

Some explanatory notes re the Bulldog Pride Constitution:

Number of members: the Association must have at least 7 members.

Eligibility for membership: must be an LGBTIQ person or ally and must support the Western Bulldogs. The word 'supports' encompasses both members and non members of the club.

Members rights: members can have notice of, attend and vote at General Meetings (ie AGM and Special General Meetings) and can attend but not vote at Organising Committee meetings. There are other rights specified like being able to see the financials and other documents.

Organising Committee: The day to day is run by 7 people elected by the members at the AGM

Eligibility to be elected: must be 18 and must identify as LGBTIQ

Affirmative Action: no more than half of the elected Organising Committee can be cis-gender men. If that target isn't met, then the election is void and we start again.

Election process: all 7 positions are elected at the one time. Then the members of the Committee meet and elect the President, Vice-President, Secretary, Treasurer, Comms coordinator from amongst their number. The remaining two members of the Organising Committee are Ordinary members.

Event Captain: position has been incorporated into the constitution.

Note re positive discrimination in the Constitution: We have specifically said that the members of the Organising Committee must identify as LGBTIQ and also that the committee makeup must be diverse. Under the Victorian Equal Opportunity Act, we are entitled to positively discriminate in that way in circumstances where the measures are taken to address inequality for disadvantaged groups. We do not need to apply for an exemption from the Equal Opportunity Act to do that – we can exercise our own judgement in determining that these measures are aimed at addressing inequality for LGBTIQ people and within that, people who are not cis-gender men.

This is from the [Victorian Human Rights Commission website](#):

The [Equal Opportunity Act 2010](#) recognises that when we treat everyone the same it can have a different outcome, or unequal results, for people.

The Act, therefore, allows and encourages people and organisations to treat people differently in specific situations if those people or organisations are taking action to address inequality for disadvantaged groups. This action is called a special measure.

Under section 12 of the Act a special measure is conduct (an action or measure) that is taken for the purposes of promoting or realising substantive equality for a group of people who have one or more protected attributes, which are personal characteristics such as age, race, sex, disability, gender identity, sexual orientation or physical features. This list is not exhaustive. There are 18 protected attributes at s6 of the Act.

There's more information here:

<http://www.humanrightscommission.vic.gov.au/discrimination/exceptions-exemptions-and-special-measures/special-measures>