

Membership Standards for the NCAV

Qualifications for Membership

All NCAV members shall be national or regional organizations. The NCAV has a national policy focus, with some interest in significant trends at the regional level.

For national organizations: A national organization shall be either a disability rights organization or a civil rights organization's disability rights-focused representative or section.

For regional organizations: A regional organization shall be a disability rights organization representing or who has members in multiple states and jurisdictions.

Attendance of Non-Members

Non-members can attend NCAV meetings and join the discussion if they are interested. However, non-members will not be able to join NCAV sign-ons, direct the NCAV's activities, or join subcommittees.

Qualifications for Member Organization's Representative on the NCAV

Each member organization should send a representative to the NCAV full group meetings. For civil rights national organizations, the representative should be a member of their disability rights focused team. For disability rights organizations, the representative should express a commitment to working on voting access for people with disabilities.

Ethical Standards for Members

NCAV member organizations should be committed to advancing the self-determination and civil rights of people with disabilities. Organizations that do not advocate for or strongly support people with disabilities' self-determination and civil rights shall not be NCAV members.

NCAV member organizations are committed to diversity, equity, and inclusion. Issues in voting rights that disproportionately impact people with disabilities of color, as well as members of other marginalized subgroups of the disability rights community, should be prioritized. The NCAV itself will perform direct outreach to organizations whose members are primarily disabled people of color, as well as LGBTQ organizations whose members are primarily disabled people.

NCAV Code of Conduct

NCAV members shall comport themselves at all times in a way that is consistent with the Ethical Standards. NCAV members shall not advance ideas or commentary which suggest that the segregation of people with disabilities should continue. NCAV members shall not advance ideas or commentary which suggest that any broad group of people cannot or should not vote.

The tone of NCAV meetings should be "respectful conversation and debate." NCAV members shall avoid "talking over" other members whenever possible, although disability-related confusion with respect to conversation flow is acceptable. NCAV members shall avoid yelling. NCAV members can promote their organization's work and initiatives and are encouraged to! However, NCAV members shall avoid monopolizing the conversation only with their own affairs. Similarly, NCAV members are free to share initiatives and work on the NCAV listserv, but shall not monopolize it.

NCAV members shall treat all other NCAV members with respect and consideration. NCAV members shall not make ad hominem attacks against other members. While NCAV members can respectfully disagree, NCAV members shall not insult other members. NCAV members shall not make assumptions about the ethical positions of other members without evidence. Disagreement is not cause to assume that another member is acting in bad faith or against the goal of ensuring access to voting for all.

NCAV members shall avoid the use or promotion of any ideas or baseless theories known by the wider community to be explicitly racist or ableist. NCAV members shall NEVER use racial, ethnic, homophobic, sexist, or disability-related slurs. Deliberate use of any slur, or the use of a societally widely known term (such as the R-word, N-word, or F-word) will be grounds for the Steering Committee reviewing the organization's membership.

The definition of what is or is not a slur is defined by the community impacted, and not the NCAV. If a member is unaware that another NCAV member perceives a term they use as a slur, the affected member shall reach out to the NCAV Coordinator, and the Coordinator shall reach out to the member who used the term. The Coordinator will explain why use of the term is unacceptable at future NCAV meetings and will connect the two members if they want to resolve the matter together. Use of a slur after the member is aware it is considered one by another member will be grounds for the Steering Committee reviewing the organization's membership.

About Conflicts of Interest

NCAV members shall primarily be financially independent, national or regional disability rights organizations, or civil rights organizations with a staff member or section that has a disability rights focus. A financially independent organization is one who is not primarily or solely funded by a for-profit corporation.

This rule exists because the NCAV must function in a way that is free of undue financial influence by for-profit corporations. The NCAV is intended to be a coalition where nonprofit organizations can advance voting accessibility. The NCAV will not be able to do effective work on voting rights if the coalition is perceived as "being in the pocket of" a for-profit corporation.

NCAV member organizations can and often do form contractual relationships with for-profit organizations, particularly as consultants and (to a certain extent) developers of accessible technology and accessibility guidelines. These member organizations are nonetheless considered financially independent because the grant or contract does not form a substantial part of the organization's budget.

An organization where more than 25 percent of its annual budget is funded by a for-profit corporation is considered to have a substantial conflict of interest. These organizations may attend NCAV meetings, but may not join the NCAV as voting members.

NCAV Participation Standards

Members of the NCAV should make a commitment to attending and actively participating in NCAV full group meetings. “Active participation” is defined as one or more of the following:

- (1) engaging with other NCAV members in discussion during NCAV meetings;
- (2) Collaborating with other NCAV members on joint meetings, sign-on letters, and other activities;
- (3) Spreading awareness of the NCAV’s existence and mission, and encouraging others to join it.

It is fine to attend meetings but to fall back from active participation for a time. However, this should not become a permanent situation.