

Existing Section	Proposed change	Description of changes
2) OBJECTS/POWERS		
	Add after (e) OUTLine is committed to honouring and upholding Te Tiriti o Waitangi (the Treaty of Waitangi) throughout its operations.	Making an explicit commitment to honour and uphold Te Tiriti in how OUTLine provides services, advocates for rainbow communities and supports staff and volunteers.
(a) (II) To operate a general peer support service (known as OUTLine New Zealand) staffed by self-accepting from Rainbow People*, offering information, peer support and counselling.	(a) (II) To operate a rainbow* peer support service offering information, peer support and counselling.	Simplifying wording, removing “self-accepting” (see rationale under section 3).
(V) To work actively to ensure the mental, emotional and physical well-being of people affected by issues and challenges around sexual orientation and/or gender identity within the Rainbow Communities.	(V) To work actively to ensure the mental, emotional and physical wellbeing of rainbow people affected by discrimination, social exclusion and stigma associated with their minority sexual orientation, gender identity, gender expression and/or variation of sex characteristics.	Expanding wording to: <ul style="list-style-type: none"> • include gender expression and sex characteristics • name the “issues and challenges” our communities face more specifically, and make it clear that these are not caused by our identities
(VI) To publish a regular newsletter of interest to the Rainbow Communities.	(VI) To share and publish information relevant to rainbow communities.	Recognising that OUTLine publishes information through a range of formats (including an email newsletter), and shares information provided by other organisations (for example through social media). Removing the need for this activity to specifically take the form of “a regular newsletter”.
(VII) To strive to support Rainbow Communities by providing speakers and educational material.	(VII) To educate the wider public about rainbow communities and inclusion, for example by providing speakers and educational material.	Rewording to make this purpose clearer.
(VIII) To conduct courses on the skills and self-awareness to be considered to be beneficial in the context of living successfully as <i>Rainbow People</i> and to train self-accepting <i>Rainbow People</i> in the peer support skills that will enable them to work with others who may require support in coming to accept them.	(VIII) To train rainbow people in peer support skills, understanding of rainbow diversity and self-awareness to enable them to provide peer support to other rainbow people.	Simplified wording, and focused this purpose on OUTLine’s role to provide peer support training. Other activities that OUTLine could choose to undertake with individual service users are already covered in clauses (a) (II) and (V). Removing “self-accepting” (see rationale under section 3).
<p>* We are using rainbow as an umbrella term to describe people who do not identify as heterosexual, do not fit typical gender norms, and/or were born with bodies that do not match common biological definitions of male or female. This includes a range of identities and experiences, and encompasses:</p> <ul style="list-style-type: none"> • Sexual orientation other than heterosexual (for example gay, lesbian, bisexual, takatāpui, queer, pansexual) • Diverse gender identity and/or expression (for example trans, transgender, transsexual, takatāpui, whakawahine, tangata ira tane, fa'afafine, fa'afatama, genderqueer, fakaleiti, leiti, akava'ine, fakafifine, vakasalewa, FtM, MtF, non-binary) • Diversity of sex characteristics including genitals, gonads or chromosome patterns (intersex) <p>Some of these identity terms can encompass diversity of gender, sex characteristics and sexuality in a holistic way that describes more than one aspect of a person’s sense of self (for example takatāpui and queer).</p> <p>The rainbow population also includes people who do not use a specific identity label, people whose identity changes over time, and people who are in the process of understanding their own identity, and may not have ‘come out’ to themselves or others.</p>	<p>* We are using rainbow as an umbrella term to describe people whose sexual orientation, gender identity, gender expression or sex characteristics differ from majority, binary norms. This includes people who identify with terms like takatāpui, lesbian, gay, bisexual, intersex, transgender, queer, non-binary or fa’afafine, as well as people who don’t use specific words for their identity, people whose identity changes over time, and people who are in the process of understanding their own identity and may not have ‘come out’ to themselves or others.</p>	Updating this definition to simplify, shorten and match more current understandings of identity.

3) MEMBERS		
<p>(b) Full membership of the Group shall consist of bodies corporate or self-accepting Rainbow People supportive of the Group’s aims, voted in at a general meeting and upon payment of the current annual subscription, if levied.</p> <p>(c) Associate members of the Group shall consist of bodies corporate or self-accepting Rainbow People supportive of the Group’s aims, voted in at an ordinary meeting and upon payment of the current annual subscription or part thereof, and corresponding to the proportion of the current year to June 30 remaining, if levied.</p>	<p>(b) Full membership of the Group shall consist of rainbow people supportive of the Group’s aims, voted in at a general meeting and upon payment of the current annual subscription, if levied.</p> <p>(c) Associate members of the Group shall consist of rainbow people supportive of the Group’s aims, voted in at an ordinary meeting and upon payment of the current annual subscription or part thereof, and corresponding to the proportion of the current year to June 30 remaining, if levied.</p>	<p>Clarifying that members are individual people and removing the ability for bodies corporate to be members of OUTLine (there are no current body corporate members).</p> <p>Removing the wording “self-accepting”, recognising that:</p> <ul style="list-style-type: none"> self-acceptance, and challenging internalised discrimination in the context of a discriminatory society, is an ongoing process rather than a specific outcome. OUTLine should not be in the business of judging where people are in this process. in seeking to affirm and support rainbow communities across Aotearoa, it is desirable that OUTLine’s members are accepting and affirming of all rainbow people, not simply of their own experience.
5) OFFICERS		
	<p>add (b) There is a requirement that at least two of the Officers are Māori.</p> <p>(Renumber the remainder of clauses in section 5)</p>	<p>Adding a requirement for Māori on the Board would strengthen the commitment to honour and uphold Te Tiriti o Waitangi as OUTLine continues to explore bicultural models of governance.</p>
6) BOARD OF MANAGEMENT		
<p>(a) Subject to the control of the Group in general and special meetings, the management and control of the affairs of the Group shall be conducted by a Board of Management consisting of two Co-Chairpersons and up to five other Board members. The Board of Management shall have such powers as are vested in the Group, subject to any limitation placed on it by the Members in general or special meeting to conduct and manage all the business and affairs of the Group, exercise the powers, authorities and discretions of the Group, and enter into such contracts and do all such acts and things as it may deem necessary for carrying on the business of the Group.</p>	<p>(a) Subject to the control of the Group in general and special meetings, the management and control of the affairs of the Group shall be conducted by a Board of Management consisting of two Co-Chairpersons and up to five other Board members. Two of the Board members must identify as Māori. The Board of Management shall have such powers as are vested in the Group, subject to any limitation placed on it by the Members in general or special meeting to conduct and manage all the business and affairs of the Group, exercise the powers, authorities and discretions of the Group, and enter into such contracts and do all such acts and things as it may deem necessary for carrying on the business of the Group.</p>	<p>Adding a requirement for Māori on the Board would strengthen the commitment to honour and uphold Te Tiriti o Waitangi as OUTLine continues to explore bicultural models of governance.</p>
	<p>add (c) Where there are Board positions vacant and an election is being held for them, and given the make up of the Board there is a requirement that one or two of the positions to be elected is held by Māori, only Māori people can stand for election for those one or two positions. If there are the same number of Māori candidates as the number of positions required to be held by Māori, then they will be appointed without election.</p> <p>(Renumber the remainder of clauses in section 6)</p>	<p>Strengthening the requirement for Māori inclusion on the Board by ensuring that Māori candidates are prioritised in the election process.</p>