

UVic Pride SAGM Minutes

March 8th 2016 - 3:30pm - Pride Centre (SUB B010)

Note - In constitution/bylaw changes, strikeouts from the original texts are in the left column. Additions (in pink) and final proposed changes are on the right column

QUORUM MET - 7 coordinators & 15 collective members

1. Acknowledgement of the Territories
 2. Safer Spaces
 3. Round of Names / Check In
 4. How does the SAGM Work?
 5. Updates
 - On the pathway to being a harm reduction site
 - Naloxone training coming soon
 - Painted ceiling tile to commemorate the SAGM
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6. Appeal for Voting Rights

- Collective members in the room who don't have voting rights appeals for voting rights.

DISCUSSION

- Yes

STRAW POLL

- Skip to final vote

FURTHER DISCUSSION

- None

FINAL VOTE/DECISION

- Green - 22
 - Abstentions - 1
 - **Passes - all members in the room who wanted voting rights have voting rights for this SAGM**
-

7. Next Collective Meeting?

- We need another collective meeting to approve March's events. Can we have one this Thursday?

DISCUSSION

- Yes. Short meeting.
- Thursday at 3:30?

STRAW POLL

- Green - 4
- Yellow - 6
- Red - 7
- Abstentions - 5

FURTHER DISCUSSION

- It'll be suuuuper short.
- Just so we can approve the march events.

FINAL VOTE/DECISION

- Green - 19
- Abstentions - 5
- **Passes - collective meeting scheduled for this Thursday at 3:30pm**

8. Changes to Bylaw 5 (Membership of Coordinating Committee)

<p>2. <u>Membership</u>: The Coordinating Committee shall comprise the following members:</p> <p>a. Collective Coordinators</p> <p>—— i. At least one of these individuals must be undergraduate or graduate students at the University of Victoria.</p> <p>—— 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.</p> <p> iii. There shall preferably be three (3) Collective Coordinators.</p>	<p>2. <u>Membership</u>: The Coordinating Committee shall comprise the following members:</p> <p>a. Collective Coordinator (Office/Administration)</p> <p> i. This individual must be an undergraduate student at the University of Victoria;</p> <p>b. Collective Coordinator (Events and Activism);</p> <p>c. Collective Coordinator (Fundraising)</p>
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STRAW POLL

- Green - 24

- Yellow - 0
- Red - 0
- Abstentions - 1

FURTHER DISCUSSION

- None

FINAL VOTE/DECISION

- Green - 23
- Abstentions - 1
- **Passes**

9. Changes to Bylaw 5 (Membership of Coordinating Committee)

<p>b. Paid Coordinator (when possible)</p>	<p>d. Paid Coordinator(s) and Work Studies (when possible)</p> <ul style="list-style-type: none"> i. Positions may duplicate that of an existing elected coordinator position; ii. Paid positions may be supplemented with at least one duplicate elected coordinator position on the Coordinating Committee, whose responsibilities may include some or all of the same duties as the Paid Coordinator.
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STRAW POLL

- Green - 22
- Yellow - 0
- Red - 0
- Abstentions - 2

FURTHER DISCUSSION

- None

FINAL VOTE/DECISION

- Green - 21
- Abstentions - 2
- **Passes**

10. Changes to Bylaw 5 (New Membership of Coordinating Committee)

	h. IPOC Representative i. This individual must self-identify as Indigenous and/or a Person of Colour.
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STRAW POLL

- Green - 22
- Yellow - 0
- Red - 0
- Abstentions - 2

FURTHER DISCUSSION

- None

FINAL VOTE/DECISION

- Green - 2
- Abstentions - 2
- **Passes**

11. Changes to Bylaw 5 (New Membership of Coordinating Committee)

	k. Resource Coordinator
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STRAW POLL

- Green - 23
- Yellow - 0
- Red - 0
- Abstentions - 1

FURTHER DISCUSSION

- None

FINAL VOTE/DECISION

- Green - 23
 - Abstentions - 2
 - **Passes**
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12. Changes to Bylaw 5 (New Membership of Coordinating Committee)

	1. Volunteer Resource Coordinator
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PROPOSE CHANGE TO SAY “COORDINATOR OF VOLUNTEER RESOURCES”

- Less confusing than volunteer resource coordinator
- Yah, thought it meant this was a volunteer position that does resoures

STRAW POLL ON CHANGE

- Green - 17
- Yellow - 3
- Red - 1
- Abstentions - 3

FURTHER DISCUSSION

- None

FINAL VOTE/DECISION

- Green - 16
- Yellow - 2
- Red - 1
- Abstentions - 3
- **Passes - proposal changes to “Coordinator of Volunteer Resource”**

	1. Coordinator of Volunteer Resources
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STRAW POLL

- Green - 23
- Yellow - 0
- Red - 0
- Abstentions - 1

FURTHER DISCUSSION

- None

FINAL VOTE/DECISION

- Green - 23
- Yellow - 0

- Red - 0
- Abstentions - 1
- **Passes**

13. Changes to Bylaw 5 (New Membership of Coordinating Committee)

	<p>m. Youth Coordinator</p> <ul style="list-style-type: none"> i. This individual must be under the age of 19; ii. This collective member must be a self-identifying queer and/ or trans individual.
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DISCUSSION

- 19 OR under?
- Say “highschool age?”
- Under 19?
- Keep age limit and add preference for highschool?
- Concern about those who will turn 20 during their term
- Youth caucus is under 20? Should we keep to youth caucus?
- Not so happy with the usage of “queer”, because we apply it to everyone - potential to change the constitution about the usage of this in the future?

PROPOSED CHANGES

- 19 or under for at least 6 months of the term, at the discretion of youth caucus
- Preference should be for youth caucus members

STRAW POLL ON CHANGE

- Green - 20
- Yellow - 2
- Red - 0
- Abstentions - 0

FURTHER DISCUSSION

- None

FINAL VOTE/DECISION ON CHANGE

- Green - 23
- Yellow - 0
- Red - 0
- Abstentions - 1

- **Passes**

	<p>m. Youth Coordinator</p> <ul style="list-style-type: none"> i. This individual must be 19 or under for at least 6 months of their term - at the discretion of the Youth Caucus; ii. Preference should be given to members of the Youth Caucus
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STRAW POLL

- Green - 19
- Yellow - 1
- Red - 0
- Abstentions - 4

FURTHER DISCUSSION

- None

FINAL VOTE/DECISION

- Green - 17
- Yellow - 0
- Red - 0
- Abstentions - 7
- **Passes**

14. Changes to Bylaw 6 (Responsibilities of Coordinating Committee)

<p>2. <u>Responsibilities of the Coordinating Committee and Hired Positions:</u> The Collective Coordinators and Paid Coordinator shall ensure that the below responsibilities, and the Duties of the Collective are managed, either by the relevant position, delegation amongst themselves, or delegation to Collective Members.</p>	<p>2. <u>Responsibilities of the Coordinating Committee:</u> The Coordinating Committee shall ensure that the below responsibilities, and the Duties of the Collective are managed, either by the relevant position, delegation amongst themselves, or delegation to Collective Members. All members of the Coordinating Committee will attend Collective Meetings and Coordinating Committee meetings regularly, as best suits their position. Elected coordinating committee members are responsible for providing direction and training for any hired positions as related to their duties outlined below.</p>
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STRAW POLL

- Green - 20
- Yellow - 0
- Red - 0
- Abstentions - 3

FURTHER DISCUSSION

- None

FINAL VOTE/DECISION

- Green - 20
- Yellow - 0
- Red - 0
- Abstentions - 3
- **Passes**

15. Changes to Bylaw 6 (Responsibilities of Coordinating Committee)

<p>a. Collective Coordinators, Paid Coordinator, and Work Study: All three positions shall:</p> <ul style="list-style-type: none">i. Ensure that Collective Members abide by the spirit of the constitution and bylaw;ii. Check voicemail, mail, and e-mail regularly;iii. Be aware of the Collective's capacity to provide support and resources and to provide referrals, as necessary;iv. Ensure new participants are welcomed;v. Ensure information about Collective operations is accessible;vi. Attend Collective meetings regularly;vii. Other duties as required.	<p>a. <u>Collective Coordinators</u>: All Collective Coordinator positions shall:</p> <ul style="list-style-type: none">i. Ensure that Collective Members abide by the spirit of the constitution, bylaws, and policies;ii. Be aware of the Collective's capacity to provide support and resources and to provide referrals, as necessary;iii. Ensure new members are welcomed;iv. Ensure information about Collective operations is accessible;v. Facilitate meetings and encourage other collective members to take on that role;vi. Be available for public enquiries involving the Collective and represent the views of the Collective (as the constitution, bylaws, and policies outline) to the best of their abilities, when necessary;vii. Liaise with related groups in the Greater Victoria area;viii. Oversee the hiring of paid coordinators and work studies;ix. Other duties as required.
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STRAW POLL

- Green - 15
- Yellow - 1
- Red - 0
- Abstentions - 6

FURTHER DISCUSSION

- None

FINAL VOTE/DECISION

- Green - 16
- Yellow - 0
- Red - 0
- Abstentions - 6
- **Passes**

16. Changes to Bylaw 6 (Responsibilities of Coordinating Committee)

<p>b. <u>Collective Coordinators and Paid Coordinator:</u> The Collective Coordinators and the Paid Coordinator shall:</p> <ul style="list-style-type: none">i. Ensure that internal and external communication occurs;ii. Ensure that access to, training in, and upkeep of technological resources occurs;— iii. Manage volunteers according to the Collective's Volunteer Policy;iv. Enforce and promote safer space practices in accordance with the Collective's Safer Space Policy;v. Ensure decisions of consequence are brought before the Collective at Collective meetings;vi. Liaise with related groups in the Greater Victoria area;— vii. Be available for public enquiries involving the Collective and represent the views of the Collective to the best of their abilities when necessary;— viii. Ensure up to date volunteer training occurs on a regular basis and that all volunteers with key access have completed volunteer	<p>b. <u>Collective Coordinator (Office/Administration):</u> The Collective Coordinator (Office/Administration) shall:</p> <ul style="list-style-type: none">i. Ensure the administrative and financial duties of the collective are completed and followed;ii. Ensure that internal and external communication occurs, including a regular newsletter or email;iii. Check voicemail, mail, and e-mail regularly;iv. Ensure that access to, training in, and upkeep of technological resources occurs;v. Ensure decisions of consequence are brought before the Collective at Collective meetings;vi. Ensure decisions made at meetings are followed up;vii. Organise graphics and promotional materials;viii. Create and maintain an office hours schedule for the coordinating committee;ix. Ensure the Collective's social media accounts are regularly updated and;
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<p>training, in accordance with the Collective's Volunteer Policy;</p> <p>ix. Other duties as required.</p>	<p>x. Ensure minutes from Collective and General Meetings are recorded and published;</p> <p>xi. Other duties as required.</p>
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STRAW POLL

- Green - 10
- Yellow -
- Red - 0
- Abstentions - 9

FURTHER DISCUSSION

- None

FINAL VOTE/DECISION

- Green - 16
- Yellow - 0
- Red - 0
- Abstentions - 2
- **Passes**

17. Changes to Bylaw 5 (Signing Authorities)

	<p>Signing authorities: The Collective Coordinators, Financial Coordinator, and the Paid Coordinator may be made signing authorities. All signing authorities are responsible for ensuring cheque requisitions are completed and submitted in a timely fashion.</p>
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STRAW POLL

- Green - 16
- Yellow - 0
- Red - 0
- Abstentions - 3

FURTHER DISCUSSION

- None

FINAL VOTE/DECISION

- Green - 16
- Yellow - 0
- Red - 0
- Abstentions - 3
- **Passes**

18. Changes to Bylaw 6 (Responsibilities of Coordinating Committee)

<p>c. <u>Collective Coordinators</u>: The Collective Coordinators shall:</p> <ul style="list-style-type: none"> 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; ix. Other duties as required. 	<p>c. <u>Collective Coordinators (Events and Activism)</u>: The Collective Coordinator (Events and Activism) shall:</p> <ul style="list-style-type: none"> i. Ensure the collective organizes regular events and activism, and facilitate organizing meetings as necessary; ii. Liaise with greater campus community; iii. Facilitate events; iv. Arrange workshops; v. Be aware of events in the community and communicate them to the Collective; vi. Support activism initiatives of the Collective, as well as on-campus and community activism the collective supports; Vii. Other duties as required.
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STRAW POLL

- Green - 13
- Yellow - 0
- Red - 0
- Abstentions - 3

FURTHER DISCUSSION

- None

FINAL VOTE/DECISION

- Green - 16
- Yellow - 0
- Red - 0
- Abstentions - 2
- **Passes**

19. Changes to Bylaw 6 (Responsibilities of Coordinating Committee)

	<p>c. <u>Collective Coordinators (Fundraising): The Collective Coordinator (Fundraising) shall:</u></p> <ul style="list-style-type: none">i. Facilitate regular fundraising meetings of the Collective;ii. Develop and coordinate fundraising initiatives for the collective;iii. Aim to ensure the fundraising goals for a balanced budget are met each semester;iv. Build relationships with external organizations that can act as future donors, contributors and collaborators of the Collective;v. Seek out and apply for grants and projects, as directed by the Collective;vi. Other duties as required.
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STRAW POLL

- Green - 15
- Yellow - 0
- Red - 0
- Abstentions - 2

FURTHER DISCUSSION

- None

FINAL VOTE/DECISION

- Green - 15
- Yellow - 0
- Red - 0
- Abstentions - 2
- **Passes**

20. Changes to Bylaw 6 (Responsibilities of Coordinating Committee)

<p>d. <u>Paid Coordinator</u>: The Paid Coordinator shall:</p> <ul style="list-style-type: none">i. Manage online communication in accordance with the Collective's values;ii. Organise and supervise work-study program, including ensuring the proper	<p>d. <u>Paid Coordinator(s) and Work study</u>: The Paid Coordinator(s) <u>and work studies</u> shall:</p> <ul style="list-style-type: none">i. Perform duties as outlined in the job description developed by the Coordinating Committee;
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<p>recording of hours;</p> <p>— iii. Oversee the organisation of events, in collaboration with the Events Committee or relevant working group;</p> <p>— iv. Book rooms for the Collective and other organisations at the discretion of the Collective;</p> <p>— v. Manage agenda for and facilitate Collective meetings;</p> <p>— vi. Create and maintain an office hours schedule for the coordinating committee;</p> <p>— vii. Ensure cheque requisitions are completed and submitted in a timely fashion;</p> <p>— viii. Other duties as required.</p> <p>— ix. In the case of there being no Paid Coordinator the duties of that position will fall into the responsibilities of the Collective Coordinators.</p> <p>e. <u>Work Study</u>: The Work Study shall:</p> <p style="padding-left: 40px;">i. Perform duties as outlined in the job description developed by the Coordinating Committee;</p> <p style="padding-left: 40px;">ii. Other duties as required.</p>	<p style="color: magenta;">ii. Attend regular check-ins at Coordinating Committee Meetings;</p> <p>iii. Other duties as required.</p>
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STRAW POLL

- Green - 10
- Yellow - 0
- Red - 0
- Abstentions - 3

FURTHER DISCUSSION

- None

FINAL VOTE/DECISION

- Green - 10
- Yellow - 0
- Red - 0
- Abstentions - 3
- **Passes**

21. Changes to Bylaw 6 (Responsibilities of Coordinating Committee)

<p>I. <u>Safer Space Coordinator</u>: The Safer Space Coordinator shall:</p> <ul style="list-style-type: none"> i. Handle complaints concerning Safer Space violations ii. Make recommendations on ways to promote Safer Space within the collective office and collective events iv. Shall ensure that a minimum of two (2) Safer Space workshops per semester occur v. Oversee the peer support program vi. These persons shall take the next available Anti-Violence Project volunteer training, and/or earliest training in anti-oppressive practice, anti-racism, decolonization, inclusive practices, non-violent communication, active listening, conflict resolution/de-escalation, and safer spaces. 	<p>I. <u>Safer Space Coordinator</u>: The Safer Space Coordinator(s) shall:</p> <ul style="list-style-type: none"> i. Handle complaints concerning Safer Space violations; ii. Make recommendations on ways to promote Safer Space within the collective office and collective events; iii. Ensure that a minimum of two (2) Anti-Oppressive Practices workshops per semester (including the summer semester when applicable) occur; iv. Oversee the safer spaces volunteer program; v. These persons shall take the next available Safer Spaces/Peer Support Volunteer training provided by UVic Pride, including anti-oppressive practice, anti-racism, decolonization, inclusive practices, non-violent communication, active listening, conflict resolution/de-escalation, bystander intervention, and safer spaces.
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STRAW POLL

- Green - 9
- Yellow - 0
- Red - 1
- Abstentions - 2

FURTHER DISCUSSION

- None

FINAL VOTE/DECISION

- Green - 9
- Yellow - 0
- Red - 1
- Abstentions - 2
- **Passes**

22. Changes to Bylaw 6 (Responsibilities of Coordinating Committee)

	<p>I. <u>IPOC Representative</u>: This representative shall:</p>
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	<ul style="list-style-type: none"> i. Communicate events and items of common interest between queer, trans and/or two-spirit; Indigenous and/or people of colour (QT2IPOC) groups in the community and UVic Pride; ii. Support and facilitate any IPOC group within UVic Pride, such as caucuses or committees (if requested by the groups, and if the groups exists); iii. Organize at least (1) IPOC-specific and IPOC-focused event per semester; iv. Other duties as required;
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STRAW POLL

- Green - 11
- Yellow - 0
- Red - 0
- Abstentions - 2

FURTHER DISCUSSION

- None

FINAL VOTE/DECISION

- Green - 11
- Yellow - 0
- Red - 0
- Abstentions - 2
- **Passes**

23. Changes to Bylaw 6 (Responsibilities of Coordinating Committee)

	<p>m. <u>Resource Coordinator</u>: This coordinator shall:</p> <ul style="list-style-type: none"> i. The Resource Coordinator is responsible for working in partnership with: <ul style="list-style-type: none"> a. Community organizations that support Uvic Pride's harm reduction initiative; ii. Coordinate UVic Pride's Harm Reduction volunteers in tandem with the Coordinator of Volunteer Resources; ii. Take inventory of supplies and resources; iii. Regularly place resource orders at least once a month (on or around the 15th);
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	<ul style="list-style-type: none"> iv. Build relationships with businesses that offer shipping codes and discounts in advance of orders; v. Stocking and maintaining all safer sex, safer use, and gender affirming supplies and resources; vi. Other duties as required.
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STRAW POLL

- Green - 12
- Yellow - 0
- Red - 0
- Abstentions - 3

FURTHER DISCUSSION

- None

FINAL VOTE/DECISION

- Green - 11
- Yellow - 0
- Red - 1
- Abstentions - 1
- **Passes**

24. Changes to Bylaw 6 (Responsibilities of Coordinating Committee)

	<p>n. <u>Coordinator of Volunteer Resources:</u> This coordinator shall:</p> <ul style="list-style-type: none"> i. Work with the Collective and Coordinating Committee to support volunteers; ii. Develop new resources for volunteers (ie. pamphlets, zines, online materials); iii. Hold regular check-ins with volunteers; iv. Ensure volunteers have the support and resources they need to effectively accomplish their tasks; v. Ensure volunteers are provided with orientation and training, including an introduction to the Collective’s Safer Spaces, Anti-Stigma, and Anti-Oppression and Anti-Racism policies, as
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	<p>outlined in the Volunteer Policy Manual;</p> <p>vi. Ensure volunteer appreciation events are held once a semester and other appreciation initiatives are undertaken, as outlined in the Volunteer Policy Manual;</p> <p>vii. Liaise with volunteers, the Safer Spaces Coordinator, other members of the Coordinating Committee and any other Collective members, as necessary, to deal with any issues that may occur for volunteers;</p> <p>viii. The collective shall endeavour to have a paid coordinator or work study aid in the fulfillment of any and all Coordinator of Volunteer Resources duties;</p> <p>ix. Other duties as required.</p>
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STRAW POLL

- Green - 13
- Yellow - 0
- Red - 0
- Abstentions - 3

FURTHER DISCUSSION

- None

FINAL VOTE/DECISION

- Green - 13
- Yellow - 0
- Red - 0
- Abstentions - 3
- **Passes**

25. Changes to Bylaw 6 (Responsibilities of Coordinating Committee)

	<p>n. <u>Youth Coordinator</u>. The Youth Coordinator shall:</p> <p>i. Communicate events and items of common interest between queer & trans youth groups in the community and UVic Pride;</p> <p>ii. Facilitate youth involvement in the collective;</p>
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	<ul style="list-style-type: none"> iii. Organize at least one (1) youth-specific and youth-driven event per semester; iv. Develop, organize, and tend to a list of groups driven by and for queer & trans youth; v. Maintain a living document of youth resources and support groups; Vi. Other duties as required
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STRAW POLL

- Green - 14
- Yellow - 0
- Red - 0
- Abstentions - 2

FURTHER DISCUSSION

- None

FINAL VOTE/DECISION

- Green - 14
- Yellow - 0
- Red - 0
- Abstentions - 2
- **Passes**

26. Changes to Bylaw 5 (Elections)

	<p>g. Elections shall follow the Schulze method voting system</p>
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DISCUSSION

- Not the best method to do this because it doesn't reflect change if we want it in the future
- Don't want to use this automatically
- Might be problematic to prescribe a voting method
- Contrary to non-hierarchy and consensus

STRAW POLL

- Green - 0
- Yellow - 0

- Red - 14
- Abstentions - 2

FURTHER DISCUSSION

- None

FINAL VOTE/DECISION

- Green - 0
- Yellow - 0
- Red - 14
- Abstentions - 2
- **Fails**

27. Changes to Bylaw 5 (Hiring Practices)

<p>5. <u>Hiring Practices:</u></p> <ul style="list-style-type: none"> a. Persons applying for a paid position must recuse from all aspects of the hiring process. b. The hiring process must be equitable including standardized hiring materials. c. The hiring committee must contain at least one person who is not a voting member of the Collective and who does not know any of the applicants socially. d. The hiring committee must contain no more than four (4) persons. e. For non-work study positions, the union shall be contacted and unioinized hiring procedures followed. 	<p>5. <u>Hiring Practices</u></p> <ul style="list-style-type: none"> a. Work study and unionized positions: <ul style="list-style-type: none"> i. Persons applying for a paid position must recuse from all aspects of the hiring process; ii. The hiring process must be equitable including standardized hiring materials; iii. The hiring committee must contain at least one person who is not a voting member of the Collective and who does not have a conflict of interest as outlined within the UVSS hiring policy; iv. The elected coordinator whose position is being duplicated through the hiring of a paid coordinator will have a reserved seat on the hiring committee, if desired, in the absence of any of the aforementioned limitations. b. For work study: <ul style="list-style-type: none"> i. The hiring committee must contain no more than four (4) persons. c. For unionized positions: <ul style="list-style-type: none"> i. the union shall be contacted and unionized hiring procedures followed.
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STRAW POLL

- Green - 12
- Yellow - 0

- Red - 0
- Abstentions - 3

FURTHER DISCUSSION

- None

FINAL VOTE/DECISION

- Green - 12
- Yellow - 0
- Red - 0
- Abstentions - 3
- **Passes**

28. Changes to Bylaw 5 (Reporting)

<p>7. <u>Reporting</u>: Each member of the Coordinating Committee may be asked to give a report on their activities related to the Collective at any Collective meeting.</p>	<p>7. <u>Reporting</u>: Each member of the Coordinating Committee may be asked to give a report on their activities related to the Collective at any Collective or Coordinating Committee meeting.</p>
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STRAW POLL

- Green - 13
- Yellow - 0
- Red - 0
- Abstentions - 2

FURTHER DISCUSSION

- None

FINAL VOTE/DECISION

- Green - 13
- Yellow - 0
- Red - 0
- Abstentions - 2
- **Passes**

29. Changes to Bylaw 5 (Keys)

9. Keys:

- a. All members of the Coordinating Committee, ~~as well as hired positions~~, will be presented with a key ~~to the office~~ when elected/hired with the expectation that they will help to create a safer space and help to extend office hours.
- b. ~~Up to three (3) Collective members who are not part of the Coordinating Committee or hold a paid position may hold keys to the office that expire at the end of each academic term.~~
- c. ~~To apply for a key~~ Collective members ~~must provide valid reasons~~, at a Collective meeting, for having said key. All those present with voting rights will vote to approve/decline the Collective member in question.
- d. All key holders must be given available volunteer and anti-oppression training

9. Keys and Passwords:

- a. All members of the Coordinating Committee, will be presented with **keys or door codes to the office and the space** when elected/hired with the expectation that they will help to create a safer space and help to extend office hours. **Keys must be relinquished at the end of Coordinating Committee member's term.**
 - i. **Due to the limited amount of physical keys, paid positions and/or signing authorities will be given priority in possessing keys, barring any extenuating circumstances.**
 - b. All members of the Coordinating Committee will be provided with the passwords to all active online and social media accounts managed by UVic Pride.
 - i. Passwords will be changed after every change in the coordinating committee, be it by election, removal, resignation, or appointment.
 - c. Collective members **who hold office hours but** are not part of the Coordinating Committee **will be provided with the door codes to both the space and the office doors.**
 - i. **If the Collective member discontinues their office hours, the member may apply to retain access to the office door code at the next Collective meeting.**
 - d. **In the event that neither of the above conditions apply, Collective members may apply to be provided with the office and/or the space door code** at a Collective meeting. All those present with voting rights will vote to approve/decline the Collective member in question.
 - i. **Collective members must reapply for access after every General Meeting**
 - ii. **In the event that the door codes change between General Meetings, members who have been approved access do not need to reapply and will be provided the new door codes.**

	<p>e. All key and office door code holders must be given available volunteer and anti-oppression training.</p> <p>f. The door codes shall be changed when:</p> <ul style="list-style-type: none"> i. a member of the Coordinating Committee resigns or is removed; ii. a Collective member who previously held office hours discontinues said hours and is not approved continued access; iii. a Collective member who previously held access to the door code(s) is suspended or removed; iv. a General Meeting occurs; v. A safety concern not previously mentioned.
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STRAW POLL

- Green - 13
- Yellow - 0
- Red - 0
- Abstentions - 2

FURTHER DISCUSSION

- None

FINAL VOTE/DECISION

- Green - 13
- Yellow - 0
- Red - 0
- Abstentions - 2
- **Passes**

30. Changes to Bylaw 5 (Removal)

<p>12. <u>Removal:</u></p> <p>a. Complaints communicated to a member of the coordinating committee at least forty-eight (48) hours prior to the next collective meeting will be put onto the agenda of that meeting. A third party facilitator will attend the collective meeting. If it is decided by the collective that the individual</p>	<p>12. <u>Removal:</u></p> <p>a. Complaints communicated to a member of the coordinating committee at least forty-eight (48) hours prior to the next collective meeting will be put onto the agenda of that meeting. A third party facilitator will attend the collective meeting. If it is decided by the collective that the individual</p>
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in question is in dereliction of their duties, then a SGM will be called with at least 14 days notice to elect a new member to fill that position. It is recommended that those parties involved seek non-binding mediation during that time.

b. After two (2) consecutive meetings missed without notice, there shall be an attempt made to contact the individual in question and advise them of the repercussions of continued absence. In the event that they fail to attend the next meeting without prior notice, after the attempt to notify, that member of the Coordinating Committee shall be deemed to have abandoned their office, and the position declared vacant.

in question is in dereliction of their duties, then a SGM will be called with at least 14 days notice to elect a new member to fill that position. It is recommended that those parties involved seek non-binding mediation during that time.

b. After two (2) consecutive **coordinating committee** meetings **and/or four (4) collective meetings** missed without notice, there shall be an attempt made to contact the individual in question and advise them of the repercussions of continued absence. In the event that they fail to attend the next meeting without prior notice, after the attempt to notify, that member of the Coordinating Committee shall be deemed to have abandoned their office, and the position declared vacant.

STRAW POLL

- Green - 13
- Yellow - 0
- Red - 0
- Abstentions - 2

FURTHER DISCUSSION

- None

FINAL VOTE/DECISION

- Green - 13
- Yellow - 0
- Red - 0
- Abstentions - 2
- **Passes**

31. Changes to Volunteer Policy

(Pink highlights are proposed deletions. Green highlights are proposed additions).

Volunteer Policy

PREAMBLE:

UVic Pride is a volunteer-run Collective. We recognize the importance of volunteers and the contributions they make to the Collective. This policy is intended to ensure volunteers receive proper recognition and training within the Collective, as well as their responsibilities. All Collective members contribute to the Collective, however this policy is intended for volunteers who wish to take on specific tasks within the Collective or represent the Collective in a public capacity, such as helping at an event or tabling.

The Collective's Responsibilities to Volunteers:

UVic Pride will ensure to uphold the following responsibilities:

1. to maintain a Safer Space Policy
2. to maintain **an the Anti-Oppression and Anti-Racism Policy**
3. to avoid making assumptions about volunteers' lived experiences, backgrounds, identities, etc.
4. to provide volunteers with an introduction to social justice and anti-oppressive organizing that is a safe, comfortable learning experience, **while understanding and acknowledging the difference between safety and comfort**
5. to respect the boundaries of volunteers and to trust that people know what is best for them
6. to provide support or referrals when volunteers need or request it
7. to provide adequate training
8. to provide an opportunity for feedback about volunteers' experiences
9. to keep accurate documentation of volunteer commitments, to be able to provide references
if/when appropriate, and be able to hold volunteer appreciation events
10. to recognize and celebrate volunteer contributions to the Collective

RESPONSIBILITIES:

Volunteers have the following responsibilities to the Collective:

1. to familiarize themselves with and uphold the Safer Spaces policy
2. to familiarize themselves with and uphold the Anti-Oppression and Anti-Racism Policy
3. to complete provided training as possible
4. to avoid making assumptions about people's lived experiences, backgrounds, identities, etc.
5. to respect the boundaries of other volunteers and collective members
6. to ask for help or support as needed
7. to be open to learning opportunities and having their assumptions challenged
8. to provide feedback to the Collective **and Coordinator of Volunteer Resources** about their volunteer experiences

TRAINING:

Training opportunities, including but not limited to, **the mandatory** Anti-Oppression Training, ~~Active Listening Training and Peer Support Training~~ **and specific training in relation to the volunteer positions, shall** be actively sought and made available to **all** volunteers. The **Paid Volunteer Resource** Coordinator and ~~Collective Coordinators~~ **any Paid Coordinator whose job description includes volunteer coordination,** shall develop and maintain up-to-date introductory volunteer orientation training that shall take place at the beginning of each semester or upon request. Training may be required, at the discretion of the Collective, before performing certain duties. Orientation training shall be required before representing the Collective in any official or public capacity.

OPPORTUNITIES:

Volunteers will be able to indicate what areas they would like to participate in, such as, **but not limited to** events, **resource development, public outreach, harm reduction, safer spaces,** or **the** library. The **Coordinating Committee Volunteer Resource Coordinator** will maintain a database of volunteers and their **interests positions** and contact them when different opportunities become available. Volunteers will also be informed of Pride's committees and working groups and how to join.

OFFICE HOURS:

Volunteers are welcome and encouraged to hold office hours. All volunteers **holding office hours** must have completed anti-oppression training **to hold office hours**. Volunteers are also encouraged to complete peer support **and /safer spaces** training. **Completion of this training will be indicated on the office hour schedule, which will be made available following orientation**

STRAW POLL

- Green - 11
- Yellow - 0
- Red - 0
- Abstentions - 3

FURTHER DISCUSSION

- None

FINAL VOTE/DECISION

- Green - 13
 - Yellow - 0
 - Red - 0
 - Abstentions - 2
 - **Passes**
-

32. Resignations

- Advocacy Council Representative (Orillia)
- Safer Spaces Coordinator (1) (Phoenix)
- Post Secondary Outreach Coordinator (Selina)

FINAL VOTE/DECISION

- Green - 13
 - Yellow - 0
 - Red - 0
 - Abstentions - 2
 - **Passes**
-

33. Elections

- Collective Coordinator (1)
Nominations: Molly, Hannah,
Elected: Hannah
- Financial Coordinator
Nominations: Molly,
Elected: Molly
- Advocacy Council Representative

Nominations: Raj, Phoenix,
Elected: Raj

- UVSS Board Representative
Nominations: Sara Maya,
Elected: Sara Maya
- Safer Spaces Coordinator (2)
Nominated: Michelle (does not accept), Karianne (withdraws), Hannah,
Sara Maya, Molly, Jordan,
Elected: Sara Maya, Hannah
- Post Secondary Outreach Coordinator
Nominations: Vacant
- Graduate Students Representative
Nominations: Vacant
- Trans Representative (1)
Nominations: Moe, Ocean,
Elected: Ocean
- IPOC Representative
Nominations: Michelle, Moe
Elected: Michelle
- Resource Coordinator
Nominations: Jordan, Molly, Ocean
Elected: Jordan
- Coordinator of Volunteer Resources
Nominations: Karianne,
Elected: Karianne
- Youth Coordinator
Nominations: Geordie, Alexander
Elected: Alexander
- Collective Coordinators Election Into The Three new Collective Coordinator Categories
 - Collective Coordinator Events and Activism - Tareem
 - Collective Coordinator Office/Administration - Alexis

- Collective Coordinator Fundraising - Hannah

Meeting Adjourned