



COALITION FOR
MULTICULTURAL AFFAIRS
(CMA)
BY-LAWS

HISTORY OF CMA

The Coalition for Multicultural Affairs (CMA) is one of seven different Coalitions within the American College Personnel Association (ACPA). The Coalition for Multicultural Affairs saw its beginnings at the **April 11, 1968** Executive Council meeting of the American College Personnel Association when a Task Force on Race and the College Community was established. This Task Force was charged with submitting a final report of its findings the following year. At the March 30, 1969 meeting, this report was accepted, and included the request for funding and support of a Black Task Force Committee.

The Black Task Force Committee was to ensure that sensitivity was given to the presence and needs of Black faculty, staff, and students. It was initially thought the necessity of the committee would self-destruct, but the optimism of the Association would not come to past. However, discussions did begin regarding the abolition of the Black Task Force and the inclusion of the minority concerns in an existing Commission. The work of the Task Force was conflicting with the Commissions both with regard to scheduling of meetings, and availability of resources. The Association had come to regard the Task Force as a function of Black members as opposed to a cooperative thrust by all interested persons regardless of ethnic identity. In addition, ACPA Senators were voting on issues regarding minorities without input from the Task Force.

In 1975, it was decided to not abolish the Black Task Force, but to make it more inclusive. At that time, Black American students were considered the only minority constituent of the higher education enterprise. However, the push for equality of access had created an array of new and diverse learners. As a result, the Black Task Force became the Minority Task Force.

The Minority Task Force surfaced as an agent to aid the American College Personnel Association in the fuller formulation and implementation of appropriate and effective student and staff development services designed to enhance the quality of life of the minority constituents of American colleges and universities. From the minority point of view, it could hardly be claimed that higher education, for all it had done in the past to make up for its earlier failures, had, as yet, achieved a state of integration of the diverse student populations into the mainstream. The Minority Task Force of ACPA represented a means of providing continuous input that would focus on the roles and functions of student development programs in terms of dealing with the question of how minorities are to exercise effective influence over their own fate and gain full respect for their own special experience within a higher educational system controlled by the white majority.

For the purpose of the Minority Task Force, the following groups of students made up the new minority in higher education:

1. Black American students at White institutions
2. The Adult Learner (beyond the age of 25)
3. Handicapped Students

4. The Native American Student
5. The Mexican American Student
6. The International Student

The Minority Task Force hit the ground running. In 1976, a position paper was drafted outlining its focus. During this time, due to the vagueness of the term minority and the different meanings it had for different persons, the target population was designated as Blacks, Native Americans, Spanish speaking Americans, and Asian Americans. Efforts were made and contacts were initiated with persons of each of these groups to solicit their input concerning the Task Force. The Minority Task Force Newsletter was also created to keep the leadership of ACPA aware of the many concerns that relate to minorities, as well as to keep the general body in tune with the activities of the Task Force.

Due to the activity of the Task Force, which operated on a limited budget and no programmatic time, it was felt that more attention be given to the Task Force by ACPA. In 1976, there existed fifteen commissions, and it was suggested that there be a Commission on Minority Concerns or Multi-Cultural Intervention. The conversion of the Task Force to Commission status was put on the agenda for the ACPA Convention that took place in Denver, Colorado in 1977. The conversion did not occur.

While Commission status was not granted in 1977, at the 1979 convention held in Los Angeles, California, the Minority Task Force became the Standing Committee on Multicultural Affairs. That following year, under the new structure, a number of projects were accomplished. Perhaps the most important was the discussion of a survey, commissioned the previous year, on what minorities wanted to get from ACPA and the Committee on Multicultural Affairs that took place at the National Convention held in Boston, Massachusetts.

Over the years to come, each of the chairpersons advanced the Standing Committee further along in its mission. In 1987, subcommittees on the concerns of Blacks, Hispanics, Asian Americans, and Native Americans were established. These were the precursors to the Pan African Network, the Latino Network, the Asian Pacific American Network, and the Native American Network that we have today.

In 1988, the CMA Awards were created to recognize the contributions of Committee on Multicultural Affairs' members at the annual conference. The first awards were presented at the 1990 Convention. Around that same time, CMA sponsored the first annual Cultural Festival, a celebration of diversity intended to educate and share a variety of different cultures.

During the 1994 Convention, CMA initiated a new Mentor Program for graduate students and new professionals of color. The primary goal of the program is to assist graduate students and new professionals of color in getting connected with CMA and the Standing Committee for Graduate Students and New Professionals. In addition, the program helps mentees develop networking skills and provides them with an excellent opportunity to

become more familiar with the inner workings of ACPA. The success of this program has caused other entities within ACPA to mirror its structure.

At the completion of the 2015 convention in Tampa, Florida, ACPA membership voted on changing the status of all Standing Committees to highlight the permanence of these groups. Each of the Standing Committees were hence converted to Coalitions; thus the Standing Committee for Multicultural Affairs transitioned into the Coalition for Multicultural Affairs. The CMA logo was refreshed to mark the changes in the group's status, and to herald impending structural updates within the group.

As CMA continues to grow and expand upon its services and resources, it has also provided a platform for its members to develop and move up the ranks within ACPA and other Associations.

THE NETWORKS

CMA is composed of five singular networks: Asian Pacific American, Latin@/x, Multiracial, Native, Aboriginal, and Indigenous, and Pan African. All five networks work collectively to promote diversity within ACPA. CMA is a nationally visible and action-oriented group that addresses the changing cultural dynamics within higher education institutions and works to create multicultural strategies and solutions.

Asian Pacific American (APA) Network

The Asian Pacific American (APA) Network is dedicated to the concerns and issues of the APA faculty, staff, and students in higher education. The APA Network is inclusive, and all people are encouraged and welcomed to join the group. The APA Network also furthers the goals of CMA and ACPA. Among other opportunities, the APA Network utilizes a member directory, regional gatherings, a mail reflector, pre-conference and conference programs, and a newsletter to foster its outreach.

Latino Network (LN)

The Latin@/x Network (LN) plays host to ACPA's Latino membership affectionately referred to as LNers. The LN provides a variety of professional development opportunities for its members by sponsoring Latino interest programs, network meetings, and the maintenance of a national listserv. Additionally, the LN acts as a social vehicle to promote networking opportunities and an informal social support network. The Latin@/x Network seeks to recognize outstanding contribution by its membership to ACPA and CMA by presenting one active member each year with the John Hernandez Leadership Award.

Multiracial Network (MRN)

The Multiracial Network (MRN) strives to help create and foster inclusive spaces within ACPA and postsecondary education with and for students, staff, and professionals who identify as multiracial, multiethnic, transracial adoptees, and with fluid racial identities. This will be accomplished through developing intentional educational initiatives,

engaging in critical dialogue and community building, and supporting institutional change through advocacy on our campuses and within the larger ACPA organization.

Native American Network (NAIN)

The Native, Aboriginal, and Indigenous Network seeks to bring together professionals interested in the promotion and recognition of Native American issues in higher education. The NAIN is particularly interested in creating partnerships with Tribal Colleges throughout the United States.

Pan African Network (PAN)

The Pan African Network is committed to promoting the issues of all individuals of African heritage in higher education. The PAN provides networking opportunities for all its members and seeks to create an environment of support and professional development. The PAN seeks to be inclusive and welcomes everyone who is interested in advancing the PAN goals.

Past Chairpersons

1973 – 1975	J.B. Jones
1975 – 1976	Raymond Hicks
1976 – 1977	Andrew Coleman
1977 – 1979	David Williams
1979 – 1980	Chris Campbell
1980 – 1981	Ted Johnson
1981 – 1982	Henry Gardner
1982 – 1983	Augustine Wright- Pounds
1983 – 1985	Doris Wright
1985 – 1987	Michael Cuyjet
1987 – 1989	Celerstine Johnson
1989 – 1991	Carol Cummins-Collier
1991 – 1993	Johnnie Hill-Marsh
1993 – 1995	Raechele Pope
1995 – 1997	Daniel Cummins
1997 – 1999	Betty Chung
1999 – 2001	Amiko Matsumoto and David Ortiz
2001 – 2003	John Hernandez
2003 – 2005	Susan Stuart
2005 – 2007	Ronald Jackson
2007 – 2009	Helen Alatorre
2009 – 2010	Karen Parrish-Baker
2010 – 2011	Marquis L. Bennett
2011 – 2013	Windi Sasaki
2013 – 2015	Rosanna Reyes
2015 – 2017	Shawna Patterson-Stephens
2017 – 2019	Kourtney P. Gray

By-Laws Coalition for Multicultural Affairs

**Revised (June 2016)

SCMA Founded 1968

MISSION STATEMENT

The mission of the Coalition for Multicultural Affairs is to provide a voice in ACPA and higher education for historically marginalized racial, ethnic, and cultural groups. Through celebration, advocacy, the promotion of respect, education, and support, CMA creates and promotes an environment where all members have a strong voice and a strong community of professionals can thrive.

CORE VALUES

Core Values:

- ***Celebration:*** Celebrating accomplishments of individuals and groups from historically marginalized racial, ethnic, and cultural backgrounds within ACPA and higher education;
- ***Advocacy:*** Being proactive and responsive in addressing issues and concerns that impact our constituencies;
- ***Respect:*** Deepening consciousness of the history of individuals and groups from historically marginalized racial, ethnic, and cultural backgrounds while honoring the multiple identities that exist within our communities;
- ***Education:*** Raising awareness and engage professionals within ACPA and higher education about multicultural education and the concerns of individuals and groups from historically marginalized racial, ethnic, and cultural backgrounds;
- ***Support:*** Providing support that centers on inclusion and understanding to members of ACPA and within the higher education community.

CMA C.A.R.E.S.

ORGANIZATIONAL STRUCTURE

Directorate Body

The Directorate Body will include a variety of positions that will support CMA as a whole and representatives from each of the Networks. Members of the CMA Directorate are expected to follow their minimum job description as below and the following:

- Attend all meetings, conference calls, and other gatherings of the CMA Directorate as called by the CMA Chair.
- Provide timely responses to communication
- Be an advocate for CMA and its Networks.
- Attend CMA meetings, socials, and other events during the ACPA Convention, if in attendance.

Membership

Any member of ACPA may become a member of CMA.

POSITION DESCRIPTIONS

CHAIR (2 years)

- Provide leadership and vision for CMA and ACPA
- Liaise with other Coalitions and other bodies within ACPA
- Solicit involvement and develop leadership within CMA to assure its future
- Coordinate other leadership entities within CMA to assure that CMA maintains its presence and service to its members
- Serve as a member of the CMA Directorate

PAST CHAIR (2 YEARS)

- Ensure a smooth transition by providing appropriate information regarding ACPA initiatives and CMA business
- Oversee the CMA Election process
- Serve in an advisory capacity, as needed, to the current CMA Chair
- Serve as a member of the CMA Directorate

CHAIR-ELECT (2 YEARS)

- Become adept in understanding the history, procedures, and goals of CMA
- Serve as an active presence on the Directorate to better understand the role of the Chair
- Act as an additional liaison and resource between the Chair and the Networks
- Serve in the absence or removal of the CMA Chair
- Serve as a member of the CMA Directorate

EXECUTIVE SECRETARY (2 YEARS)

- Take notes at CMA meetings, disseminate minutes, and maintain records of CMA
- Assist Historian with the maintenance of archives
- Coordinate the CMA website and other technology in the maintenance of archiving documents
- Assist in coordinating Pre-Conference/Conference schedule
- Assist the Past Chair with the CMA election process
- Serve as a member of the CMA Directorate

NEXT GENERATION SCHOLARS COORDINATOR (2 YEARS)

- Responsible for soliciting and selecting participants in the ACPA Next Generation Scholars program
- Serve as official CMA representative at the annual convention for selected participants
- Collaborate with the CMA Chair to ensure all payments are completed
- Ensure that participants' reflection papers are posted on the CMA website
- Serve as a member of the CMA Directorate

SPONSORED PROGRAM COORDINATOR (2 YEARS)

- Promotes the submissions of programs for the ACPA Convention and for CMA Sponsorship.
- Convenes a committee to review program requests for sponsorship
- Coordinates the selection of CMA sponsored programs for the annual convention
- Reviews, critiques, and selects program proposals
- Coordinate with ACPA Convention Program Chair to ensure that all required paperwork and communication is completed on time
- Serve as member of the CMA Directorate

AWARDS COORDINATOR (2 YEARS)

- Informs CMA/ACPA members of the CMA awards and solicits nominations
- Convenes a committee to review nominations
- Coordinate the review and selection of all CMA awards
- Presents awards at the Annual Convention, either at the Convention Awards Banquet or Culture Fest (if the CMA Chair cannot attend)
- Serve as member of the CMA Directorate

RESEARCH AND SCHOLARSHIP COORDINATOR (2 YEARS)

- Provides encouragement and promotion of scholarship relating to CMA and its constituency groups
- Chairs the Research and Scholarship Committee
- Provide information to the CMA membership regarding current scholarship
- Maintain connections with the CMA Scholar in Residence and ACPA outlets to contribute to scholarship
- Facilitate the development of relationships between Networks and Directorate members to support the collaboration on scholarship initiatives
- Inform CMA/ACPA members of the CMA research grants and solicit nominations
- Assists in the review and selection of the CMA research grants
- Serve as an advisor to the CMA membership regarding issues of writing, publishing, and scholarship
- Serve as member of the CMA Directorate

HISTORIAN (2 YEARS)

- Develops records of the history of CMA through the review of documents and interviews with former CMA officers, in order to have an accurate and permanent record of CMA
- Convenes a committee when necessary
- Coordinates the Diamond Honoree Programs consisting of the nomination and selection process; selecting the Ad Hoc Fundraising Committee, and organizing all communication relating to the program
- Collect pictures and other relevant information of CMA activities
- Serve as member of the CMA Directorate

PROFESSIONAL DEVELOPMENT COORDINATORS (2 YEARS)

- Coordinate and provide opportunities for CMA Directorate members to receive further professional development
- Provide opportunities for CMA membership to receive assistance with their job search
- Coordinates efforts for CMA to have a presence at Placement at the ACPA Conventions
- Develops and implements the CMA sponsored mentor-mentee program which takes place at the annual convention
- Develops workshops, resource materials and/or other resources as needed to support this program
- Serve as member of the CMA Directorate

DEVELOPMENT COORDINATOR (2 YEARS)

- Oversee major development projects for the benefit of making CMA a more viable organization
- Research and remain current in ACPA and field policies of practice
- Identify opportunities for fiscal growth, including the creation of high yield savings options, donors, and sponsorship
- Serve as a primary contact for donors and sponsors; provide ample follow-up and lead appreciation efforts
- Devise and update long-term strategic development campaigns
- Provide CMA Directorate with an annual development report
- Serve as member of the CMA Directorate

SPECIAL EVENTS COORDINATORS (2 YEARS)

- With input from the CMA Directorate and Networks, devise and implement an annual theme for Culture Fest. Themes can be informed by current events, historical markers, an integration of literature and the arts, etc.
- Serve as the emcee or designate an individual(s) to serve as emcee for events
- Assist in the coordination of the location and space for special events with assistance from the Special Events Coordinators serving on the ACPA Convention Program Team
- Provide documentation of all activities, correspondence, budget, promotional items and evaluations to assist in the transition of future events, particularly traditional events like Culture Fest
- Serve as member(s) of the CMA Directorate

ADVOCACY COORDINATOR (2 YEARS)

- Coordinate efforts regarding advocacy within ACPA and within higher education related to the constituency groups within CMA.
- Provide information and education regarding ways that CMA members can be active advocates and allies
- Facilitate the development of relationships between Networks and Directorate members to further encourage opportunities for collaborative education and advocacy
- Serve as a member of the CMA Directorate

NETWORK CHAIR (2 YEARS)

- Provide overall leadership within their respective CMA Networks: Asian Pacific American Network; Latin@/x Network; Multiracial Network; Native, Aboriginal, and Indigenous Network; Pan African Network serve as a member of the CMA Directorate

NOMINATIONS, ELECTIONS, and TERMS OF OFFICE

CMA is committed to the representations of diverse perspectives and backgrounds in its leadership positions.

Nominations and Elections Procedures

1. The CMA nominations and Elections committee shall be chaired by Past-Chair.
2. The Current Chair of CMA shall request recommendations for CMA Chair from the CMA membership, utilizing network listservs, the CMA web page, and other appropriate means.
3. The current chair & past-chair shall send information about the CMA chair position to recommended people.
4. The Past Chair shall appoint a nomination committee comprised of past-chairs of CMA.
 - a. Committee shall be no larger than six people (including current and Immediate past chair)
5. The nominations committee shall review all nominations submitted before the ACPA Nominations deadline.
6. As per the ACPA bylaws, CMA will submit the names of the top candidates for CMA Chair to the ACPA Nominations & Elections Committee. Where more than two (2) nominations are submitted, the Nominations & Elections Committee shall select two. The entire membership of ACPA will vote for the Chair-Elect of CMA.

Eligibility for Office

Any member of ACPA may become a CMA member. Any CMA member in good standing may be elected/appointed to the Directorate Body.

Terms of Office

Position	Term	Method	Begins office July 1st
Chair	2 years	elected	odd numbered years
Past Chair	2 years	continued	odd numbered years
Chair-Elect	2 years	elected	odd numbered years
Executive Secretary	2 years	appointed	odd numbered years
Next Gen Scholars Coordinators	2 years	appointed	even numbered years
Sponsored Program Coordinator	2 year	appointed	even numbered years
Awards Coordinator	2 years	appointed	even numbered years
Research & Scholarship Coordinator	2 years	appointed	even numbered years
Development Coordinator	2 years	appointed	even numbered years
Historian	2 years	appointed	even numbered years
Professional Development Coordinators	2 years	appointed	odd numbered years
Special Events Coordinators	2 years	appointed	every year
Advocacy Coordinator	2 years	appointed	odd numbered years
Network Chair - Asian Pacific American	2 years	elected by APAN	odd numbered years
Network Chair – Latin@/x	2 years	elected by LN	odd numbered years
Network Chair - Multiracial	2 years	elected by MRN	even numbered years
Network Chair - Native, Aboriginal, Indigenous	2 years	elected by NAIN	odd numbered years
Network Chair - Pan African	2 years	elected by PAN	odd numbered years

1. Interim Appointments:

In the event a vacancy occurs in the Directorate Body, the Chair shall make an interim appointment, with the consent of the Directorate, to fill the vacancy until the next regularly scheduled election for that position.

As per the ACPA By-Laws, the Governing Board of ACPA will fill the vacancy if the position of Chair is vacated prior to the expiration of the term of office.

2. Removal from Office:

- Should a Directorate Body member fail to perform their assigned duties, the Chair may require her/him to resign.
- The CMA Chair may be removed from office in accordance with the procedure established by ACPA By-Laws

MEETING PROCEDURES

- A. CMA meets annually at the ACPA annual convention during a specified time.
- B. The Chair prepares the agenda, and all Directorate Body members are asked to update the Committee on the results of their activities and specific assignments from the previous year.
- C. The Chair, in conjunction with the Directorate Body, will engage in strategic planning for CMA.
- D. Network & Coalition Chairs/Co-Chairs, shall convene meetings during the annual convention.
- E. The Chair will call a mid-year meeting for the Directorate Body each summer. At this meeting, the Directorate Body will plan for the upcoming year and review progress of current goals.

Historically, the CMA Chair was also required to attend the annual ACPA Summer Leadership Meeting, where context, project planning, and other information is shared. During the 2016 annual conference in Montréal, it was determined that one representative from each Network would also be sponsored by ACPA to attend the ACPA SLM. If a Network's Chair is unable to attend, they are expected to identify an alternate to attend the meeting in their stead.

SPECIAL PROJECTS AND AWARDS

The Chair may establish and appoint individuals to oversee various projects as deemed appropriate.

CMA Research Award

The Research Award Coordinator and Committee are responsible for overseeing the CMA Research Grant Program. The CMA Research Grant Program helps support research efforts in areas of multiculturalism to interested ACPA participants.

Awards

Each year CMA will present awards for Outstanding New Professional, Outstanding Graduate Student, Outstanding Contribution to Multicultural Education, and Outstanding Contribution to the Coalition for Multicultural Affairs.

FINANCES/BUDGET

ACPA allots CMA an operating budget annually. The Chair administers the budget and, in consultation with the Directorate Body, determines the exact operating budget for the year.

AMENDING PROCEDURE

These by-laws may be amended by a majority vote of those CMA members in attendance at the first CMA business meeting at the annual convention and/or the summer leadership meeting.

CMA LOGOS

The following are the current official logos and emblems for the Coalition for Multicultural Affairs and its five Networks.



The following are the logos and emblems for the Standing Committee for Multicultural Affairs and its five Networks from years past.

