

UVSS Pride Collective Constitution

Ratified: October 15th, 2025.
Last updated: October 2025.

1. Name

- a. Formerly recognized as the UVSS Pride Collective and colloquially as 'Pride'.

2. Definitions

- a. **Queer** - Umbrella term for identities outside of cis gender identity/expression or heterosexual & romantic identities. Included but not limited to Two Spirit, Lesbian, Gay, Bisexual, Transgender, Queer, Homosexual, Intersex, Asexual, Non-Binary, Multisexual, Aromatic, and other Queer identities.
- b. **Trans**-Umbrella term for all identities outside of cis gender identity. Included but not limited to Two-Spirit, Transgender, Trans Fem, Trans Masc, Non-Binary, Genderfluid, Agender, and other Trans identities. Although Trans falls under the Queer umbrella and is included in Queerness, Pride will reference their demographic as Queer and Trans peoples as Trans peoples may have a separate lived-experiences and history outside of many Queer identities.
- c. **Ally** - Someone who may not identify as Queer, but is actively supportive of Queer identities.
- d. **Non-voting Pride Member** - A student actively enrolled or at UVic who identifies as queer or an ally. Or a staff/faculty currently employed at UVic or UVSS.
- e. **Voting Pride Member** - A student actively enrolled or at UVic who identifies as queer or an ally. This includes Council members and Collective members.
- f. **The Pride Council** - Pride members who have been elected to the UVSS Pride Council.
- g. **Pride Collective Meetings** - Regularly scheduled meetings that the Pride Council is expected to attend, which are also open to Pride members as a forum to share their wants and needs, helping to guide the work of council and staff.
- h. **Pride General Meetings** - Annual General Meetings, Semi-annual General Meetings, or Extraordinary General Meetings. These meetings are where larger changes can be made.
- i. **UVSS** - The University of Victoria Students' Society.
- j. **GSS** - The UVic Graduate Students Society.
- k. **Pride Staff**-People hired through the UVSS and paid out of Pride's budget. Currently there are two existing staff positions: Office Coordinator and Communications Officer. If future grants or budget expansion allow for the hiring of more positions, they will also be given the designation of "Staff".

- l. **Pride Volunteer:** Person regularly involved with the UVSS Pride Collective and is of assistance in carrying out our mission and values. Can include but is not limited to Pride Council members.
- m. **Quorum**-The minimum number of members of an assembly or society that must be present at any of its meetings to make the proceedings and voting of that meeting valid. Quorum is met with three voting members present.

3. Purpose

- a. The purpose of Pride is:
 - 1. To provide Queer and Trans students with safe (physical and virtual) spaces to connect and network, without subjection to judgement, discrimination, and/or criticism.
 - 2. To offer Queer and Trans students with programming, events, and resources that align with Pride's vision and mission statements.

4. Mission & Vision

- a. **Mission**

The University of Victoria Pride Collective works to provide a safer space for individuals within and outside of the queer and trans communities, both at the UVic campus and in broader communities. The UVSS Pride Collective aims to alleviate all forms of oppression and to address a lack of available safer spaces, community, and educational and physical resources regarding Queer and Trans issues, needs and experiences. The UVSS Pride Collective acts as an organization that facilitates community building through various activities and advocates for issues related to sexual orientation and expression and/or gender identity and expression.
- b. **Vision**

Pride strives to gather as a sustainable and community-oriented collective. We root ourselves in values of intersectionality, striving to address all forms of oppression within our goal of uplifting and fostering Queer and Trans community. We attempt to achieve these goals by offering programming, events, and educational and physical resources.

5. Values

- a. Advocacy with and for individuals in Queer and Trans communities, while being respectful of and acknowledging intersections of identity, experience and oppression;
- b. Striving for anti-oppression while recognizing that all forms of oppression are linked;
- c. Creating safer spaces that are anti-oppressive, and use a framework that challenges racism, ableism, colonialism, sexism, ageism, heterosexism, cissexism, classism, xenophobia, and ethnocentrism;
- d. Celebrating body positivity, consensual sex, diversity, and different religious and cultural backgrounds and practices;
- e. Ongoing development of safer spaces, events and resources;
- f. Respect for individuals' privacy;
- g. Respect for and inclusion of individual self-identification and self-expression, without making unfounded assumptions or assumptions based on stereotypes, and without appropriating or co-opting identities and experiences;
- h. Ongoing promotion and development of resources and events for a broad variety of topics, including intersections of theory and practice;
- i. Inclusion of sexual orientation and expression and gender identity and expression;
- j. Striving to reach as much of the Queer and Trans communities as possible at the University of Victoria and throughout the broader communities;
- k. Acknowledgement of the importance of bodily autonomy, judgment- free health care and reproductive justice.

6. Authority

- a. Nothing in this Constitution shall be considered in variance with the Constitution and Bylaws, and all policies of the University of Victoria Student Society (UVSS), which includes the UVSS [Advocacy Groups Policy](#).
- b. Both the physical and online Pride spaces must be aligned with the values, procedures, guidelines, and expectations written in the UVSS' [Safer Spaces Policy](#).

7. Members and Membership

- a. University of Victoria students who identify as Queer and/or Trans in good standing with the UVSS are considered members of Pride.

8. Specific Council Roles & Responsibilities

- a. The UVSS Board Representative
 - i. Responsibilities include:
 - 1. Attending the UVSS Advocacy Relations Committee;
 - 2. Attending UVSS Board of Directors meetings;
 - 3. Attending Pride Committee Meetings and fulfilling the duties of a Council Member;
 - 4. Liaising with the UVSS Board of Directors;
 - 5. Responsibilities outlined in the UVSS Advocacy Groups Policy;

9. General Council Roles, Responsibilities and Conduct

- a. The council shall be composed of elected members. The UVSS Pride Board Representative is automatically one of these members.
- b. Council Responsibilities
 - i. To advocate for queer students' rights, well-being and success at UVic;
 - ii. to be familiar with and adhere to the Constitution and Bylaws;
 - iii. to attend Pride annual, semi-annual, and extraordinary general meetings;
 - iv. to attend Pride Council meetings;
 - v. to prepare and present a report at annual general meetings describing their activities for the preceding year;
 - vi. to support Pride events & programs when possible;
 - vii. to have read and understand not only this Constitution, but also all other UVSS policies relevant to the role. This includes but not limited to: the Advocacy Group Policy, the Safer Spaces Policy, and the Issues Policy.
 - viii. To ensure that at least one (1) Council member is responsible for creating and presenting an annual budget to the Pride Council in collaboration with the Pride Coordinator;
- c. Emails and File Storage
 - i. At the beginning of each Council term, Pride Council members will be given access to a Pride database. All Pride-related documents should be kept in the specified database(s) and are the property of Pride and the UVSS.
- d. Resignation of Council Members
 - i. Any Council member who provides a written letter of resignation to the Pride Council shall be considered resigned and their position will be immediately unless a date is otherwise specified.
 - ii. Any Council member that is absent without regrets from three (3) consecutive meetings of the Pride Council shall be considered as having resigned from their position and their position will be deemed vacant at the close of the third (3rd) meeting from which they are absent.

- iii. Any former Council member who resigned from their current position may be nominated for re-election to the Pride Council at any future Pride General Meeting so long as they are a Member in good standing with the UVSS or GSS.
- e. Removal of Council Members
 - i. Removal of Council Members may be pursued if other resolution processes have not been successful. Guiding and educating fellow Council Members in order to correct harmful or problematic behaviors will most often be preferred over immediate removal. This step may be skipped if the Council Member has overtly displayed acts of hate, bullying, harassment, or has severely harmed, undermined, or underserved the Council and Pride Membership at large.
 - ii. A Pride Council member may be asked to resign from their position on the Pride Council if unacceptable conduct is being exhibited i.e. violation of the UVSS Safer Spaces Policy. This will be done by a special resolution affirmed by a consensus (unanimous agreement) of the remaining Council members. This special resolution shall be accompanied by a brief statement providing the reason for the proposed resignation and shall be made available to the Council member who has been asked to resign at least seven (7) days prior to the Pride Council meeting at which the special resolution will be considered.
 - iii. The meeting at which the Pride Council asks for the resignation of a Council member shall be conducted according to a talking circle format with a neutral facilitator brought in to ensure respectful behaviour.
 - iv. Removal of Council Members shall not be employed in order to abet one party in the case of interpersonal issues or disagreements between Council Members. Bullying, ganging up on, excluding, and/or expelling Council Members for interpersonal issues and disagreements is strictly prohibited.
 - v. In the same vein, the remaining Councillors' decision about removal of a fellow Councillor shall not be swayed due to positive interpersonal relationships.

10. Elections for Pride Representative and Council

- a. The first election that must occur at the General meeting is for the Pride Board Representative, followed by the election of the rest of the Council.
- b. Members in good standing of the UVSS or GSS interested in candidacy have the option of submitting their name and platform to the meeting organizers beforehand to be added to the agenda.

- c. Alternatively, those interested in Council Member positions can choose to announce their candidacy during the meeting.
- d. Candidates shall not run on a slate.
- e. When the item on the agenda for elections is called during the meeting, both pre-registered and other candidates may raise their hand and introduce themselves and their platforms. This applies to both in-person and virtual candidates.
- f. All pre-registered candidates will be given the ability to introduce themselves first, followed by other candidates. Access needs can be communicated privately to the staff.
- g. After each candidate has introduced themselves, there will be a 15 minute time period for questions from the Membership.
- h. Questions may be posed directly to specific candidates, or broadly to all candidates.
- i. Candidates will be given two minutes each to respond, with a warning of ten seconds from the General Meeting facilitators before their time is up.
- j. Broad questions must be answered in the order of the speaker's list.
- k. Conduct
 - i. Candidates may not slander or defame other nominees or any community members.
 - ii. Candidates must adhere to the rules guidelines of the physical or virtual spaces they're campaigning in, including the UVSS [Safer Spaces Policy](#).
- l. Voting
 - i. Voting for the Advocacy Representative will be done on a timed virtual poll made accessible to attendees who are members in good standing.
 - ii. Members will elect the remaining 8 Council Members by virtual poll. The candidates will be elected based on a ranking in order of who received the most votes overall, up to 8 spots.
 - iii. Elected Council members will begin their term at the general meeting at which they were elected or acclaimed, unless elected at an Extraordinary General meeting, in which they will begin their term within 1 week.
 - iv. Terms end after one year or at the following Annual General meeting, whichever is sooner.
- m. Vacancy
 - i. If, following an annual general meeting a position on Council remains vacant or a position subsequently becomes vacant due to the removal or resignation of the incumbent, Council may hold a by-election at a Collective Meeting, added by at least ten (10) voting Members.
 - ii. By-election collective meetings should be advertised to the membership through posters in the Student Union Building and through social media with at least fourteen (14) days' notice.

11. Pride Council Meetings

- a. Quorum for Pride Council meetings shall consist of no less than 3 council members.
- b. Pride Council meetings are open to all Pride members to attend.
- c. Pride Council meeting times shall be shared with council members one week in advance through written or digital communications.
- d. Meetings should be held at least once per month, unless deemed impossible by the Pride Council. There shall not be more than three months without a Pride Council meeting unless council positions are not actively filled.

12. Pride Collective Meetings

- a. Quorum for Pride Council meetings shall consist of no less than three voting members.
- b. Pride Collective meetings are open to all Pride voting and non-voting members, although only voting members can vote on motions presented at Collective Meetings.
- c. Pride Collective meeting times shall be posted at least one week in advance on the Pride shared calendar and relevant social media platforms.
- d. Meetings shall be held at least once per month unless deemed impossible by the Pride Council, and there shall not be more than two months without a Pride Collective Meeting.

13. Annual, Semiannual and Extraordinary General Meetings

- a. Quorum for General Meetings shall consist of no less than ten five Members in good standing.
- b. A financial report shall be made available at each AGM.
- c. Council and staff term reports shall be shared at each general meeting.
- d. **Annual General Meetings**
 - i. Shall be held each year. These shall be held during the fall term, except when deemed impossible (by a recorded vote) by the Pride Council.
 - ii. There shall be at least fourteen (14) days' notice of a General Meeting. Such notice shall include:
 - 1. Posters that are to be posted at the Student Union Building and on the University of Victoria campus, containing the date, time, and location (in-person/online) of the meeting;
 - 2. The proposed agenda may be made available at the discretion of the Membership;
 - 3. Notice in relevant community social media, containing the date, time, and location of the meeting.
- e. **Semi-Annual General Meetings**

- i. Shall be held each year. These shall be held during the spring term, except when deemed impossible (by a recorded vote) by the Pride Council.

f. Extraordinary General Meetings

- i. May be called as necessary by a petition of at least 10 Voting Members of Pride.
- ii. Must be called in the case of the Pride Representative seat being vacated

14. Collective Meetings

- a. Collectives must be planned and scheduled by the Coordinator. These meetings must be publicly advertised using a diverse variety of tactics to voting and non-voting Members.

15. Amendments

- a. Amendments to any material contained in this Constitution shall be made by a motion at an Annual, Semi-annual or Extraordinary General Meeting.
- b. Members must submit proposed amendments to the Pride Council in writing. Assistance in drafting amendments can be provided by the Pride Council or the Coordinator.