

OPERATIONALIZING LATCRIT, INC.

A SUMMARY OF THE FORMAL OPERATIONS AND FUNCTIONS OF THE LACRIT OFFICERS AND BOARD

The LatCrit, Inc. By-Laws provide for a Board of Directors and four or five corporate Officers: two or three Co-Chairs, a Secretary and a Treasurer. The formal functions described below for these corporate positions reflect our institutional history, experience and objectives. This information is disseminated widely among the LatCrit community and friends to help raise awareness and invite widespread active participation in corporate governance over time. By consciously selecting individuals willing and able to perform these functions, and by having Officers and Board members that consciously seek to perform them, we effectively are operationalizing the formal structure of LatCrit, Inc. to pursue our substantive aspirations and programmatic projects. Please consider these formal functions in conjunction with the nominations and selection criteria presented below when preparing to suggest candidates for the any of the Officer and/or Board positions noted here.

Co-Chairs:

- *Organize and conduct the Annual Planning Retreat.*
- *Organize and host the Annual LatCrit-at-AALS Hospitality Suite.*
- *Present an “Annual Report” in writing to the Board and community.*
- *Develop and propose long-term strategic planning to the Board and community*
- *Implement Board-approved plans, projects, programs and initiative expeditiously..*
- *Supervise the various “Project Teams” and Portfolio of Projects to maximize synergies and opportunities.*
- *Manage corporate affairs and formalities with the Treasurer, Secretary and Board to enhance resources.*
- *Ensure the financial well-being and reserves of the institution and community at all times.*
- *Establish and submit an Annual Budget to the Board to operate the Portfolio of Projects.*

Treasurer:

- *Keep the fiscal books updated, well organized and accessible.*
- *Actively collect and process accounts receivable, and timely pay accounts payable.*
- *Prevent waste of community resources in the accrual and processing of accounts payable.*
- *Report fiscal state of affairs to the Board at periodic established times.*
- *Develop and propose fiscal policies to accomplish corporate goals, ensure compliance with fiscal policies, and timely report actual or potential trouble areas to the Co-Chairs and Board.*

Secretary:

- *Keep the corporate minutes, records and administrative files updated, well organized and accessible.*
- *Keep the LatCrit Mailing Lists updated and cross-referenced for ready approved uses.*
- *Work with the Board, Officers, Project Teams and “Website Coordinator” to maintain best possible communications year-round.*

Board Members:

- *Spearhead or coordinate “critical partnerships” and Project Teams.*
- *Volunteer to take responsibility for discrete administrative projects.*
- *Help raise funds for basic annual costs.*
- *Help develop and implement long-term strategic planning.*
- *Actively prepare for, promote, attend and participate in Board email discussions and meetings, as well as group projects/meetings/events/programs to help ensure their substantive success.*

STAFFING LATCRIT, INC.

KEY CRITERIA FOR CO-CHAIR, OFFICER AND BOARD-MEMBER NOMINATIONS AND SELECTIONS

Introduction, Background and Overview

Corporate positions are decided by vote of the LatCrit Board in accordance with the By-Laws (also posted on our website: www.latcrit.org), and through a community-wide process that begins with a “Call for Nominations.” These Calls are disseminated periodically via email and/or hard mail to enable any member of the fluid LatCrit community to timely participate in internal governance issues. These Calls for Nominations typically allow at least 4-6 weeks for nominations to be submitted in accordance with the Call ***and*** with the key criteria presented below; these criteria should inform nominations and selections of all LatCrit Officers and Board members because Co-Chairs and other Officers are drawn from the Board. The criteria for both Board members and the Officers therefore are designed to be congruent and complementary, and should always be considered in tandem. The mix of five criteria presented below is based chiefly on our collective experience with internal self-governance since the inception of this jurisprudential effort in 1995, and especially since the formal incorporation of LatCrit, Inc. during the LatCrit IV conference. In particular, however, these criteria flow from an initial discussion at the First Annual LatCrit Planning Retreat, held in Miami after the LatCrit VI conference, as well as subsequent discussions. Over time, these discussions have occasioned the most sustained, substantive deliberations of corporate culture and self governance. During the initial discussion, Board Member Nancy Ehrenreich observed that LatCrit Board members, and thus also Co-Chairs and other Officers, should be nominated and selected on the basis of:

... sweat equity, promise of future projects, institutional connections, and the knowledge base that [they] offer the organization ...

Generally, then, the Officers and Board of LatCrit, Inc. should represent the range of projects, aspirations and constituencies that we seek to pursue or represent. LatCrit Officers and Board members should bring experience, memory, energy, vision, commitment and, wherever possible, resources to the community and institution. All Officers and Board members are expected to, and should strive to be, present at all Board meetings and retreats, and to be personally involved in ***at least two*** collective projects or “critical partnerships” in our Portfolio of Projects, to ensure that corporate governance and programmatic development are substantively intertwined. The following, more specific, criteria incorporate the substance of our group discussions during the past several years to help guide nominations for Board Members and Officers from any member of the LatCrit community, and also to help guide the Board’s selection of future Board Members, Co-Chairs and other corporate Officers based on such nominations.

Key Criteria for Candidacies, Nominations and Selections

Community and Board members should employ the following five key criteria to nominate candidates for Board and/or Officer positions, and then to select from the nominees to fill vacancies in these positions:

1. LatCrit Memory, Community Knowledge and Programmatic Continuity:

A threshold criterion is the potential candidate’s ability to sustain various institution and community building activities in light of past experience with collaborative projects. Board member candidates, and especially Co-Chair candidates, should be familiar with our shared histories and aspirations, and share basic community-building commitments to multidimensional analysis and antisubordination praxis. In addition to experience with the

conference planning process or other “critical partnerships” and community projects, the candidates or nominees specifically for Co-Chair positions should have solid experience both as Board members and, if possible, also as an Officer (Treasurer or Secretary) to ensure community knowledge, corporate familiarity and programmatic continuity. All Officers and Board members should bring memory and continuity, as well as energy, vision and initiative, to our ongoing praxis of building a discourse, institution and community through our Portfolio of Projects.

2. Gender Balance, Demographic Diversity and Multidimensional Praxis:

In addition to LatCrit memory, community and continuity, the Board and/or Officer nominees or candidates should preserve gender balance and promote demographic and disciplinary diversity as much as possible under the circumstances. Diversity should include various identity axes, such as race, ethnicity and sexuality, but also additional forms of relevant diversity based on geography, discipline, generation and the like to ensure multidimensional representation among the Officers and Board. This second criterion proactively counters male-centric, West-North-centric, and law-centric bents in our community, and recognizes elemental LatCrit commitments to inclusiveness on multiple intra-and-inter-group levels. For both substantive and symbolic reasons, this second criterion should help to define Officer and Board member profiles at all times.

3. Substantive Platform, Particularized Goals and Overall Congruence:

Each Officer and/or Board nominee or candidate should be asked if they are willing to timely present a “substantive platform” in which they have the opportunity to convey their potential and intended contributions to our shared and ongoing institution-and-community-building aspirations. As applied to Co-Chair nominees specifically, these substantive platforms are a procedural prerequisite to selection as a LatCrit Co-Chair, so that the Board may make its decisions on the basis of substantive plans and commitments spelled out in these platforms (in addition to the other selection criteria noted here), and so that the community as a whole may have a basis from which to assess the work and accomplishments of the Co-Chairs. Therefore, these platform statements should be as concretely detailed and particularized as possible, rather than abstract or general, and focused on the accomplishment of specific goals or projects within expressly denoted time-lines that are realistic and congruent with our overall trajectory. These platforms should both reflect a nominee’s sense of our collective history and experience as well as delineate a substantive and energetic vision, and concrete plan of action, for the “next phase” of our collaborative work. These platforms and commitments, along with the first two criteria noted above, should form the principal basis for Officer and Board member selections, as well as for Co-Chair selections, in a transparent and open process.

4. Increased Institutional Support, and Enhancement of Community Resources:

In addition to the above three criteria, a fourth consideration should take into account the Officer or Board nominee’s or candidate’s capacity to bring new support or resources from their “home” (or other) institution to specific or various LatCrit projects. This additional consideration, which broadly speaking should include grant funding and related resources, should not be applied to create a wealth-skewed hierarchy in Officer and/or Board nominations and selections, but should be considered as one part of the overall selection mix, and in light of our varied resource-related circumstances. The basic point of this criterion is to employ the Officer and Board positions as fund-raising devices to the extent possible – and so long as consistent with substantive LatCrit commitments.

5. Special or Circumstantial Considerations in Specific Times or Situations:

Finally, Officer and Board nominations and selections should be informed by whatever special or circumstantial considerations the Board and/or community believes to be substantively relevant at the time of the selection process for that particular position. These additional considerations might give additional weight to some of the factors noted above, or might include other factors not mentioned here but deemed relevant in a later context. The important point would be to ensure that these factors are substantively and genuinely relevant to some specific circumstance of the moment, as well as consistent with the other criteria and our long-standing commitments to building LatCritical theory, community and praxis through our collective Portfolio of Projects.

Please address your questions or comments on these Officer and Board member criteria, or related points of information, to latcrit@law.miami.edu ... otherwise, please keep a lookout for our periodic Calls for Nominations, and please respond to them in a timely way with your suggestions for candidates, using these five key criteria and the functions described briefly above, to ensure your substantive input on important questions of internal self-governance as they arise from time to time. Mil gracias! Many thanks!