

Health Association of African Canadians (HAAC)
Terms of Membership
February 2016

HAAC is a non-profit organization based in Nova Scotia with the following:

1.0 Vision:

Thriving, healthy African Canadian Communities in Nova Scotia

2.0 Mission:

To promote and improve the health of African Canadians in Nova Scotia through community engagement, education, policy recommendations, partnerships and research participation.

3.0 Values:

HAAC is committed to an Africentric philosophy built on the Nguzo Saba Principles of Umoja – Unity, Kujichagulia – Self Determination, Ujima – Collective Work and Responsibility, Ujamma – Cooperative Economics, Nia – Purpose, Kuumba – Creativity; and Imani – Faith.

With this philosophy as foundational, HAAC will promote the health and well-being of African Canadians through a culturally competent approach that is:

- Transparent
- Trustworthy
- Respectful
- Accountable
- Established with Integrity
- Honest

4.0 Membership:

4.1 Membership Structure

HAAC's membership structure strives to ensure that we have significant representation from African Canadian communities across Nova Scotia. We feel that members are the "lifeblood" of our organization, as we work towards improved health outcomes for African Canadian Communities. We feel that it is important for our members to be fully engaged in supporting our mission.

While membership in HAAC will be of benefit to individuals, HAAC will also benefit from members who are willing to be involved and provide a broad spectrum of experiences, perspectives, and talents.

There is no limit to the number of members HAAC may have, recognizing that there are many individuals who are keen to work and support our mission. We expect that the majority of our members will be from the African Canadian Communities in Nova Scotia. However, we also warmly welcome supportive, informed individuals from other Communities who are committed to our cause.

4.1.1 Active Members

Any person who supports the goals and objectives of HAAC may be an active member. Full membership rights and privileges shall be accorded to individuals whose membership is active and whose dues are paid for the current year.

HAAC memberships are for one year and are renewable at the end of that period. It is normally expected that renewals and payment of dues will be take place before or at the AGM each year.

Membership dues are as follows:

Individual - \$20; Student - \$10; Youth (age 18-25) - \$10; Senior (age 60 and over) - \$10;

Family (2 or more) - \$30

HAAC membership dues will be solely used to support the work of HAAC and not to provide financial gain to any of its members.

4.1.2 Corresponding Members

Active members who move away from Nova Scotia and wish to remain connected to HAAC, or individuals who live outside of Nova Scotia and wish to be connected to HAAC may be corresponding members. Corresponding members will remain on our active “mailing list” and receive information about our activities including newsletters. They will not be required to pay membership dues unless they subsequently move to live in Nova Scotia.

4.2 Membership Benefits

Benefits of Membership in HAAC include:

- Information about and access to HAAC events and activities (workshops, meetings, etc.)
- Networking and information sharing with HAAC members from across Nova Scotia (including updates via the HAAC email distribution list)
- Receipt of the quarterly HAAC newsletter, in addition to having the opportunity to submit relevant articles for publication in the newsletter
- Engagement in specific research and policy dialogue aimed at improving the health and wellbeing of African Canadians in Nova Scotia
- Opportunities to work alongside other members helping with specific HAAC events and activities
- Opportunities for leadership in HAAC including the opportunity to serve on specific committees and stand for election to the HAAC Board of Directors
- Opportunities to nominate other members for election to the HAAC Board of Directors
- Opportunities to cast votes at HAAC’s Annual General Meeting (AGM), or special meetings

4.3 Membership Responsibilities

Members of HAAC are expected to:

- Attend HAAC meetings and events whenever possible
- Volunteer to help with HAAC activities when needed

- Serve in any capacity which is relevant to the member's expertise and talents
- Serve on a specific committee if requested

4.4 Membership Criteria

HAAC Members must meet the following criteria:

- Willingness to commit to the mission, vision and values of HAAC
- Knowledge of, and commitment to keep current with, health issues affecting African Canadian communities in Nova Scotia
- Dedication to the elimination of health disparities and inequities, including systemic racism, that contribute to poor health in African Canadians in Nova Scotia
- A commitment and desire to work with others, and recognition of the importance and urgency of addressing African Canadian health issues

4.4 Member Recruitment

HAAC invites all interested persons to become members, and contribute to our mission vision and values. Individuals may be invited to become members of HAAC if there is a specific need. The Membership Committee will coordinate the recruitment process for new HAAC members. The Committee will:

- Request names and contact information of potential members and circulate membership recruitment notices through various means and outlets.
- In the case of targeted recruitment, contact the identified individuals, provide them with information on HAAC and its membership requirements, and invite them to become members.
- Ensure that all new members receive an information package, which would include a welcome letter, a list of current partners, and any relevant organizational documents.

5.0 Resignation or loss of Membership

A member of HAAC may resign at any time by providing notice in writing (i.e. via email or otherwise) to the Membership Committee. The resignation shall be effective from the time it is received by the Membership Committee, or at the time specified in the resignation letter, whichever is later. There will be no refund of dues at any time.

Individuals who do not pay annual dues within three months of the AGM will be sent a reminder. Individuals who do not pay annual dues for more than six months after the AGM will no longer be regarded as active members.

6.0 Accountability

HAAC members are accountable to each other, to the Board, and to the African Canadian Community in Nova Scotia. The Board, in turn, is accountable to HAAC members, and to the African Canadian Community in Nova Scotia.

Approved: **February 17, 2016**