THE PRIDE COLLECTIVE

CONSTITUTION

1. NAME

This Resource Group shall be known as The Pride Collective: Student Resource Group for Sexual and Gender Diverse Liberation. [The Gay, Lesbian, Bisexual, Transgender, Transsexual, Two-Spirit, Asexual, Queer, Agender, Pansexual, Questioning, Intersex, Undecided and all other gender and sexual diverse communities shall hereafter be referred to as the sexual and gender diverse communities and Allies Communities at the University of British Columbia.]

2. LOCATION

The Pride Collective is located on the Point Grey campus of the University of British Columbia, Vancouver, Unceded Coast Salish Territories, British Columbia, Canada. situated on unceded, stolen xʷməθkʷəy̓əm (Musqueam) land.

3. POINTS OF UNITY

As a Resource Group, The Pride Collective shall operate under the Resource Group Vision, Mission and Points of Unity as established through unanimous consensus or by free and fair democratic majority, if unanimous consensus is not met, by the Resource Groups.

It shall also operate under its own Collective Points of Unity:

3.1) We recognize the radical ability of youth, students, and sexual and gender diverse people to support ourselves, build our own futures, and identify our own needs.

3.2) We believe in creating events and spaces where sexual and gender diverse lives are central, not marginal. We recognize space and services for sexual and gender diverse people as a radical act.

3.3) We will, to the best of our ability, operate and organize in intersectional, transparent, accessible, and humble ways. We recognize the value of authenticity and letting the process show.

3.4) We will work to decenter and remake relations of power in our spaces and communities so that it is power with and within, rather than power over. We believe that we all can do this work in ways we each define.
3.5) We recognize UBC, the AMS, and the resource groups, including us, are present on unceded Musqueam land. We acknowledge these imperialist roots and work to unsettle our collective.

3.6) We believe that we all deserve safer communities and spaces, and to demand more safety and accountability from our community members. We believe we must strive to be accountable for our words and actions.

4. OBJECTIVES

4.1) To strive towards a world without discrimination, oppression and colonialism, in which all are empowered and equal.

4.2) To help the members of the sexual and gender diverse communities on campus to foster personal growth, self-realization, and self-expression at all stages of their personal development.

4.3) To work towards eliminating all forms of discrimination and oppression against sexual and gender diverse individuals on the campus of the University of British Columbia.

4.4) To represent the interests and meet the needs of sexual and gender diverse individuals of the University of British Columbia.

4.5) To create a safe and welcoming university environment that is sensitive and responsive to the needs of the sexual and gender diverse communities on campus.

4.6) To educate the university community (faculty, staff, and student body) and the general public on sexual and gender diversity and the needs, concerns and interests of the sexual and gender diverse communities.

4.7) To foster an atmosphere of cooperation, good will, community and understanding between the University sexual and gender diverse communities and the sexual and gender diverse communities at large.

4.8) To work together with other community organizations and campus organizations to further the above-stated objectives.

4.9) To generally do such things as necessary in order to implement the above-stated objectives.
4.10) To provide an accessible, welcoming and safer resource space in the AMS Nest.

5. SAFER SPACE GUIDELINES

The Pride Collective will strive to function according to these safer space guidelines in all of its operations including but not limited to meetings, discussion groups, and events. In each facilitated space they will be open to additions and changes by and for the present group.

5.1) Respect the diversity of identities that come to this space (including but not limited to gender and sexuality); avoid assumptions/bias as they may be hurtful.

5.2) Encourage active listening and enable others to contribute.

5.3) Respect everybody’s confidentiality (such as shared stories), privacy and choice of context in which to be out outside of the safer space.

5.4) While participating in discussions avoid personal confrontations and remember to respectfully engage with another participant’s ideas.

5.5) Please provide a name and preferred gender pronoun set with which to call you by (examples of pronoun sets: “they, them, their”, “none”, “she, her, hers”).

5.6) Respect the diversity of groups that exist in the world. Generalizations can be harmful; avoid generalizing about groups of people and acknowledge your own standpoint.

6. AMENDMENT OF CONSTITUTION

6.1) Amendments to the Constitution may be made at a Sessional Collective meeting. Proposals for amendments must be available for Members to view seven (7) days prior to such a meeting.

6.2) Amendments to the Constitution shall be approved by consensus. If consensus is unable to be achieved, the group may “fall back” to majority rules voting. A vote receiving 75% approval must pass to determine if the group will do so. Then amendments to the Constitution may be made with 75% approval. Where a percentage of votes or people referred to in the Constitution or By-Laws does not result in a whole number of votes or people, the resulting value shall be rounded up to the nearest whole number.
BY-LAWS

The By-Laws are a skeletal structure. For important additional information on the Collective’s procedures and policies, please refer to our [governing] documents.

1. MEMBERSHIP

1.1 Classification of Membership

1.1.1) Each registered student, faculty and staff of the University of British Columbia is an Associate Member and is eligible to become a Collective Member.

1.1.2) It shall be the responsibility of the Conflict, Care and Coordinating Committee to maintain an up-to-date Collective membership list that may be viewed by any member by reasonable request.

1.1.3) Associate Members may become Collective Members by informing the Collective of their desire to do so, after having fulfilled at least one (1) of the following: attended at least three (3) General Collective Meetings in the current session; been involved in a Working Group or other group related to the Collective in the current session; completed collective training (offered publicly) in the last two (2) years; or submitting appeal. [Collective Member status takes effect seven (7) days after application during which members of the community will have the opportunity to provide feedback]

1.2 Associate Member Rights, Responsibilities and Privileges

Any Associate Member may:

1.2.1) attend collective or Working Group meetings and may participate fully in the consensus decision process with sole exception of registering a block of a proposal;

1.2.2) request to have an item added to a meeting agenda;

1.2.3) attend the Collective’s functions and activities subject to Article 1.5;

1.2.4) have access to and utilize the Collective space when open or by reasonable request;

1.2.5) act as a general member on a Working Group.

1.2.6) All Associate Members must respect the safer space guidelines.
1.3 Collective Member Rights, Responsibilities and Privileges

In addition to the above, any Collective Member may:

1.3.1) register a block of a proposal;

1.3.2) be appointed to a Working Group.

1.3.3) [All Collective Members are responsible for upholding and the points of unity, objectives and safer space guidelines; and for appointing other members to Working Groups, developing policies, and being accountable for the Collective’s actions.]

1.4 Expulsion of Members

1.4.1) A Member may only be expelled from The Pride UBC Collective by a 75% majority vote at a Sessional Collective meeting, after following other internal avenues as directed by both or either the Conflict, Care, and Coordination Committee and the Accountability and Learning Committee, notwithstanding Article 2.3.5. A Member may only be expelled for conduct which is deemed to bring gross disrepute or serious harm (as interpreted by those voting) upon Pride UBC the Collective or its membership because of that person’s membership.

1.4.2) A Member who has been expelled may appeal the decision before the AMS Student Court within (30) days of expulsion.

1.4.3) A Member who has been expelled or might be expelled may seek mediation through the AMS Ombudsperson and/or the Resource Group Allocation Committee as appropriate.

1.5 Identity-Based Attendance

1.5.1) [Any identity-based function, or activity or temporary space will be open to all who identify as part of that group; identity policing will not be tolerated.] The Collective will respect a person’s self identification to be present in these spaces.
2 MEETINGS

2.1 General Collective meetings

2.1.1) General Collective meetings shall be held bi-weekly during the Winter Session.

2.1.2) Notice of the first General Collective meeting shall be published on The Pride Collective mailing lists and website no less than (72) hours prior to the meeting.

2.1.3) Notice of subsequent General Collective meetings shall be given a minimum of (24) hours in advance. Such notice shall be published on the Pride Collective mailing lists and may be announced at the previous General Collective meeting, The Pride Collective-website and other relevant mediums, such as posters, publications and social media.

2.1.4) The agenda of a General Collective meeting must be announced over the Pride Collective mailing lists no less than (24) hours prior to the meeting.

2.1.5) A quorum shall consist of seven (7) Collective Members or 50% of the Collective Membership, whichever number is less.

2.1.6) General Collective meetings shall deal with matters pertaining to the everyday functioning of The Pride Collective, membership processes, and expenditures outside of the approved budget.

2.1.7) Decisions in General Collective meetings shall be arrived at by consensus, with a ‘fall back’ to majority rules available if necessary in the same fashion as outlined in Constitution section 6.2.

2.1.8) The procedural order for a General Collective meeting shall be:

- **Rounds, check-in, and safer space guidelines**;
- Approval of the minutes from the previous Collective meeting;
- **Review and revision** of the agenda for the General Collective meeting;
- Completion of unfinished business from the previous Collective meeting;
Reports from Working Groups, whether in person or by proxy

New business.

2.2 Sessional Collective meetings

2.2.1) Sessional Collective meetings shall be held at least once during each Term of the Winter Session. In addition, Sessional Collective meetings may be called by any Appointed Member of the Conflict, Care and Coordinating Committee at any time or by any Collective Member who holds in their possession a petition bearing the signatures of (15) Collective Members or 75% of the Collective Membership, whichever number is less, requesting such a meeting.

2.2.2) Notice of Sessional Collective meetings shall be given a minimum of seven (7) days in advance. Such notice shall be posted on the Pride Collective mailing lists and website, and other relevant mediums, such as posters, publications and social media. 2.2.3 A quorum shall consist of ten (10) Collective Members or 75% of Collective Membership, whichever number is less.

2.2.4) Sessional Collective meetings shall deal with membership processes, approving the budget, amendments to the Constitution and By-Laws, expulsion of members, and any other issues deemed appropriate at the time and which has been included in the agenda.

2.2.5) Decisions in Sessional Collective meetings shall be arrived at by consensus, with a ‘fall back’ to majority rules available if necessary in the same fashion as outlined in Constitution section 6.2

2.2.6) Decision-Making at Sessional Collective Meetings

2.2.6.1) Members may participate in decision-making at meetings as per Article 1.2 and 1.3.

2.2.7) The procedural order for a Sessional Collective meeting shall be:

Rounds, check-in, and safer space guidelines;
Approval of the minutes from the previous Collective meeting;

Approval of the agenda for the Sessional Collective meeting;

**Completion of unfinished business from the previous Collective meeting;**

**Reports from Working Groups;**

New business.

Collective meetings shall be chaired by a member of the Conflict, Care, and Coordination Committee. In the event of a Sessional Collective meeting that has been called by way of petition, the Collective Member who holds in possession the petition for such a meeting as determined by Article 2.2.1 shall serve as the Chair and shall have the powers of the Chair in the conducting of the meeting.

### 3 WORKING GROUPS

3.1) The Pride Collective may create and operate any number of working groups in the furtherance of meeting its constitutional objectives.

3.2) The working groups shall include but not be limited to: the Accountability and Learning Committee; the Social Justice and Activism Committee; the Conflict, Care and Coordinating Committee; the Events Team; the Facilitation Team; the Communications and Media Team; and the Space and Services Squad.

   3.2.1) The Accountability and Learning Committee shall be responsible for holding the collective accountable to its constitutional objectives; processing and responding to feedback and concerns from the community; and for organizing skill-building and educational resources for the collective.

   3.2.2) The Social Justice and Activism Committee shall be responsible for identifying social justice issues affecting our community and other communities experiencing marginalization and initiating, planning, and coordinating action plans that address these issues. The committee shall also be responsible for facilitating the Collective’s involvement in activism and liberation activities planned by other groups and individuals.

   3.2.3) The Conflict, Care and Coordinating Committee shall be responsible for providing support to the collective, and to its members regarding their duties and/or experience within the collective; mediating conflict; advocating for members; collaborating with the Accountability and Learning Committee to plan and facilitate the Pride Collective’s September and January Training; and for
coordinating collective meetings and labs. The committee shall be responsible for carrying out all financial and other administrative duties of the collective, including but not limited to appointing booking officers, a signing officer, AMS liaison(s), UBC liaison(s) and RGAC liaison(s).

3.2.4) The Events Team shall be responsible for planning and coordinating all aspects of social and educational events initiated by the collective for the community, including but not limited to OUTWeek, Totally Queer Thursdays, Queer U, Dance Parties and Sessional Welcomes. The committee shall also be responsible for coordinating events in collaboration with other groups and individuals when relevant.

3.2.5) The Facilitation Team shall be responsible for operating the Collective’s weekly discussion groups, which include but are not limited to Female Lovers Weekly, Trans* and Gender Identities, People Lovers Weekly, Guy Lovers Weekly, Label Free Fridays, On The Quiet Time, and On The Down Low. The committee shall also be responsible for developing and facilitating workshops for the community in furtherance of meeting the Collective’s constitutional objectives.

3.2.6) The Communications and Media Team shall be responsible for managing the Collective’s digital media systems, including but not limited to the Collective’s Facebook page, and Twitter, Tumblr, Trello, Slack and Youtube accounts. The committee shall also be responsible for managing the Collective’s e-mail and online data drive; preparing and distributing print media and/or facilitating that process for other committees; and for acting as representative of the Collective in all external media affairs, including but not limited to liaising with The Ubyssey, CITR and local news stations.

3.2.7) The Space and Services Squad shall be responsible staffing the Collective’s space in the Resource Group Center during operational hours; researching and gathering resources for the space; and for developing new plans and systems for the space in furtherance of the Collective’s constitutional objectives.

3.3) The collective may create additional Working Groups at their discretion.

3.3.1) Working Groups lasting more than 1 year may only be created as agreed upon at a Sessional Collective Meeting.

3.3.2) Working Groups lasting less than 1 year may only be created as agreed upon at either a General Collective Meeting or a Sessional Collective Meeting.

3.4) Working Groups shall operate in following with the Code of Procedure specific to that Working Group.
3.7) All persons elected to the Executive Council must read and understand the Constitution and By-Laws upon election to the Executive Council.

3.9) An appointed member of the Collective may be removed from that appointment, for whatever reason, by a Recall vote held at a Sessional Collective meeting, after internal channels are attempted.

3.9.1) A Recall may be initiated by an Active Collective Member who holds in their possession a petition requesting such a vote bearing the signatures of fifteen (15) Collective Members or 75% of Active Collective Membership, whichever number is less.

3.9.2) Such Executive Council a member shall be notified of the pending Recall vote seven (7) days prior to the vote.

3.9.3) A Recall vote shall be affected by a 65% majority vote, notwithstanding Article 2.3.5.

3.9.4) A recalled appointed member may request feedback and assistance from the Accountability and Learning committee as well as other relevant Working Groups.

3.9.5) In the event of a dispute the recalled appointed member may approach the Conflict, Care, and Coordination Committee, the Resource Group Allocation Committee, or other relevant AMS assistance such as the Ombudsperson.

4. MEMBERSHIP OF WORKING GROUPS

4.1) General Working Group Member Rights, Responsibilities, and Obligations

4.1.1) Any Pride Collective member, Associate or Collective, may sit on a working group

4.2) Appointed by the Collective Working Group Member Rights, Responsibilities, and Obligations

4.2.1) Any Associate or Collective member may ask to be appointed to a working group

4 APPOINTMENTS OF MEMBERS TO WORKING GROUPS
4.1) Appointments to Working Groups shall occur at a Sessional Collective meeting at the end of each second Term of the Winter Session and the first General Collective meeting of the first Term of the Winter session. Anyone wishing to be appointed at other times of the year may contact the collective and follow the standard procedures below at a mutually agreed future general collective meeting.

4.2) Nominations for positions

4.2.1) Members may express interest themselves preceding the sessional collective and provide relevant information as determined by the Collective, including their name, why they are interested in the applied position, what they hope to learn from the applied position, what they bring to the relevant committee, and other committee-specific questions. This must be provided at least 4 days before the intended voting meeting date, as it will be circulated publicly 48 hours before then.

4.3) Collective Appointment Procedure

4.3.1) At the intended meeting for voting, the circulated information will be available for everyone present, and the people running for a position will be grouped together by committee and asked any relevant questions by any meeting attendants that are not running for said position.

4.3.2) After the meeting, a secret online ballot will go up publicly, where people can vote for the people who are running to be appointed. The minutes from the meeting will be provided, as well as the information initially submitted. Voters are allowed to vote yes, yes with reservation, abstain, and to block appointments and will be given space to explain the reason for their decision, as well as feedback or suggestions for the person. Voting is consensus-based and a blocking vote must be given an explanation to be valid and prevent a person from obtaining an appointment. Whether or not each person gets voted in, they will be given any feedback or suggestions given by voters.

6 The Pride Collective shall be responsible to and operate at all times within the guidelines of the Alma Mater Society of the University of British Columbia as a Student Resource Group.

7 The books and the records of The Pride UBC Collective shall be maintained in the Resource Group Centre and may be viewed or borrowed by any Member at any time. A copy of this Constitution and these By-Laws shall be provided upon request to any Member.

8 INTERPRETATION OF CONSTITUTION AND BY-LAWS

8.1) If a dispute arises concerning the interpretation of the Constitution and By-Laws, such dispute shall be heard and determined in a duly-called Sessional Collective meeting by consensus, with a ‘fall back’ to majority rules available if necessary in the same fashion as outlined in Constitution section 6.2.
9. AMENDMENT OF BY-LAWS

9.1) Amendments to the By-Laws may be made at a Sessional Collective meeting. Proposals for amendments must be available for Members to view seven (7) days prior to such a meeting.

9.2) Amendments to the By-Laws shall be approved by consensus. If consensus is unable to be achieved, the group may “fall back” to majority rules voting. A vote receiving 75% approval must pass to determine if the group will do so. Then amendments to the By-Laws may be made with 75% approval.