

UVSS Pride Collective Terms of Reference

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

1. Name

- a. To be known officially as UVSS Pride Collective, hereafter referred to as Pride.

2. Definitions

- a. **Queer** - Umbrella term for identities outside of cis gender identity/expression or heterosexual 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 students with safe (physical and virtual) spaces to connect and network, without subjection to judgement, discrimination, and/or criticism.
 - 2. To offer Queer 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 of the University of Victoria Student Society, namely the UVSS [Advocacy group policy](#), so long as the policy or bylaws have been authorized by the Advocacy Relations Committee.

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. Liaising with the UVSS Board of Directors;
 - 4. Responsibilities outlined in the UVSS Advocacy Groups Policy;

9. General Council Roles, Responsibilities and Conduct

- a. The council shall be composed of elected members.
- b. Council Responsibilities
 - i. To advocate for queer students' rights, wellbeing and success at UVic;
 - ii. to be familiar with and adhere to the Constitution and Bylaws;

- iii. To be familiar with and adhere to the Pride Collective Council Collective Agreement;
- iv. to attend in Pride annual or semiannual general meetings;
- v. to attend Pride council meetings;
- vi. to prepare and present a report at annual general meetings describing their activities for the preceding year;
- vii. to support Pride events & programs when possible;
- viii. To ensure that least one (1) council member is responsible for creating and presenting an annual budget to the Pride council;
- c. Emails and File Storage
 - i. At the beginning of each council term, Pride Council members will be given access to a UVic Pride database. All Pride related documents should be kept in the specified database(s) and are the property of UVic Pride.
- d. Resignation of Council Members
 - i. Any Council member who provides a written letter of resignation to the UVic Pride Council shall be considered resigned and their position will be vacant immediately unless a date is otherwise specified.
 - ii. Any Council member that is absent without regrets from three (3) consecutive meetings of the UVic 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 UVic Pride Council at any future UVic Pride General Meeting"
- e. Removal of Council Members
 - i. A UVic Pride Council member may be asked to resign from their position on the UVic Pride Council at any time by a special resolution affirmed by a consensus 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.
 - ii. The meeting at which the UVic 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 behavior.

10. Joining Pride Collective Council

- a. The induction of new council members can occur at any Annual General, Semi-Annual General, or Extraordinary Meeting.

- b. Candidates can be voted in as 'interim' to a council position by voting members at any Collective Meeting.
 - i. Interim Council positions are subject to confirmation and can be challenged at any Annual General, Semi-Annual or Extraordinary Meeting.

11. Pride Collective Meetings

- a. Quorum for Pride Council meetings shall consist of no less three voting members.
- b. Pride Collective meetings are open to all 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 Council meeting.

12. Annual, Semiannual and Extraordinary General Meetings

- a. Quorum for General Meetings shall consist of no less than 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 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 Collective;
 - 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 the Pride Council.
- f. Extraordinary General Meetings

- i. May be called as necessary by a petition of 10 Pride students, or more.

13. 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 may submit proposed amendments to the Pride Council in writing.