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**ALLIANCE FOR EQUALITY AND DIVERSITY  
(AFED)  
CONSTITUTION**

**ARTICLE I – NAME**

\* **Section 1** – The name of this coalition shall be Alliance for Equality and Diversity, and shall also be recognized as AfED or the Alliance.

\***Section 2 – The use of the AfED name**

\* The names ‘Alliance for Equality and Diversity’ as well as the logo of AfED can only be used with the authorization of the Executive Council.

**ARTICLE II – MISSION/VISION**

**Mission**

\* **Section 1** – The purpose of the Alliance shall be to promote and advocate for safe communities that encourage diversity, equality, inclusiveness, and social justice.

**Vision**

\* **Section 2** –Envision a country where rights of all are respected, equality promoted, and diversity ensured

**Objectives**

\***Section 3**

- To build capacities of members to advance the vision of the Alliance -  
To provide technical support and access to resources for members -  
To facilitate effective collaboration and networking amongst members.
- To complement the advocacy efforts of all member organizations and individuals - To coordinate the activities of all its members

**ARTICLE III – AFFILIATIONS**

\* **Section 1** – AfED may affiliate itself with any organization, individual or group that shares in the vision and mission of the Alliance. The decision to affiliate the Alliance with any bid shall be made by the Executive Council in consultation with the Advisory Board and agreed upon by majority of the members of the Executive Committee.

**ARTICLE IV – MEMBERSHIP**

\***Section 1 – Founding members** consist of members who were part of the coalition before the acceptance and adoption of the constitution.

\* **Section 2** – Membership shall be on organizational, individual and associate levels. Persons willing to be members of the network must apply and be recommended by known members of good standing of the Alliance. They must prove their alliance and affiliations with the LGBT+ community here in Ghana, and beyond.

\* **Section 3** – Members shall

1. Pay an annual dues to the Alliance as may be determined at a general meeting of members in good standing who form a quorum;
2. Protect the name, sanctity and image of the Alliance always;
3. Participate in activities of the Alliance which will contribute to the vision and mission of the Alliance;

**\* Section 4 – Removal of members**

The Executive Council upon considering the issue of misbehavior, betrayal and/or misconduct of a member(s) shall recommend the appropriate sanctions which shall include the removal of member(s) from the Alliance. The final decision to remove a member from the Alliance will be made by the Executive Committee.

**ARTICLE V – GOVERNANCE & ADMINISTRATION**

**Governance**

**\* Section 1 – The Executive Council**

It shall comprise the President, Vice President, Secretary, Public Relations Officer, and the Treasurer. An Immediate past President and another Ex-Executive Council Member shall be included in the Executive Council who would act as ex – officio members. These officers shall be elected for a term of 2 years and could be renewed for 2 terms upon re-election.

**\* Section 2 – The Advisory Board**

The Advisory Board shall be responsible for advising the Alliance and providing strategic leadership and guidance for the alliance. This Board shall consist of not less than five and not more than seven (7) members (**must be odd in nature**) with various representations from Academia, Legal, Health, Arts and Entertainment and two life patrons. Gender representation shall be considered during selection; not less than two (2) women shall be a part of the advisory board. The Advisory board shall be appointed by the Executive Council not later than 3 months when it is elected and properly constituted.

**\* Section 3 – The Executive Committee**

This shall comprise all the members of the Executive Council, the Lesbian, Gay, Bisexual, Transgender Caucus Leaders, Caucus Coordinator and the various Regional Representatives.

**Administration**

**\* Section 4 – The Secretariat**

The Secretariat shall be responsible for the day to day running and administrative responsibilities of the Alliance. It shall be headed by the Executive Secretary and shall comprise the Programs Officer, and the Finance & Administrative Officer, and any other officers that shall be approved by the Executive Council. The Executive Secretary shall be appointed by the Executive Council, and other officers of the Secretariat shall be appointed by the Executive Secretary.

**\* Section 5 – Regional Representation**

AfED shall have representations in all regions of Ghana. These Regional Representatives shall be resident in the regions they represent, and shall be appointed by the Executive Secretary in consultation with members of the regional movements / groups.

**ARTICLE VI – ELECTIONS**

**Section 1** – Election of officers shall be held at every electoral year’s general meeting of members in good standing by November of that year. The Executive Committee shall appoint an Electoral Officer who will oversee the election of the Council. The Electoral Officer shall be appointed three (3) clear months before the elections. The Electoral Officer shall announce the call for nominations and elections

a month after his/her/their appointment. The modalities of the elections shall be approved by a simple majority of the Executive Committee.

**Section 2** – Interested candidates for a role on the Executive Committee shall submit a nomination form at a given date by the Electoral Officer. A Nomination Committee formed by the Electoral Officer and approved by the Executive Committee will vet the documents and nominees and make recommendations on the qualifications of each candidate to the Electoral Officer who upon the recommendation shall disqualify or accept the nomination of candidates.

**Section 3** – Voting shall be by secret balloting. The Electoral Officer shall put in place measures to ensure qualified voters are able to vote. The qualified voters shall be the Executive Committee. The election shall be won by a simple majority.

**ARTICLE VII – MEETINGS**

\* **Section 1** – The Alliance shall hold an annual general meeting every year. The meeting shall be attended by Regional Representatives, Members, and Associates. The number of persons to represent each region shall be determined by the Executive Committee in line with funds and circumstances of the Alliance. The meeting shall be chaired by the President.

\* **Section 2** – Quorum shall consist of at least 50% of the members of the Alliance.

\* **Section 3** – The annual general meeting shall use the most current edition of Robert’s Rules of Order or Sturgis Standard Code of Parliamentary Procedure to govern meetings of this Alliance or within the requirements of this constitution and by – laws adopted by the membership of this Alliance.

**ARTICLE VIII – COMMITTEES**

\***Section 1** – There shall be standing committees which shall be appointed by the Executive Council. These committees include:

1. The Communications and Crisis Committee
2. The Welfare and Support Committee
3. Capacity and organizational support committee
4. Fundraising and resource mobilization committee

\***Section 2** – The Executive Council may appoint any other ad – hoc committee as they may deem fit.

**ARTICLE IX – FINANCES**

\***Section 1** – Members shall pay annual dues in the amount as may be determined at the annual general meeting of the Alliance.

\***Section 2** – If a member does not pay the annual dues within 3 months after being given notice that the fee is due, the member will not be able to exercise the rights of membership as set out in this constitution until such time as all outstanding fees have been paid.

**\*Section 3** – The annual budget of the Alliance shall be approved at the annual general meeting. The Treasurer with the Finance & Administration Officer will give the general assembly financial report at all general assembly meetings.

**ARTICLE X – CONSTITUTIONAL AMENDMENTS**

**\* Section 1** – This constitution may be amended by a vote of three – quarter ( $\frac{3}{4}$ ) of members present at an annual general assembly meeting. If any group, individual or organization wants to propose an amendment, they shall write to the Executive Secretary at least three (3) months before the annual general meeting stating which part of the constitution they propose should be amended, reason(s) for the amendment, financial, social and other possible impact of the amendment. The proposed amendment will be sent to members at least two (2) months before the annual general meeting.

**ARTICLE XI – POLICIES/BYLAWS/PROCEDURES/GUIDELINES**

**\*Section 1** – The Executive Council shall propose policies, procedures and guidelines as annex to this Constitution whenever they find the need. The said policy, procedure or guidelines proposed by the Executive Council will be approved by a simple majority of the annual general meeting.

**\*Section 2** – The Executive Council shall ensure that all regions have by – laws that regulates their activities.

**\*Section 3-** This Constitution shall be the supreme law of the Alliance. All policies, bylaws, guidelines and procedures must be subject to this constitution.

**DECLARATION OF CONSTITUTION**

This Constitution was developed and approved by Interim Executive Committee Members of the Alliance for Equality and Diversity on 12<sup>th</sup> November 2017 at the Maxlot Hotel in Accra-Ghana, and was reviewed and accepted by members at the first Annual General Assembly Meeting on 20<sup>th</sup> September 2019 at the Miklin Hotel in Accra-Ghana

Signed by:

Robert Akoto Amofo



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AfED President