

Haitian Caucus

Mission Statement for the Haitian American Caucus

The Haitian Caucus is dedicated to the provision of quality speech, language, and hearing services to all Haitians with identified and/or suspected communication disorders, communication differences, and/or related disorders. The Haitian Caucus is also a resource for those interested in providing services in Haiti.

Haitian American Caucus Goals

1. To provide a forum where professionals:
 - a. Can network and discuss major issues that relate to the delivery of speech, language, and hearing services to Haitians with identified and/or suspected communication disorders, communication differences, and/or related disorders.
 - b. Serve as a resource for clinicians serving Haitian clients.
 - c. Advocate for improved service delivery to the Haitian population.
 - d. Raise awareness about the overall needs of the Haitian population relative to services provided by Speech Language Pathologists and Audiologists.
 - e. Serve as a resource for clinicians and related professionals interested in providing services in Haiti.
2. To provide and share with others a base of knowledge that will help all professionals:
 - a. Understand the cultural and linguistic needs of Haitians with identified and/or suspected communication disorders, communication differences, and/or related disorders.
 - b. Increase the cultural and linguistic appropriateness of speech, language, and hearing services for the Haitian population.
3. To serve as a community resource for Haitian families and the community:
 - a. Raise awareness about communication disorders, communication differences, and related disorders, as well as services provided by Speech Language Pathologists and Audiologists.
 - b. Raise awareness about prevention and treatment services.
 - c. Connect families with resources and Haitian Creole speaking professionals.
 - d. Raise awareness about the professions of Speech Language Pathology and Audiology.

Bylaws

Preamble

The Board of Directors of the Haitian Caucus has adopted the following By-Laws to guide the organization in its deliberations, to facilitate the business of the Haitian Caucus, and to promote the mission of the Haitian Caucus. The By-Laws of the Haitian Caucus are in accordance with established policies and procedures.

ARTICLE I

Name

The name of the organization hereinafter called "HC " is the Haitian Caucus (HC).

ARTICLE II

Purposes

The Haitian Caucus is an organization for scientific, educational, and social services.

In furtherance of these purposes, the Haitian Caucus shall:

1. Promote and increase the number of Haitian Speech, Language and Hearing professionals.
2. Promote and increase the number of Speech Language Pathologists and Audiologists that use culturally competent and responsive evidenced-based services to Haitian individuals with communication disorders, communication differences, and/or related disorders across the life span.
3. Address the communication interests and concerns of professionals, students, and related professionals who serve Haitian individuals with identified and/or suspected communication disorders, communication differences, and/or related disorders across the lifespan.
4. Promote research that contributes to the body of knowledge on the identification, diagnosis, and treatment of Haitian individuals with identified and/or suspected communication disorders, communication differences, and/or related disorders.

5. Disseminate information to the public on culturally responsive and evidenced-based practice specific to Haitian individuals with identified and/or suspected communication disorders, communication differences, and/or related disorders.
6. Be an advocate for Haitian individuals with identified and/or suspected communication disorders, communication differences, and/or related disorders.
7. To serve as a community resource for Haitian families and the community.

ARTICLE III Membership

Membership Eligibility

1. Individuals holding a Master's or a Doctoral degree in Speech-Language Pathology, Audiology, or Related disciplines.
2. Clinical fellows of the American Speech-Language-Hearing Association (ASHA).
 - Individuals who hold a Bachelor's or Associate's degree in a speech and hearing professions and hold *both* of the following:
 - a) Any existing credential, membership, or registration offered by ASHA for individuals who practice as an "assistant" -or comparable title- under the supervision of a licensed or ASHA certified Speech Language Pathologist or Audiologist.
 - b) If available in the jurisdiction where practicing, a valid state license to practice as an "assistant"-or comparable title- under the supervision of a licensed or ASHA-certified Speech Language Pathologist or Audiologist.
3. Individuals actively enrolled as degree-seeking students in a university or college program in Speech-Language Pathology or Audiology.
4. Individuals in a related profession who also work with Haitian individuals with identified and/or suspected communication disorders, communication differences, and/or related disorders.
5. International affiliates who meet at least any eligibility criteria listed above.

Section 3. Member Expectations

1. Members must agree to abide by the ASHA Code of Ethics or the Code of Ethics of their state regulatory agencies/associations.

Section 4: Meetings

2. An official meeting of the Haitian Caucus shall be held either in person or virtually each year, at the time of the ASHA national convention. Special meetings may be called by the President. A quorum shall consist of the majority of the Haitian Caucus Executive Board, including the President. When it is not possible to gather a majority meeting, business may be conducted by email, telephone, or distance technology vote.

Article IV OFFICERS AND EXECUTIVE COUNCIL

Section 1. Name: The official name for the Officers shall be The Board of Directors of the Haitian Caucus.

Section 2. Designation- The Officers of the Haitian Caucus shall be:

- President
- President-elect
- Vice President for Professional Practices
- Vice President for Public Relations and Social Media
- Treasurer
- Secretary
- Editor
- Student

Section 2. Duties

1. President. The President of the Haitian Caucus shall be the chief executive. It shall be the President's duty to preside over all official meetings of the Haitian Caucus and to call special meetings of the Haitian Caucus or any of its Committees. The President shall have overall responsibility for programming the annual HC meeting.

The President shall appoint, subject to approval of the Executive Board, all chairs of Committees of the Haitian Caucus, except the Committee on Nominations. The President shall not vote except to resolve a tie vote. The president shall be able to appoint Ad Hoc Committees to carry out special duties not provided in standing committees subject to approval by the Executive Board.

The President shall, with the approval of the Executive Board, represent the Haitian Caucus on all official relationships with other organizations.

1. President Elect. The President Elect shall be the Chair of the Committee on Nominations and shall assist the President in all matters concerning the HC.
2. Vice President for Professional Practices. The Vice President for Professional Practices shall be responsible for all activities related to professional practice, education legislative, and governmental activities as it pertains to speech-language pathology and audiology. Members eligible for election to this office and able to vote in HC Executive Board matters must hold appropriate credentials commensurate with the practice of speech-language pathology and/or audiology.
3. Vice President for Public Relations and Social Media. The Vice President for Public Relations shall be responsible for expanding the visibility of the Haitian Caucus to ASHA and its constituents, promoting an awareness of issues that affect HC Members, related professionals, and those individuals they serve, as well as, recommending actions to the Executive Board for resolutions. In addition, the VP for Public Relations and Social Media shall oversee and maintain the online presence representing the Haitian Caucus on social media venues.
4. Treasurer. The Treasurer shall be entrusted with the collection and maintenance of the funds of the Haitian Caucus and shall work with the Secretary to maintain a current Membership roster. The Treasurer shall be authorized to draw funds and make disbursements upon approval of the Executive Board. The Treasurer's accounts shall be subject to audit as required by the Executive Board. The Treasurer shall advise the Executive Board in drafting a proposed budget for review by the Membership at the annual meeting of the HC.
5. Secretary. The Secretary shall be responsible for Membership, recording of all communications with other organizations, and minutes of all official Executive Board meetings.
6. Editor. The Editor shall supervise publications of material on the website and any materials disseminated by the Haitian Caucus.

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Article V

Conditions and Terms of Agreement of the Board of Directors

Section 1. Terms of Service.

1. The terms of service shall be three years for all elected officers. The term of service will begin on January 1 of the elected year.
2. Elections will be held on a staggered period for open positions to ensure continuity and smooth transition.
3. An Executive Board member will be required to serve for one term.
4. Board members can serve for more than one term based on a vote by the board.
5. Board members can be allowed to serve in new, different executive roles following the completion of their term and based on a vote by the board.

Section 2. Vacancies

If a vacancy on the Executive Board occurs, it shall be filled at the next annual meeting or next ballot. The Executive Board shall be empowered to appoint a person pro term until an elected person may fill such vacancy. If a member is appointed to fill a pro term, that member is eligible to be elected during the next election.

Article VI

Elections

Section 1. Nominations

1. The Committee on Nominations shall prepare nominations for all offices to be submitted to the Executive Board 60 days prior to the annual meeting. Election of all offices shall occur in conjunction with the annual meeting or via email two weeks prior to the meeting.
2. Members of the Committee on Nominations shall be ineligible to be nominated for a position.

Article VII
Committees

Section 1. Standing Committees.

1. Committee on Nominations.

The Committee on Nominations' purpose is to conduct nominations of all Board Member positions. The Committee on Nominations consists of the President Elect and two other Members. Each committee member shall serve a two-year term with the exception of the President Elect who will serve for one year.

Section 2. Ad Hoc Committees

Ad Hoc Committees shall be called and disbanded according to the needs of the Haitian Caucus. Ad Hoc Committees shall have a stated purpose of mission and shall have at least one active Member. Any active Member or active Associate Member can serve as Chair to an Ad Hoc Committee and will be appointed by the Executive Board.

Article VII
Amendments

Amendments or revisions to these bylaws may be initiated by the Board of Directors or in a written proposal. A majority vote by all possible Haitian Caucus members shall be necessary for adoption or change of these bylaws.

1. Membership to the Haitian Caucus is open to all eligible applicants at no cost.
2. The Haitian Caucus community may charge for advertisements, job placements, or other services to raise money to meet its goals and budgetary requirements.
3. The Haitian Caucus may accept monetary or physical donations (e.g. giveaways).
4. Spending of revenue and donations to meet the goals of the Haitian Caucus is subject to board approval.

