

UVic Pride AGM Minutes

Nov 8th 2016 - 1:30pm - SUB Upper Lounge

****Note - In constitution/bylaw changes, strikeouts from the original texts are in the left column. Additions and proposed changes made before the AGM are in pink and proposed changes made AT the AGM are in blue****

****"Further Discussion" fields left blank reflect that there was no further discussion**

Quorum: 15 (6 coordinators, 9 collective members)

1. Acknowledgement of the Territories
2. Safer Spaces
3. Round of Names / Check In
4. How does the AGM Work?
5. Updates

- Gwynhyfer attended the classroom talk as decided at an earlier meeting. It went well and she will be getting reimbursed within a few weeks.

6. Appeal for Voting Rights

No appeals

7. Voting Method for AGM Elections

VOTE: Use the Schulze method and associated software for coordinator elections at this AGM.

Straw poll:

11 Green.

0 Yellow.

0 Red.

Final vote:
10 green
0 yellow
0 red.

Motion PASSED.

8. Changes to Bylaw 2 (Membership: Members)

<p>a. Members are all queer and queer-friendly registered students, faculty, and staff of the University of Victoria, as well as queer and queer-friendly community members.</p>	<p>A. MembersMembership is open to all who are seeking community, resources and/or support concerning oppression related to gender and sexuality and sexual and romantic orientation, and either experience these intersections of oppression or are interested in working respectfully as an ally to those that do. Members are open to and interested in advocacy for 2-Spirit, queer and trans communities using an intersectional lens that addresses multiple experiences of oppression, including colonialism, racism, transmisogyny, ableism and other forms of oppression.</p>
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STRAW POLL

- 7 Green
- 2 Yellow
- 1 Red

FURTHER DISCUSSION

Proposed changes noted in blue

Straw poll for proposed changes:

- 11 Green
- 0 Yellow
- 0 Red

FINAL VOTE/DECISION

- **11 Green**
- 0 Yellow**
- 0 Red**

Motion PASSED

9. Changes to Bylaw 2 (Membership: Members)

	<p>C. All members will be expected to have a working knowledge of collective policies and procedures concerning anti-oppression and will complete Safer Spaces and Anti-Oppression training (or demonstrate having had equivalent training and/or knowledge), at minimum, at the earliest opportunity.</p>
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STRAW POLL

- 10 Green
- 1 Yellow
- 0 Red

FURTHER DISCUSSION

Discussion about adding “lived experience” but notes that the policy is open to people making an argument for themselves as to what constitutes “training”

Proposed changes noted in blue

Straw Poll for Proposed Changes

- 11 Green
- 0 Yellow
- 0 Red

FINAL VOTE/DECISION

- 11 Green
- 0 Yellow
- 0 Red

Motion PASSED

10. Changes to Bylaw 2 (Membership: Members)

	<p>D. “Members” shall refer to those who regularly access the UVic Pride space to attend meetings or events, access resources or use the Pride space to socialize. As we recognize that people access our space in emergency situations or times when they need support, there will be no prescriptive time limit as to what constitutes “membership”, but rather the Collective will ask and expect members to reflect on the</p>
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	<p>frequency of their visits to the UVic Pride space or events and self-determine whether to identify as a member or not, with the understanding that membership also includes certain duties to and expectations of the collective. Someone who has spent significant amounts of time in the UVic Pride space or at events but has not yet completed the mandatory trainings may be approached by the coordinating committee at the discretion of the collective to complete training as well.</p>
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STRAW POLL

11 Green

0 Yellow

0 Red

FURTHER DISCUSSION

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FINAL VOTE/DECISION

11 Green

0 Yellow

0 Red

Motion PASSED

11. Changes to Bylaw 2 (Membership: Suspension)

<p>4. <u>Suspension:</u> a. Complaints against a Collective member shall follow the procedure to remove a member, except: Committee member, may move to suspend the member in question at a Collective meeting or General Meeting;</p>	<p>I: Collective members may move to suspend the member in question at a collective meeting or general meeting</p>
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STRAW POLL

- 11 Green
- 0 Yellow
- 0 Red

FURTHER DISCUSSION

FINAL VOTE/DECISION

- 11 Green
- 0 Yellow
- 0 Red

Motion PASSED

12. Changes to Bylaw 2 (Membership: Suspension)

	<p>b. A Collective member may be suspended as well if it has been determined that they have not made a reasonable effort to have a working knowledge of collective policies and procedures concerning anti-oppression and/or complete Safer Spaces and Anti-Oppression training, or refuse to complete training.</p>
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STRAW POLL

10 Green

0 Yellow

0 Red

FURTHER DISCUSSION

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FINAL VOTE/DECISION

- 10 Green

0 Yellow

0 Red

Motion PASSED

13. Changes to Anti-Stigma Policy (Multiple Points)

AntiStigma Policy

PREAMBLE:

The UVic Pride Collective recognizes **the impact** that the war on drugs and criminalization of substances has **had on many oppressed and marginalized communities**. ~~not been effective in achieving its goals.~~ The war on drugs refers to a set of policies and ideologies which claim that substance use is inherently harmful to society, and constructs substance use as a moral issue to **promote** and as such aims to ~~punish~~ punishment of those who engage in certain forms of substance use by criminalizing some drugs while encouraging the prescription of others. **Since being established in the 1970's, the war on drugs has led to a** ~~This leads to a~~ reliance on the violent

tactics of ~~the~~ **the Crown, the courts and law enforcement** ~~police~~ and the creation of industrial prisons.

STRAW POLL

8 Green
2 Yellow
0 Red

FURTHER DISCUSSION

Proposed changes noted in blue

Straw Poll on Proposed Changes

9 Green
0 Yellow
0 Red

FINAL VOTE/DECISION

10 green
0 Yellow
0 Red

Motion PASSED

~~Furthermore~~ these policies **also work to further** criminalize poverty **and racialization** by targeting drug use ~~which occurs~~ **on the streets** and in the homes of impoverished, **and often racialized, people** ~~people that are often racialized~~ while largely ignoring the drug use of white university students and professionals; ~~if their drug use is deemed problematic they are much more likely to be sent to rehabilitation programs than be incarcerated.~~ **The Collective** Pride acknowledges that a disproportionate number of women of color and Indigenous women are incarcerated for possession and substance use, thus we recognize that the war on drugs is racialized, gendered, classed, and colonial in nature.

Additionally, Pride calls for the recognition of sex work as legitimate work and recognizes the complex relationship between sex work, sexual practices, and the increased criminalization of substance use. Pride also calls for an end to the harassment of sex workers by the police and recognizes that sex workers who are targeted with violence are disproportionately Indigenous women, ~~or~~ women of color, and/or trans women.

STRAW POLL

8 green
2 Yellow
0 Red

FURTHER DISCUSSION

FINAL VOTE/DECISION

10 green
0 Yellow
0 Red

Motion PASSED.

In order to resist oppression within our collective, we recognize the value in destigmatizing all substance use and consensual sexual practices, while advocating that appropriate information be made available to all people. ~~Stigma around sexually transmitted infections is harmful in terms of people feeling unwelcome and unsafe in the collective space and is a barrier that may prevent people from taking control of all aspects of their health. Pride~~ **The Collective** therefore seeks to create a space that is free from these kinds of judgment **on a person's engagement in these practices,** s and provide accessible information on safer substance use and sex. ~~People who~~

~~choose not to engage in these methods shall not be subject to judgment and stigma.~~

The Collective recognizes the autonomy and agency of its membership to self-determine and make the right decisions for their physical, mental and emotional needs. The Collective will not define the term "health" or apply it to its membership. The Collective also recognizes that food practices are personal and seeks to create a space where everyone can eat or not eat without judgment.

***NOTE:** The term "substances" is used throughout this policy to describe drugs, regardless of legality, that people may use recreationally, medically or otherwise. **The Collective** respects all people's abilities to make decisions about their substance use for themselves.

STRAW POLL

9 green

1 yellow

0 red

FURTHER DISCUSSION

FINAL VOTE/DECISION

10 green

0 Yellow

0 Red

AntiStigma Policy

In conjunction with the University of Victoria Pride Collective's Constitution and Bylaws and set within the previously stated preamble, the Collective is committed to antistigma in the following ways:

Advocacy

The Collective will actively seek to support antistigma initiatives **including**, the **decriminalization** ~~decreased policing~~ of sex work **and of** ~~the~~ ~~decriminalization of substances~~, and the efforts of members to create spaces which challenge stigma in all its forms. Additionally, the Collective will strive to create or provide appropriate resources and education that reflect the spirit of the preamble. Furthermore, the Collective recognizes the need for comprehensive and nonjudgmental substance use and sex education for people of all ages, ~~including youth~~; the recognition of the role that race, class, gender, ability and colonization play in the daily realities of substance use and in legislating substance use; the need for testing kits for recreational substances; the right of people to know what is in their substances; and the need to move away from abstinencebased models of education and policy while respecting personal decisions to abstain.

DISCUSSION

Note that these changes are easily addressed by instead making a blanket motion to address small grammatical and spelling changes that do not change the spirit or meaning of the motions. There was no vote in anticipation of passing this later motion.

STRAW POLL

FURTHER DISCUSSION

FINAL VOTE/DECISION

Education

The Collective will actively seek out appropriate workshops, resources, supplies and educators in order to implement an antistigma approach in all the collective's activities and to better provide services to the collective constituency and communities.

Safer Spaces

In accordance with respecting the Safer Spaces Guidelines and Policy, the Collective ~~commits to~~ will engage in a concerted effort to maintaining safer spaces in all our activities, keeping in mind multiple ~~sites~~ locations of oppression which affect the decisions people make while respecting their agency. The Collective will not tolerate policing the decisions of others but will aim to provide nonjudgmental support to those that ask for it.

NonJudgmental Support

The Collective respects the bodily autonomy of its members and shall strive to resist all policing of bodies and behaviours that stigmatize and pathologize substance use, sex work and ~~other~~ consensual practices, ~~such as~~ for example body modification, self-cutting, and BDSM practices. When it is sought out, the Collective shall provide affirming support or be able to refer people to appropriate resources.

Harm Reduction

~~The Collective~~ Pride recognizes the importance of harm reduction practices while also remaining critical of its shortcomings, thus the Collective shall make use of relevant harm reduction strategies.

DISCUSSION

Note that these changes are easily addressed by instead making a blanket motion to address small grammatical and spelling changes that do not change the spirit or meaning of the motions. There was no vote in anticipation of passing this later motion.

STRAW POLL

FURTHER DISCUSSION

FINAL VOTE/DECISION

Sobriety

The Collective recognizes the complicated histories many people have around substance use, ~~sex work~~, and other stigmatized and pathologized consensual practices. For this reason, the Collective also commits to providing support for those who are living a life free of substance use, ~~sex work~~, and other stigmatized consensual practices due to past experiences and/or traumas, and will work to provide spaces in which members are able to choose the level of engagement they wish to have with ~~said topics~~ substance use and other stigmatized consensual practices, and/or conversations related to these topics.

STRAW POLL

6 green
2 Yellow
1 Red

FURTHER DISCUSSION

Proposed changes noted in blue
Note that “sex work” does not seem to fit in with a passage addressing sobriety.

Straw Poll on Proposed Changes
10 Green
0 Yellow
0 Red

1 Abstention noted

FINAL VOTE/DECISION

10 Green

0 Yellow

0 Red

1 Abstention noted

Motion PASSED

Blanket Change Motion:

Change all instances of the phrase “the war on drugs” within this document to “criminalization of illicit and controlled substances”

STRAW POLL

8 Green

1 Yellow

0 Red

Further Discussion

Concerns that this wording may not easily fit in the document, but observation that we can vote to do broad grammatical edits as well

FINAL VOTE

9 Green

0 Yellow

0 Red

Motion PASSED

Blanket Change Motion:

Small spelling edits and updates to numbered points in lists that are affected by proposed changes. No edits made will affect the meaning or spirit of the text.

STRAW POLL

10 Green

0 Yellow

0 Red

FINAL VOTE

10 Green

0 Yellow

0 Red

Motion PASSED

14. Changes to Anti-Oppression and Anti-Racism Policy (Multiple Points)

Anti-Oppression and Anti-Racism Policy

Adopted AGM: October 2011

Amended ~~Ammended~~ SAGM: March 2015

PREAMBLE:

The framework of anti-oppression begins with the premise that there are power imbalances in all social relations. By anti-oppression we mean the practice of combating all **sources** facets of racism, colonization, classism, sexism, heterosexism, cissexism, ~~home~~ **antagonism**, **queerantagonism**, transantagonism, ageism, ableism, **transmisogyny and other forms of oppression** etc.

These power inequities are social constructions and/or learned and taught concepts. Through **them**, ~~these power inequities, which are learned ideologies or socially constructed,~~ a hierarchical relationship benefits a

dominant or privileged individual or group(s) **or communities, while and marginalizing** marginalizing es others. This can be **both blatant and implied-** either explicit or implicit. Oppression occurs when a person is excluded from opportunities towards self development, barred from full participation in society, denied rights that the dominant group takes for granted and/or is assigned a second class citizenship - , not because of individual talent, merit or failure, but because of their membership in a particular group, ~~or~~ category of people, **or community.**

STRAW POLL

8 Green

0 Yellow

0 Red

FURTHER DISCUSSION

Proposed changes noted in blue

Straw Poll for proposed changes

8 Green

0 Yellow

0 Red

FINAL VOTE/DECISION

8 Green

0 Yellow

0 Red

Motion PASSED

Oppressions such as racism, classism, sexism, heterosexism, homoantagonism, transantagonism, ageism, ableism etc., are interrelated ~~and interlocked.~~ ~~S~~Aspects of social differences such as race, gender,

sexual and romantic orientation, ability, age, and class can't be understood fully without considering them in relation to each other. People/Individuals and/or groups can simultaneously experience privilege and oppression from more than one source of their social location.

STRAW POLL

8 Green
0 Yellow
0 Red

FURTHER DISCUSSION

FINAL VOTE/DECISION

8 Green
0 Yellow
0 Red

Motion PASSED

Anti-oppressive practice recognizes that social identity and oppression is complex, takes many forms, and has many intersecting relationships. Power and privilege are relative to one's location or position in society. Through anti-oppressive practice and policy, the University of Victoria Pride Collective aims to create and sustain a safer space for all queer, trans, and/or two-spirit people, and others with non-normative and/or marginalized sexualities, romantic orientations, and gender expressions and identities, marginalized, queer, trans, two-spirit individuals and seeks to ally work-with other organizations and groups that support marginalized communities. If one believes that oppression is learned, then anti-oppression can be viewed as a process of deconstructing and 'unlearning'. Deconstructing and 'unlearning' oppression is possible by engaging in a conscious and active process of challenging previously held

personal and organizational values, beliefs, perceptions and attitudes. If one believes that oppression is learned, then anti-oppression can be viewed as a process of deconstructing and 'unlearning'. This requires that all **Collective and community** Pride members and allies acknowledge the power and privilege that come with their social location. Strategies for change require that we all share responsibility to address oppression.

STRAW POLL

9 Green

1 Yellow

0 Red

FURTHER DISCUSSION

Proposed changes noted in blue

Straw Poll for Proposed Changes

9 Green

1 Yellow

0 Red

FINAL VOTE/DECISION

9 Green

1 Yellow

0 Red

Motion PASSED

ANTI-OPPRESSION AND ANTI-RACISM POLICY

In conjunction with the University of Victoria Pride Collective's Constitution and Bylaws and set within the previously stated PREAMBLE, the Collective is committed to anti-oppression and antiracism in the following ways:

Accessibility

The Collective aims to make ~~the Pride~~our office space, ~~as well as~~ as well as ~~space utilized for Collective UVic Pride events,~~ website, and all other resources as accessible as possible, and to provide as much accessibility information as possible.

The Collective seeks to use and promote services and events using language that is accessible to a wide array of our communities.~~the general student body, as well as to the broader community.~~

The Collective ~~membership~~ seeks to use language and engage in dialogue that is accessible and respectful to communities~~its membership and allies,~~ where possible, and if ~~not,~~ is open to questions and clarification of terms, theories, and ideologies when needed or desired.

The Collective will honour knowledges and learnings without expecting or pressuring participation in an academic environment.

STRAW POLL

10 Green

0 Yellow

0 Red

FURTHER DISCUSSION

FINAL VOTE/DECISION

9 Green

0 Yellow

0 Red

Motion PASSED

Inclusiveness

The Collective seeks to actively reach out, in culturally appropriate and respectful ways, to include and welcome ~~queer-identified~~ **queer, trans, and/or two-spirit people, individuals and others with non-normative and/or marginalized sexualities, romantic orientations, and gender expressions and identities, as well as** allies from diverse communities to participate in **the** Collective, including, but not **limited to**, meetings, **gatherings, and** events, **and**. This ~~commitment involves including and welcoming individuals from diverse groups to provide input into Collective's~~ **the development of** policies, procedures and services.

The Collective commits to making all meetings, gatherings, events, and other engagement opportunities as open for both Collective members and community members as possible, unless specified in advance as closed for only certain communities or members.

STRAW POLL

9 Green

1 Yellow

0 Red

FURTHER DISCUSSION

FINAL VOTE/DECISION

9 Green

1 Yellow

0 Red

Motion PASSED

Respect

The Collective membership recognizes, values, and respects the views, beliefs, orientations, histories and cultures of **the diverse communities** individuals/groups within the collective., ~~while acknowledging the significance of the Collective primarily as a "space for individuals whose identities and experiences represent various aspects of queer and ally communities at the University of Victoria and throughout the Victoria area" (University of Victoria Collective Constitution and Bylaws).~~

The Collective encourages self-reflection and self-examination, both in its membership and within its organizational structure and history, into the sites of power, privilege, and oppressions that may be experienced. It is possible to experience power and privilege as an organization or as a collective member while still experiencing oppression and marginalization in other areas. recognizes that rRespect for others necessitates locating oneself within the framework of anti-oppressive practice as an individual who may experience sites of power, privilege and oppression simultaneously.

STRAW POLL

10 Green

1 Yellow

0 Red

FURTHER DISCUSSION

FINAL VOTE/DECISION

10 Green

0 Yellow

0 Red

Motion PASSED

Commitment to Anti-Racism

The Collective acknowledges the additional systemic, institutional, cultural, and attitudinal barriers that racialized, queer, **trans, and two-spirit people** individuals face on a daily basis. The Collective is committed to combating and speaking out against all forms of racism (be it direct or indirect, subtle or overt, intentional or unintentional) in the effort to create a more welcoming and inclusive space for all within the Collective **and its spaces**.

Accountability

The Collective **commits to ensuring** ~~aims to ensure~~ that its active membership is engaged **and familiar with this** ~~in the implementation of~~ Anti-Oppression and Anti-Racism policy. Further, should an **person** ~~individual~~ and/or group feel that efforts are not being made by the Collective to fulfill these policies, they may file a complaint via the process(es) stated in the Collective's Safer Space Policy (~~see University of Victoria Collective's Constitution and Bylaws~~).

STRAW POLL

9 Green
1 Yellow
0 Red

FURTHER DISCUSSION

FINAL VOTE/DECISION

11 Green

0 Yellow

0 Red

Motion PASSED

Advocacy

The Collective will continue to advocate **through and for-** through individual and collaborative measures – policies, services and events that seek to actively eradicate systemic barriers to equity, equality, inclusiveness, access and respect for all marginalized people, especially for queer, **trans, and two-spirit people, and others with non-normative and/or marginalized sexualities, romantic orientations, and gender expressions and identities,** ~~identified individuals~~ and **commits to** work in solidarity with the other UVic advocacy groups.

Equity

The Collective aims to ensure **equity and fairness in all collective operations, including collective meetings and events.** ~~the way collective meetings and events are carried out.~~ The Collective is committed to including **all collective members possible** ~~the Collective membership~~ in decision-making processes, sharing power and resources between Coordinators (paid and volunteer), **and** Board Representatives., **active members and Collective allies.**

STRAW POLL

10 Green

1 Yellow

0 Red

FURTHER DISCUSSION

FINAL VOTE/DECISION

10 Green

1 Yellow

0 Red

Motion PASSED

Ethical Purchasing and Environmental Justice Guidelines

The Collective recognizes that global capitalism reinforces and perpetuates systems of oppression; that **a person** cannot make ethical purchases while existing and contributing under a system of capitalism, and that issues of environmental safety and land sovereignty are social issues.

The Collective acknowledges the complicated relationship between environmentalism and colonization and aims to employ a decolonizing lens towards environmental justice. The Collective aims to mitigate its negative impacts through ethical purchasing practices, including buying fair trade, sweatshop-free and union-made products from companies with unionized labour or small, local businesses with good labour practices. The Collective also seeks to mitigate its environmental impacts by purchasing products that are reusable, recyclable or compostable, and the Collective seeks to be conscious of the socially and environmentally unjust processes both at the points of creation, transportation, consumption and disposal of its purchases.

Because of institutional barriers such as race, class, gender, ability, and colonization, the collective recognizes that these guidelines may not always be feasible to follow, as ~~The Collective also recognizes that~~ spending collective money ~~monies~~ is accomplished through a system of

reimbursement, **requiring** which means individual collective members are required to pay for collective spending up front and out of their own pockets. ~~Because of institutional barriers such as race, class, gender, ability, and colonization, the collective recognizes that these guidelines may not always be feasible to follow.~~

STRAW POLL

9 Green

0 Yellow

0 Red

2 Abstentions Noted

FURTHER DISCUSSION

FINAL VOTE/DECISION

8 Green

1 Yellow

0 Red

2 Abstentions Noted

Motion PASSED

Bodily Autonomy

The Collective recognizes every **person's** individual's right to make choices about their own bodies, regardless of age or ability.

The Collective recognizes bodily autonomy includes access to non-judgmental information and health care and supports every **person's** individuals right to access all information, as well as the ability to decline services and procedures. In order for **people** individuals to fully be

able to make autonomous decisions, all options need to be safe, affordable, accessible and free of judgement.

The Collective recognizes the importance of access to health care practitioners who have a specific understanding of diverse sexual **and romantic orientations and** ~~ities and~~ gender identities.

The Collective recognizes that stigma associated with consensual sex and sexual acts, including sex work, exist. The Collective aims to celebrate consensual sex acts and reduce stigma through a framework of sex positivity, which supports people's right to have or not have sex on their own terms.

Reproductive Justice

The Collective supports full access to reproductive health services and parenting resources in a supportive and non-coercive environment, and is committed to reproductive justice.

The term reproductive justice was coined by feminists of colour and refers to "the right to have children, not have children, and to parent the children we have in safe and healthy environments -- [it] is based on the human right to make personal decisions about one's life, and the obligation of government and society to ensure that the conditions are suitable for implementing one's decisions" ¹.

This includes access to comprehensive, accessible and affordable reproductive health services, including abortion, contraception ~~appropriate for all genders,~~ assisted reproductive technology, prenatal health services, community-based and community-specific childcare, adoption services and foster care, and sex education **that are appropriate for all genders.**

Reproductive justice also encompasses the right define one's own family and the right for people of all abilities, socio-economic statuses and

backgrounds to make decisions about their reproductive choices, parenting and families.

STRAW POLL

11 Green
0 Yellow
0 Red

FURTHER DISCUSSION

FINAL VOTE/DECISION

12 Green
0 Yellow
0 Red

Motion PASSED

Blanket Change Motion

Small spelling edits and updates to numbered points and/or content of lists that are affected by proposed changes. No edits made will affect the meaning or spirit of the text.

Straw Poll

11 Green
0 Yellow
0 Red

Final Decision

11 Green
0 Yellow
0 Red

Motion PASSED

15. Changes to Constitution and Bylaws

	Small spelling edits and updates to numbered points in lists that are affected by proposed changes. No edits made will affect the meaning or spirit of the text.
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STRAW POLL

11 Green

0 Yellow

0 Red

FURTHER DISCUSSION

FINAL VOTE/DECISION

11 Green

0 Yellow

0 Red

Motion PASSED

16. Changes to Safer Spaces Policy

	Add “and Anti-Stigma policy” to all instances of the phrase “Anti-Oppression and Anti-Racism policy” throughout the
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	document, so that the final document will read “Anti-Oppression and Anti-Racism, and Anti-Stigma policy”
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STRAW POLL

10 Green
 1 Yellow
 0 Red

FURTHER DISCUSSION

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FINAL VOTE/DECISION

11 Green
 0 Yellow
 0 Red

Motion PASSED

17. Changes to Safer Spaces Policy (Personal Responsibilities)

<p>a) Regular users of this space are expected to act as a Collective member and agree to follow all of Pride’s bylaws and policies, including the Safer Spaces policy and UVic Pride’s Anti-Oppression and Anti-Racism policy.</p>	<p>a) Regular users of this space are expected to act as a Collective member and agree to follow all of Pride’s bylaws and policies, including the Safer Spaces policy and UVic Pride’s Anti-Oppression and Anti-Racism policy. You will also be expected to complete Anti-Oppression and Safer Spaces training, at minimum, at the earliest opportunity.</p>
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STRAW POLL

9 Green
1 Yellow
0 Red

FURTHER DISCUSSION

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FINAL VOTE/DECISION

10 Green
0 Yellow
0 Red

Motion PASSED

18. Changes to Safer Spaces Policy (Personal Responsibilities)

<p>b) We don't expect everyone to be instantly familiar with Pride's Anti-Oppression and Anti-Racism policy; however do look at these policies and ask if you are unsure about something.</p>	<p>b) We don't expect everyone to be instantly familiar with Pride's Anti-Oppression and Anti-Racism policy; however do look at these policies and ask if you are unsure about something. You may be approached by a coordinator to read the documents if you have not done so after spending a significant amount of time in the space.</p>
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STRAW POLL

11 Green
1 Yellow
0 Red

FURTHER DISCUSSION

Discussion as to whether use of the word "instantly" was using hyperbolic language, but that it was used to reflect that though everyone is not expected to be familiar with all policies the first time they enter Pride, they eventually WILL be expected to be familiar with them.

FINAL VOTE/DECISION

10 Green
0 Yellow
0 Red
1 Abstention

Motion PASSED

19. Changes to Safer Spaces Policy (Shared Responsibility)

	<p>g) Be aware that UVic Pride has historically been hostile towards IBPOC and/or members who are 2-Spirit and/or transfeminine, and that the space has been known to promote overt and casual colonial violence, anti-Blackness, erasure of the contributions of IBPOC members and/or members who are 2-Spirit and/or transfeminine and an overall alienating atmosphere to racialized, and Indigenous, and transfeminine members. Members who are white or who experience varying degrees of privilege and oppression related to race are expected to hold themselves and each other immediately accountable, and take personal initiative to access anti-racism and/or anti-transmisogyny documents resources and trainings in order to contribute to an inclusive environment in Pride.</p>
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STRAW POLL

12 Green
0 Yellow
0 Red

FURTHER DISCUSSION

Proposed changes noted in blue

Straw Poll on Proposed Changes

11 Green

1 Yellow

0 Red

Discussion about how IBPOC is used differently based on community, and to make sure that we include this term and our use of it in the interpretations section of the Bylaws if we adopt this change

FINAL VOTE/DECISION

12 Green

0 Yellow

0 Red

Motion PASSED

20. Changes to Safer Spaces Policy

	<p>Small spelling edits and updates to numbered points in lists that are affected by proposed changes. No edits made will affect the meaning or spirit of the text.</p>
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STRAW POLL

12 Green

0 Yellow

0 Red

FURTHER DISCUSSION

FINAL VOTE/DECISION

12 Green
0 Yellow
0 Red

Motion PASSED

21. Changes to Anti-Oppression and Anti-Racism Policy

	Change all use of the suffix “-phobia” to read “-antagonism” throughout the document.
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STRAW POLL

12 Green
0 Yellow
0 Red

FURTHER DISCUSSION

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FINAL VOTE/DECISION

12 Green
0 Yellow
0 Red

Motion PASSED

22. Changes to Interpretations of Constitution and Bylaws

IBPOC: “The self identification of someone who is an Indigenous and/or Black Person of Colour”

STRAW POLL

10 Green
0 Yellow
0 Red

FINAL VOTE

10 Green

0 Yellow

0 Red

Motion PASSED.

23. Elections

- Collective Coordinator: Events and Activism
Nominations: Orillia
Elected: Orillia
- Collective Coordinator: Office Coordinator
Nominations: Char
Elected: Char
- Collective Coordinator: Volunteer Resources
Nominations: None
Elected: None
- UVSS Board Representative
Nominations: Alexis
Elected: Alexis
- Grad Student Society Rep
Nominated: None
Elected: None
- Post Secondary Outreach Coordinator
Nominations: Gwynhyfer
Elected: Gwynhyfer
- Trans Representative
Nominations: Kevin
Elected: Kevin

- Youth Representative
Nominations: None
Elected: None
- IPOC Representative
Nominations: Kevin
Elected: Kevin
- Resource Coordinator
Nominations: Audrey
Elected: Audrey

MINUTES APPROVED: Nov 8th, 2016 at AGM