

UVSS PRIDE COLLECTIVE

ANNUAL REPORT MAY 2024-APRIL 2025

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BY:
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Dear Pride Collective,

I would like to begin this letter with recognizing that the Pride Collective works on the unceded territories of the Lekwungen speaking peoples, the Songhees and Xwsepsum nations, and W̱SÁNEĆ nations. The Pride Collective staff, council, and volunteers, strive to practice decolonial values and centre mutual relations of respect in our work. We recognize the ways in which homophobia, transphobia, and other forms of oppression are inherently linked to the structure and functions of settler-colonialism. With this in mind and through practices of joy, community building, and intersectional advocacy we hope to fight against these systems of oppression in solidarity with all marginalized peoples.

I am very humbled and thankful to be writing on behalf of and to the Pride Collective. Being able to work in community with you all, throughout the busy times and slow days, has brought me so much joy. I am incredibly proud of the work we have done in the past year and all the relations that have come from it. I look forward to another year with the Pride Collective, and cannot thank you all enough for the time and care that you have put into our campus community.

With joy,

Liya Tensae
Office Coordinator.

Staff



MJ Muller

We want to thank MJ Muller (they/them), the Pride Coordinator from 2023 to Spring of 2025. Throughout their time as Coordinator, MJ helped to rebuild Pride. MJ worked hard to bring back the Pride Collective and restart many of our programs. MJ put in an incredible amount of time and care into the Pride Collective, and we thank them for all of their amazing work!

Liya Tensae

I started out as our Communications Officer for the 2024/25 school year. Throughout my time in comms, I rebuilt the Pride brand guide and worked to increase Pride's presence and visibility on campus. I am now the current Coordinator and am extremely excited to continue working with the Collective and to expand our programming and reach!



Venus Winters

For the 2024/25 school year, Venus Winters (she/they) was our work-study Communications Assistant. Throughout her time, Venus helped with many tabling events, designing and making buttons, and overall supporting the promotion of the Pride Collective. As our current Communications Officer, Venus is excelling in engaging creatively with our collective!



Council & Work Study



Hannah Brown

Hello folk, my name is Hannah (they/them) and I am a neurodiverse, multiply disabled, non-binary, trans+, and queer graduate student. I have a passion for promoting equitable and accessible education for all and work as an advocate to bring an equitable and accessible lens to many areas of the UVic community. I have been involved in Pride and queer advocacy on camps a variety of roles since 2021 and I am privileged to be able to continue this work as the finance rep.

Asma Noureen

Asma Noureen (she/her) is a PhD student in Leadership Studies with a background in Critical Gender Studies and equity-focused research and serves as the elected Director of Student Life in the GSS. In the past year, Asma contributed to the Pride Collective as the Resource & Programming Coordinator, where she designed and facilitated inclusive programming for BIPOC queer students. Across both her research and advocacy, she is committed to building relational, socially just, and inclusive spaces for BIPOC and 2SLGBTQIA+ communities.



Council & Work Study

Trinity Blacklock

Trinity Blacklock is a fourth year Humanities student with a History major and English minor. They are passionate about activism, especially for and with the 2SLGBTQIA+ community and refugees. Trinity Blacklock served as Pride's Board Rep for the 2024/25 school year. In their time as Board Rep, Trinity helped us pass our Referendum and served to represent the interests Queer and Trans students to the UVSS Board of Directors.



Overview & Highlights

Pride got active this year with a number of programs and events! Throughout these events and programs, Pride has been able to reach a wide variety of students and community members. Two of our most notable programs include our free Gender Affirming Care resources and our regularly attended Community Circles. Outside of these programs, we have hosted multiple events such as the fabulous "Gay in the Garden" with GEM, the Campus Community Garden, and CFUV. Most importantly, Pride successfully passed their referendum, securing a budget increase. All of these highlights would not be possible without our amazing team and campus partners. We are incredibly thankful to all the people who have made Pride a vibrant collective!



Gender Affirming Care Program

Pride has continued to respond to the needs of our community and provide a variety of free gender-affirming care products. Previously called the Free Binder Program, Pride has expanded include more resources such as binding tape, tucking tape, packers, bra inserts, as well as miscellaneous gender affirming products, namely, apparel, make-up, jewelry, and more! All our products are free to access and located in the single-user washroom in our lounge. We plan to continue this program and expand on it as needed.

Community Circles

Every year Pride runs multiple Community Circles. These circles are volunteer led identity-based circles that typically meet on a bi-weekly basis throughout the academic year. The purpose is to provide Queer and Trans students with safe spaces to connect and network, without subjection to judgment, discrimination, and/or criticism as well as facilitate community building through various activities. This past year we ran a Lesbian, BIPOC, Trans-Masc, Trans-Fem, and A-Spectrum

circle. Community Circles continue to be our best attended events with positive feedback from attendees and facilitators. This program would not be possible without the efforts and commitments of our volunteers! We greatly appreciate the care and time our volunteers put into their Community Circles.



QTBIPOC Outreach

This year we reached out to underrepresented groups within our target demographic, specifically Racialized Queer and Trans peoples. Alongside the help of Asma Noureen, our work-study student, we created a survey trying to understand the wants and needs of Racialized Queer and Trans students. The survey received multiple responses, helping us to guide future outreach and programming. From there we launched a new "Queers of Colour"

Community Circle and two later events. For the first event we invited a panel of Queer Racialized community members to speak about their lived experiences. The panel was moderated by Asma Noureen, and through her guiding questions the panel had thoughtful conversations to an audience of other Queer and Racialized peoples and allies. For the following event, we invited two Queer and Racialized UVic Professors into the Pride Lounge for conversation and snacks as casual mentorship opportunity for younger students and community members.

**QUEER AND
TRANS BIPOC
STUDENTS,
WE WANT TO
HEAR FROM
YOU!**

WE HAVE CREATED A SURVEY THAT SEEKS TO UNDERSTAND THE UNIQUE NEEDS AND PREFERENCES OF OUR QUEER & TRANS STUDENTS OF COLOUR. SHARE YOUR THOUGHTS ON THE PROPOSED INITIATIVES, HELP US BETTER SERVE YOU! COMPLETE THE SURVEY AND ENTER TO WIN A PRIZE!

pride
COLLECTIVE

STUDENTS OF COLOUR COLLECTIVE

QTBIPOC Outreach



pride COLLECTIVE

Storytelling from Queer and Racialized Professors

Come spend the afternoon with the lovely couple, Dr. Jahee Yi and Gaben Sanchez! Ask them about navigating queerness in the professional realm, their lived experiences, and more at this safe and comfy event.

March 17th, 2pm-5pm, Pride Lounge, SUB B010

Panel participants!

Advertisement of our prof-mentorship event!

Gay in the Garden, 2024

Pride was so happy to participate with GEM, CFUV, and the Campus Community Garden to put on a fabulous event: Gay in the Garden!

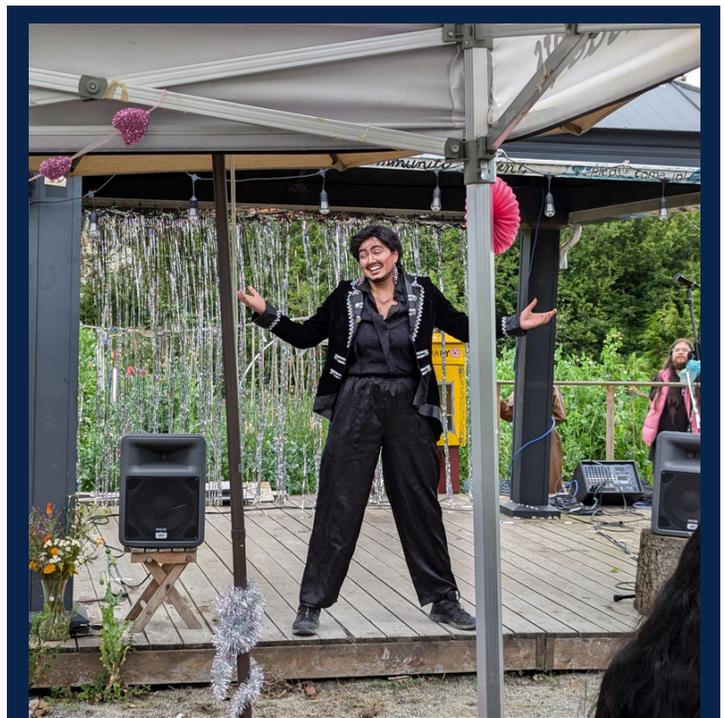
This event featured local drag performers, Peaches N' Screams & Bad Shah, music, snacks, and was a beautiful way to celebrate Pride Month!

This event was entry-by-donation, we were able to collect non-perishable goods and \$101.25 in funds for the UVSS Food Bank!

Thank you to all who attended and helped to make this a fabulous celebration of joy and pride!



Peaches N' Screams!



Bad Shah!

Gay in the Garden Photos



Referendum

Most importantly, Pride successfully passed its referendum at the 2025 UVSS General Election. This win was crucial as Pride's operational funding comes from students fees and can only be increased through this student vote.

Trinity Blacklock was the proponent for our referendum question, asking:

“Considering that the Pride Collective (Pride) has never received a funding increase and has provided advocacy for LGBTQIA2S+ students for over 30 years by being a source of queer community and gender-and sexuality-affirming care resources and education, do you support replacing the current fee allocated to Pride to \$2.00 / full-time student per semester and \$1.00 / part-time student per semester to meet the growing demand for our services?”

Support queer and trans care!

Take pride in care, vote YES for the Pride referenda.

pride COLLECTIVE

Scan for more voter resources and platform!

pride COLLECTIVE

Take pride in caring for your community.

VOTE YES IN THE UPCOMING PRIDE REFERENDUM.

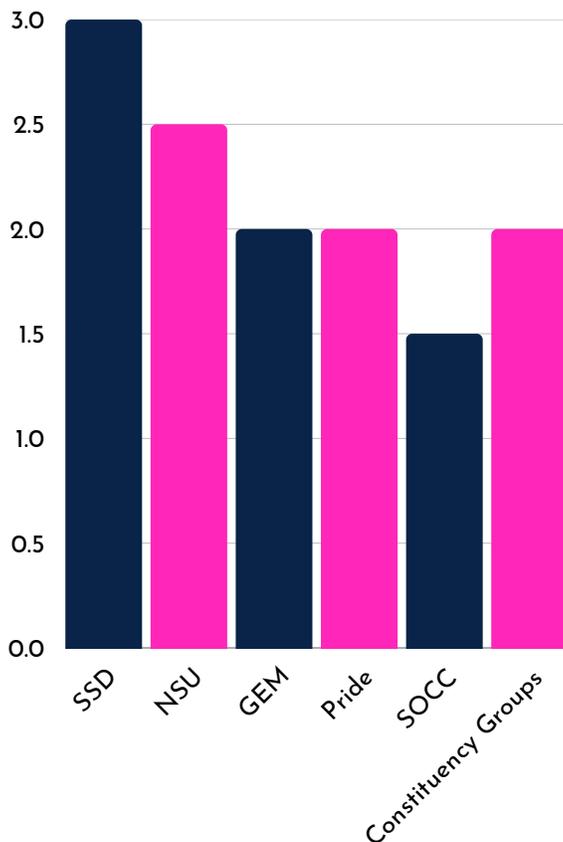
Visit our linktree for official platform and voter information. Voting period is March 17th-19th!

Referendum

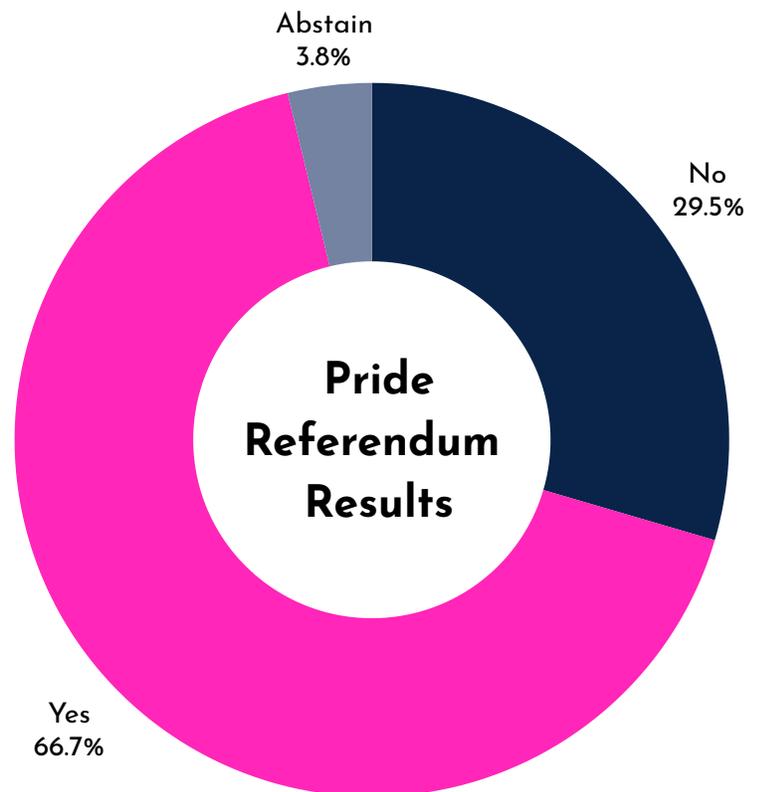
We platformed our campaign on using the funds to expand our stock of gender-affirming care products and community pantry program, as well as to ensure our ability to keep two staff on payroll to conduct all the programs and services provided at Pride. With a total of 4059 votes, the referendum passed with 69.3% support!

Prior to the referendum Pride received \$0.95 per full time student, and was the lowest funded advocacy group. This rate was established in 2010, and we failed to pass our referendum question and increase our fees in 2015. We are extremely grateful for all students, staff, and community members that helped to pass our referendum!

Allocation of Student Funding for Advocacy Groups After the 2025 UVSS General Election.

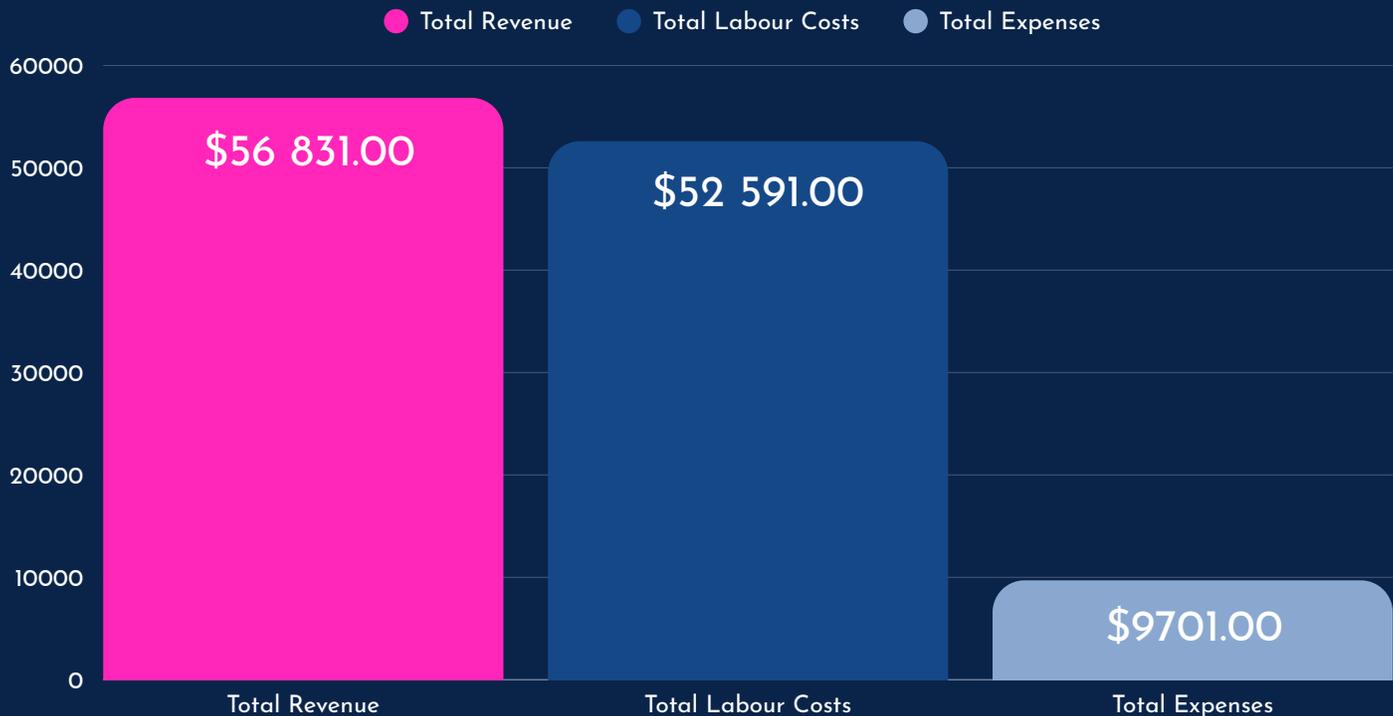


Voting Results of Pride’s Referendum Question.



Financial Overview

The bar graph below shows Pride's total revenue, labour cost, and expenses for this past fiscal year (May 2024-April 2025).

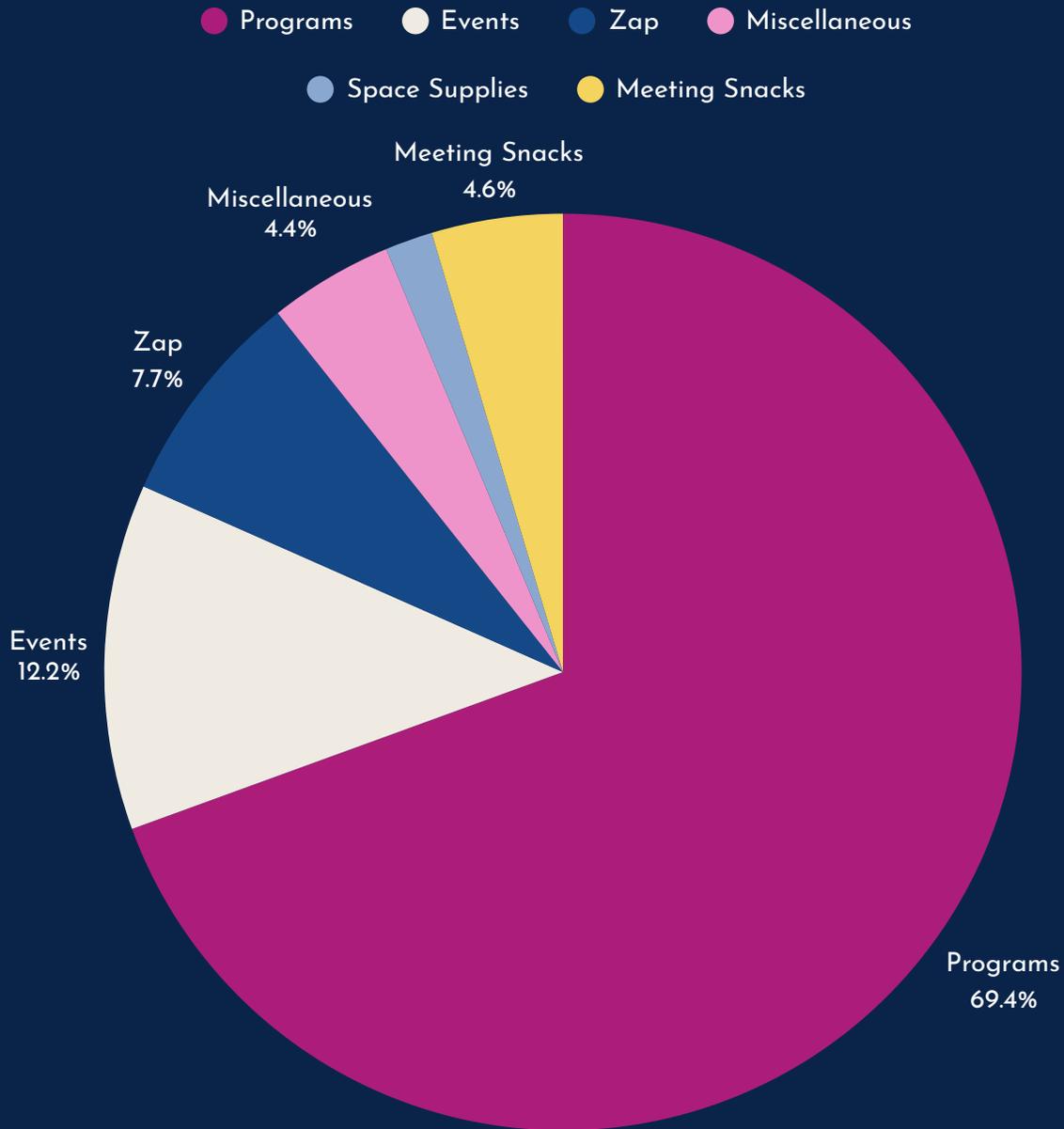


We dipped into the trust this past year leaving us at -\$5462.00 for the fiscal year. Although it is never ideal to go into the negatives, the original budgeted deficit was -\$25 102.00. Thankfully, Pride passed its referendum in the Spring of 2025, so in the future fiscal year we are less likely to end up with a negative balance and still leaving lots of room to expand our expenses budget.

One lesson I have learnt from last year, is to put more time and attention into spending money where it has to be spent. For the 2025-26 fiscal year we are on track to spend the proper amount in sections such as programming, events, and more.

Expenses Breakdown

The chart below details our spending outside of labour costs.



Programs:

Gender Affirming Care, Community Circles, Community Pantry.

Events:

Costs for one-off events ran by the collective.

Zap:

All costs for printing materials from Zap (posters, zines, etc).

Miscellaneous:

Includes things such as telephone and fax fees, general travel, and other operational fees.

Space Supplies:

Small supplies purchases for the office and/or lounge.

Meeting Snacks:

Cost of food and snacks for Collective Meetings and (S)AGM's.

By The Numbers

After Pride's dissolution and rebirth in 2023 we have been slowly rebuilding a strong collective base and increasing our presence on campus. Thanks to all the hard work done by staff, council, and volunteers throughout the 2023-24 school year, Pride has had stronger engagement in the 2024-25 school year. While we see consistent numbers on our social media and in-person events, we still struggle to maintain consistent numbers at more formal meetings, such as our monthly collective meetings and (S)AGM's. After struggling and reflecting on this in the past year, Pride is strategizing on how we can encourage stronger participation at these essential meetings.

Demographics

While Pride does not keep formal track of our demographics, the majority of lounge users and event attendees are undergraduate students. We have collected this information by talking and connecting with our collective members. We see more graduate students take on volunteer and work study positions. There they are able to contribute and demonstrate their leadership abilities to the Pride Collective.

This year, our work study student Asma Noureen, worked on increasing engagement with Racialized Queer and Trans students after noticing a lack of representation within the Pride Collective. Asma worked hard to gather information and understand how we could invite more Racialized Queer and Trans students into our space and have them feel included. From there Asma coordinated a Queers of Colours Community Circle and two events. There is still a lot of work to do to make sure all peoples are represented within the Pride Collective and we continue to strive to be an intersectional organization.

Social Media

Our social media has grown exponentially in this past year. Below are our top performing posts.

Top Right: Posted January 17th, 2025, 3 571 views.

Bottom Left: Posted January 17th, 2025, 3 426 views.

Bottom Right: Posted October 24th, 2024, 10 576 views.



Year-To-Year

We don't currently have any official metrics, but below notes some highlights and challenges we have with engagement in comparison to past years.

Highlights

Lounge Usage,

The Pride Lounge stays a consistently busy space! From Community Circles, smaller events, or just day-to-day use, you can normally find many friends in the Lounge.

Social Media,

Our social media engagement has skyrocketed in the past year. Many of our top performing posts came from this most recent school year, demonstrating an increase in engagement.

Community Circles,

Community Circles remain to be our best attended events. The majority of Circles have consistent turnout of around 5-10 participants. Those who attend Community Circles often attend regularly and develop strong relations with the Pride Collective.

Gender Affirming Care Program,

Although less visibly, the consistent use of our free gender-affirming care program lets us know that people are engaging with Pride Collective and are utilizing the resources we offer.

Challenges

Attendance at Collective Meetings and (S)AGM's

One of the biggest challenges Pride has been facing is low numbers at Collective Meetings and (S)AGM's. As students lives get busy, it is difficult to find time to attend non-mandatory meetings. Due to the nature of Collective Meetings and (S)AGM's, that being that they often concern financial matters or other voting matters it is difficult to find ways to promote them in a fun and engaging way. This presents difficulties when it comes to financial accountability (needing approval for large amounts of spending) as well as a general lack of input from the people we serve. Pride is working on how to promote the importance of Collective Meetings and other means to bring people in to these essential meetings.

Council Positions

Similar to the issue of meeting engagement, this past year Pride has struggled to have consistent council positions. Previous posts that were held are now vacant after council members graduated or are on exchanges and internships. Due to low meeting attendance it has been difficult to vote people into these important volunteer positions.

Lounge Updates

Similar to previous years, we have had challenges going forward with lounge updates. We have budgeted for these updates but all purchases have to go through the UVic interior design team, this is where we have faced difficulties. Despite staff's efforts to be in communication with the design team we have run into issues with having consistent communication with their team. In the meantime, we have updated smaller things, including our whiteboard, adding in softer lighting options, and overall trying to keep the space organized. We look forward to having better communications with the UVic interior design team in the future and being able to complete our lounge updates.

Looking Forward

In the Spring of 2025 Pride staff started having discussions about developing a new program at Pride that specifically addresses Trans mental health and wellbeing. Pride is hoping to build a better and more consistent resource base addressing those needs. Currently, we are in the needs assessment phase, collecting information about what form and delivery of resources would be best suited for people's needs. Once we have concluded the needs assessment we will work off the results to create this program. Options for the program may include holding regular workshops facilitated by professionals in their respective field, creating a well detailed referral system helping people get in touch with medical and mental health professionals and/or building up our educational resources surrounding topics of Trans mental health and wellbeing.

As well, Pride is hoping to host a two-day Halloween event this fall. In recent years, Pride has not executed events of this scale and so we are hoping that these events will help to increase our presence on campus as well as offer a fun time for the community! This year, on October 23rd we have a costume swap and decoration making day planned. This event gives people the opportunity to save on costs and make their costumes more environmentally-friendly. This also serves as a low stimulation mingling event compared to the higher stimulation event we will be running on October 24th. For October 24th, we are hosting a Halloween party at the campus bar, Felicita's. This event will include Drag performances, music, and a whole lot of Queer Joy! We look forward to inviting the community to come together and celebrate throughout these two events.

In general, Pride is looking forward to another year of coming together in community. We look forward to all the new connections we can make and the old ones we will continue to foster. We are extremely grateful to be operating in community, joy, and solidarity with you all.

Community Partners

We would like to extend a special thank you to all groups we have partnered with this year!

GEM

Gay in the Garden.

CFUV

Gay in the Garden.

Campus Community Garden

Gay in the Garden.

SOCC

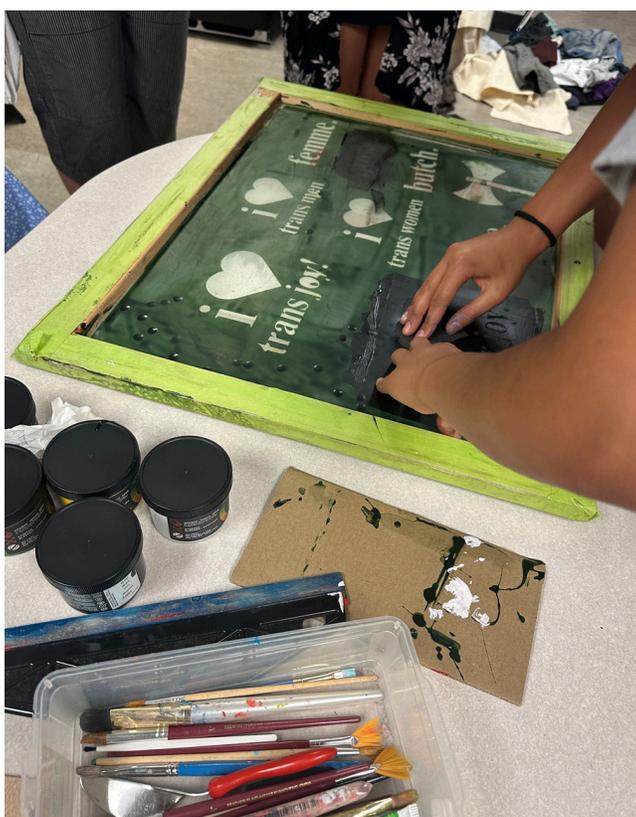
QTBIPOC outreach.

Books-to-Prisoners Victoria

Partnering to help collect donations.

Thank you!

Thank you to all collective members, work study students, volunteers, staff, and community members who have made the work we do at Pride possible. We are so thankful to be here and to represent, advocate, and serve Queer and Trans community.



pride
COLLECTIVE

SUB B010

pride@uvic.ca

[@uvsspridecollective](https://www.instagram.com/uvsspridecollective)

pridecollective.ca