

## **UVic Pride SAGM Agenda**

**Mar 16th 2017 - 3:30pm - Michele Pujol Room [Large Side]**

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Quorum:

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1. Acknowledgement of the Territories
  2. Safer Spaces
  3. Round of Names / Check In
  4. How does the SAGM Work?
  5. Updates
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### **6. Appeals for Voting Rights**

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### **7. Voting Method for AGM Elections**

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

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### **8. Changes to Safer Spaces Policy (Preamble)**

The UVic Pride Collective works to create an intentionally safer space in the Pride Centre and at all Pride Collective events. As such, this policy is always in effect in the Pride Centre and Pride Collective events. An intentionally safer space is created when participants work towards safety for all people and actively challenge all forms of oppression. We define safety as freedom from oppression as outlined in the Collective's Anti-Oppression and Anti-Racism policy, while recognizing that systemic oppression and power structures are pervasive in all spaces. UVic Pride, as well as the University of Victoria, is located on colonized territories of the Lekwungen people. The land that the university exists on was originally a gathering place for camas bulb harvesting as

well as for trade and commerce. As an organization, Pride operates within a context of ongoing colonization and is complicit in this ongoing process. Decolonization is an integral part of creating safer spaces. Allowing dominant power structures and systems of oppression to be recreated and reaffirmed creates spaces that exclude people who experience those oppressions and we become complicit in actively harming them. For this reason, safety and active creation of safer spaces is **prioritized over the comfort of people unlearning oppressive structures.**

Safer spaces are welcoming and educational spaces. This policy provides some guidelines creating safer spaces through mutually respectful dialogue. We must all act intentionally to create safer spaces. All who access the Pride Centre and Pride Collective events should address oppressive behaviour or actions and to our challenge our own oppressive beliefs, behaviour, or actions. You may be asked to engage in a conversation or thought process about your contributions and/or experiences **with privilege and oppression.**

The primary purposes of UVic Pride collective spaces are advocacy, education and to provide services. The Pride Centre also serves as a refuge for people experiencing oppressions in their daily lives. We don't all have energy or ability to be constantly engaged in activist work and you are not expected to be engaged in Pride Collective activities every moment that you are in the Collective space; however, everyone who uses this space is expected to uphold their responsibilities as Collective members (outlined in the Constitution). **Interactions within these spaces should fall within the mandate of Pride's Constitution and Bylaws.** Regular users should be aware of these responsibilities.

This policy outlines expectations in three areas: personal responsibilities, shared responsibilities, and ways to address issues and concerns.

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## **9. Changes To Safer Spaces Policy (1. Personal Responsibilities)**

### **1. Personal Responsibilities**

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.

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.

c) Be aware of your social location. While this space exists for people who experience **oppression and/or marginalization based on their gender, sex, sexuality, or romantic orientation**, people also experience many other intersections of oppression. Avoid **taking authority** over a form of oppression you do not experience. Don't assume people have universal experiences **or comfort levels** regardless of how you identify. Be aware of the space you take up if you are engaging with someone **who experiences a form of oppression that you do not**.

d) Be respectful of the Collective space, including the physical space in which the Collective space is located and space the Collective uses to put on events outside the Pride Centre. Be aware of how you are using it and how much space (emotional, physical and mental) that you are taking up.

e) Try to take being called out or asked to leave seriously, not personally. We want to work toward a Collective where everyone can intentionally work toward a safer space. **People may ask you to leave temporarily to allow them some space, or they may file a Safer Spaces complaint if they feel it is necessary. Safer Spaces complaints must follow the process as outlined in our Constitution and Bylaws.**

f) Be prepared to be challenged on beliefs and actions that are oppressive; everyone makes mistakes and this is a time for self-reflection, not to be defensive. It is not appropriate to argue with the person who challenged your oppressive behaviour, rather it is a time for you to understand that you have harmed someone, whether intentional or not, and to learn from your mistake and experience.

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## **10. Changes To Safer Spaces Policy (2. Shared Responsibility)**

### **2. Shared Responsibility**

a) As a collective, we are all accountable to each other. Every member shares responsibility to create safer spaces and created a welcoming environment. We collectively have the responsibility to upholds Pride's Anti-Oppression and Anti-racism Policies.

- b) It is important to create a welcoming environment. Collective members should welcome new people to the space and show them where to find Collective documents like the Anti-Oppressive and Anti-Racism policy, and other useful things like Pride's resources and services, **if comfortable**.
- c) We must all work to avoid oppressive behaviour and must also actively address oppressive behaviour, content, etc. to the best of our abilities, keeping in mind personal safety, emotional capacity, etc.
- d) Collective members are responsible for educating each other. If you are comfortable, take the time to proactively share resources, or start a conversation with someone explaining why something may be problematic or oppressive.
- e) Respect people's boundaries, whether these be mental, physical or emotional. Ask consent from potential participants before engaging in physical contact, beginning potentially triggering or upsetting conversations, or talking about very private or intimate topics.
- f) If someone has done something that violates this or the Anti-Oppression and Anti-Racism policy and you were not comfortable bringing it up at the time or want to discuss it further, please contact the Safer Spaces Coordinator (or a Collective Coordinator) to discuss your concerns. The Safer Spaces Coordinator is always available to discuss safety concerns, even if you just want to chat. The Safer Spaces Coordinator can take a variety of actions, from an informal conversation to helping you submit a formal complaint, if needed.
- g) Be aware that UVic Pride has historically been hostile towards IBPOC, and that the space has been known to promote overt and casual colonial violence, anti-Blackness, erasure of the contributions of IBPOC members and an overall alienating atmosphere to racialized and Indigenous members. Members are expected to hold themselves and each other immediately accountable **while also reflecting on their various racial positions, experiences, and identities**, and take personal initiative to access anti-racism documents and trainings in order to contribute to an inclusive environment in Pride.

## 11. Changes To Safer Spaces Policy (3. Addressing Issues and Concerns)

### 3. Addressing Issues and Concerns

a) If the Anti-Oppression and Anti-Racism Policy has been violated, education is a priority. Collective members who are comfortable can address the incident in several ways, such as having a private conversation with the person or providing useful resources. If you have violated the policy and someone would like to discuss it with you, you should listen to what they have to share.

b) If you say or do something that violates Pride's anti-oppressive policy and it has upset someone, you should take some time away from the space; the people who have been hurt have the right to the safer space over the person who has caused harm, intentional or not. If Collective members who are present wish to address the issue, they are encouraged to do so, however an alternate space should be found.

c) The UVic Pride Collective supports survivors of sexualized violence in all its spaces. Members are asked to check-in with the people in the space before engaging in conversations around sexualized violence. It is not up to the person who is uncomfortable with the discussion to leave the room. Rather, it is the responsibility of the person who proposed the discussion to hold said discussion elsewhere. Jokes or making light of sexualized violence will not be tolerated.

d) If someone asks you to leave the space for violating this or Pride's Anti-Oppression and Anti-Racism policy, you should respect that request; if there is serious disagreement or conflict you should contact the Safer Spaces Coordinator or a Collective/Paid Coordinator. It is inappropriate to argue with the request, or to validate your right to the space.

e) If you've left the space because you have engaged in oppressive behaviour, intentional or unintentional, please contact the Safer Spaces Coordinator before returning to discuss the incident and expectations of Pride's policies.

f) The Safer Spaces Coordinator or Collective/Paid Coordinators shall have a limit of two weeks to take action to resolve the safer spaces concern. Examples include: speaking to those involved with the conflict, providing resources, and contacting the Anti-Violence Project or other local organizations for assistance and mediation.

g) All members of the collective are responsible for creating a Safer Space. This is a learning process for everyone involved people will make mistakes, and those who are

self-reflective of their oppressive behaviour, who have taken actions towards understanding and implicating their own privilege and power in perpetuating systems of oppression, and who have taken actions towards working against these systems and unlearning their oppressive behaviours will be welcomed back into the space by the Safer Spaces Coordinators and/or Collective/Paid Coordinators.

h) This policy does not follow or supercede the removal process outlined in the constitution and bylaws.

i) This policy shall not be used as a tool for removal of collective members based on personal issues. All concerns addressed must pertain to safer spaces at UVic Pride Collective spaces and events.

## **12. Changes to Bylaw 2 (3. Removal)**

### **3. Removal and Suspension**

Complaints against a Collective member must be made **in accordance with the Safer Spaces Policy** to the Safer Space Coordinator, or if preferred, another Collective Coordinating Committee member, who will take actions including but not limited to facilitation, mediation, and consultation. If, after two (2) weeks, the problem is deemed irresolvable by these means, the Safer Space Coordinator, or if preferred, another Collective Coordinating Committee member, **must meet with all parties involved in the complaint to establish a plan to move forward. This may include involving mediation processes such as the Anti-Violence Project or the Ombudsperson, or removing one or more members from the collective for an extended period of time.** 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.

## **13. Changes to Bylaw 5 (2. Membership)**

### **j. Library Coordinator**

## **14. Changes to Bylaw 6: (2. Responsibilities of the Coordinating Committee and Hired Positions)**

I. Safer Space Coordinator(s): The Safer Space Coordinator(s) shall:

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. Keep a secure document of Safer Spaces concerns, complaints, and resolution and accountability plans in order to ensure a continuation of responsibility in the event of a change in coordinators.

m. Library Coordinator

- i. Ensure organization and upkeep of library, including but not limited to: print, audio, and visual materials;
- ii. Coordinate and train library volunteers;
- iii. Ensure all materials are returned and/or catalogued in a timely and orderly fashion;
- iv. Coordinate requests and orders for new materials in conjunction with the semesterly budget;
- v. Other duties pertaining to the library as required.

## 15. Proposed Policy (Gender Affirming Resources Policy)

### Gender Affirming Resources Policy

**Interpretation:** “Gender Affirming Resources” within this policy refers to any gender affirming resource that is available for people to order through the collective. This includes binders, breast forms, gaffs, packers, and any other gender affirming resource that the Pride collective offers for community members to order.

### **Policy**

- 1) The UVic Pride Collective will offer gender affirming resources to the best of their financial and coordinator capacities.
- 2) The UVic Pride Collective will order gender affirming resources that are not listed on our website by request, so long as payment is offered in full. Any requests for subsidized payments by the Pride collective for resources not listed on our website must be approved by the collective at a collective meeting.
- 3) The UVic Pride Collective will take requests to add new gender affirming resources to the regular order schedule and website. Requests should be made at a collective meeting or to any coordinator. Requests will then be sent to the Resource Coordinator(s), who will come back to the collective within two (2) weeks with a price breakdown and an ordering plan. With this information in mind, the collective will then

vote on adding the requested resource(s) as part of the regular ordering schedule and website.

- 4) Orders for gender affirming resources will be placed within the first week of every month, once a month throughout the year.
- 5) Requests to send or ship resources from the UVic Pride office at the collective's expense must be consulted with the Financial Coordinator and brought to a collective meeting for approval.

## **16. Elections**

- Collective Coordinator: Events and Activism

Nominations:

Elected:

- Collective Coordinator: Fundraising

Nominations:

Elected:

- Grad Student Society Representative

Nominations:

Elected:

- UVSS Board Representative

Nominations:

Elected:

- Trans Representative

Nominated:

Elected:

- Post Secondary Outreach Coordinator

Nominations:

Elected:

- Resource Coordinator

Nominations:

Elected:

- Financial Coordinator  
Nominations:  
Elected:
  - Safer Spaces Coordinator (x2)  
Nominations:  
Elected:
  - Youth Representative  
Nominations:  
Elected:
  - Advocacy Council Representative  
Nominations:  
Elected:
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MINUTES APPROVED: