one, sometimes multiple categories. But the truth is that together we face the impact of misogyny, homophobia, cissexism, and colonization – how we choose to react to these ‘isms is within our own control and identities; my hope is that we can recognize our intersectionality, shared interests, and fight together for a better world. And that is what the name is intended to capture – we vary along these dimensions, but we are all united.

## **Why does the acronym not match the name? Why SAIGE?**

The acronym SAIGE was selected to focus on the important piece of our work as an organization: to focus the attention on the people we serve, rather than us as counselors and related professionals. In our discussions, the acronym also had two associations for those of us on the Board.

First, it has the connotation of a sage as a noun, which is a person who has profound inner wisdom. We wanted to be clear that we do not see ourselves as counselors as the sages – competence and specialization with these populations is a continual journey. We therefore see the term sage as associated with part of our liberation work – we seek to provide space for the people we serve to empower themselves and find their inner wisdom as Queer and Trans people.

Second, for our President, as a person with Native American heritage, the name has special significance. To sage as a verb, means to use a sacred healing herb in a ceremony to bless, cleanse, and restore balance. It brings attention to the indigenous wisdom of people of color, as well as to the two-spirit beliefs (an indigenous identity that includes both Queer and Trans Spectrum identities and native ancestry and spirituality). These beliefs, which are now being supported by modern science, indicate that all queer and trans people are inherently gifted with social and emotional skills and resilience, and they are to be celebrated, as their value to the community is vast. To learn more about 2-S identities and their philosophy, you can read here: <https://www.ihs.gov/lgbt/health/twospirit/>

## What do the identity terms mean?

The SAIGE terms indicate underserved populations whose identities include variation in sexual (sexual bonding, attraction, and behavior) and affectional (bonding on all multiple levels, including romantic, emotional, spiritual, psychological). It also includes those who are under the intersex identity umbrella (differences of sex development) and whose gender expands past the simple binary of male and female, including transgender, gender non-binary, and others whose gender is creative. These terms are meant to serve as umbrella terms to capture and be inclusive of all identities across the Queer and Trans spectrum.

As we move forward in our continued struggle and collective community, we are one. We are connected, united, and indivisible. We will resist and persist...together.

