**PROPOSED NEW BYLAWS FOR THE LESBIAN, GAY, BISEXUAL,**

**AND TRANSGENDER CONGRESSIONAL STAFF ASSOCIATION (LGBT CSA)**

**SUMMARY OF MAJOR CHANGES**

**Purpose of the LGBT CSA**

* The current bylaws of the LGBT CSA include a major focus on policy advocacy for the LGBT community.
* The current Board of Directors believes policy advocacy gave a partisan sheen to the LGBT CSA and may have repelled some LGBT staff from joining.
* By focusing exclusively on the professional advancement of our members, we believe we can diversify and grow our ranks and more effectively serve our members.
* As such, the proposed bylaws:
* Eliminates references to advocating for policy in Article II: Purpose,
* Removes the position of Policy Director on the Board, and
* Includes Article VIII: Policy Positions, which clearly states that the LGBT CSA is a non-partisan professional organization that shall not take official positions on policy issues.

**Dues for Members**

* The proposed bylaws clarify the terms and conditions of membership in the LGBT CSA, including:
* General Membership
* Available to: Paid staff and fellows
* Dues: $20
* Privileges: Attend all meetings and events and vote in elections
* Unpaid Intern and Fellow Membership
* Available to: Unpaid interns and fellows
* Dues: $10
* Privileges: Attend all meetings and events
* The proposed bylaws also authorize reduced dues during annual or semi-annual membership drives.

**New Board Structure**

* The current LGBT CSA Board of Directors believes we can best serve our members by hosting professional development events and social networking events.
* As such, the proposed bylaws change the structure of the Board to focus on these goals.
* The proposed bylaws also authorize the newly created Professional Development and Social Events Directors to form committees to be comprised of General Members to help plan events.
* This new structure will allow more General Members to get involved in the leadership of the LGBT CSA and encourage members to run for leadership positions when Board vacancies arise.