



# annual report

## 2023-2024

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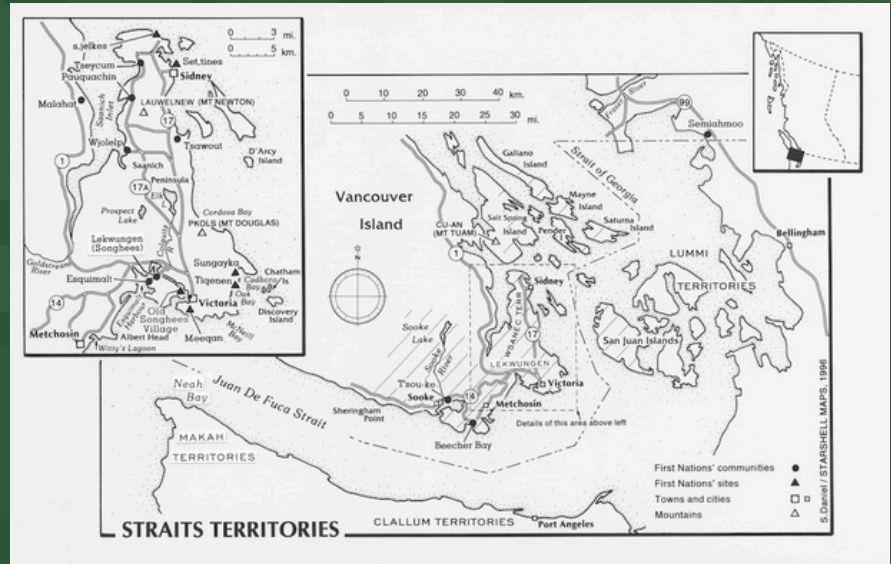
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# territory acknowledgement

UVic, the UVSS, and surrounding communities are built on the stolen lands of the ləkʷəŋən and WSÁNEĆ peoples: the original residents of these territories, who continue to live in relationship with these lands and their more-than-human inhabitants.



As a settler organization on these territories, we benefit from the historic and ongoing displacement and genocide of Indigenous peoples across Turtle Island — even while we work to address the harms of these systems.

Decolonization is a crucial part of our work as an anti-oppressive and intersectional feminist organization. In our focus on issues of misogyny and queer- and transphobia, we must center the understanding that colonialism, imperialism and white supremacy are at the root of the cisheteropatriarchy.

**Pre-colonization, acknowledging and celebrating diversity and fluidity of gender, sexuality and relationships was common in many Indigenous teachings and community practices, both here on Turtle Island and across the world.**

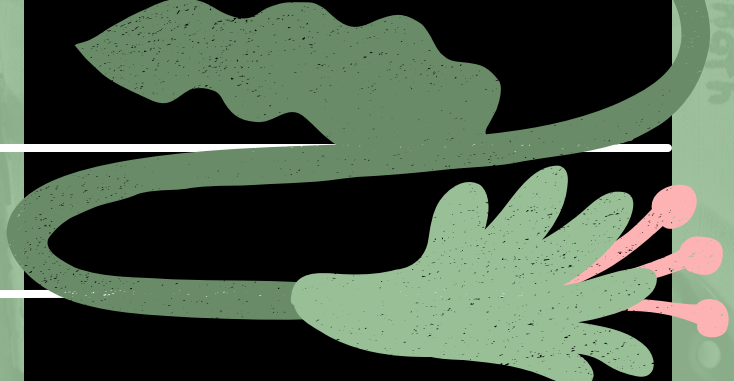
As a key part of the settler-colonial project, Euro-Christian ideologies of rigidly binary gender, heteronormativity, and the social roles associated with them were imposed on Indigenous peoples as a means of categorization and control. This occurred through forceful indoctrination, as well as through the specific targeting of those we would label in English as “queer,” “trans,” or “gender nonconforming”— who were often valued as leaders and spiritual practitioners in their communities.

**Incorporating a decolonial framework at GEM is a never-ending practice that requires humility, relationship building, and deep learning.**

This year, as we continue to witness how imperialism has driven devastation of land and life in Gaza, Sudan, Tigray, Congo, Yemen, Syria, the Philippines and elsewhere — we as a collective have been radically challenged to reflect on how we are implicated in colonial violence, and called to expand the intersections of our feminist theory and praxis. This endeavor requires us to take on a global feminist perspective, taking leadership from Black, Indigenous, and majority world feminists and moving in solidarity with their liberation struggles.



# who we are



## The Gender Empowerment Centre (also known as GEM)

is a UVSS advocacy group that provides resources and programming focused on the needs of self-identified women, non-binary, trans and gender nonconforming students and community members.

Our drop-in space, located in room B107 of the Student Union Building, is central to our operations, providing a comfortable place for students and community members to study, organize, socialize, and relax. Visitors are welcome to make use of our kitchen, enjoy a selection of snacks and tea, and chill on our nap-worthy couch.

We operate as a collective, using an intersectional feminist, anti-oppressive, and sex positive framework. We host monthly collective meetings where our members discuss goings-on at the Centre, plan future events and programming, and work together to ensure that we are acting in alignment with our values. These meetings utilize a consensus-based decision making model — meaning that all attendees have an opportunity to voice their perspectives, and decisions are only finalized when we reach a conclusion that is unanimously agreed on.

The GEM has existed under several names since the 1980's; first as the 'Women's Centre', and subsequently, becoming the 'Third Space' in 2014. In 2018, we rebranded as the Gender Empowerment Centre - a change designed to better reflect the diverse range of students that we serve. Over these years, we have been dedicated advocates for those marginalized by patriarchy, working to raise awareness of various social justice issues and create a safe and welcoming community on campus.

## our mission:

To be a strong, intersectional feminist voice on campus.

## our vision:

To create social change through political action, education, and support of University of Victoria self-identified women, trans, non-binary, and gender nonconforming persons, and those who share the values of anti-oppression, sex positivity and intersectional feminism.

## our purpose:

1. To provide a physical space for self-identified women, non-binary, trans and gender nonconforming people, facilitating networking among those who share the values of anti-oppression, sex positivity & intersectional feminism.
2. To offer programs and promote issues in keeping with the centre's core values of anti-oppression, sex positivity & intersectional feminism.
3. To provide a central location for the distribution of information & cater to our community.
4. To maintain a resource library for student and public use.

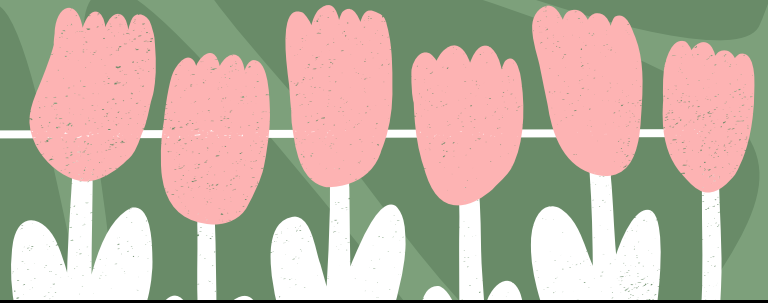


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# who we are

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## our values



### intersectional feminism

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.)

### anti-oppression

The active practice of challenging systems of oppression (ex. patriarchy, cis-heteronormativity, colonialism, 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. We actively work with the other advocacy spaces to inform the work we do through an anti-oppressive lens.

### sex positivity

The view that all personal decisions around sex are valid, as long as they are rooted in respect and informed consent.

We encourage people to explore their sexuality, including their relationships to themselves and others without judgement. This concept is foundational to changing the imbedded 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.

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# who we are

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## our team



outreach &  
communications  
coordinator

Beau Houle (they/ them)



communications  
assistant

Fernanda Solorza (she/her)



board  
representative

Eric Willis (they/ them)

## work study staff

library managers:

Tannaz Asadi Shad (she/ her) & Georgia DeSouza (she/ her)

project manager:

Yazhini Venkatraman (she/ her)

education coordinators:

Han (Lynne) Li (she/ her) & Jazz Nielsen (they/ them)





# who we are

## our collective

We are so lucky to have a dynamic group of students and community members involved with the GEM! Our space in SUB B107 continues to be a home-away-from-home for many of our general members. Throughout the year, we have maintained an active collective of approximately 20 members, who regularly volunteer with programming and attend meetings (with an average collective meeting attendance of 10 people). Through our events across the school year, and our safer sex and menstrual supply programs, we are connected with hundreds of people from across our campus!

### general membership

Our general members consist of:

- all people who self-identify as women, non-binary, trans, Two-Spirit, or gender non-conforming;
- everyone who upholds the values of intersectional feminism, anti-oppression and sex-positivity and are registered at the University of Victoria;
- and faculty, staff, alumni, and community members at large who align with the purposes of the GEM.

### collective membership

Collective members are general members who meet at least one of the three following criteria:

1. Have attended at least two collective meetings in the past 12 months;
2. Have volunteered for at least one event in the past 12 months; and/ or
3. Have otherwise maintained a relationship to the collective through ongoing presence in the GEM space.





# summary & highlights

## 2023-2024 was a busy, exciting year for us at GEM!

We expanded our offerings of safer sex, menstrual and reproductive wellness supplies; reinvigorated our publication initiatives of our past by launching the digital GEM Journal; and got crafty with our new art build events. Beau, who was previously in the Communications Assistant role, took over as Coordinator, and we welcomed Fernanda to the team as the new student staff in their place! We ran a successful referendum campaign, and worked to support our global community through several bake sale fundraisers. We also held our biggest, juiciest, and most intersectional SEXPO to-date, including programming to honour MMIWG2S; the first-ever SEXPO film festival; and a revival of the iconic anti-fashion, outlaw culture, radical variety show, Groovefest!

**Through all of these moments, we collaborated with dozens of individuals and groups from the UVSS, across campus, and throughout the greater community!**





# summary & highlights

## menstrual & safer sex resources

We continued distribution of our core supplies of disposable pads, tampons, menstrual cups, various condoms, dental dams, gloves, lubricant, pregnancy tests and emergency contraception. We saw steady use of these resources over the year and are thrilled to be able to provide so many resources to the community!

We did notice a decline in the popularity of external condoms— which we attribute to having moved away from the “novelty” designs we had been distributing last year. This decision was the result of word-of-mouth feedback from multiple people, who told us those condoms were ill-fitting and/ or prone to breakage! While the appeal of fun condom designs is exciting, we felt it was more important to provide products that are effective! Our most popular resources have been the disposable menstrual pads, seconded by tampons. There were points during this year when we struggled to keep up with demand for these items, but we have taken this into consideration as we plan for the upcoming year!

## new to this year's programming: douches and HIV tests

These additions to our safer sex supplies were spearheaded by our Board Rep, Eric, as initiatives to provide resources focused on a more diverse range of identities and sexual orientations!

### anal douches

Just as GEM provides condoms and other contraceptives, menstrual supplies, and emergency contraception like Plan B, offering anal douches aligns with our mission to support individuals in making informed choices about their sexual health. GEM wants to empower individuals to explore their sexuality confidently and safely. Together, we're fostering a culture of openness, acceptance, and positivity around all aspects of sexual health and pleasure. We purchased 30 high-quality reusable douches, made from medical-grade silicone — and we distributed all of them by the end of the year.



### instant HIV rapid tests

GEM understands the importance of knowing one's HIV status for both personal health and the well-being of sexual partners. With the INSTI HIV Rapid Tests, individuals can receive accurate results in just minutes, right in the comfort and privacy of appropriate spaces. By offering these tests, we aim to break down barriers to HIV testing, reduce stigma, and promote proactive health behaviors. Our knowledgeable staff is here to provide support, answer questions, and ensure that everyone feels comfortable throughout the testing process. We distributed over 50 instant HIV tests this year, provided through a free program organized by CommunityLink.





# summary & highlights

## art build Fridays

Collaborative art-making has long been used in feminist and activist spaces as a tool of political and personal expression. This year, the GEM participated in this ongoing legacy by adding semi-regular art builds to our programming! Hosted in the GEM space, our Art Build Fridays gave participants an opportunity to socialize and create together! These drop-in events were really successful and carry the added benefit of minimal set up time and low material costs, as we were able to source most of our supplies through upcycling, second hand shopping and donations.



Our Art Build Fridays events this year consisted of:

- Sign making
- Holiday card collaging
- SEXPO decor making
- A collectively-painted banner for International Women's Day





# summary & highlights

## community workshops

We held several peer-lead workshops throughout the year, promoting community building, creativity, and self-expression!

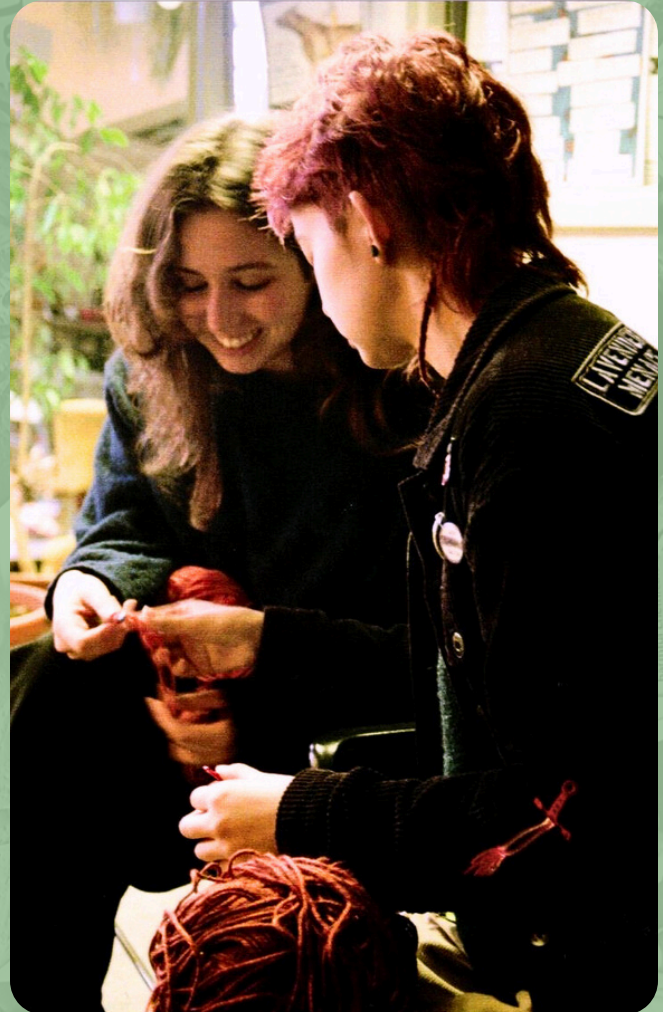
These workshops included:

**Crochet Workshop:** Our collective member Jayce taught participants how to make granny squares to work towards a collaborative blanket for our lounge space

**Eco-Feminist Rock Painting:** In celebration of Earth Day, our Project Organizer, Yazhini taught us how to paint native plant species using beach rocks as our canvas. Following our painting, we had a guided discussion on the intersections of feminism, environmentalism and decolonialism, lead by our Library Managers Tannaz and Georgia!

**Vision Board Collaging:** Inspired by feminist artists, Georgia facilitated a collage workshops to help us visually explore questions like 'What does feminism look like to you?' and 'How do you like to express yourself and picture your future?'

**Eyeliner Workshop:** Collective member Bunni shared some tips and tricks about how to use eyeliner to create unique and gender affirming looks!





# summary & highlights

## spring 2024 referendum

We ran a successful referendum during this year's spring UVSS elections, resulting in our first funding raise in 30 years! As inflation continues to increase, it had become challenging to meet the demand for our services with the same budget we had back in the 90s!

Our staff and volunteers worked tirelessly during the campaign period leading up to the election, and we are proud to share that our work paid off! Not only did we meet our goal, but all of the other Advocacy and Affiliate groups who ran referendums also received their funding increases as well!



### our 2024 referendum question:

At the 2024 UVSS Referendum, GEM asks undergraduate students to vote "yes" to our request of \$1 per part-time student and \$2 per full-time student to secure our future for UVic students.

### voter turnout

3729 (21.7%) of 17,223 electors voted in this ballot. This is a very high voter turnout in the history of UVSS elections!

Gender Empowerment Centre Fee:

- Votes Yes 2127 (59.4%)
- No 1456 (40.6%)
- Abstain 146 (3.9%)





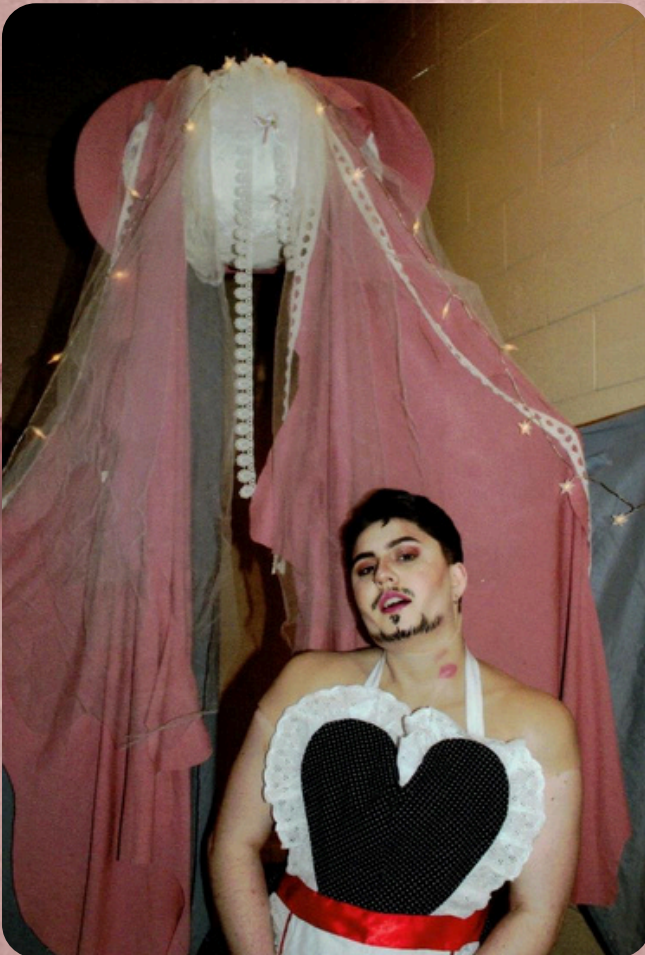
# summary & highlights

UVSS ADVOCACY PRESENTS

## SEXPO

This year marked the third year running SEXPO, our annual exposition of education, entertainment, and resources to promote informed and empowered sexual wellness and expression!

From February 13 - 16, we filled the SUB with panels, workshops, an art exhibit, community resources, vendors, films, and live entertainment! This was also the first SEXPO that was collaboratively supported by UVSS Events!



This year's SEXPO held amazing collaborative events, such as:

"Where Chai Meets T", a talk show centering queer existence, resistance and persistence in South Asian communities (co-hosted with the Students of Colour Collective)

A day of honouring MMIWG2S, co-hosted by the Native Students Union and the Anti-Violence Project, which included a reading circle of Nahanni Shingoose's "If I Go Missing," a community lunch, and a presentation on Colonialism and Gender Based Violence

Panels on the intersections of sex, disability, and kink, co-hosted by the Society for Students with a Disability

The week also featured two exciting nightlife events: our dance party, Flux, and the return of the radical variety show, Groovefest! Other highlights included a two-day vendor and community fair showcasing local art and businesses in the Michèle Pujol Room, and our "Sacred Bodies" art exhibit which honored diverse expressions of sexuality and identity.



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# summary & highlights

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## **GROOVEFEST**

Groovefest was ran by the Gender Empowerment Centre, (previously the Women's Centre) from 1996 until 2004 as an “anti-fashion, outlaw culture, radical variety show.” Hosted annually on February 14th, Groovefest aimed to challenge the heteronormative and capitalist notions of Valentine's Day by celebrating diversity and showcasing “alternatives to western societal standards of beauty and safe living, without compromising politics and fun.”

Following a wave of complaints about how Groovefest problematized Eurocentric beauty standards, the organizers decided they no longer had capacity to run the event. Twenty years later, we decided we were ready to be groovy once more!

Groovefest 2024, ran as part of this year's SEXPO, was a dynamic, sold-out show full of drag performances, musicians, comedians, and dancers, ranging from professionals to amateur artists from our community.

Inspired by the history of this captivating event, we also incorporated our own variations of several elements from Groovefests of the past! Our planning committee re-created the Groovefest outfits of former Centre members, which featured reclaimed slurs hand-painted onto white t-shirts as an expression of pride and resistance. The original promotion material was used as inspiration for an updated logo, designed by collective member Kai Punt. We decorated the venue with Groovefest photos from the archives, a trans-masculine version of the event's “vulva curtain,” created by PJ Matheson, and our own cheeky take on Groovefest's piñata tradition.





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# summary & highlights

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## THE MOTION OF A SHIFTING WORLD

FLUX, our SEXPO dance party, marked the culmination of four days of extraordinary events. FLUX embodies a powerful ethos that transcends mere celebration, amplifying the connection between pleasure and politics, and honoring the vibrant culture of subversive nightlife and the marginalized voices—Black, brown, queer, and trans—that have historically shaped it.

In the face of ongoing challenges such as human rights violations, capitalism, climate change, and war, FLUX stands as a beacon of reflection, emotional release, celebration, connection, and political engagement.

FLUX attendees enjoyed an opening by local band Marc Micu & Friends (With Benefits), followed by three of the city's best queer DJs—Lunasty, DJama, and RUNT (formerly known as Gasolina), who brought their unique musical interpretations of liberation, power, and solidarity to the dance floor!

Despite not reaching our anticipated attendance numbers, FLUX remains a standout event, cherished for its depth and significance.





# summary & highlights

## other initiatives

We hosted several other initiatives throughout the year, promoting community building, creativity, and social justice! These included:

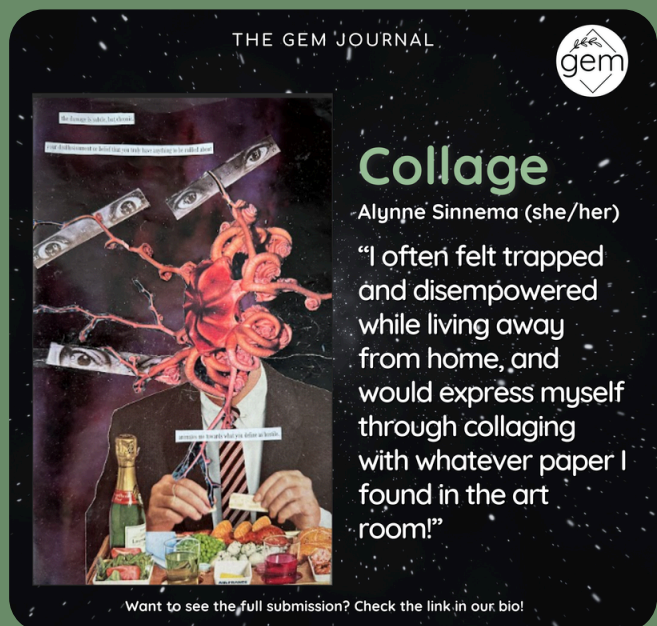
**Clothing & Costume Swap:** In anticipation of Halloween, participants contributed their unwanted clothing, costumes, and accessories for others to peruse and take home!

**Study Nights:** Every Wednesday, we held quiet study hours in the GEM, joined by Gender Studies Librarian David Boudinot, who was available to support with research, citations, and other Humanities-related homework questions!

**“Where is your money going?” Teach-In:** Organized in tandem with the spring referendum period, the Advocacy and Affiliate groups came together to raise awareness about how we use our allocated funding to support the student population.

**Bake Sale Fundraisers:** Alongside the other UVSS advocacy and affiliate groups, we hosted three bake sales fundraisers for humanitarian aid in Gaza. They were all wonderfully successful, with our first bake sale raising over \$1700! Funds were donated to Islamic Relief Canada’s Palestine Appeal. We are so grateful to our community for their generations donations of baked goods, and enthusiastic support of this critical cause.

**The GEM Journal:** Inspired by the history of our publications, such as *The Emily, Ain’t I a Woman?*, and *Thirdspace*, Fernanda piloted a journal project through our monthly newsletters! We announced a monthly theme for each newsletter, and fielded submissions of essays, poetry, stories, visual arts and more! Unfortunately submission rates were low, but we are looking forward to continuing to work on this initiative!





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# community partnerships

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As an organization with intersectional feminism at its core, we understand that collaborating with a diverse range of groups is critical to enact our values and to build a strong community across campus.

Over the years, we have collaborated with a range of businesses, local organizations, and on-campus bodies through various initiatives. We hope to continue building a network of meaningful relationships that serves our community.



## SEXPO

SEXPO was our most significant site of collaboration this year! In 2024, the UVSS board played a crucial role in SEXPO events, contributing funding and organizational labor. We worked with dozens of groups, both on and off campus, to provide a thorough range of workshops, performances, and resources:

### Education & Awareness:

We hosted panels and workshops organized by the Native Students Union, the Anti-Violence Project, the Students of Colour Collective, the Society for Students with a Disability, Pro Bono Students Canada (who ran the Trans ID clinic) and Enrapt Leathercraft.

### Funding:

We received event funding through partnerships with the Office of Student Life, and funding for Good Night out from UVic EQHR and UVic Campus Security.

### Accessibility:

The Society for Students with a Disability assisted GEM in developing accessibility support plans and resources for the event.

Audio-Visual Elements: CFUV provided audio-visual tech support, including live streaming set-up and monitoring for the majority of our educational events.

### Community Resource Fair & Artist Market:

We hosted dozens of community organizations and local vendors at our SEXPO fair and market.

### Safety & Harm Reduction: We

worked with Good Night Out Victoria to provide on-site harm reduction for two of our evening events; the Anti-Violence Project provided event attendee support during SEXPO events; the UVic Wellness Center assisted with harm reduction volunteer labour; and we partnered with UVic Campus Security to offer an informed security presence.

### Film Fest:

We collaborated with Cinecenta to host a film screening as part of our SEXPO film festival.



# community partnerships

## safer sex & reproductive wellness resources

Our ability to adequately provide safer sex and reproductive health resources to our community is dependent on ongoing partnerships with other business, wellness providers, and organizations who enable us to procure and distribute these supplies. This year, these programs operated in collaboration with:

**UVic Campus Pharmacy**, through whom we provide emergency contraception via our voucher program.

**UVic Student Wellness Centre**, who provides us with the pregnancy tests we distribute at the centre.

**Community Link program** (presented by REACH Nexus, within the HIV Implementation Science & Brain Health Department at the MAP Centre for Urban Health Solutions), who supplies us with instant HIV tests (since fall 2023).

**PAMCO Distributing**, our vendor for dental dams, condoms, and lube.

**Sexy Living**, our vendor for reusable douches (since fall 2023).

**Viv**, our vendor for menstrual cups and disposable pads.

**The UVSS**, who provides us with disposable pads and tampons when available.

**The Native Students Union**, to whom we provide menstrual supplies for distribution at their space.

**Pride Collective**, with whom we frequently share safer sex and reproductive health resources distributed at both our spaces.

**The Society for Students with a Disability**, who in 2023 provided a monetary donation to go towards safer sex supplies, with the understanding that these resources will be used by SSD community members and the larger student body.





# by the numbers

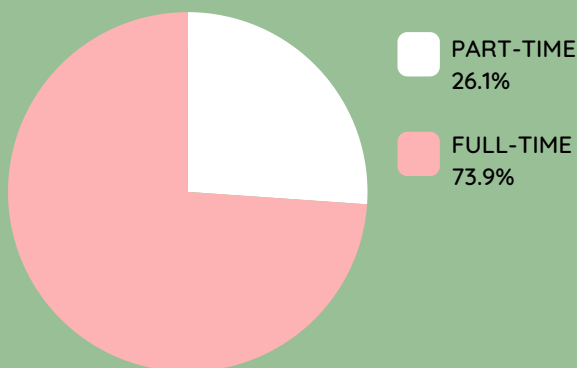
While we currently do not have mechanisms in place for tracking participation, or use of programs, we generally have observed steady overall engagement throughout this year. Expansion of our resource programming, and rising momentum of events such as SEXPO have increased community awareness of our presence on campus over the past several years, leading to more engagement both offline and in-person.

In terms of programming attendance, most of our art-based programming has been very popular, particularly our card collaging, our first sign-making event, and our crochet workshop - where participants filled up the entire GEM space! Our clothing swap and bake sales also drew in dozens of attendees, many of which had not previously interacted with the GEM before! Within SEXPO, participation was varied across events: the rope workshop and Groovefest sold out, while we filled less than a third of the spots for several other workshops and the FLUX dance party.

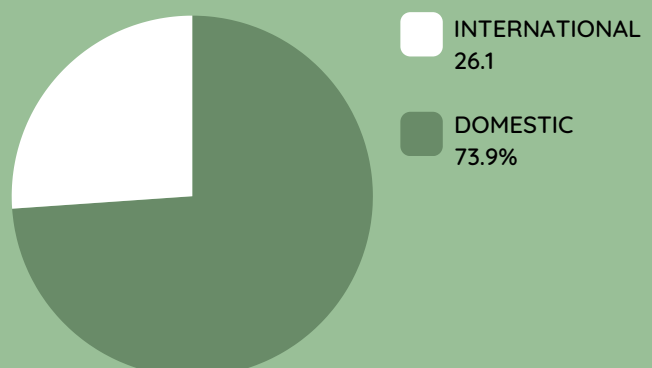
## demographics

For the first time this year, we ran a demographics survey to gain more accurate insights into the diverse characteristics of the GEM community, better understand the intersectionality among our members, identify emerging trends, and make well-informed decisions that cater to different segments of our community. We had 23 survey participants; the following graphs display key segments of the data we collected.

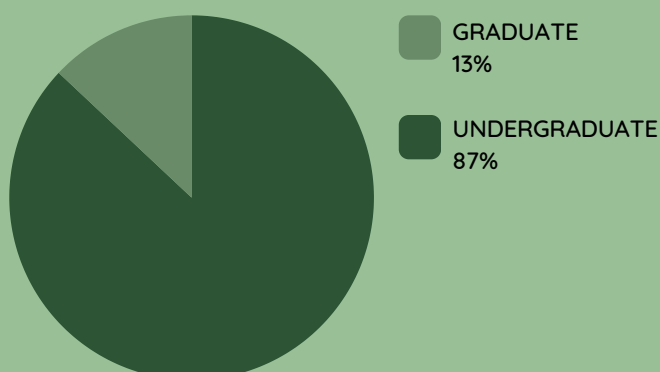
FULL-TIME VS PART-TIME STUDENTS



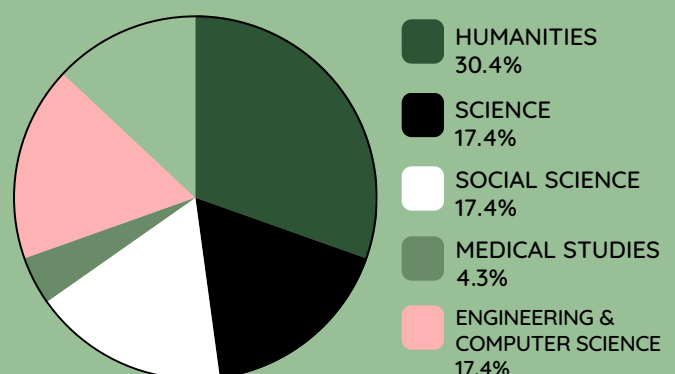
INTERNATIONAL VS DOMESTIC STUDENTS



LEVEL OF STUDY



FACULTY OF STUDY

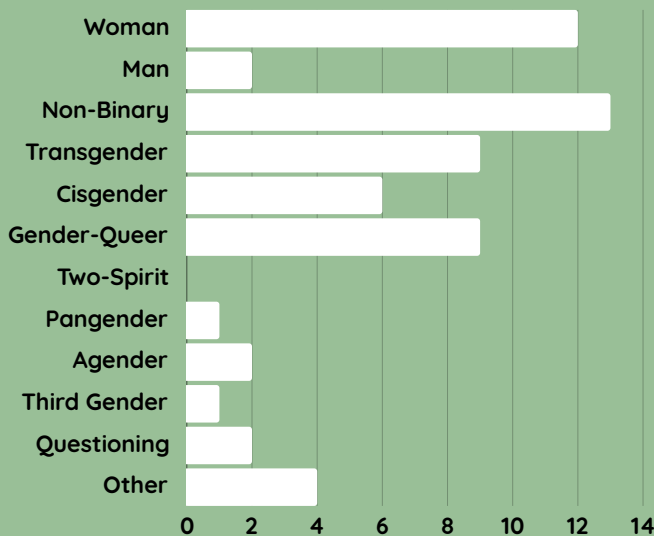




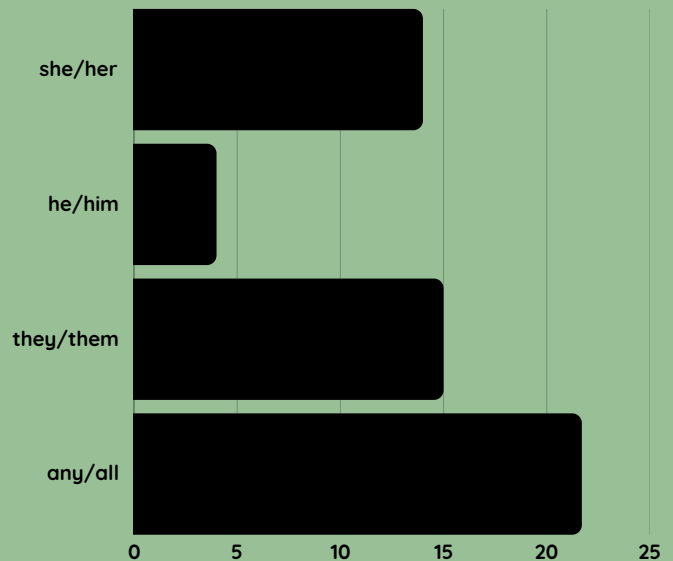
# by the numbers

## demographics (continued)

“WHAT TERMS DESCRIBE YOUR GENDER IDENTITY?”



“WHAT PRONOUNS DO YOU USE?”

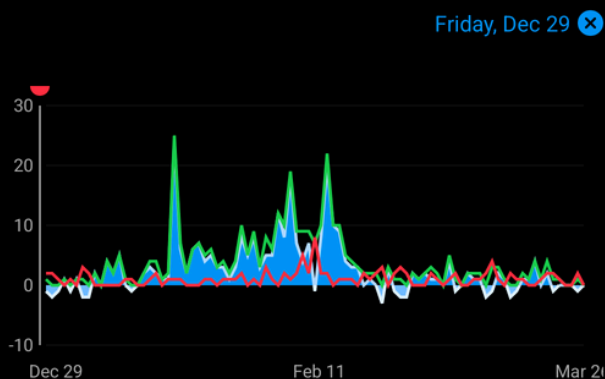


## social media

Our social media continues to be one of our most frequently used and powerful outreach tools! While Instagram continues to be our favourite, this year we also began revamping our long-dormant Facebook page for better event outreach. To the right are our Instagram statistics from the winter semester, indicating an increase of engagement during the lead up to SEXPO.

### Growth

- Overall followers -1
- Follows 1
- Unfollows 2



Last 90 Days ▾

Dec 29 - Mar 27

### Overview

You reached **+215%** more accounts compared to Sep 30 - Dec 28

|                  |        |   |
|------------------|--------|---|
| Accounts reached | 14.7K  | > |
|                  | +215%  |   |
| Accounts engaged | 1,988  | > |
|                  | +67.4% |   |
| Total followers  | 2,049  | > |
|                  | +13%   |   |

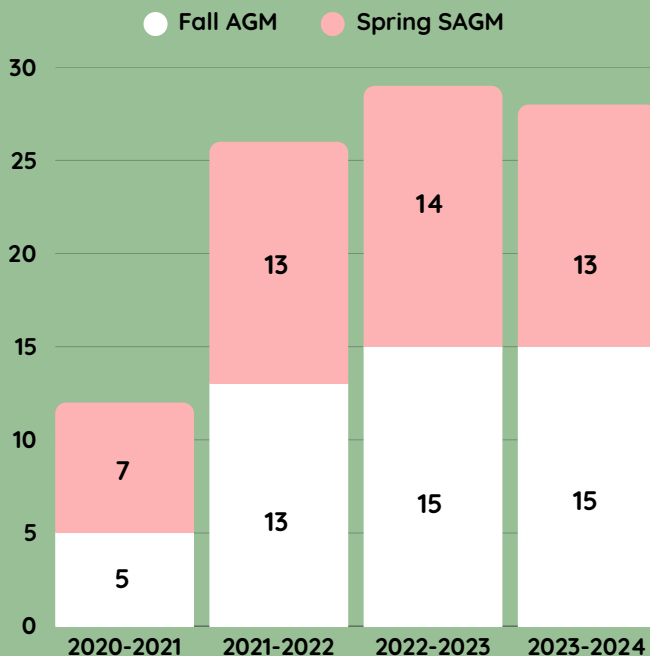


# by the numbers

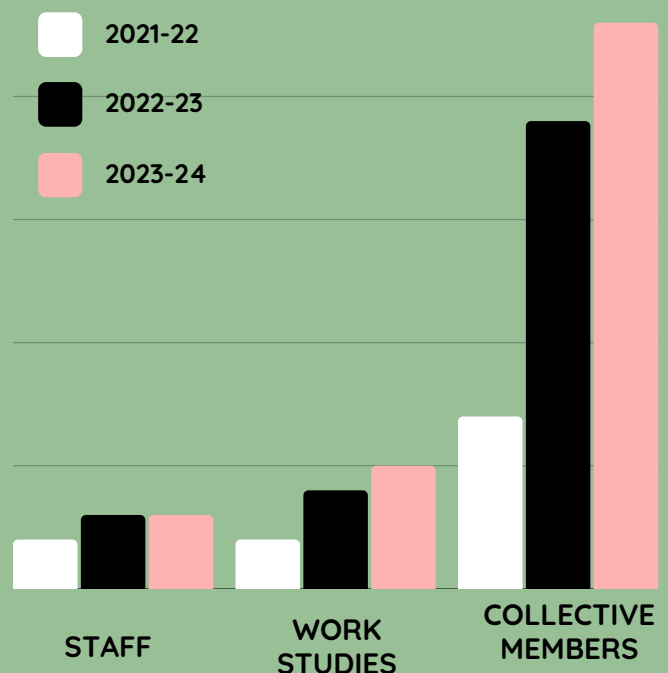
## year-to-year

We have seen steady growth in most areas over the past few years, and this year has been no different! Below is a breakdown of a few key components of our engagement over the last four academic years.

### AGM ATTENDANCE

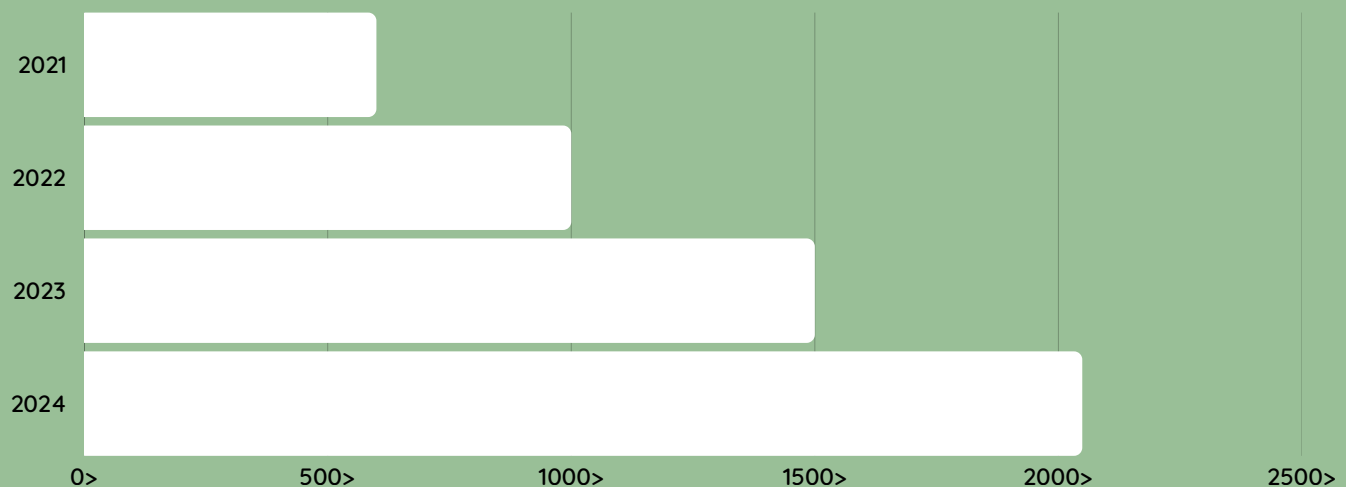


### GEM TEAM ANALYTICS



Note: Number of work studies indicates the number of staff hired (including shared job positions).

### INSTAGRAM FOLLOWERS



# challenges

## public relations & online controversy

Being a public-facing feminist organization in a student union sometimes comes with pushback! This year held some unique challenges regarding misunderstandings about what GEM (and the UVSS at large) do to serve students— which we worked to address during our referendum campaign through conversations with students, and through the collaborative teach-in we hosted with the other advocacy and affiliate groups.

Part of the pushback we received was also specific critiques about SEXPO being an inappropriate or unhelpful event. While we attribute a lot of this to the prevalence of sex negativity in our culture, and how that encourages people to make assumptions about this event before exploring what its actual purpose is, we aim to be more strategically explanatory in our marketing next year to try and mitigate some of these misunderstandings. We also want to note that several SEXPO-related comments were concerns about this event taking up so much space during Black History Month — which we think is a very legitimate point that we're grateful to have illuminated. In agreement with this perspective, we are planning to host next year's SEXPO during the month of March instead.

## burnout

Burnout has long been a chronic issue within the GEM and many other UVSS organizations due to a variety of factors. Most prominent this year were:

**Lack of strong volunteer structure:** We are grateful to say that we are not lacking people power, but as a small staff team, we struggled at times to efficiently direct our volunteer labour. We are hopeful that establishing better tools for delegation, communication, and role development will help things run more smoothly next year!

**Funding:** This was the 30th year that we had operated without a budget increase, and continuing to run our programming was becoming increasingly challenging amidst rising inflation that simultaneously increased demand for our resources, as well as the cost of providing them! We ran a referendum to request a fee increase, and although this was successful, the campaign period was quite a stressful time for us, as we were under a lot of pressure to secure the funding we needed!

**Event planning:** We love to host events, but sometimes we put unrealistic pressures we place on ourselves to do much more than we have capacity for. This was especially a problem with SEXPO, which has developed a reputation for being bigger every year!



# challenges

## trans-antagonistic legislation

Our most significant external challenge was the increase of trans-antagonistic rhetoric and actions — including governments and institutions ignoring issues pertaining to queer and trans rights and entertaining regressive legislature, and an increase of transphobic vitriol and violence here on campus and beyond.

This impacted us mentally and emotionally as individuals, but we also saw this impact us as an organization, contributing to the risk of funding to CommunityLink program that provides free instant HIV tests. While there are other factors at play with this example — namely, the systemic devaluation of other marginalized groups including people living with HIV, and higher-risk populations such as sex workers, Indigenous peoples, and African/Caribbean/Black (ACB) communities — this only illuminates the shared nature of our struggles and the necessity of intersectional action.

We are very grateful the community building and organizing that has happened in and around GEM in response to this, and we know that we will always continue to fight and hold one another through these difficult times.

# looking forward

We are looking forward to incorporating the many lessons we have learned about reducing burnout and staying within our capacity, through careful planning that prioritizes sustainability.

Through some strategic infrastructure building, we will be better informed about the needs and wants of our team and collective, helping us to focus our energy on what is most helpful to our community.

We will also be continuing to increase our collaboration across various campus groups to build community and share resources.

**Some initiatives we are excitedly planning for the 2024-25 year include:**

Updates to our space this summer, including switching our office and library spaces, and reconfiguring the new library into a dual purpose reading-and-art-room.

Improving our reproductive and sexual wellness programming through projects such as creating a distribution tracking system, upgrading our menstrual supply offerings, and updating our informational resources.

Putting extra love into our creative programming, such as Art Build Fridays and the GEM Journal.



We have learned, accomplished, and blossomed so much this year and are so eager to continue this momentum as we roll into the year ahead!



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# conclusion

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Overall, we have had another lovely year at GEM full of community building, creativity, and lots and lots of menstrual products!

We kept our calendar full throughout the year with events like SEXPO and our new Art Build Fridays, and held a successful referendum that gave us our first funding increase in 30 years, while educating the public on the important work that the UVSS and GEM does. We provided hundreds of safer sex and menstrual supply resources, and expanded that program with the additions of instant HIV tests and reusable rectal douches. The majority of these initiatives were achieved in collaboration with various groups within the UVSS, across campus, and throughout the wider community!

Though we faced some challenges related to burnout, funding, public image, and trans-antagonistic violence, these illuminated areas for improvement and brought us closer as a community of intersectional feminists working towards a safer and more inclusive campus, and a better world for us all.

