

QUORUM MET - 5 coordinators, 11 members

- 1.) Acknowledgement of the Territories
 - 2.) Safer Spaces
 - 3.) Round of Names / Check-in
 - 4.) How does a collective work? How does the AGM work?

 - 5.) Voting Appeals
-

6.) Constitution and Bylaw Changes:

- CHANGE all “-phobia” to “-antagonism”

DISCUSSION

- Yah!
- Why aggression vs antagonism
- More accessible, less academic and ableist
- Space in the bylaws why we are using this
- antagonistic incorporates many forms of violence
- use antagonism and explain in the bylaws?
- draft and come back later?
- Change to using antagonism

STRAW POLL

- Green - 16

FURTHER DISCUSSION

- don't put in constitution. explain it elsewhere

FINAL VOTE

- Green - 16.
 - Changes passes for 'antagonism'
-

7.) CHANGE BYLAW 5: Coordinating Committee

1. Constitution: There shall be a committee of the Collective known as the Coordinating Committee, which shall be responsible for the daily operations of the organisation. The Coordinating Committee is responsible for supporting the Collective Coordinators and Paid Coordinator(s) in fulfilling the duties and responsibilities outlined in Bylaw 6. **The Coordinating Committee is collectively responsible for training, supervising, and ensuring the accountability of the Paid Coordinator(s). Members of the Coordinating Committee shall have the authority to sign off on Paid Coordinator(s) timesheets.**

DISCUSSION

- Good change
- Better accountability
- Corruption? More accountability than the current system
- Timesheets more smoothly
- More restrictive

STRAW POLL

- Green - 19

FURTHER DISCUSSION

- None

FINAL VOTE

- Green - 19. Abstentions - 1.
 - Passes
-

8.) CHANGE all “individuals” to “person”

DISCUSSION

- individual is self-autonomy
- we are a collective of individuals
- individual voices are heard and honored
- I'd be 99/100 on board, but we are a collective so I think individual works better in this case
- Words have meaning according to context

STRAW POLL

- Red - 11
- Yellow -1

- Green -1
- Abstentions - 4

FURTHER DISCUSSION

- None

FINAL VOTE

- Red - 12
- Yellow - 1
- Abstentions - 8
- Fails

9.) CHANGE BYLAW 5: Coordinating Committee

2. Membership: The Coordinating Committee shall comprise the following members:

- a. Collective Coordinators
 - i. At least one of these individuals must be undergraduate or graduate students at the University of Victoria.
 - ii. In the event that there are less than three collective coordinators, the requirement for one being an undergraduate or graduate student is not necessary.
 - iii. There shall preferably be three (3) Collective Coordinators.
- b. Paid Coordinator (when possible)
- c. Financial Coordinator
- d. Representative to the University of Victoria Students' Society Board of Directors
 - i. This individual must be a member in good standing of the University of Victoria Students' Society.
- e. Graduate Students Representative
 - i. This individual must be a graduate student. Preference will be given first to graduate students of the University of Victoria.
- f. Representative to the Advocacy Council
- g. Trans Representatives
 - i. There shall be up to two (2) Trans Representatives
 - ii. These individuals must be self-identified trans, nonbinary, and/or gender variant persons. NOTE: We recognize that the lived experience of transmisogyny is a specific situation which differs from that of transphobia alone. We therefore advise the collective to elect individuals whose experiences represent the diversity of trans experiences.
- h. **Post-secondary Outreach Coordinator** ~~Representative to the Camosun Pride Collective~~
- i. Safer Space Coordinator

- i. There shall be up to two (2) Safer Spaces Coordinators

DISCUSSION

- Sounds good
- Good to have someone have this job
- Do we need anything to reach out to other orgs?
- GSA outreach?
- Open to all orgs or just post secondary?
- Aren't that many pride organizations in victoria
- Keep it open
- Community outreach?
- Need more specification in the description
- Limit geographical area?
- Let's call the position nighthawk. Lol jk.

STRAW POLL

- Green - 14
- Yellow - 1
- Abstentions - 3

FURTHER DISCUSSION

- None

FINAL VOTE

- Green - 17
- Passes

10.) BYLAW 6: DUTIES AND RESPONSIBILITIES

- c. The Collective Coordinators shall:
 - i. Liaise with greater campus community;
 - ii. Facilitate events;
 - iii. Facilitate Collective meetings;
 - iv. Arrange workshops;
 - v. Organise graphics and promotional materials;
 - vi. Be aware of events in the community and communicate them to the Collective, including via the calendar;
 - vii. Oversee the hiring of paid coordinator and work-study;
 - viii. ~~Supervise paid coordinator and ensure that hours are being recorded properly;~~
 - ix. Other duties as required.

j. ~~Representative to Camosun College~~ Post Secondary Outreach Coordinator: This representative shall:

i. Liaise and share resources by managing connections and networking with other postsecondary social justice organizations;

ii. Other duties as required.

(in replacement of current Camosun Rep description)

DISCUSSION

- Like it
- Will bring in line with last items changes also

STRAW POLL

- Green - 14
- Yellow - 1
- Abstentions - 3

FURTHER DISCUSSION

- None

FINAL VOTE

- Green - 16
- Abstentions - 2
- Passes

ELECTIONS

Expired Positions:

- Collective Coordinator (1)
- Trans Rep (1)
- Interim UVSS Board Rep
- Advocacy Council Rep

11.) Resignations

1. Orillia - Safer Spaces Coordinator
2. Chloe - Collective Coordinator
3. Kat - Camosun Rep

VOTE ON ACCEPTING RESIGNATIONS

- Green - 14
 - Yellow - 1
 - Abstentions - 2
 - Passes
-

12.) Collective Coordinator Election

- Nominations: Alexis, Tareem

VOTE

- Tareem and Alexis elected
-

13.) Safer Spaces Coordinator

- Nominations: Sara Maya (withdrawn), Tareem, Phoenix

VOTE

- Phoenix elected
-

14.) Trans Rep

- Nominations: Alexis (withdrawn), Lux

VOTE

- Lux elected
-

15.) UVSS Board Rep

- Nominations: Sara Maya, Alexis, Aaron El-Sabrou

VOTE

- Sara Maya Elected
-

16.) Advocacy Council Rep

- Nominations: Orillia

VOTE

- Orillia elected

17.) Post Secondary Outreach Coordinator

- Nominations: Selina

VOTE

- Selina elected
-

18.) Adoption of Emergency Fund Policy

- See final policy below

DISCUSSION

- Changes to funding model portion
- Coordinators to be able to make discretion based off of emergencies
- Collective should always be notified
- Coordinating committee should always notified
- this is based off of our own internal process, not UVSS process

STRAW POLL

- Green - 8
- Abstentions - 2

FURTHER DISCUSSION

- None

FINAL VOTE

- Green - 9
- Abstentions - 1
- Passes

Emergency Fund Policy

PREAMBLE:

The University of Victoria Pride Collective recognizes the economic hardships that trans, queer, two-spirit and intersex people face, and that these individuals are statistically at a greater risk of poverty and economic instability. The collective also acknowledges that people may face additional marginalizations that intersect with their sexuality and/or gender identity/expression, and that this may additively affect economic hardships and the inability to participate in collective activities and organizing. Trans, queer, two-spirit, and intersex individuals are also

more exposed to experiences that can cause economic hardships, such as being kicked out of family homes, surgery, and legal name changes, to name a few. The collective is, therefore, committed to aiding its members in these situations, when possible, and seek to remove economic barriers that may prevent them from participating in collective activities and organizing.

SECTION I: Funding Model

1. The University of Victoria Pride Collective shall have a budget line item for the Emergency Fund, equal to 5% of each semester's projected revenue. Unspent amounts at the end of each semester will roll-over into the next. Unspent amounts will reset at the beginning of each fall semester, when it will again equal 5% of the revenue of that fall semester.
2. The Collective shall actively fundraise (when needed) to increase the fund through activities such as donations for resources, buttons, and events.

SECTION II: Eligibility

1. The Emergency Fund is open to any and all queer, trans, two-spirit, and intersex collective members.

SECTION III: Accessing the Fund

1. To access funding from the University of Victoria Pride Collective, collective members shall approach a collective or paid coordinator with their situation and request that an emergency fund application be added to the next collective meeting agenda.
2. Funds may be accessed for grants up to \$500.
3. Exceptions may be made for larger grants upon approval of the Collective.
4. If funds are no longer available in the Emergency Fund budget line, the Collective/Paid Coordinators shall bring the application to the Collective as a regular donation request.
5. The collective shall seek to cover expenses by direct payment of required items (such as food, or lodging, etc). Cash grants can be approved by the collective on a case-by-case basis.
6. All Emergency Fund applications shall be made anonymously to the Collective, and all Emergency Fund applications and approvals shall be done in strictly confidential collective meetings. Minimal meetings minutes must be kept.
7. In Emergency Fund applications that are deemed too urgent to wait for the next collective meeting, up to \$500 can be approved at the discretion of any 2 coordinating committee members. This discretionary approval must be communicated to the coordinating committee and the collective at their next respective meetings.

19.) Adoption of Caucus Policy

- See final policy version below

DISCUSSION

- yeah this has been in the works for years

- allows us to support marginalized groups within our own collective
- allows autonomy for them too :)

STRAW POLL

- Green - 10

FURTHER DISCUSSION

- None

FINAL VOTE

- Green - 10
- Passes
-

Caucus Policy

PREAMBLE

The UVic Pride Collective recognizes the many intersections and social locations of queer, trans, two-spirit, and intersex identities that causes experiences of privilege and oppression in many different ways. Furthermore, the Collective recognizes that queer/trans/two-spirit/intersex spaces and organizing practices can be oppressive, and are often unwelcoming of intersecting identities. Therefore, the Collective is dedicated to working towards eradicating all forms of oppression from Collective spaces and activities. Caucuses are one initiative among many that can both assist in creating safer spaces and community-building opportunities for members of marginalized groups. The particular work done by a caucus is at the discretion of that caucus. In order to function as both safer spaces and tools for collective action towards social justice, each caucus' reason for assembling must be within the purposes of the Collective's Anti-Oppression and Anti-Racism Policy.

PURPOSE

1. Caucuses are intended to create safer spaces for individuals whose experiences of systemic oppression, as a member of a marginalized group within the Collective, affects their interaction with the Collective's space or activities. The area of marginalization may or may not impact how an individual interprets their trans, queer, two-spirit, or intersex identities.

STRUCTURE

1. Caucuses may be formed at any time and must be ratified at a collective meeting.

2. Any individual or group wishing to form a caucus should submit the name and purpose of the caucus and contact info to a coordinator to be added to the next meeting agenda and sent out over the listserv.
3. The contact person shall be responsible for setting the time and place for the first caucus meeting, in conjunction with interested caucus members; future meetings shall be determined by the caucus.
4. Current caucuses and contact info shall be made available on the Pride website.
5. Caucuses shall meet as often as the caucus determines.
6. Space for meetings shall be left to the caucus' discretion and must fit within the the Collective's Safer Spaces policy. Accessibility requirements should be made a priority and bus tickets will be made available to the caucus and its facilitator(s) by the Collective.
7. The Safer Spaces Policy and safer spaces complaints procedures shall apply.

FACILITATION

1. Any Collective member is able to facilitate a caucus, with the consent of that caucus.
2. Caucus facilitators must take or have taken Anti-Oppression and Safer Space training which will be made available by the Collective.
3. Caucus facilitators shall be selected within the caucus and need not be the individual who initiated the caucus.
4. The facilitator is responsible for communicating meeting times and locations with caucus members.

MEMBERSHIP

1. Membership to any caucus shall be open only to individuals who identify as a member of the group the caucus is representing.
2. Membership shall be closed to allies unless their participation is invited by the caucus, through their own decision-making processes.

DECISION-MAKING

1. Decision making procedures shall be determined by each caucus, within their meetings.
2. Caucuses may independently take actions within the Collective that pertain to their membership; ex: posters, workshops, etc, which address their own marginalization and

oppression, as long as they fit within the Collective's Anti-Oppression & Anti-Racism and Safer Spaces Policies.

3. Caucuses must bring proposals for any initiatives that require collective funding to the Collective.

4. Caucuses do not have decision-making powers on behalf of the Collective but may bring suggested actions to the collective to be voted upon. Caucuses do not have the ability to use Uvic Pride's name without the consent of the Collective.

AGM Adjourned