

Bi+ Equal

Shaping The Future

PART II.B

Constitution articles for the pan-European bi+ umbrella entity

Bi+ Equal Founding General Meeting

Recommendations of the hybrid workshops 1, 2 and 3

October 21st, 2025

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Constitutional 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 by the workshop for consideration of the above article at the plenary.

→ Results of the votes

2. Name

Bi+ Equal

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

3. Covered territory

Bi+ Equal covers the pan-European countries: Countries of the Council of Europe, Belarus, Russia and the following Central Asian Countries: Kazakhstan, Kyrgyzstan, 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 by the workshop for consideration of the above article at the plenary.

4. Purpose

Bi+ Equal is a pan-European member-based organisation. Its 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.

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

→ The recommendation was adopted by the workshop for consideration of the above paragraphs at the plenary.

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

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

whose sexual, romantic, and/or emotional attraction and/or behaviour 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 recommendation of the workshop is to give a choice to the plenary between the above options of definition for “bi+”.

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.

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 (five) to 9 (nine) members. 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 Bi+ Equal Board.

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*).

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 by the workshop for consideration of the article at the plenary.

5.2 Identities on the Board and its supporting Satellite Entities

While the election of Board members and appointment of members of satellite entities shall be based on skills, competence and proven capacity, for satellite supporting entities, there is no requirement of identification under bi+, but stays a preference. Board members will complete their mandate regardless of their self-identification during the mandate.

Bi+ Equal Staff and Board shall proactively encourage individuals from underrepresented communities to run for Board and join other governing bodies and implement a truly inclusive, capacity-building and growth strategy.

All Board members come from the Bi+ Community Membership.

→ The recommendation was adopted by the workshop for consideration of the above paragraphs at the plenary.

Board Composition

All Board members shall self-identify as one of the identities under the bi+ umbrella when standing for the elections.

OR

The majority of Board members shall self-identify as one of the identities under the bi+ umbrella when standing for the elections. **Precisely, on a Board of 9 or 8 people, only 2** can self-identify out of bi+ umbrella term when standing for the elections, **and on a Board of 7 to 5, only 1 member** can self-identify out of the bi+ umbrella when standing for the elections.

OR

The majority of Board members shall self-identify as one of the identities under the bi+ umbrella when standing for the elections.

→ The recommendation was adopted by the workshop for consideration of the 3rd (third) option at the plenary.

5.3 Positions on the Board

On the Bi+ Equal Board, there will be at least 5 (five) members, the 3 (three) main roles of **Chair, Treasurer and Secretary** are secured. In the spirit of enabling the Board to fulfill the best interests of the membership, the positions of the Board have to be decided by the Board itself, to secure the best teamwork and trust.

Potential positions of **Deputy Chair, Deputy Secretary and Deputy-Treasurer** may secure both the smooth functioning of the Board and the knowledge and experience sharing for capacity building and continuance of the strategies.

Description of the board positions:

- a. Chair: The Chair ensures the proper function of the Board, effective management of the organisation, line-manages and provides support and supervision to the Executive Director, represents the organisation and acts as legal representative of Bi+ Equal.
- b. Secretary: The Secretary often acts as an information and reference point for the Executive Director, Chair, and other Board members, clarifying past practice and decisions, confirming legal requirements, and retrieving relevant documentation.
- c. Treasurer: While the responsibility of financial management of the organisation lies mostly on the Finance Director and their department, the Treasurer has a watchdog role over all aspects of financial management, working closely with other members of the Executive Board to safeguard the organisation's finances. The Treasurer acts as an

information and reference point for the Chair and other Board members, among others in clarifying financial implications of proposals; confirming legal requirements; outlining the current financial status; and retrieving relevant documentation.

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

5.4 Internal procedures and governance of the Board

The Board will develop mechanisms for internal work of the Board, including the working groups, and decision-making processes regarding the suspension and/or dismissal of a board member, and the board vs staff interaction and collaboration. The board will have to assess the need for, creation and work of supporting satellite entities.

These mechanisms have to comply with Bi+ Equal policies and values.

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

5.5 Conflict of Interest

The Board membership is not a paid position. It is highly recommended that participation in Board activities does not represent a burden to the members, to avoid this contribution being considered a “job”. Honorariums and reimbursements (including per diems in case of travel) shall be considered.

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

6. Community Membership, Partners and Friends of Bi+ Equal

6.1 Community Membership

Community Members hold full rights to participate in the governance of Bi+ Equal, including voting rights in the General Meeting (GM).

Bi+ Equal shall comprise the following categories of Community Membership:

- a) **Bi+ Individual Activist Members:** Individuals who self-identify as bi+ and/or actively engaged in advancing the bi+ movement.
- b) **Bi+ Organisations and Groups Members:** Organisations or groups, whether registered or unregistered, that:
 - a) Primarily focus on bi+ issues, **or**
 - b) Are working on bi+ issues, under a larger LGBTQIA+ organisations without a dedicated bi+ focus;

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

6.1.1 Community Membership approval, fees and dismissal

All Community Members must agree to Bi+ Equal's **Constitution, values and general policies** upon joining.

General policies include, but are not limited to, the **Anti-Harassment Policy** and **Anti-Discrimination Policy**.

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

6.1.2 Membership Fees

Annual Membership fees shall be proposed by the Board and approved by the General Meeting. The membership fee shall be:

- €1 for individuals
- €3 for groups and organisations

This fee can be waived for all or part of the Community Members through a proposal by the Board and approval by the General Meeting.

Voluntary, restricted, or unrestricted donations may be made at any time.

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

6.1.3 Withdrawal from Membership

Members may resign by submitting a formal letter to the Board, including the reasons for leaving.

Community membership of Bi+ Equal may be withdrawn, or ended in the event of death or *force majeure*.

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

6.1.4 Suspension or Exclusion

A safeguarding process shall be in place for all members. The exclusion or suspension of members shall follow a **restorative justice process**, prioritising care and mediation before legal protections and actions.

The process shall engage the community, the Board, and/or staff as appropriate.

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

6.2 Partners and Friends of Bi+ Equal

Partner Organisations, and Friends of Bi+ Equal must agree to Bi+ Equal's **constitution, values and general policies** upon joining.

A safeguarding process shall be in place for Partner Organisations and Friends of Bi+ Equal. The exclusion or suspension shall follow a **restorative justice process**, prioritising care and mediation before legal protections and actions.

General policies include, but are not limited to, the **Anti-Harassment Policy** and **Anti-Discrimination Policy**.

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

6.2.1 Partner Organisations

LGBTQIA+ organisations, networks, or groups that make a meaningful contribution to the bi+ movement but are not bi+-focused may become Partner Organisations. Partners Organisations::

- May engage in Bi+ Equal activities, consultations, and collaborations;
- Do **not** hold voting rights;
- Do **not** participate in governance processes, including the General Meetings.

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

6.2.2 Friends of Bi+ Equal

Friends of Bi+ Equal include individuals, groups, or organisations not specifically working with or for the bi+ community but wishing to support Bi+ Equal's mission. Friends of Bi+ Equal:

- May engage in Bi+ Equal activities, consultations, and collaborations;
- Do **not** hold voting rights;
- Do **not** participate in governance processes, including the General Meetings.

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

7. General Meeting of Bi+ Equal

7.1 The General Meeting

The General Meeting of Bi+ Equal is the highest body of Bi+ Equal. It has the fullest powers to achieve its aims and determines the general policy of Bi+ Equal within the framework of the present Constitution.

The General Meeting shall, in particular, have exclusive power:

1. to elect or dismiss the Board members;
2. to appoint and dismiss the statutory auditor, as well as to determine its remuneration;
3. to approve the budget of the following financial year and the annual accounts of the previous financial year of Bi+ Equal and as the case may be, the statutory auditor's report;
4. to recommend changes to the financial policies and practices of Bi+ Equal;
5. to vote on the discharge of the members of the Board and the statutory auditor for the exercise of their mandate;
6. to amend the Constitution;
7. to adopt and amend the Terms of Reference of Bi+ Equal; and
8. to dissolve Bi+ Equal.

The General Meeting shall be convened at least once a year, within 12 (twelve) months as from the closing of the last financial or book year, for the purpose of approving the annual accounts to be filed.

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

7.2 Convening to General Meeting

The General Meeting is convened by the Chair of the Board jointly upon decision of the Board by electronic means or letter at least three (3) weeks before the date of the meeting. In accordance with the Terms of Reference, this convening notice shall include time, place, and the final agenda to be approved by the General Meeting, as well as the documents to be

discussed at the General Meeting.

Community Members and the Board can submit proposals, amendments to proposals and other appropriate business to be dealt with at the General Meeting in accordance with the provisions of the Terms of Reference.

Further provisions regarding the determination of the time and place, the timetable of the General Meeting, the procedure prior to the General Meeting, the publication of the Preliminary Agenda and the Final Agenda may be detailed in the Terms of Reference.

Any Community Member is authorised to take part in the deliberations of the General Meeting and to express their vote by any means of telecommunication, whether oral or digital, intended to organise conferences between different participants who are geographically distant and which allows them to communicate simultaneously with each other.

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

7.3 General Meeting Committee

The General Meeting is chaired by the General Meeting Committee, whose composition and functions are set out in the Terms of Reference.

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

7.4 Decision-making in General Meeting

The main discussions on the agenda items shall take place in workshops, which may recommend the approval or rejection of a proposal and/or amendment, or may recommend an adoption subject to specified changes to the plenary session of the General Meeting.

Decisions of the General Meeting are only taken during the General Meeting plenary sessions. The following proposals can be put forward to the plenary sessions:

1. proposals and amendments submitted by the Board or by a Community Member;
2. declarations or resolutions from a workshop of the General Meeting.

Further provisions regarding the conduct of the workshops and the plenary session may be stipulated in the Terms of Reference.

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

7.5 Representation and proxy

Any Community Member may be represented at the General Meeting by another Community Member's delegate or participant attending the General Meeting by proxy.

However, a Community Member's delegate or participant attending the General Meeting may hold **a maximum of four (4) proxies for other Community Members, either individual or organisation or groups.**

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

7.6 Voting rights and weights

7.6.1 General Principles

Only Community Members hold voting rights in Bi+ Equal.

Friends of Bi+ Equal and Partner Organisations may be kept informed of decisions and consulted if needed, but do **not** hold the right to vote or intervene in governance processes.

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

7.6.2 Weight of Votes

Every Community Member, whether individual or organisational, shall cast **one vote** per item at the General Meeting.

The total votes cast by **individual Community members** shall collectively count for **one-third (1/3)** of the total voting weight.

The total votes cast by **group or organisational Community members** shall collectively count for **two-thirds (2/3)** of the total voting weight.

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

7.6.3 Additional Votes

On specific occasions, an organisation or group Community Member may request **one additional vote for a particular General Meeting**.

Such a request must include an official letter to the Board and the GM Committee, detailing the reasoning and potential impact.

The GM Committee shall make an initial assessment and present the recommendation to the Board and the Community at GM workshops or similar preparatory events.

The General Assembly shall vote on granting the extra vote. Any extra vote granted is valid **only for that specific General Meeting**.

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

7.7 Resolutions and qualification of candidates

Whenever possible, resolutions of the General Meeting should be taken by consensus. If no consensus can be reached and unless the present Constitution or Dutch law require another majority, resolutions will be:

taken by **a simple majority** of the votes of the Community Members present or represented. Abstentions, blank or invalid votes do not count for obtaining the majority.

OR

taken by **a proportional-ranked choice voting** (P-RCV) if the Community Members present or represented. Votes are cast via a single transferable vote (STV) where each voter submits a ranked ballot. Voters rank candidates by preference; their vote can be transferred to an alternate preference if their initial choice is eliminated or wins with a surplus of votes.

→ The recommendation was adopted by the workshop for consideration of the 1st (first) voting system (Simple Majority) at the plenary.

For every position on elected bodies including the Board, a threshold of 20% of votes cast shall be attained for consideration of the elected body position. In case the threshold is not reached and the required seats are empty, another round of election shall be set up.

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

7.8 Methods (Modalities) of Casting Votes

The vote shall be done by show of voting cards or by secret ballot or by means intended for remote and electronic voting. Election of the Board members, and any

other elected body shall be by secret ballot in accordance with provisions in the Terms of Reference.

When appropriate, Community Members may vote in advance of the General Meeting by means intended for remote and electronic voting. Bi+ Equal shall control the identity and eligibility of the Community Members who participate remotely.

A Community Member not participating physically, by video-conference, web-conference or conference call, not represented by proxy or who did not vote in advance of the General Meeting shall be considered as not having participated in the ballot.

Further provisions on the voting rights, the voting proceedings within the General Meeting may be stipulated in the Terms of Reference.

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

7.9 Extraordinary General Meeting

An extraordinary General Meeting shall be convened by the Executive Board:

- A. if decided by a previous General Meeting; **or**
- B. upon request of thirty-three (33) % of the group or organisation Community Members from at least twelve (12) and (33) % of the individual Community Members from at least twelve (12) different countries of the pan-European region; **or**
- C. if the Board considers that it is in the interest of Bi+ Equal for such a General Meeting to be held.

The convening notice for an extraordinary General Meeting shall be sent in compliance with article 7.2 Convening to General Meeting.

The Extraordinary General Meeting may not resolve issues that have not been notified on the agenda.

An extraordinary General Meeting shall only be deemed validly constituted and has the quorum to resolve if at least fifteen **(15) %** of the group or organisation Community Members from at least twelve **(12)** different countries of the

pan-European Region and at least fifteen **(15)** % of the individual Community Members from at least twelve **(12)** different countries are present or represented.

In all other respects, the provisions of the present Constitution and the Terms of Reference shall apply to the extraordinary General Meeting accordingly.

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

7.10 Minutes of the General Meeting

The minutes of the General Meeting including a record of all resolutions of the General Meeting shall be drawn up under the responsibility of the GM Committee. The minutes shall be published on Bi+ Equal's website.

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

8. Dissolution

As the main governing body of Bi+ Equal, the community Membership and the General Meeting votes on dissolution. In the event of deliberate dissolution, the General Meeting determines the liquidation process, appoints one or more liquidators, defines their powers, and decides how net assets will be allocated.

Regardless of the type of dissolution, Bi+ Equal's net assets may only be transferred to another non-profit organisation with similar aims and objectives.

The required voting threshold for this process is a simple majority of the votes received.

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

9. Terms of Reference

In addition to articles of the Constitution, Bi+ Equal Board will draw up the Terms of Reference of Governance, referred to as “internal regulations” in the Dutch system. In such document, the Board organises the practical, day-to-day affairs within Bi+ Equal and have to comply with the Constitution.

If the Terms of Reference say something different from the articles of association’s constitution, then what is stated in the articles of constitution applies.

Changes in terms of reference (internal regulations), do not need to be approved or registered by the notary. Publication of this document is not mandatory.

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



Other Proposals

1. The Anti-Harassment Policy

→ The recommendation was adopted by the workshop for consideration of the policy at the plenary.

2. Anti-Discrimination Policy

→ The recommendation was adopted by the workshop for consideration of the policy at the plenary.

3. The provision to waive the Community Membership Fees for the first 2 years

→ The recommendation was adopted by the workshop for consideration of the provision at the plenary.

4. The provision of electing only 5 Board members during the first Elected Bodies General Meeting (to be held before April 8th 2026)

→ The recommendation was adopted by the workshop for consideration of the provision at the plenary.

Bi+ Equal Governance Team proposes to elect only 5 Board members in the first Elected Bodies GM.

Rationale: To secure a cycle of board members to be elected every year at the GM, we are now in the thinking process and refining a proposal to limit the number of Board

members elected at the first Elected Bodies GM (which has to be held before April 8 2026), to:

- ensure the cycle of entering new Board members on the Board every year, to fill up the remaining empty seats, and work with those on their second year of mandate.
- starting with a smaller Board team who can put the main requirements of the organisation together and call for a GM later in the year, or within the next 12 months.

The Bi+ Equal project team will prepare a list of anticipated responsibilities of the first Board.

