

**CP CAL BYLAWS PASSED:
DEIBA & STUDENT MEMBERS**

Respectfully submitted by Ria Severance, LMFT with CP Cal Board approval to CP Cal's Delegates on 4.23.25, when all unanimously voted in favor of both bylaws.

The following approved bylaws hold the procedural and structural emphases needed regarding the existence and functioning of a CP Cal DEIBA Committee, CP Cal's Inclusion of Student Members and related general mandates:

A. CP Cal and Diversity, Equity, Inclusion, Belonging & Access (DEIBA)

The CP Cal Board honors an unqualified commitment to the diversity, equity and inclusion of our community and to the principles of social justice and mutual respect that this commitment implies. Pursuant to this commitment, CP Cal's Diversity, Equity, Inclusion, Belonging and Access (DEIBA) Committee shall be a perpetual committee of the Board that serves and affirms our duty to extend beyond habitual comfort levels to embody the social justice we wish to see in the communities where we live, work and serve.

The DEIBA Committee endeavors to ensure, among other matters, that CP Cal's unqualified commitment to DEIBA extends to all actions that affect our varied experiences as a CP Cal community, including and not limited to our: setting policy; soliciting members, member groups, and committee and board members; hiring; soliciting donations; making appointments; procuring goods and services; providing programs; selecting trainers and vendors; soliciting client referrals; providing marketing and written materials; including an Honoring Diversity & Resources page on CP Cal website(s), etc. To this end, CP Cal provides detailed examples of CP Cal's and member groups' DEIBA Committees' tasks, as well as related resources and education.

B. STUDENT MEMBERSHIP & DEIBA IN PRACTICE GROUPS

[This Section B to be also in updated Membership Section of CP Cal Bylaws that will include out-of-state members, individual mediators, resource specialists, etc.]

The inclusion of Student Members aims to counter the trend of our aging out as a community. CP Cal member groups work to recruit younger, diverse students to foster the growth of the Collaborative Community and encourage mentorship between seasoned CDR members and students. Students actively contribute to committees, shadow cases, and participate in CP Cal and CDR events to forge deeper relationships within the CP Cal Community. CP Cal's Membership Committee collaborates with the DEIBA Committee to provide member groups with suggested guidelines regarding recruitment, student eligibility, restrictions, requirements and fees, as well as related resources and customizable templates for student member applications, mentor-student guidelines, mentor-student agreements and conflict management protocols for practice groups, teams and clients.