

Bi+ Equal

Shaping The Future

Constitution articles for the pan-European bi+ umbrella entity

Bi+ Equal Founding General Meeting

Workshop 1 Minutes

October 20th, 2025, 14:00-16:30

Hybrid - Vilnius



Anti-Discrimination Policy	2
→ The recommendation of the policy is adopted for consideration at the plenary	2
Anti-Harassment Policy	2
→ The recommendation of the policy is adopted for consideration at the plenary	2
Constitution Articles Proposals	2
1. Country of Registration and type of entity	2
→ The recommendation was adopted for consideration of the above article at the plenary	2
2. Name	2
→ The recommendation was adopted for consideration of the above article at the plenary	3
3. Covered territory	3
→ The recommendation was adopted for consideration of the above article at the plenary.	3
4. Purpose	3
→ The recommendation was adopted for consideration of the above paragraph at the plenary.	3
→ The recommendation is to replace the above paragraph and give a choice to the plenary between the following options:	4
5. Governance structure	4
5.1 Governance bodies at Bi+ Equal	4
→ The recommendation was adopted for consideration of the above paragraph at the plenary	4
→ The recommendation was adopted for consideration of the above paragraph at the plenary	5
→ The recommendation was adopted for consideration of the above paragraph at the plenary	5
→ The recommendation was adopted for consideration of the above paragraph at the plenary	5
→ The recommendation is to remove the above paragraph at the plenary.	5
→ The recommendation was adopted for consideration of the above paragraph at the plenary.	6

Anti-Discrimination Policy

→ The recommendation of the policy is adopted for consideration at the plenary

Anti-Harassment Policy

→ The recommendation of the policy is adopted for consideration at the plenary

Constitution Articles Proposals

1. Country of Registration and type of entity

Bi+ Equal team proposes that the entity be registered as an **Association with full legal capacity** (*vereniging* in Dutch) in the Netherlands, which requires (at least) **two individuals** for registration, which equals the legal minimum number of Board members.

Individuals registering the Association are considered the first Board until the next General Meeting, where the following Board members are elected.

→ The recommendation was adopted for consideration of the above article at the plenary

2. Name

Bi+ Equal

→ The recommendation was adopted for consideration of the above article at the plenary

3. Covered territory

Bi+ Equal covers the pan-European countries, including the Countries of the Council of Europe and the following Central Asian Countries: Kazakhstan, Kyrgyz Republic, Tajikistan, Turkmenistan and Uzbekistan, while acknowledging the territories, self-governed or not, whose indigenous people do not identify themselves and their lands as part of a country named in legal and/or international documents and/or systems.

→ The recommendation was adopted for consideration of the above article at the plenary.

4. Purpose

Bi+ Equal are a pan-European member-based organisation, whose aim is to end and counter bi+ erasure and invisibilisation in social, political and economic aspects of human lives, protect, advance and advocate for the human rights, freedom, equity and equality, access to care, dignity, non-discrimination, security and belonging of bi+ people in pan-European region, through community building, advocacy, awareness raising and knowledge sharing.

→ The recommendation was adopted for consideration of the above paragraph at the plenary.

Bi+ Equal honour the diversity of lived experiences in relation to power and acknowledge intersectional privileges and challenge all forms of intersectional oppressions. We position ourselves as an anti-racist, intersectional feminist, trans, and gender diverse inclusive organisation.

→ The recommendation was adopted for consideration of the above paragraph at the plenary.

- "Bi+" is an umbrella term for all people whose sexual orientation is focused on people of more than one gender. They might or might not identify as bi+, bisexual, pansexual, queer, fluid, etc. The term bi+ is becoming common in its

respective communities, as it is a broader and more inclusive term than bisexuality.

→ The recommendation is to replace the above paragraph and give a choice to the plenary between the following options:

"Bi+" is an umbrella term for all people:

whose sexual, romantic, and/or emotional attraction and/or behavior is focused on people of more than one gender. They might or might not identify as bi+.

OR

whose sexual and/or romantic orientation is focused on people of more than one gender. They might or might not identify as bi+.

The term bi+ is becoming common in its respective communities, as it is a broader and more inclusive term than bisexuality.

5. Governance structure

5.1 Governance bodies at Bi+ Equal

Governing bodies are composed of:

1. **The Community Membership and the General Meeting**

The Bi+ Equal Community membership and the General Meeting is the highest decision-making body, determining the general policy and direction of Bi+ Equal.

→ The recommendation was adopted for consideration of the above paragraph at the plenary

2. **The Board, appointed and accountable to Community members**

The Bi+ Equal Board (the Committee in Dutch administrative system) is the body that governs the organisation between General Meetings, providing overall direction, overseeing strategic implementation, supervising staff, and managing financial policy. Core responsibilities include strategic guidance, engaging with membership, formulating policies, financial oversight, and supporting the Executive Director. The Board is appointed by the membership through elections and is composed of 5 to 9 members.

→ The recommendation was adopted for consideration of the above paragraph at the plenary

Every Board member can serve a maximum of 3 (three) consecutive mandates of 2 (two) years per Board member, to ensure both the learning curve and turnover at the the Bi+ Equal Board. The Board is appointed by the membership through elections and is composed of 5 to 9 members.

→ The recommendation was adopted for consideration of the above paragraph at the plenary

Other supporting satellite entities, i.e. advisory board, consultants, working groups, etc. are created and appointed by the Board upon need and circumstances. The possibility of the creation of these satellite entities will be mentioned in the constitution (statuten).

→ The recommendation was adopted for consideration of the above paragraph at the plenary

Should the number of board members fall to three or fewer within six months of the General Meeting, indicating a dysfunctional Board and impacting the organization, an Emergency General Meeting (EGM) can be convened. This EGM would serve to appoint up to three new Board members, who would serve until the next General Meeting.

→ The recommendation is to remove the above paragraph at the plenary.

3. **The Staff**

Bi+ Equal Staff's main purpose is to carry out the work defined in the strategic framework and annual work program, using methods like advocacy, capacity building, communication, litigation, and strategic partnership. The Executive Director leads the staff and is responsible for strategic direction, governance, risk management, and organisational developments. Staff members cannot be part of the Board or Satellite entities.

→ The recommendation was adopted for consideration of the above paragraph at the plenary.

End of the workshop

