

GEM Collective Meetings

Running Agenda & Minutes 2024/25

Join Zoom Meeting

<https://uvic.zoom.us/j/88622278070>

January 17 - Collective Meeting

Call to order: 1:35 p.m.

Attendance:

In person: Beau, Fernanda, Leslie, Eric, Georgia, Thalia, Colby, Valeria, Mai, Max

Zoom: Jazz

Meeting Admin:

Note taker: Fernanda

Chair: Beau

Timekeeper: Fernanda

AGENDA:

1) Territorial acknowledgement

estimated time (ET): 3 mins

2) Check in:

ET: 5 mins

- a) Check-in question: In one word -- how is your heart?

3) Announcements:

ET: 10 mins

- a) **Timekeeping**- as of now we will be enlisting a timekeeper at meetings to keep us on track - this person will move us along if we go overtime!

- i) Today this person is Queen Leslie

b) Global Village

- i) **Description:** SOCC event, February 6 & 7, "two-day cultural exhibition created to celebrate the cultural diversity at UVic and bring us closer together!" Pavilions for cultural showcasing, food, film screenings, Pulse zine showcase party → check out their website
- ii) **GEM table** → we have been invited to table at the "Walk Around the World" tabling fair (alongside all the other UVSS groups) → February 7, 10-4 We don't *have* to do anything special BUT it is a cool opportunity to bring in some international perspectives/ cultural sharing moments!
- iii) Georgia is going to be working on that - pls get in touch with her if you would like to be involved
- iv) If you want to table day-of, there is sign up for that available in the tabling sign up

a. Fernanda - The Gem Journal

- i. Submissions open until the 24! The theme is self-love, care, and appreciation. Please submit!
- ii. Fernanda finished the two first volumes of the Journal: Volume 1 goes from November 2023 to April 2024. Volume 2 goes from September to December 2024. The dream of a launch might be able to come through! Volume 3 could be from January to April 2025 and have a launch during the summer (although it depends if Fernanda is working during the summer) If you have any ideas or suggestions, please let Fernanda know!

4) Standing date for Collective meetings other than SAGM

ET: 5 mins

- a) 3rd Friday of the month 1:30 - 3 → does this work?

- b) If not → use LettuceMeet for scheduling : <https://lettucemeet.com/1/eElmx>

5) Honorarium approvals for January tabling

ET: 2 mins

- a) \$50 each to:

- i) Tessa - **Approved**
- ii) Colby - **Approved**
- iii) Thalia - **Approved**
- iv) Leslie - **Approved**

- b) THANK YOU!

6) Teams!!

ET: 5 mins

- a) What'sApp will be out of use by the end of the month! PLS!
- b) Pull out your phone and go to Teams
 - i) is everyone in the group chat?
 - do you see that message about the approvals? can we do a 2 second virtual vote on both of those? (and speak now if u have issues with these)
 - ii) Can you access the GEM teams? And the following channels: general, community announcements & updates, GEM announcements and updates
 - iii) Questions?

7) Groovefest update

ET: 40 mins TOTAL

a) **Context -->**

ET: 5 mins

Our variety show, Groovefest was scheduled for this coming February 13th! After evaluating everything else that we have going on, compared to where we were at in the planning process (not far!), we don't have capacity to host this event without compromising our other existing projects. So, we are proposing to cancel Groovefest, and redirect those resources (time/ energy/ money) elsewhere.

b) **Re-directing to SAGM -->** Our biggest proposed re-direction is to use our booking at Vertigo (February 13 in the evening) to instead host our SAGM, and make it really cute and special and fun

- i) **February SAGM because:** Feedback that came from fall AGM was that the timing was too close to finals season and that middle-of-the-term was better timing for people
- ii) **SAGM has changed, policy-wise** → we don't need to get our budget or work plan approved at that meeting, and we don't need to present our annual report!! So other than leftover TOR updates it's actually just a meeting for dreaming & scheming about what we want to see for next year
- iii) We'll be doing our demographic survey as well, might bake this into an RSVP
- iv) **We're thinking:**
 - SAGM-meets-trivia-meets-sex-toy-bingo but with a bunch of other prizes that aren't sex toys also
 - Proper nice food?
 - We can dress up??

c) We will be going into a vote for this but - **questions??**

ET: 20 mins

- **Thoughts from the collective:**

- ★ Call the FEM-EXPO party Groovefest??
- ★ The event is going to be super long
- ★ Cancelling the party to give ourselves a bunch of prizes seems weird
- ★ Groovefest cannot happen, that's the reality. So why not use the money and venue for something fun to celebrate each other
- ★ Would jumping back and forth be confusing? (Thalia, Leslie) "Stop having fun, let's talk about policy."
- ★ Merits to both
- ★ Voting props
- ★ Theatre production
- ★ Clowns meet SAGM
- ★ Drag performer to chair the meeting

d) Votes: [these may change depending on how convo goes] *ET 15 mins*

- i) Does the evening of February 13 work for SAGM timing? **APPROVED**
- ii) Do we approve re-using our Vertigo booking for the SAGM? **APPROVED**

- iii) Do we approve of re-directing up to \$800 of programming budget from our \$1500 Groovefest budget into our SAGM? **APPROVED**
- iv) Do we approve re-directing the rest of the Groovefest funds (\$700 from programming + \$100 advertising + \$225 for printing) into other initiatives such as FEM-EXPO, safer sex & menstrual supplies? **APPROVED**

8) Updates to constitution & policy *ET: 10 mins*

- a) Remember our AGM... we have a bunch of unfinished updates to our policy & terms of reference that we weren't able to get through!
- b) We are still wanting to update those documents SO here is the plan!!!
 - i) We will be hosting **"office-hour"/ chat times with Fernanda and/ or Beau**
 - if we see you in the space, we are gonna make you talk to us. We will be taking those comments into consideration and drafting up proposals.
 - **Monday Jan 20th to Tuesday Jan 28th**
 - Some people said their neurodivergent asses need deadlines for this kind of thing → who are u let's sign u up
 - **Thalia: Monday at 2:30**
 - **Georgia: Working hours**
 - **Eric: Text them**
 - **Jazz: Working hours**
 - **We will put on Teams the current draft so people can look at them**
 - **If you have thoughts, please put them on the Teams channel/chat so that others can hear your thoughts**
 - **Comments on the document as we are meeting with each other**
 - ii) Fernanda & I are going to take this feedback and incorporate it into a draft, these will then go to our working group
 - iii) Who is still interested in working on this project in a working-group capacity?
 - We want to meet with this group to finalize the changes that will be presented at the SAGM
 - Okay when are meeting for that? Sometime between Wed Jan 29 and Wed Feb 5

Policy committee meeting on
-Eric, Georgia, Jazz, Leslie, Fernanda, and Beau

9) FEM-EXPO

estimated time: 15 mins

- a) Gonna provide some updates about programming for this as well as some corresponding requests for spending approvals bc they are big fat stacks
- b) Firstly – announcement will go out... today or maybe Monday. We will talk about the logo at the end of all this
- c) Feminist Fun Fair – big party of the event!!!
 - i) Description: Vertigo
 - Fun fair like at the literal fair! But sexier & juicer (18+)
 - Tarot, games, band, DJs, go-go dancers, face painting, airbrush tattoos, dancing!
 - Pleasure and play as feminist practices (ty Thalia for that)

- ii) Approval of up to \$500 for décor - **APPROVED**
- iii) Approvals for DJs and band up to \$1200- **APPROVED**
- iv) Approvals for booth people
- v) Approvals for dances up to \$750 -
- vi) Looking for some creative help with that — we will be building a carnival so we need some artists to help with decorating/ painting signs/ props etc
 - ❖ Georgia, Thalia (maybe)

d) Frontliner WS

- **Description:**
 - Developed by two comrades with a lot of local organizing experience
 - “Immersive workshop covering various roles, responsibilities, and scenarios that may occur within the context of intersectional frontline struggles. Participants can expect to hear stories from the frontlines, song and dance, multimedia sounds and projections, and hands on skill building practice...”
 - “explore somatic regulation strategies for conflict situations and develop introspective awareness skills so participants can have an understanding of the types of roles and situations they feel suited to take on.”
 - Combination of presentations, experiential learning, getting familiar with various resources
 - Extremely thorough
- They estimated 10 – 12 hours prep time for this workshop, and based on “what UVIC pays alumni for AHVS workshops and the value of our lived experiences and intensity of content” proposed compensation of \$400 each for 3 facilitators (\$1200)
- I told them this was a bit steep for us and informed them that we don’t have the same level of budget that UVic does - I suggested pairing down the workshop, instead of paying them less.
- I think we should come up with a number for what feels reasonable to spend on this → most educational events are within the range of 200-600, but are usually only 1-2 hours
- Twenty to thirty participants.
- Two hours for \$300
- Really promote it!

e) Plantcestral Knowledge WS

- i. Description:
 1. Taught by Saf & Haya, who are two queer Arab unprofessional-but-very-knowledgable herb workers (and also Beau’s friends)
 2. Plant knowledge as a way to reclaim relationship with/ knowledge about the body, connect with land; resisting colonization and patriarchy
 3. Systems of the body, getting to know different herbs and their uses!
- ii. Amount of \$400 (\$200 each) → Saf & Haya will be donating this to aid in Gaza
 1. They didn’t give us a number, this is my estimate, they are creating this workshop for FEM-EXPO so there is a lot of prep labour

f) LOGO → if you wanna stay and chat about that after, we can BUT key question is:

Adjourned: 3:12 p.m.

December 12 - Collective Meeting

Call to order: 4:10pm

Attendance: Eric, Fernanda, Beau, Thalia, Tessa, Colby, Jitendra

Zoom: Prym, Jazz, Alynne

Note taker: Beau

Chair: Beau

AGENDA:

10) Territorial acknowledgement

11) Check in: How do you nourish your heart, body, and spirit over the winter holiday season?

12) Announcements

- a) SUB Closure - 5pm on Monday December 23 at 5pm, reopening January 2
 - i) Beau will be gone from the 21st, coming back on the 2nd, or 3rd, or 6th
 - ii) Fernanda will away, working from home next week and returning on the 7th
- b) FEM-EXPO
 - i) We would love some additional opinions about the spelling
 - FEM-EXPO - 6 votes
 - FEM-XPO - easily recognizable? →1 plus Fernanda
 - Eric does not care, or suggested FEM - E - EXPO
 - ii) Community letter about announcing FEM-EXPO/ end of SEXPO going out in the new year— keep your eyes peeled and pls engage with that post!
 - do we feel this should come from community or from
 - (a) Eric says → in your voice but on behalf of the collective
 - (b) Jitendra →spokesperson on behalf of GEM but good to have you name on
- c) January tabling!
 - i) We will be tabling at:
 - International Students Welcome - January 10, 3:30 - 4:45pm
 - Clubs and Course Union Days - January 15 and 16, 10am - 3:30pm
 - ii) Anyone wanna table ☑☑ (We'll touch base about this in January)
- d) Switching to Teams - this has been a slow process, but we are hoping to have things transitioned over in the new year ☑
 - i) Who is not in the teams?
 - Prym
 - ii) Any questions??

13) Alynne's workshop and IG controversy lol

- a) Context - from Alynne
 - i) [fill in from her notes]
 - ii) Beau: our bottom line is that we are flexible in how we support her work, so if we want to not make it an official GEM initiative we can do that
- b) Does anyone have any lingering thoughts about this workshop
 - i) Jitendra: there are differences and overlaps; how do those nuances



affect quality of the research?

- Alynne: area of focus is P-I-V intercourse; different results from different demographics
- ii) Jitendra: language used – why is it not focused on “people with vaginas” (cis women, some enbies, post-op trans women) generally asking people what their genitals is, but if that’s what the research is then maybe that should be the criteria
- Alynne: Beau did we talk about this as an option?
 - Beau: I don’t think so
 - A: I was told by research supervisors that this is as vague as I can be, and this is what ethics has approved – and I do feel like this language is the most accurate way to describe the specific people I am looking to talk to
- iii) Eric: nuances of power and diversity – speaking to a specific group of experiences has value sometimes →future co-research with a transfemme researcher →you should note this controversy in the research
- iv) Fernanda: biggest issue was that there was no information attached to the post
- v) Eric: people might still be angry even if we provide more info
- vi) Alynne: Beau do you want to lead us into next steps
- Beau: I want to know what everyone else thinks we should do
 - Eric: Alynne should write the explanation in her voice →
(a) Offer to have office hours to talk about it?
 - Alynne did not have a draft but will do this later based on convo
- vii) Jitendra: AFAB people as a group is legitimate – but breaking it up into these two groups feels exclusionary... there are specific experiences that aren’t clearly defined in these categories
- Why the exclusion of trans-masc people
 - Unless there is clear reasoning for why these people will skew your research, it sounds exclusionary
 - Alynne – received feedback about just saying “afab” →research isn’t relevant to masc afabs
- viii) Prym – this was brought forward when I was board rep
- Had similar concerns about scope/ demographics →Alynne pointed to conversations with people about the differences
 - To me this cross-section makes sense
 - Exclusion of trans women →understandable in terms of scope, transmisogyny is understudied but has a lot of its own intricacies and scope is limited, feels like a reasonable cutoff
 - Because of the embodied nature of the workshop – would be concerned about facilitating this from a lack of expertise
- ix) Beau – two things: this topic will always be contentious even if we explain it, and maybe the potential for controversy will be more work and trouble than it’s worth for either party →extra labour for Beau and Fernanda, but also extra stress for Alynne
- Jitendra: I don’t know a lot of the context but I agree that it might be best to support the project without it being an official “GEM initiative”
 - Eric: not just to people please to pander to people who don’t know what’s happening but also not fair to Beau and Fernanda to have the extra work
 - Alynne: Fernanda and Beau – what feels supportive for you?

- Fernanda: the post has been up for too long, we do need to acknowledge it
 - (a) Future promotion - it would have to go through the process of editing etc before being posted
 - (b) We are going on holidays soon and will have a very busy winter season - and FEM-EXPO will bring its own controversies
 - (c) Jitendra: if there was more controversy would you have capacity to deal with this?
 - (d) Fernanda: Beau deals with it not me
 - Colby: with the additional information, I don't disagree with GEM presenting that, but I don't think it's conducive to something being on an Instagram post →going forward it makes sense to provide those details in a more controlled environment/ more good-faith productive conversations
- c) What do we need to address in these comments?
- i) Beau doesn't want to make a new post but also doesn't want to keep the old one up →making new one would be turning into a bigger thing
 - ii) Alynne: website/ link with reasoning behind the research?
 - iii) Prym: drop a link in the comment, leave that up for a week, and then delete the post
 - iv) Fernanda: we don't have enough followers to need to make a public apology, but we do need to acknowledge it
 - Adding another comment to that post with a link - "here's a link from the researcher with an explanation"
 - v) Eric: locking comments?
 - Beau: yes
 - vi) Can you copy/paste IG comments - we'll figure out where to put
 - vii) Alynne can get it done by tomorrow
 - Alynne will put a link in the
 - Beau and whoever else will look at it
- d) Reminder to please pay attention to these votes and communications and don't be afraid to talk to Beau/ Fernanda if you have issues with something! We need to hear from you!!! <3
- 14) 5:30ish →We are over time, so if you need to go you can go!
- a) Eric, Beau, Fernanda, Jazz, Thalia, Colby, Tessa stayed
- 15) (If time) Groovefest!
- a) feelings about a freak show theme??
- i) Jazz: Talk to SSD
 - ii) Fernanda:
 - talk to SOCC - I wonder how much capacity they have for it but want to know what they have to say
 - Based on research - some examples of reclamation
 - (a) ex drag - popular element of freak shows but it was because there was anti-crossdressing laws
 - Also lots of violence in those histories
 - (a) French colonies in Asia and Africa - "human zoos" as a way to showcase dominance
 - (b) How do we present cultural aspects of marginalized people without recreating discrimination/ segregation?
 - (c) People with disabilities, children - lack of consent

- Some texts on the history says that freak shows were the only way people in othered groups could find employment/ autonomy
 - (a) Even within this, it was the white people negotiating payment
- iii) Thalia - two sides to it, one side is the controversy and the other side is the reclamation and representation →more consultation
- iv) Tessa - worth more discussion
- v) Fernanda - so much beauty and power in it but also many chances of slipping
 - Beau mentioned the complexities of marketing, talking to performers about it →even a very curated email still carries risk of being misconstrued, we don't want to offend the people we potentially want to hire
- vi) Jazz - can't do it without talking about the history
 - There are elements of reclamation but also areas of reclamation
 - Need other consultation
- vii) Eric - what is the freak show bringing that Groovefest isn't actually bringing
 - B: freak show has a more traumatic history - groovefest wasn't violent
 - Fernanda: to me Groovefest is about that reclamation - hard for us to imagine the things that had to happen for us to have access that joy
 - (a) Icky feeling from reading the history
 - Eric: we don't need to know your trauma to be with you here - this is the joyful start, opportunity to feel like things are okay for an hour
 - Circus?? Would that be better
 - (a) Racism in circus too
 - Fernanda: technically what we're doing is a fun fair →this is the safest version of all of it
 - (a) Started as a traveling market - started selling performances/ experiences instead of stuff
 - (b) Carnival →origins in Christianity, eating all the meat before you start lent
 - Beau - trying to thematically tie things into the feminist thing
 - (a) Would make more sense to have a workshop or something on freakshows
 - (b) Colby - freakshow as part of FEMEXPO, have that serious conversation
 - Thalia - from the words being thrown around, seeing an overall theme of "playfulness"
 - (a) Connection between play and pleasure

16) Adjourned: 5:53

November 21 - Annual General Meeting

Call to order: 4:10 p.m.

Attendance: Beau, Fernanda, Thalia, Leslie, Georgia, Eric, Prym, Tessa, Mieka, Jaz
(Underscore indicates voting members)

Note taker:

AGENDA:

- 1) **Territorial acknowledgement**
- 2) **Check-in:** Transgender day of remembrance was yesterday, Nov 20. What is one small thing you do/ could do to support the trans community?
- 3) **Approve meeting agenda**
 - **Approved.**
- 4) **Officially voting in Leslie** - they were interim elected in September, but as per by-laws we must officially vote them in at a General meeting!
 - a) Perhaps Leslie has something to say
 - b) Leslie steps out for a moment while we vote!
 - **Leslie has been officially approved to be our GEM Rep!**
- 5) **Honoraria approvals** - we did our best to tally things up and allocate amounts in an equitable way, but please let us know if you feel we missed something! You cannot vote on your own honorarium!
 - I. Jayce
 - \$200 for his outstanding creative contributions to GEM such as hosting the Halloween ceramics painting workshop and for his support during tabling. Thank you, Jayce! !
 - APPROVED
 - II. Eric
 - \$150 for their ongoing support and volunteer services that have collaborely sustained GEM. This honorarium is representative of the extensive labour and dedication of one's time, particularly during the space changes in the summer and tabling. Thank you, Eric!
 - APPROVED
 - III. Prym
 - \$200 for her ongoing support and volunteer services that have collaborely sustained GEM. This honorarium is representative of the extensive labour and dedication of one's time, particularly during the space changes, tabling and the board rep transitions! Thank you, Prym!
 - APPROVED
 - IV. Karleena
 - \$100 for their ongoing support and volunteer services that have collaborely sustained GEM. This honorarium is representative of the extensive labour and dedication of one's time, particularly during the space changes. Thank you, Karleena!
 - APPROVED
 - V. Sahara
 - \$100 for her ongoing support and volunteer services that have collaborely sustained GEM. This honorarium is representative of the extensive labour

and dedication of one's time, particularly for the care of our plants and help postering. Thank you, Sahara!

- APPROVED

VI. Leslie

- \$250 for their ongoing support and volunteer services that have collaborably sustained GEM. This honorarium is representative of the extensive labour and dedication of one's time, particularly during tabling. Thank you, Leslie!

- APPROVED

VII. Jazz

- \$130 for their ongoing support and volunteer services that have collaborably sustained GEM. This honorarium is representative of the extensive labour and dedication of one's time, particularly during tabling. Thank you, Jazz!

- APPROVED

VIII. Tessa

- \$80 for their ongoing support and volunteer services that have collaborably sustained GEM. This honorarium is representative of the extensive labour and dedication of one's time, particularly during tabling. Thank you, Tessa!

- APPROVED

IX. Colby

- \$50 for their ongoing support and volunteer services that have collaborably sustained GEM. This honorarium is representative of the extensive labour and dedication of one's time, particularly during tabling. Thank you, Colby!

- APPROVED

- give honorarium forms out!

6) Updates to purpose, vision, mission and values!

- a) These are our "official" statements about what we do and why! They are currently defined in our terms of reference, and appear on our website, promo materials etc. Specifically, they exist in our constitution and by-laws:
 - i) Our "constitution" is basically the laws of GEM — a guiding document that operates under the UVSS policy. We are beholden to the bylaws that we set in this document!
 - ii) Our "policy" is an internal manual to help ensure our activities are aligned with our values — there isn't really external accountability for this document, it's just for us to be accountable to each other
- b) We are going to be working together on each of these - we have some proposed changes to some but we want this to be a collaborative process! After we reach consensus, we will then have to go into specific votes about each place these terms appear.

7) Mission

"Mission: To be a strong, intersectional feminist voice on campus." (Article 3 of Constitution)

- a) Discussion
- b) Voting in changes as it appears in Article 3 of Constitution

8) Vision

"Vision: To create social change through political action, education and support of University of Victoria self-identified women, non-binary, trans, two-spirit and other gender non conforming persons." (Article 3 of Constitution)

- a) Discussion

- i) At our meeting on April 18 2024, we agreed to have a later discussion “on the inclusion of Two-Spirit peoples and what it would look like to do that in a meaningful way →resulting from concerns that we were claiming 2S inclusion but not enacting it
 - Using Indigi-queer as an umbrella term instead of Two-Spirit.
 - Is Two-Spirit too limiting?
 - Using both?
 - We should try to be more inclusive and encompassing.
 - There are no Indigenous people in this conversation
 - We should talk to NSU
 - b) Voting in changes
 - We are not ready to vote on the language of the vision
- 8.1) Sarah’s discussion: Do we need to have “self-identified” in our policy?
- sarah doesn’t like this term — flagging for something we can change later (next AGM)
 - there’s nothing covered until this term that isn’t covered by “trans & non-binary”
 - just designed to include trans women?? or does it apply to all of the gender identities we list
 - maybe redundant
 - do you self-identify as this or are you just that thing →it’s like “preferred” pronouns
 - but also flags that we mean more than just the normative definition of women
 - Next steps
 - Create a policy package for the next (S)AGM with all the pertinent changes
 - We affirm the right of... to be understood

9) Purpose →(Article 2 of Constitution)

“The purpose of the Gender Empowerment Centre (Women’s Centre) is:

- a) To provide an inclusive space that focuses on the needs of self-identified women, non-binary, trans, two-spirit and other gender non- conforming peoples, while making space for others on the gender continuum to learn, grow and support intersectional feminist, anti-oppressive and sex-positive efforts.*
- b) To offer programs and promote issues in keeping with the centre’s mandate and vision for members and/or the general public.*
- c) To provide a central location for the distribution of information.*
- d) To maintain a resource library for student and public use.*
 - *What resources? There is information and there are supplies*
 - *Create a policy review group to change the wording during the next (S)AGM*

10) Values: Terms & Definitions (currently only exist in our policy document)

- a) Clause 2. a) Intersectional Feminism is:** *the understanding that a person’s social, political and economic positionality will be impacted by overlapping inequalities and privileges that often exacerbate each other. Intersectional feminism gives room for a conversation spanning across various forms of gendered oppression, including but not limited to: self-identified women, trans people, and gender diverse individuals, as a part of the conversation of Patriarchy and its ramifications. Intersectionality particularly helps us to understand the way that Black, Indigenous, and people of colour who experience gendered oppression are impacted. This is an integral part of our mission because uplifting the voices of those who are impacted most by systems of oppression is crucial to gender diversity, anti-oppression and trans-protagonism. (Definition based on the writings of Kimberlé Crenshaw.)*

i) Proposed update:

*Intersectional Feminism: Coined by Kimberlé Crenshaw, this term describes a theoretical and practical framework **using** gendered analysis to highlight the interconnectedness of patriarchy to other oppressive systems. **These systems include** white supremacy, capitalism, cisheteronormativity, colonization, environmental extractivism, ableism, and fatphobia. Intersectional feminism centers the voices, experiences, needs, and futures of women and gender diverse peoples whose patriarchal oppression is exacerbated by overlapping inequalities.*

- ii) Rationale – For increased clarity, accuracy, honouring of Crenshaw’s work
- iii) Discussion

- It's a lot more concise
 - Like that we are acknowledging its origin
- iv) Voting
- (1) Approval of changes to Values Policy term 2.a), and its definition

MOTION APPROVED

b) **Clause 2.b)** →*Sex-Positivity is: the view that all personal decisions around sex are valid, and all sex is good sex, so long as it is consensual. We encourage people to explore their sexuality, their relationships to themselves and others without judgment. This concept is foundational to changing the embedded bias and judgements we hold against the sexual body, and it is our view that talking about sex in a positive way leads to better sexual harm reduction. Whatever your relationship to sex; we respect your autonomous decision.*

- i) **Proposed update:** Expanding this value into:
- Bodily Autonomy: Recognizing that people are experts of their own experiences and needs, and advocating for people's right to make informed choices about their bodies. Bodily autonomy encompasses areas of decision making such as:*
- (1) *healthcare — including reproductive choices and gender affirming care*
 - (2) *self-identification and self-expression*
 - (3) *Sexuality and relationships — encouraging consensual exploration without judgment*
 - (4) *consumption— including substance use and diet*
 - (5)

*We advocate for bodily autonomy while holding the nuances of how personal choices impact self and others, and are deeply shaped by systems of power. **This concept is foundational to changing the embedded bias and judgements we hold against the stigmatized groups.** We assert that bodily autonomy is a necessary piece of personal and collective wellness, and take a consent-based, harm-reduction approach to bodily autonomy rooted in education, provision of resources, and compassionate support.*

- ii) **Rationale:** This is an expansion of our core value of "sex positivity," advocating for personal autonomy while situating sexuality as part of a larger web of the body-mind-spirit
- iii) **Discussion**
- It seems more than just sex-positivity
 - Bodily autonomy would be more encompassing
 - Loses a bit of the sex-positive aspect
 - Word that has to do with consent
 - Few things I would miss: Is all sex is good sex?
 - Including abstinence is unnecessary? This word has negative connotations. (You are not doing
 -

- iv) **Voting**
- (1) Approval of changes to Values Policy term 2.b), and its definition

c) **Clause 2.c)** →*Anti-Oppression is: the active practice of challenging systems of oppression (ex. patriarchy, cis-heteronormativity, classism, ableism, institutional barriers, etc). We at GEM acknowledge there are various forms of oppression present on our university campus, and work with other advocacy spaces to hold UVic and its community accountable. For more on these definitions, please visit our website.*

- i) **Proposed update:**
- Collective Liberation: A political project of analysis and action which asserts that the freedom and safety for one individual or group requires the freedom and safety of all beings, because of the interlocking nature of oppressive systems.*
- ii) **Rationale:** This is an adaptation of our current value of "anti-oppression" -- rather than focusing on what we are against, I think it's helpful to articulate what we are for!
- iii) **Discussion**
- iv) **Voting**

(1) Approval of changes to Values Policy term 2.b), and its definition

11) Values: Framing & Location in GEM TOR

a) Addition to Values Policy, clause 1 - *“Members of the Gender Empowerment Centre, and those who utilize our services and space, agree to uphold the values of anti-oppression, sex-positivity and intersectional feminism.”*

i) **Proposal (a change, and an addition):** *“Members of the Gender Empowerment Centre, and those who utilize our services and space, agree to uphold the values of (INSERT NEW TERMS). The core values of the Gender Empowerment Centre exist for the purpose of guiding the activities, operations, and membership of the centre.”*

ii) **Discussion**

iii) **Vote for approval**

(1) Adjustment to Values Policy, Clause 1

b) **Location of values**

i) **Proposal:** Add Values to to constitution (alongside values, mission, and purpose)

ii) **Discussion**

iii) **Vote**

(1) Approval of the addition of Constitution Article 4: Core Values

12) General constitution changes

a) WHEREAS there are multiple misspellings and small changes to complete based on the previous motions - including the removal of “Women’s Centre” where “Gender Empowerment Centre” has replaced it

b) **Discussion**

c) **Vote:** The Constitution is edited and proofread to ensure clarity

13) Accessibility Policy

a) Policy Changes:

I. WHEREAS the current policy contains three points that are lengthy and inaccessible to read
BIRT the policy be changed to two condensed and accessible points
MOTION

b) Procedure Changes:

I. WHEREAS the current policy doesn’t have accessibility policy procedures
BIRT the policy adds the following procedures:

- Volunteers, staff and the Collective are responsible for creating accessible spaces, both within the Centre itself and events hosted by the Centre.
- The Centre shall welcome input and accommodation requests from individuals or groups whose needs are not addressed in this policy, and efforts shall be made to address these requests whenever possible.

MOTION

II. WHEREAS the current policy doesn’t state GEM must adhere to the any particular accessibility measures

BIRT GEM adheres to the following accessibility measures:

- Physical Accessibility:
 - A) Arrange spaces to facilitate ease of movement, ensuring clear pathways and accessibility for mobility devices.
 - B) Host events in locations with elevators, wheelchair-accessible parking, and gender-neutral washrooms.
- Communication Accessibility:
 - A) Offer sign language interpretation and Braille or large-print materials upon request.
 - B) Use clear, visible signage with high contrast and large fonts.

- C) Incorporate hybrid event options for remote participation when requested.
- Financial Accessibility:
 - A) Offer free or low-cost events and resources.
- Recognition of Invisible Disabilities:
 - A) Foster a respectful environment where no one is questioned about their use of accessibility services.

MOTION

14) Space Policy

a) Policy Changes:

- I. WHEREAS the library was previously an underutilized space, but it has been revamped to encourage consistent use, unfortunately being utilized as a private space.
BIRT The library-and-art space shall function as a public space, and shall be open and accessible during the Center's hours of operation.
 - This space shall not be used by members of the Centre, or by the general public, as a private space
 - The availability of the library-and-art space may be temporarily compromised or suspended in the cases of:
 - a) events being held in the space
 - b) Work being done related to the materials housed in that space

MOTION

15) Purchasing Policy

a) Policy Changes:

- I. WHEREAS there is no existing policy that mandates how the GEM purchases its resources
BIRT the new policy be added to ensure that GEM stays aligns with its core values of _____

MOTION

b) Procedure Changes:

- I. WHEREAS there are no existing procedures that mandate how the GEM purchases its resources
BIRT the new procedures be added to ensure that GEM stays aligns with its core values of _____

MOTION

c) Entirety of document:

- I. WHEREAS there are multiple misspellings and small changes to complete based on the previous motions
BIRT the Constitution is edited and proofread to ensure clarity

MOTION

16) Announcements & Updates

a) Switching to Teams

- i) Lots of questions about why! Because – it's better organized than a WhatsApp chat, can be backed up, and technically more secure if you're worried about that!
- ii) If you don't know how to use Teams, we can help you!!
- iii) We are gonna try it out and if it totally doesn't work we'll figure something else out!!
- iv) I just sent the netlink IDs I have received to the IT people so things are still in progress (apologies that I haven't made more progress on this!)

b) Georgia report!

- A. Zine workshop - Friday, November 29 | 11-3 p.m.
- B. Library catalogue
- C. Bulletin board collaging

c) Polytechnique – screening and discussion for National Day of Remembrance and Action on Violence Against Women

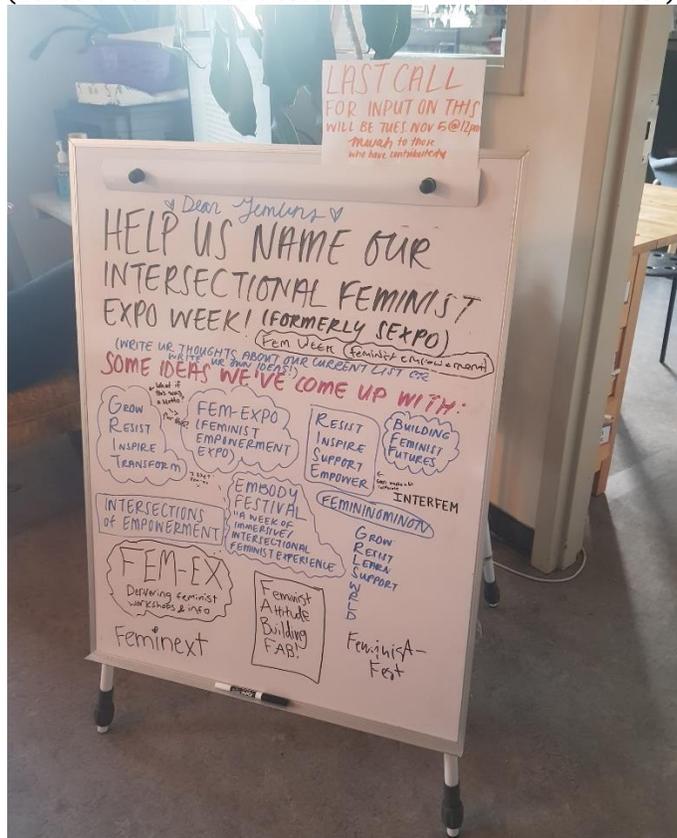
- I. Film is about the anti-feminist attack that occurred on December 6, 1989 at École Polytechnique de Montréal, which is the origins of NDRAVAW.
- II. the filmmaker has made intentional choices to centre the perspectives of the victims.
- III. Friday, December 6 | 7-9 p.m. | Ticketed event - normal Cinecenta admission prices
- IV. Fernanda and I are working with some members from HerCampus UVic and WECS to facilitate the discussion
- V. We feel that this event offers a more entry-level starting point into more nuanced conversations about feminism (ie doing some radicalizing of the girlies)

d) GEM Journal

- I. December submissions: Dec 1 - World Aids Day.
 - World AIDS Day exists to shine a light on the real experiences of people living with HIV today, while celebrating the strength, resilience and diversity of the communities most affected. It is a moment to inspire the leadership needed to create a future where HIV doesn't stand in the way of anyone's life.

e) Updates

- I. December Collective meeting will be happening on the 12th at 4pm - having it a week earlier before absolutely everyone leaves
- II. GEM (and the SUB) will be closed from Dec 23- Jan 2.
- III. Not-SEXPO updates (Give context if necessary)
 - New name - FEM-EXPO (Feminist Empowerment Expo)
(Based on committee discussion and whiteboard feedback)



- Having bi-weekly committee meetings, every second Tuesday at 5pm (next one is scheduled for December 3) - all members are welcome to join committee meetings

- Programming – we’re cooking! If you have a programming proposal, please send Beau or Fernanda an email ☒

9) **Annual Report presentation**

- I. brief overview as we already looked at it in the spring
- II. if you wanna look at it, it will be online soon xo

October 10 - Collective Meeting

Call to order: 4:06

Attendance: Fernanda, Beau, Max, Eric, Jayce, Tessa, Campbell, Georgia, Prym,
Thalia, Colby, Leslie, Haila

(Underscore indicates voting members)

Note taker: Beau/ Fernanda

AGENDA:

- 1) Territory acknowledgement
- 2) Check-in: What does Halloween mean to you?
- 3) Meeting agenda overview →
 - a. We will be talking about upcoming fall events, getting an update from Georgia, taking a little break, and then spending the second half talking about SEXPO
- 4) October GEM programming:
 - a. Clothing & Costume Swap, October 18, 1-4pm in the MPR
 - i) Is anyone keen to help with set up/ clean up/ supervision in the space?
 - ii) Jayce can set up, Leslie later, Georgia in the morning, Tessa 12-2
 - b. Halloween ceramic painting with Jayce! October 25, 11am - 3pm in GEM
 - i) He will be showing us how to upcycle existing ceramics with paint ☐Bring your own mug/ plate/ etc, we will be supplying paint, brushes, stencils & craft expertise
 - c. GEM Journal →Deadline 25 October, 2024-
 - i) Feminist perspectives on Halloween
 - ii) We invite you to explore the ways gender, femininity, and patriarchy connect to the rich histories and cultural impact of Halloween! Get spooky with us as we creatively explore feminist nuances about this controversial holiday!
 - iii) Some ideas to get you started:
 - Slüt-shaming, hyper-sexualization, and/or cultural appropriation in Halloween costuming
 - The history of witchcraft
 - The influence of Halloween on queer culture
 - Feminine representation in the horror genre (ex. the “final girl” trope)
- 5) Tabling at UVSS Sexualized Violence inAwareness Week: Let’s Talk About Sex. “This week-long event will focus on harm reduction and sexualized violence prevention (SVP), addressing key issues just ahead of Halloween.”
 - a. We signed up to table on the 29th and potentially the 30th, pending capacity
 - b. If anyone wants to table let us know ☐

- c. maybe Leslie and Jayce, maybe Georgia
 - d. Beau will make a sign-up
- 6) Reminder that we are doing a survey about our safer sex & reproductive health supplies! Please fill it out if you haven't already!
- a. QR code to survey is on the poster on the bulletin board
- 7) Another survey LOL →the department of Engineering & CompSci is doing a community survey about their approach to the on-campus National Day of Remembrance and Action on Violence Against Women — could be a good opportunity to express your feelings about how this event/ UVic in general might address racialized violences against women here & abroad???
- a. QR code on the poster on the wall!
- 8) Update from the librarian-archivist, Miss Georgia
- a. Archive progress
 - b. Zine collection
- 9) November Salon →Beauty supply swap & glamour workshops
- a. The plan- swap of beauty supplies & accessories, skill-sharing of fashion & beauty tips, general socializing and merriment!
 - i) conceptualizing this as a femme-focused event but open to expanding?? thoughts?
 - b. Timing: evening?
 - We have the MPR booked for November 5.
 - We could book a classroom so that the event better aligns with trans awareness week (Nov 13 - Nov 19)
 - It would tie with the Journal's theme of next month.
 - MPR
 - c. Anyone want to run a workshop? →
 - i) discussion about what we want to prioritize in terms of skills
 - (1) wanna see what people wanna share
 - ii) some things Beau can teach — how to do your eyebrows, building gender-affirming outfits, skincare 101
- 10) AGM
- a. Our AGM will take place on November 21 (3rd Thursday, as we voted on) at 4pm – unless there are contentions to this date/ time? (Keep in mind quorum for AGMs is 7 so it *does* matter if you can come or not!)
 - b. It will probs run until about 5:30/6 because we have more to talk about!
 - c. One of the big items we will be looking at is proposed updates to some of our terms of reference, including implementation of ethical/ value-based purchasing policy, and **updates to our list of core values & their definitions**
 - d. In order to provide better opportunity for intentional input about these changes, everyone is invited to look at the draft of changes in advance of the meeting, and write comments on the doc! this draft is still quite

rough and I would really like to be collaborative about the concepts & also the wording :)))

- i) If you will not be in attendance at the AGM, you will not be able to vote on these changes – but we can read your input at the meeting for everyone’s consideration
- ii) Preemptively – Sorry 2 b a tease about this but we will be saving this for discussion at the AGM. Please look at the doc if you are curious!!
- iii) Constitution: [GEM Constitution - Proposed Changes 2024](#)
Policy & Procedures: [GEM Policy - Proposed Updates 2024](#)

11) Break

12) SEXPO Planning

- a. Overview of agenda for this section
- b. context (and discussion)
 - i) Is everyone familiar with SEXPO? (Give some info if not)
 - ii) has been run for three consecutive years, every year it has become larger, especially last year when the events director of the UVSS board got involved. It has become a very notable and anticipated event for many, not only at Gem, but at the UVic community at large.
 - iii) However, Beau and Fernanda have been discussing several drawbacks about this event:
 - (1) The past 2 years, but especially last year, it was a big strain on our team of staff & volunteers. For this reason alone, it needs to be adjusted in scale going forward.
 - (2) relatedly, it is one of our biggest uses of resources (time, money, labour)— but is focused primarily on promoting one of our three core values (sex positivity). while we try to make it intersectional, the most popular & memorable events are typically the ones that cater to people who are already comfortable in sexually-forward spaces, and is intimidating to many people— meaning that this event often serves a niche within our niche
 - (3) because it is such a big event, and because of the parts of it that stand out the most, it has informed perceptions of what GEM does and who we serve
 - (4) the point being – we are putting a lot into this event that not only fails to reach a lot of our members *where they are at*, but also contributes to misunderstandings about who we are here to support
 - iv) in our global context of multiple genocides, the terrifying rise of facism here and in the US, local issues of housing and food insecurity, etc etc – we feel it is important to think carefully

about what we put our energy into & how we demonstrate feminist values on campus

v) notes on logistics:

- (1) board will be involved again this year, and we are still the lead organizers — Beau is meeting with Sarah on Tuesday to start planning and that discussion will be shaped by what we come away with today
- (2) the event has been moved to March, meaning that it will be the week of or week after International Women's Week. March 31 is also Trans Day of Visibility

c. Proposal

- i) Using the resources (time, budgets, venue space) intended for SEXPO — we host our own version of international women's week/ trans visibility week, with SEXPO as a smaller component

d. Discussion

- i) Using a virtual tool to collect feedback -

<https://www.mentimeter.com/app/presentation/n/alvjx3nsgso2hfx5rsqrv6fm9t299/edit>

- ii) Feedback from Mentimeter

- (1) I think if we do not do a full SEXPO week, we should do a SEXPO day during that week and maybe dial it up a lil?
- (2) I think if we do not do a full SEXPO week, we should do a SEXPO day during that week and maybe dial it up a lil?
- (3) I think it would be a great way to clarifying how sexual positivity is only a part of our values
- (4) I think it's a very good idea! I think it would be a good opportunity to explore more of the GEM's values, and especially the way that they intersect'
- (5) This sounds super cool!! I feel like this will make sexpo and gem more accessible to people who might not otherwise attend or get involved
- (6) sounds like a great proposal, hopefully sexpo can get its own full day to shine
- (7) I like the idea but I am a bit worried that making it a multifaceted event will weaken the impact of each portion bc of the divided time, energy, budget, etc.
- (8) You mentioned sexpo being very labour intensive. A new event would likely be even more work so a priority should be planning it in a way that will a sustainable workload for everyone

- iii) Verbal discussion: one beefed up day for SEXPO, the rest spread out

- still wanting to be degenerates
- sharing the week between sex and other values
- doesn't have to be concretely separated — honouring the intersectionality
- how does this impact Groovefest?

- good opportunity to have more toned down introductions to sex positivity
- someone mentioned a day for all workshops
 - variety of workshops so they aren't all stuffy
- previous SEXPO has side-mention of other core values
- need to come up with a new title
- predominantly for GEM — appreciate this, putting our needs first
- concerns about decor — can we use the same stuff
- doesn't have to be a single sexpo day — if we want to keep the hype we might consider not confining it to a single day, could potentially do it multiple days
- making it more inclusive for people who don't know — also do this for gender and anti oppression stuff
- scale up throughout the week
- sex Ed panel was a good introductory event “SEXPO day two: the climax”
- “SEXPO comes last”
- not compartmentalizing

e. Articulation of options

- does having it be one or two days aid in the compartmentalization
- challenges for scheduling created by SEXPO having one or two days
- could we do a google form survey
- issue around branding
 - perception of reducing it
 - creating new branding & brand perception
 - the name “SEXPO” is inherently confusing
 - it can be a smaller piece of X Week
- keeping the name SEXPO would work against what we're trying to do
- wanting to leverage the knowledge of SEXPO while combating the problem
- summary: new name, similar branding?, having SEXPO as it's own day
- emphasis on approachability
- day for sex-forward content, we can call it SEXPO
- maybe next year we will get rid of SEXPO altogether
- feels a bit like “respectability politics”
- we want to radicalize as many people as possible
- concerned about putting it within two separate events

- From Mentimeter:
 - Do we support having SEXPO as 1-2 days within the week?
 - Do we want to reframe sexpo to be within a bigger event based on our values that has a specific day, but engages in the intersectionality of the values at hand?
 - Should SEXPO be developed and merged throughout the week?

- f. We want - week focused on promoting intersectional feminism, with a different name, we will include a day/ two days within this week focused on sexually-forward programming – approved
- g. Are we using the name “SEXPO” for these 1-2 days?
 - i) if Sarah will only participate on the basis of it being “SEXPO” – we will do that
 - ii) if she is open to discussion then we would like space to discuss the name

September 18 - Collective Meeting & By-Election

Call to order: 6:07

Attendance: Beau, Fernanda, Eric, Prym, Tessa, Colby, Flora, Jayce, Alynn,
Leslie,

(Underscore indicates voting members)

Note taker: Fernanda

[Anyone wanna bag some gloves while we chat ☺☺]

AGENDA:

13) Territory acknowledgement—Flora

14) Check-in: What was your most gender-empowering moment this summer?

15) By-election

- a. Candidate(s) introduction
- b. Candidate leaves room, collective votes
 - **Leslie was voted as the GEM Rep**

16) Regular date for collective meetings this term!

- **Thursday at 4pm**

17) Survey for reproductive and sexual wellness resources

18) Letter to UVic admin regarding TRC day

- a. Please note that there are still some potential revisions that will happen, but the main point of the letter will not change
- b. [Truth & Reconciliation Day Letter](#)
- c. Review and approve signing on
 - **Motion to sign the letter was declined.**
 - **Motion to promote calls of action related to the letter was approved.**

19) We are hiring for two work study positions!

- a. [GEM WS - Community Education & Culture Coordinator - 2024/25](#)
 - i) This one will be a collaboration with NSU and SOCC
- b. [GEM WS - Resource Coordinator - 2024-25](#)

20) Pride crosswalk - [designs have been drafted](#), they are looking for feedback by September 20

21) Looking for art suggestions for the gallery wall

- a. \$800 budget
 - Gender Identity flags
 -

22) Menstrual supplies -

- a. last month, we approved \$2450 for reusable menstrual supplies such as reusable pads and hot water bottles

- b. however, we are now looking at a shortage of menstrual cups, because we blew through so many of them during back-to-school tabling! We purchased 11 boxes (176) in the summer, which was the same amount we ordered last year, so I (Beau) was anticipating these would last us most of the school year, but we are already down to about 30 remaining.
- c. How do we feel about re-routing that money back into menstrual cups? My (Beau) feelings are that because menstrual cups are already a solidified part of our programming that is advertised, it makes sense to do our best to continue to offer these before we add something additional to our selection.
 - i) Discussion
 - ii) Purchase of 12 boxes of cups (in the summer, we ordered 11) would cost us about \$2000 *before* taxes and shipping
 - iii) My proposal is that we use the remaining budget for fall restocking plus at least some of the January restock budget for more cups
 - (1) (Potential proposal) - up to \$3000 on menstrual cups to hopefully last for the rest of the year
 - **\$500 for reusable pads and 2500 for menstrual cups - Approved**

23)International Safe Abortion Day & GEM Journal

- a. Event in SUB Upper Lounge - Sept 26, 1-4pm with AVP!
- b. reproductive justice & autonomy - Deadline Sept 25

24)Collective updates

25)If anyone is interested in knowing how to do the restocking - we will do a brief demo

Meeting Adjourned: 7:25:

August 14 - Collective Meeting

Call to order: 17:37

Attendance: Eric, Prym, Karleena, Colby, Ruthven (first half), Tessa, Jazz, Max, Beau.

(Underscore indicates voting members)

Note taker: Eric

AGENDA:

- 1) Territory acknowledgement - Beau
- 2) Intros & check-in - What kitchen utensil are you today and if you had to cook only using that kitchen utensil, what would you cook?
- 3) Bye Karleena ☹️
- 4) Thank you Prym
 - a) Prym is resigning as board rep and therefore we are seeking someone to fill the position!
 - b) A little bit about this role:
 - c) Fielding questions/ interest
 - d) We will have to have another meeting in the next few weeks to do the interim vote; the new rep will be officially voted in at the fall AGM
- 5) September tabling: looking for volunteers, especially in the mid-afternoons on the full days, so Beau can be sure to have a lunch break :) I will guide you through the process, it's not complicated or scary dw! You can sign up whenever (or not of course) - I'm going to list off these events, if you know immediately that you're available and want to do it, just call out your name :)
 - a) International Students Welcome - August 29, 12:30-3:15pm : Jazz
 - b) International students beach social - August 30 - 3:30-6:30pm
 - c) Residence move-in →Sept 2, 11am - 4pm : Fernanda, Prym
 - d) Thunderfest →Sept 6, 11:30 - 4:30
 - e) CCU Days →Sept 11 & 12, 10am - 4pm
 - f) SSD Mental Health Resource Fair →Sept 13, 10-4
 - g) UVSS Night Market →Sept 25, 5-9pm

→Sign up sheet is in the minutes doc and will be posted in the group chat as well: [GEM](#)

Tabling Sign-Up -- Fall 2024

- 6) A couple things we could spend more money on →we have \$3000 for August & September programs
 - a) Expanding menstrual supplies/ partnership with NSU
 - Reusable menstrual pads and/ or underwear and/or hot water bottles
 - These supplies have been in high demand with NSU, not sure what demand will be like here
 - Pads - about \$17-21 each; underwear - about \$40 each; hot water bottles - about \$15 each
 - \$2450 for menstrual supplies APPROVED 18:11
 - b) Dental dam order (cost breakdown: for latex, \$125 for a box of 100; non-latex \$100 for box of 60) →will also be supplying one box of each to AVP)

to have an abortion...The date – September 28 – was chosen in commemoration of the abolition of slavery in Brazil which is now remembered as the day of the “free womb” demanding for safe and legal abortion for all women.”

- c) Some possibilities:
 - Bandana screen printing →green bandanas are connected to the pro-choice “green wave” movement that grew out of Argentina
 - screening of “Museum of the Abortion Wars” →the filmmaker got in touch with Diana and we have permission to screen the film. I just watched it today – it’s interesting but only discusses North America, honestly not as intersectional as I would have hoped... but an option potentially if we pair it with other materials?
 - d) Discussion:
 - Include local abortion resources →Clinic outreach
 - Play film on loop? Not main resource
- 9) Community Opportunities:
- a) VSAC is looking for Sexual Assault Response Team Volunteers
 - b) The Martlet is hiring – This year, the Martlet is prioritizing diversifying as we work to
 - c) create an inclusive workplace that more accurately represents the UVic community- an area where we have historically failed. Your organizations play a crucial role in amplifying marginalized voices within the UVic community, and your reach is an invaluable resource to help us connect with individuals who may not traditionally have access to opportunities in journalism and media.

We are looking for people to fill the roles of Senior Staff Writers and Senior Staff Editors. Details can be found in the attached files, or on our website at <https://martlet.ca/jobs/>.

- 10) New voicemail message – we need to record a new one, and I think it would be so fun and cute to have a group of us doing it!
- a) Message script: Thank you for calling the UVSS Gender Empowerment Centre! Our space is open from 10am until 9pm Monday to Friday. Information about programming and resources can be found on our website, genderempowermentcentre.ca; and our Instagram, @uvicgem. To get in touch with our coordinator, please leave us a voice message, or send us an email at gemcentre@uvss.ca. Have a great day!

July 10 - Collective Meeting

Call to order: 5:40

Attendance: Prym, Alynne, Colby, Ruthven, Fernanda, Beau
(Underscore indicates voting members)

Note taker: Prym

AGENDA:

- 1) Territory acknowledgement
- 2) Intros & check-in: how was your pride season?
- 3) Gay in the Garden fundraiser
 - a) We raised \$131.25 and donated a big basket of food to the UVSS food bank! (Still waiting for funds to be processed)
 - b) Info on the campaigns we will be supported:
 - i) Islamic Relief Fund - Sudan Emergency Appeal
 - (1) Providing food, water, emergency shelter, and other resources on the ground
 - (2) Sudan has been in the midst of a war between the Sudanese Armed Forces and the Rapid Support Forces, who are fighting for control of the country. 17.7 million people are facing food insecurity, over 10 million people are displaced, 15,000 people have been killed, there is evidence of ethnic cleansing in Darfur at the hands of RSF-related militias. The UAE has been “accused” of funding the RSF, as a tool to gain access to the extremely valuable resources (especially gold) in Sudan.
 - ii) Women for Women International - Campaign for Congo
 - (1) Providing physical and mental health support, education, and sexualized violence prevention
 - (2) Ongoing internal conflict in the DRC has displaced over 7 million people, and killed 6 million in the past 20 years that these conflicts have been happening. The extraction of rare earth minerals such as cobalt and copper, used to produce electronics (including vapes btw!) have incentivized local and outside groups to become involved in the conflict - many of these mines are Chinese-owned and their government deploys the Congolese army to protect these assets.
 - iii) Complicated issues but deserve time and study, and not to be turned into isolated or ‘far away’ incidences, but as examples of ongoing extractive/imperialist regimes/conflicts
 - iv) - Consider with intersectional feminist lens
- 4) Space changes updates
 - a) Lynne & Georgia have been working on putting books away
 - b) Still waiting for facilities to invoice me so I know how much money we have left for facilities work
 - c) Jazz and I got us our folding table!
 - d) Next priority is zine display! Some ideas:
 - i) Pegboard with ledges
 - ii) Metal grid

- iii) Long, thin pieces of wood with clothespins
 - iv) Consensus is that we like the clothespins idea
 - v) Fernanda proposed small spinning display to show off featured zines
- 5) AIR Survey →
 - a) AIR has been on hiatus/ operating very minimally, but is being reinvigorated
 - b) We are circulating a survey for community feedback
 - c) Very simple and straightforward, should only take you 5 ish minutes!
 - d) Beau will put link in WhatsApp chat
- 6) Encampment Updates
 - a) Allie (UVSS Constituency Groups Director) and Bunni (UVSS Director of Outreach & Student Relations) have requested to join us at a future meeting to discuss the guidelines about how we engage with Palestine/ answer any questions/ etc
 - i) Anyone need a refresher on this?
 - ii) It can be a special meeting, or part of the next regular meeting – up to the collective
 - iii) Collective feels okay without the chatting →we feel we kinda know the deal so unless things change we are okay
- 7) Alynne Project
 - a) Applied Theatre research into AFAB nonbinary people's and cis women's sexual satisfaction
 - b) Goal to create series of workshops for AFAB people who have sex with cis men
 - c) Create a 10-15 minute performance with them and putting that performance in SEXPO
 - d) Perhaps intro then performance then panel
 - e) Looking for support/collaboration from GEM
 - f) Collective vote to support Alynne's project – approved
- 8) FREEZIE BREAK ☑
 - a) But only if we approve me having spent \$5.24 on the freezies →Approved
- 9) Upcoming event – mask accessory making!
 - a) July 25 with SSD and UVSP
 - b) COVID is spiking and incentives to wear masks is good!!
 - c) Bring own ideas but also help will be provided!!
 - d) Approval: up to \$100 on supplies (as per our programming budget for July) → approved
- 10) Approval for interim menstrual supplies – we already approved \$400 for this, but it was worded as “supplies until our next meeting,” which was only 2 weeks later. That \$400 has not been spent; this is a re-approval for the same thing.
 - a) \$144.43 on menstrual supplies (total to date) →approved
- 11) DIY Corsi-Rosenthal box →more cost-efficient way to get extra filtration in the space (for covid purposes!). It will also be portable, so we can potentially use it for events as well
 - a) Estimated cost →Fan (\$50-\$60), filters about \$120 for four
 - b) Compared to purchasing a filter – if we want something that looks nicer than the DIY one will, starting cost is about \$2500
 - c) Approval: Up to \$250 for materials for this (\$200 for materials, plus additional \$50 for shipping/ taxes) →approved
 - d) Inquiry about filter replacement →these ones get replaced about every 3 months; filters for pre-built units sometimes last up to 6 months but because they are custom filters, they cost about \$300 each
- 12) Lastly →plugging some upcoming events! The community is creating fantastic things and we don't have to be involved in everything! We can enjoy events that other people do!

- a) Campus Community Garden – Poetry nights in the garden with open mic and featured poet, every other Thursday; next one is tomorrow
- b) Ministry of Casual Living – Wanton Everything Bagel: Intersectional Feminist Art Show – opening is tomorrow night, 6-9pm
 - i) Includes the vulva curtain from SEXPO by PJ Matheson; work by Margaret August (artist commissioned for the redesign of the rainbow crosswalk, who we did the engagement session with back in May), and Juliana Sech, who was the original curator of the SEXPO art exhibition
- c) SSD - Disability Awareness Day celebration on Friday July 12, 10-3 →treats, prizes, wheelchair racing with Kevin Hall???
- d) UVSP - Mindful Mending Workshop on July 16, 5-7:30pm
- e) July 16 – screening of Yintah, documentary about land defenders Howlilhkát Freda Huson and Sleydo' Molly Wickham, on the front lines of the Wet'suwet'en occupation
 - i) Screening at 5pm & 7pm at Cinecenta
 - ii) Discussion at the People's Park at 7:30pm

June 18 - Collective Meeting

Call to order: 3:20pm

Attendance: Prym, Colby, Sarah, Bunni, Beau

(Underscore indicates voting members)

Note taker: Beau

AGENDA

- 1) Territory acknowledgement
- 2) Intros & check-in:
- 3) Space changes updates
 - a) things are looking good: run through of what we've done so far
 - b) what still needs to be done:
 - i) book shelves – books can be put away!
 - ii) future facilities work – have to wait for invoice to see how much budget is left over
 - iii) zine display – some ideas we are working with
 - iv) furniture – table is first priority; additional storage to come as needed
 - v) cardboard/ poster board storage
 - c) signage: brainstorm names for our new art space & library
 - i) making a sign or have one printed?
- 4) Gay in the Garden
 - a) event overview/ reminder
 - b) discussion of decor and other items
 - i) does anyone have spare disposable plates/ cups/ cutlery?
 - ii) fabric drapery
 - c) where we are donating & why
 - d) Volunteers!!!
 - i) Running the music – cuing the tracks
 - ii) Performer support
 - iii) decorating/ set up – starts around 2
 - iv) bringing speakers over
 - e) tell your friends pls!
- 5) reminder about re-stocking & plan B
- 6) Approval: PJ's Matheson created a vulva sculpture, which was commissioned for SEXPO 2024. I proposed that we purchase it from them for future use.
 - a) \$300 honorarium →approved
- 7) Drag Bingo at the GSS – last tipping number is going to GEM
 - a) Would we like to pass on the proceeds?
 - i) Add to Congo / Sudan donation
 - ii) Another organization that supports gender minorities

May 30 - Collective Meeting

Call to order: 4:35pm

Attendance: Campbell, Lynne, Georgia, Leslie, Beau

On Zoom: Prym and Zoey

(Underscore indicates voting members)

AGENDA:

- 1) Territorial acknowledgement - Beau
- 2) Note taker? Georgia
- 3) Intros and check-in: what is something you did recently that made you feel empowered?
- 4) Space changes updates:
 - a) Currently: packed up (enough, for now). Thank you to who helped out last night: Lynne, Yazhini, Tannaz, Prym, Eric, Jazz
 - i) Due to some miscommunication, the book shelves have been taken down in the library, but not moved yet
 - b) Our moving furniture days will be June 4 & 5, 3-8pm
 - i) June 4: Georgia, Lynne, Campbell
 - ii) June 5: Georgia, Lynne
- 5) Beau will be away June 10-17
 - a) Is anyone available to support with re-stocking during that time? (Reminder about tracking sheet!)
 - i) Georgia and Lynne can help - Beau will get in touch with them
- 6) Dietary restrictions sheet →Beau will be posting this in the group chat
- 7) Update: WECS collab
 - a) Beau met with Charlie (WECS VP) about doing some gender inclusivity training with them
 - b) Determined that best first step would be internal training, rather than a public event - focus on fundamental of gender identity, pronoun/ language use, theoretical framework of solidarity between cis women and gender diverse people
 - c) If anyone is interested on working on this - good opportunity for workshop development & facilitation skills
 - i) Prym, Leslie, Georgia, Lynne, Campbell
- 8) Feedback for UVic site on LGBTQ2S+ resources → Beau will post in group chat
- 9) Palestine guidelines →clarifying the use of the disclaimer
- 10) Pride event updates
 - a) Garden Party June 28, starting at 6
 - b) Looking for volunteers for setup :)
 - i) Georgia wants to help

- c) Approval to spend our budgeted programming amount of \$400 on paying performers for this event →approved
 - d) Discussion of making it a fundraiser?
 - i) Beau proposed monetary donations for humanitarian aid in Sudan and/ or Congo, to shed light on what is going on there
 - (1) Also brought in Eric's prior suggestion that we also accept foodbank donations
 - ii) Collective would like to ensure that there is an option for electronic donation
- 11) Approvals:
- a) Oopsie about the menstrual pads - reapproval for new total
 - i) \$4220.86 at the meeting, calculated based on info provided
Amount of product per box has changed, and the conversion from USD was inaccurate - so the total has increased to \$5069.51.
 - ii) Vote to approve the **outstanding** amount: \$848.65 →approved
 - b) Re-stock on douches: From November to May, we distributed 19
 - i) Would like to order 30 this time
 - ii) Total + taxes = \$636.72 →approved
- 12) June collective meetings - only one for June, in the third week!

May 16 - Collective Meeting

Call to order: 3:00 pm

Attendance: Beau, Fernanda, Prym, Eric, Georgia, Zoe, Jess, Alynne

(Underscore indicates voting members)

AGENDA:

- 1) Territorial acknowledgement - Beau
- 2) Note taker - Fernanda
- 3) Intros & check-in: how is your heart?
- 4) Space changes
 - a) Plan updates
 - We figured out a floor plan!
 - Facilities coming - date tbd
 - b) Volunteering to help
 - Options:
 - Big declutter day/moving/boxing day.
 - One day a week, do what you can. Pick at it slowly.
 - Determined that we should have a couple designated days to get the big tasks done, and then slowly work away at unpacking
 - c) Dates
 - Declutter and packing day
 - Moving things around day
 - Setting things up
 - Unpacking
 - Sometime during evenings.
- 5) Collective meetings over the summer - frequency and dates
 - a) With everyone being gone, it is more difficult to touch base with the collective on an informal basis, and maintain our sense of community. Beau proposed having two collective meetings per month over the summer, to ensure that we have
 - Two per month- will determine dates and times in group chat, and re-evaluate in September
 - Vote: Approved
- 6) Updates on menstrual & safer sex supplies:
 - a) Tracking sheet
 - if you are restocking, giving away or taking, please fill the tracking sheet
 - b) Restocking approvals:
 - i) Big menstrual supply restock: total of \$4,220.835
 - (1) \$614.94 for 3000 pads (3 cases of 1000 at \$204.98/ case)
 - (2) \$901.90 for 2160 tampons (5 cases of 432, at 180.32/ case)
 - (3) \$2,391.4 for menstrual cups (11 cases of 176, at \$217.40/ case)
 - (4) SUB total: 3,908.24, plus 244.265 taxes, plus 68.33 for shipping
 - (5) Note:** we approved \$7000 in our budget, for a spring restock of menstrual supplies and instant HIV tests (which we do not need to restock yet)VOTE: APPROVED.
 - ii) Interim restocking - until our big order arrives we will be topping up with smaller purchases
 - (1) Up to \$400 for disposable pads and tampons until our next collective meetingVOTE: APPROVED

- iii) Disposable gloves – only need to restock small and large
 - (1) Total: \$360.78
 - VOTE: APPROVED.
 - iv) Baggies for gloves – approval for up to \$200
 - (1) Discussed switching to paper bags for environmental reasons
 - v) Dixie cups for dip-stick pregnancy tests – \$100 – approved
- 7) Upcoming events
 - a) Advo & Affiliate Night Market - Wednesday May 15th 2024 from 5-8 pm (set up at 4:30 pm)
 - i) Anyone want to table with me?
 - ii) Eric, potentially Georgia, Fernanda will join for a bit
 - b) Pride party
 - What is the plan for entertainment? Some ideas:
 - Volleyball
 - Show & tell
 - Games
 - Art →collaborative canvas?
 - Kite flying
 - \$400 dollar budget.
 - c) Do we want to walk in the Pride parade?
 - Walk with UVic →concerns about our relationship with the university
 - Walk with UVSS →this would be our preference
 - Budget, shirts?
- 8) Approving expenses
 - a) Photo printing of Brooklyn’s SEXPO photos – 30.69
 - Vote: Approved
- ~~9) Work Study roles~~
 - ~~a) Reviewing roles collectively~~
- 10) The GEM Journal
 - a) MAY: Mental health and Self-Care Advocates: Discussing the importance of mental health within activist circles and strategies for self-care.
 - i) Post to come
 - ii) Thoughts on journal for future:
 - 1) Soliciting submissions – events where people come to create work for the journal
 - 2) Release party of journal
 - b) Event – Community circle →mental health for justice advocates
 - i) Engaging with “mental health” in a responsible way →how do we resist the assertion that people have to be “qualified” through institutions in order to be equipped to discuss mental health, while also offering support that is informed and generative?
 - ii) Eric: pointed out that we want to create a space where people can move through the bad feelings and leave them behind when they exit the space, not just relive upsetting experiences. How do we facilitate closure? The GNDR department hosted a circle with a local Elder who offered ceremony and guided participants through closure process.
 - iii) Talk to SSD about potential mental health professionals
- 11) Encampment
 - a) Context
 - b) Discussion? Questions about GEM’s involvement

