

WHAT HAVE WE BEEN UP TOO? WHERE HAS OUR MONEY
GONE? HOW DID WE BRING BACK THE PRIDE COLLECTIVE?



ANNUAL REPORT

2024

Land Acknowledgment

We humbly acknowledge that PRIDE Collective (Pride) resides and operates on the stolen territories of the ləkʷəŋən-speaking people, including communities such as the Songhees, Esquimalt and W̱SÁNEĆ peoples (of past, present, and future). We acknowledge that we are uninvited guests on this land, and the long and continuing history of colonization within the University of Victoria (UVic) and the University of Victoria Students' Society (UVSS).

We want to emphasize that a land acknowledgment is not, and never will be, enough. Our presence is inherently violent, and no amount of colonial language is capable of changing that fact. This statement must act as a stepping stone towards tangible anti-institutional and anti-oppressive practices. Although it is clear that we are fighting against something, we must also consider what we are fighting for. And that is Indigenous sovereignty and collective liberation on Turtle Island and beyond.

The PRIDE Collective is an inherently complacent entity, and our members are committed to resisting this reality while refusing to perpetuate performative moral superiority. Our solidarity is imperfect and will continue to be.

We will work tirelessly to reach beyond empty, neo-liberal statements and transform them into direct action.

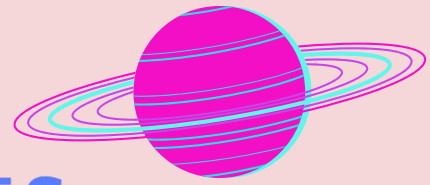


Table of Contents

01 LAND ACKNOWLEDGEMENT

02 TABLE OF CONTENTS

03 MESSAGE FROM PRIDE COORDINATOR AND
COMMS PERSON

04 WHO WE ARE

05 OUR PURPOSE

06 WHAT'S NEW - THE (RE)BIRTH OF PRIDE
COLLECTIVE

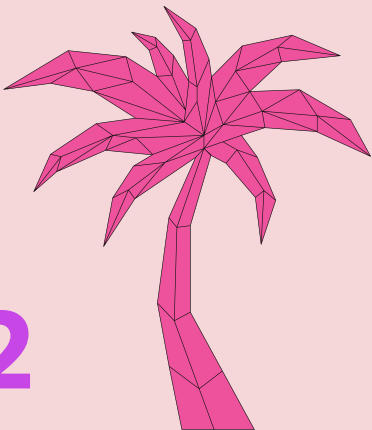
07 PROJECTS, PROGRAMS, AND RESOURCES

09 PRIDE COLLECTIVE COUNCIL AND MEETINGS

10 MEET SOME PRIDE COLLECTIVE COUNCIL
MEMBERS

11 FINANCIAL REPORT

12 THANK YOU!



Message from the PRIDE Coordinator and Comms Person



When Chihiro and I (MJ) stepped into our roles at the PRIDE Collective, we could not have possibly prepared for the community we would find and the challenges we would face. Attempting to honor your values and ethics within a colonial institution is an uphill battle, and we have truly been reckoning with that fact on a spiritual and emotional level. The connection, care and support that has been offered to us as we navigate these realities has been humbling and profound.

We want to express our deepest gratitude for every individual, friend and co worker that has visited our office, offered a listening ear and consistently showed up for our various events this year. Your compassion has allowed us to remain determined, and for that, we want to say thank you.

PRIDE would not be where it is today without our incredible committee. Each council member has devoted significant time and energy to this organization while demonstrating immense patience for the moments where we have had to stumble and get back up again. The re-vitalization of PRIDE has been a tremendous team effort, and would not have been possible without all of our phenomenal volunteers.




What is the PRIDE Collective?

The UVSS Pride Collective (formerly known as UVic Pride), has been an advocacy group operating within the Student Union Building for two decades. The Collective is committed to the actualization of decolonizing practices, deinstitutionalization and radical acceptance. We believe that the pursuit of Queer liberation is possible through the relationships we nurture and build with each other. Community care is revolutionary, and our intersectional programming reflects that sentiment. The Collective is proudly run by a variety of UVSS staff, work study students, student volunteers, and more.



Our Purpose



The purpose of the PRIDE Collective is to provide space, support and programming that specifically benefits the Queer and Trans students and community members on campus. We strive to create a culture of accountability and compassion, while also allowing room for growth and productive dialogue. We denounce the ongoing epidemic of cancel culture and instead aim to align ourselves with abolitionist frameworks of forgiveness and transparency. This is a process that is imperfect and ongoing. Our priority is always the safety and well being of 2SLGBTQ+ Individuals at Uvic, and everything we do is oriented towards achieving this goal.

What's New?

THE (RE) BIRTH OF THE PRIDE COLLECTIVE



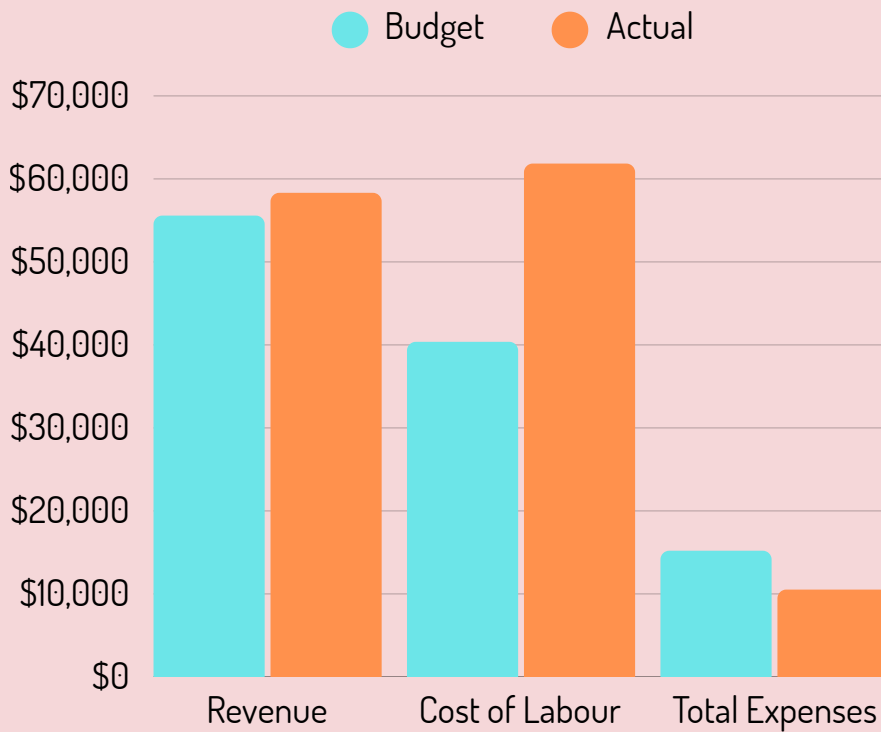
The success of the PRIDE Collective this year would not have been possible without the dedication of staff, volunteers and community members.

Beginning in October, PRIDE hired an updated Communications Officer, Chihiro Ebara. From there, we re-started our Instagram account, and began focusing on student engagement and program infrastructure. We re-stocked all of the resources in our physical space including safer sex supplies, Harm Reduction materials, and pamphlets that were, in some cases, over a decade old.

We created formalized roles for the members of the PRIDE Council, including a Secretary, Treasurer, Financial support person, Social Media assistant, Events assistant, International Student rep and an Indigenous Student Representative. We poured hours into strategizing ways to connect with Queer/ Trans students and re-build trust within the Collective.

During our Annual General Meeting in November, we filled 5 out of the 7 roles, and began the process of advertising our Work study positions (leading to the onboarding of 5 new staff members in the month of February!). We also re-launched our beloved Community Circles program during second semester, and are proud of the warm reception that it received from many students searching for safe spaces at Uvic. Throughout the year, we have made many mistakes, and learned many lessons about what it means to successfully implement programming and host events. We are deeply humbled by the support and grace we have been shown during this transitional period.

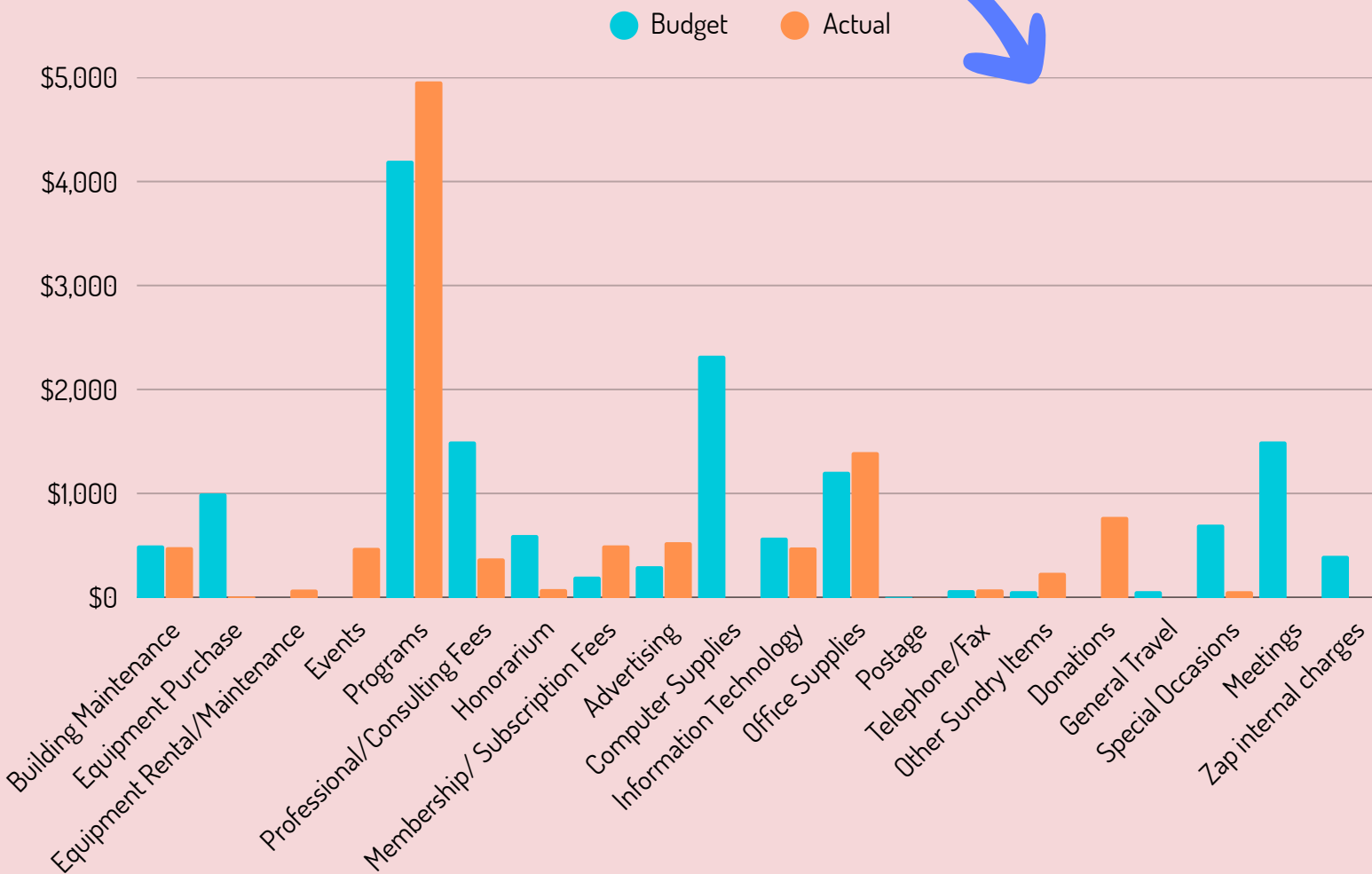
Financial Summary



The majority of Pride's funding (revenue) comes from Student Fees, where the Collective receives \$0.95 per full-time undergraduate student.

The cost of labour was higher than had been budgeted for, with actual costs being around \$21,500 over budget.

The main other area of expenses was programs, in which nearly \$5,000 was spent in the 2023/24 year.



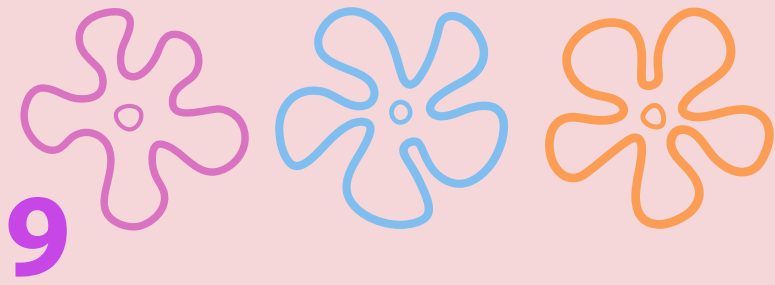
Projects, Programs and Resources



This year, we:

- Re-launched Community Circles
- Consistently re-stocked the diverse resources in our physical space
- Provided updated, ethically sourced binders for our Free Binder Program (that was also re-launched this year!)
- Provided various gender affirming care items such as Gaffs, undergarments, Makeup and jewelry
- Successfully raised 774.35\$ for Humanitarian Aid in Gaza
- Successfully raised 1,810\$ at our Trans Day of Visibility Art Sale, with all proceeds going back to the Trans artists themselves
- Hosted an Abolitionist Book Launch/ panel/ film screening at the Cinecenta and sold over 70 tickets
- Hosted a variety of events including a Direct Action workshop and a Queer Textiles workshop
- Hired 5 Workstudy students and filled 5 formalized roles on our PRIDE Council

(Continued)



PRIDE Collective Council and Meetings

The PRIDE Council is run by students, for students. We are a democratically-run UVSS advocacy group dedicated to serving the 2SLGBTQIA+ community and allies by creating safe spaces for queerness and connection.

The Council is made up of elected UVic student volunteers who work together with staff to provide regular open board meetings, events, programs, services, and resources. Members of the 2SLBGTQIA+ community and allies are welcome to attend and participate in any of these initiatives.

If you want to learn more, follow us on our socials or attend our monthly council meetings. During our public meetings, we discuss updates, decide on important financial matters, plan upcoming events, work on campaigns, and much more.

If you're interested in being apart of the council, email us at pride@uvic.ca.



Meet some of our incredible elected Committee Members!



Campbell (They/he)



The Variants Council
(They/Them) PRIDE Social
Media Assistant



Maddy (She/Her)
PRIDE Secretary



Jitendra (She/her)
International Student Rep

Thank you message

On behalf of the PRIDE Team: THANK YOU for your continuous support, dedication and trust this year. Whether it be our Council members and UVSS Representatives, other constituency groups, community circle facilitators, community partners, volunteers, event participants, UVSS staff, Work study staff, or Queer and Trans community members - we have deep gratitude and appreciation for every single one of you. The work we have done was ONLY possible because of our dedicated Collective and Community at large. It has been our pleasure to learn alongside you, and continuously resist the oppressive structures that aim to keep us divided. In the spirit of resistance, we look forward to continuing our work next year, and cannot wait to see many familiar faces in the fall.

With love and solidarity,

