

GEM Collective Meeting
February 5th, 2021
5pm-6:30pm

Attendance: 5 Collective Members

Territory Acknowledgement

Introductions - Name, Pronouns, If you could be a type of weather, what would you be?

Overview of consensus based decision making

- a. Consensus decision making is a creative and dynamic way of reaching agreement between all members of a group. Instead of simply voting for an item and having the majority of the group getting their way, a group using consensus is committed to finding solutions that everyone actively supports, or at least can live with. This ensures that all opinions, ideas and concerns are taken into account. Through listening closely to each other, the group aims to come up with proposals that work for everyone.
- b. By definition, in consensus no decision is made against the will of an individual or a minority. If significant concerns remain unresolved, a proposal can be blocked and prevented from going ahead. This means that the whole group has to work hard at finding solutions that address everyone's concerns rather than ignoring or overruling minority opinions.
- c. Making decisions in this way sometimes requires more discussion and can take more time, but it ensures that all folks involved are granted the opportunity to voice their opinions, concerns, and provide valuable input.
- d. Over zoom, using thumb-ometer system - thumbs up = approved, thumbs sideways= I'd like to discuss this more/I have a question, thumbs down = I do not approve, If you have something to say, put an x in the chat and we'll get to you

Financial Approvals

- a. Funding Re-allocation (Niko to Screen Share Budget) - Proposing to re-allocate budget line 7020 - Furniture of \$1000 this semester towards purchasing menstrual and safer sex supplies. This would update budget line 7090 - Products from \$2500 to \$3500.
 - i. **Passes with collective approval**
- b. Donation Approval - Earlier this month, we collaborated on a workshop on Gender Based Violence and Colonization with AVP, for the clinical psych grad program. AVP has committed to donating money to Indigenous organizations whenever they facilitate a portion of their curriculum developed by a former Indigenous employee. Due to our collaboration, and a desired commitment to honour who our knowledge comes from, I would like to suggest the GEM donate \$150 from our \$2000 workshop budget this semester to the Indigenous Harm Reduction Supply Fund. This donation would directly benefit Indigenous folks in our community
 - i. **Passes with collective approval**
- c. The Indigenous Harm Reduction Team's fundraiser for survival supplies for the local street community -
https://fundrazr.com/streetsurvival?ref=ab_5hsaGwa3i4f5hsaGwa3i4fm

- d. Brainstorm on other causes to support in the future: Queer sex ed podcast, other organisations or creators that we want to support via recurring donations?
 - i. Opt-in land tax?
 - 1. Possibly a collaboration between other Advo groups or larger UVSS?
 - ii. Other ideas:
 - 1. Projector for the GEM space
 - a. Could be used for woman and nonbinary produced movie nights
 - i. Maybe after collective meetings

Executive Brainstorm

- Historically, the GEM has operated as a collective, with it's decisions directed by our collective. There is a new UVSS policy suggesting a requirement of having a 3 person elected executive for each advocacy group :

Executive

As expanded and defined in each advocacy group's bylaws, an advocacy group's executive shall be:

1. The board representative and at least two other executive members that are:
 - a. Current undergraduate students or, in the case of advocacy groups that serve both undergraduate and graduate students, graduate students; and
 - b. Elected by the membership
2. Any additional members elected by the advocacy group's membership.
 - ii. The duties of the Executive include:
 1. Fulfilling the mandate laid out in the advocacy group's constitution,
 2. Following the bylaws and policy of the UVSS,
 3. Holding regular meetings (at least once a month) to discuss the activities of the group,
 4. Being signing authorities,
 5. Directing the coordinator(s), and
 6. Other duties outlined in the advocacy group's constitution and bylaws.
 - iii. All members of the executive are elected for a term of no longer than one year and may run for re-election upon the completion of their term.
- Membership/ Collective as per GEM Constitution:

Bylaw 2: Membership

1. General Membership: All people who self-identify as women, non-binary or gender non-conforming and are registered at the University of Victoria, faculty, staff, alumni, and community members at large are considered general members of the Gender Empowerment Centre provided they ascribe to the purposes of the Gender Empowerment Centre. 2. Rights of Members

- a. All general members (as defined by Bylaw 1) shall have voting privileges at General Meetings of the centre.
- b. All general members shall be eligible to be on the Collective c. General

members shall be entitled, upon request, to a copy of the Constitution of the Gender Empowerment Centre.

Bylaw 3: Gender Empowerment Centre Collective

1. People having met membership requirements as outlined in Bylaw 2.1 who attend two consecutive Collective meetings
 2. Committee reps
 3. People hired under the Work Study program
 4. Gender Empowerment Centre Coordinators
- b. Organizational Committees as an Option: One rep from each committee is elected executive member

Bylaw 6: Organizational Committees

1. The Organizational Committees of the Gender Empowerment Centre shall be decided by the current collective members and can include Anti-discrimination, Finance, Personelle, Organizational Development, Volunteer, Fundraising, Activities, Trans Inclusion, and Library among others.
2. Organizational Committees shall be composed of general members who uphold the spirit and intent of the Gender Empowerment Centre.

Work study projects aligning with committees, WS students as members, execs?

- Stand alone positions to expand into committees - committees require larger active membership than we currently (example: finance rep, education rep)
- If we don't want an executive - why?

Questions about advo policy:

- What do we do if we cannot find collective members to fill executive positions, now or in the future?
 - Very difficult to find membership engagement during this time - not a realistic goal for this year
 - Policy needs some form of grace period or flexibility for groups like gem in light of pandemic and low member engagement
- Can we provide honoraria to executive members?
- Can executive positions be by semester rather than a year long?

Other updates

1. Upcoming Collective Meeting first week of March, SAGM last week of March
2. Restocking of supplies and exciting movement with our mailing program

Closing - What's one thing you're looking forward to this weekend?