

2110 Centre for Gender Advocacy
Annual General Meeting
April 28, 2011

Start time: 6pm
Facilitator: Tomee Sojourner, MA
Secretary: Melissa Harendorf

Bianca Mugenyi gives welcome address and introduces Tomee Sojourner.

Tomee introduces and screens the new 2110 Centre for Gender Advocacy (CGA) promotional video

Agenda:

Introduction to session
Board report
Staff reports
Open dialogue about Board, and staff reports
Election of the Board of Directors
Election of the members of the Conflict Resolution and Complaints Committee (CRCC)
Closing of AGM

Proposal to include a Peer Support and Advocacy (PSA) report.
Moved by Zoe, seconded by Kaylie.
Proposal approved.

Proposal to approve the agenda as amended.
Moved by Katie, seconded by Hania.
Proposal approved.

Tomee discusses the uniqueness and importance of the CGA.

CGA staff introduce themselves: Laura, Bianca, Gabrielle, Maya

Board members introduce themselves: Katie, Monica, Erika

Board report

Erika discussed the changes in staff and Board members over the past year, as well as activities, decisions, successes, conflicts, obstacles, and future goals.

Suggests that in the future, Board should receive training on their role as employers.

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There are printed copies of new draft policies. Request that members provide feedback on these draft policies as well as input regarding other policies that should be instituted.

Katie gives a finance report (referring to the printed finance statement which includes an audit that was done this year). She gives a brief explanation as to why the organization's expenses are less than its revenues, when previously staff and Board members believed the organization was running a deficit. Clarifies that the audit was done for the fiscal year 2009-2010.

Tomee invites questions from the membership about the Board and financial report.

Clarification requested regarding the period of time that the total amount of rent paid represents. Answer that it covers October 1st, 2010 (the start of our lease at 1500 de Maisonneuve) to August 31st, 2011.

Question regarding what will be done with the surplus. Answer that the Centre will use the surplus to rent the new office space at 1500 de Maisonneuve, and start a campaign to get a Sexual Assault Centre at Concordia.

Questions as to why the job description for the administrator/finance coordinator was changed, as well as how the Centre will ensure financial transparency. Answer that the Board decided to hire an accountant to do the primary financial work, allowing the CGA staff person to focus on administration.

Question as to the difference between the amount of money that the organization thought it had and what it does have. Answer that the organization believed that it received a constant \$180,000 per year (which didn't make sense because the student body increases 3 percent every year along with money accrued from the fee levy increases). It turned out the university had an account with money for the CGA from the fee levy that the Finance Committee was not informed about.

Question regarding the new space, how the decision was made to acquire it, and what it will be used for. Answer that the organization has a need for both services that require confidentiality and collective work/social activities. The CGA looked at several spaces, and the one at 1500 de Maisonneuve was determined to be the one that would best meet the needs of the organization. The intention is for the Mackay space to be used mostly for Peer Support services.

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Staff reports

Laura: Was hired to prepare for major outreach for PSA trainings. Is scheduling these trainings and liaising with other organizations that students can go to for support. Also is laying the groundwork for a sexual assault centre – there is a lot of support for making this happen.

Gabrielle: Is the new PSA Coordinator. Has been getting in contact with as many organizations as possible, to share knowledge, resources, and facilities. Is doing work with the Trans Health Network.

Maya: For almost a year there was not a promotions and publicity coordinator, which led to other staff taking on these tasks. Is in the process of developing effective promotions and publicity. Will spend the summer writing a promo/publicity resource guide for volunteers and people with this job in the future. Coming up with a better volunteer structure for promotions.

Bianca: Has collaborated with various groups and attended conferences. There was a workshop series on creating media. There was a film screening series. Three weeks of programming called Too Cool for School. Collaborated with Artists Against Apartheid. Collaborated with University of the Streets. Programming about political issues and feminist movement in Haiti. Hosted anti-gentrification event with activists from Brooklyn. Space launch for new space on de Maisonneuve. Campaigns: Missing Justice; work with Stella; solidarity with Palestine; pro-choice actions and programming.

CRCC Report

Zoe explained that outstanding complaints have recently been addressed. Report was finalized and sent yesterday (April 27, 2011). The CRCC apologizes for the delay between the hearings and the finalised report, and for the lack of communication between the Board and the CRCC. Recommends there should be a better communication structure, as well as training for the CRCC.

PSA volunteer report

Kota: This year have run programming (e.g. Got Your Back); welcomed Gabrielle as new coordinator; trained a team of PSA volunteers – 12 people completed this program; Rad Sex Ed series; Devon (previous coordinator) resigned; PSA volunteers would have liked to have a meeting with the Board before the new coordinator was hired; the volunteers would have liked for this job posting to be more accessible (many of them did not see it),

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and would have liked to have been informed about the hiring of the new coordinator. At the same time, they are excited to have a new coordinator and have a fresh start/move forward. They would like to have more transparency in terms of hiring, better communication between PSA and the Board, and to be informed about changes that are made to the PSA program (decisions that effect volunteers and the work that they do).

Question as to whether there can be free membership for new members. Answer that membership costs 87¢ (the equivalent of the 29¢ fee levy for three credits).

Question regarding hiring referred to in the PSA volunteer report. Answer that the Board had asked the previous PSA Coordinator for the email addresses of the volunteers and they were not given, but believes that there was a general call out that the volunteers should have been received. Unfortunately there was a breakdown in communication between the PSA volunteers and the Board. The Board decided to hire a short contract position from the pool of applicants for the PSA Coordinator job. Acknowledgement that the hiring process was not ideal and says the Board accepts responsibility for this. At the same time, it was very difficult to have two coordinators resign at the same time, and the Board was not given information about who were the PSA volunteers. The Board apologized for not doing a better job of handling this communication problem.

Question as to whether descriptions are available for the Board, CRCC and PSA Volunteer opportunities. Answer that new Board members are trained and can choose to sit on various committees. Mention made that volunteers can get involved any time of year, and the CGA is particularly looking for volunteers for the Reproductive Justice campaign and Missing Justice.

Question regarding the CGA's core programming and how much Discretionary Funding is being given out to community organizations that do work that is inline with our mandate. Answer that the core programming was listed earlier in the meeting during Bianca's staff report.

Question as to what is the maximum spending amount for the organization before it must bring it to the membership. Answer that there is no spending limit after which a spending decision has to go to membership. The membership elects the Board to direct the organization and fulfil its mandate.

Question regarding how to ensure institutional memory with high turnover within the organization. Answer that new PSA Coordinator has a background in program management. She is focusing on communication within the organization to ensure better institutional memory.

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Question as to why there was a 3-month lag between the PSA coordinator announcing their resignation and the callout for a new coordinator? Answer that that it was a difficult time in the organization, and there were issues that needed to be addressed before a callout for the position was made. The Board is grateful to the volunteers for keeping the program together during this period. By the end of February 2011 there were only 3 people on the Board, and so there were very few people doing a lot of work. Note made that there were complaints that PSA volunteers were not included in the hiring process, but also that the decision was not being made faster, so the Board tried to strike a balance between consulting with the PSA volunteers and moving forward quickly. The Board expressed regret that the process of hiring a new PSA Coordinator was so difficult and stated that they tried very hard to make it a clear and transparent process.

Elections

Full Board is 10 members

CRCC is 4 members

In order to run, each person needs 3 people to nominate them (can nominate self).

Explanation of the responsibilities and decision-making structure of the Board.

Suggestion to change decision-making structure within the Constitution, to change the majority vote system to a consensus system that reverts to majority vote if consensus is not achieved. Acknowledgement that this may be considered but that this kind of change needs to be presented a minimum of 30 days before the AGM.

Nominations for the Board of Directors

Jayna Patel – nominated by Hania Souleiman

2nd – Bhoomi Pathak

3rd - Steven Lawrusik

Hania Souleiman – nominated by Bhoomi Pathak

2nd – Laura Robbins

3rd – Gabrielle Bouchard

Annette MacDonald – nominated by self

2nd – Rosario Gallardo

3rd – Wendy Heitmann

Katie Earle – nominated Shamai Amichai

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2nd – Gabrielle Bouchard
3rd – Jayna Patel

Erika Pierre – nominated by Bianca Mugenyi
Declined because she is leaving town

Cynthia Beaudry – nominated by Katie Earle
Declined

Wendy Heitmann – nominated self
2nd – Hania Souleiman
3rd – Laura Robbins

Candice Cascanette – nominated by Monica Van Schaik
2nd – Leelee Davis
3rd – Laura Robbins
Leelee Davis – nominated by Rosario Gallardo
2nd – Kota Harbron
3rd – Monica Van Scheik

Courtney Kirkby – nominated Hania Souleiman
2nd – Candice Cascanette
3rd – Wendy Heitmann

Noah Eidelman – nominated by Katie Earle
Declined

Michaela Manson – nominated by Leelee Davis
2nd – Gabrielle Bouchard
3rd – Cynthia Beaudry

Kota Harbron– nominated by Gabrielle Bouchard
Declined

Sharon Cromwell – nominated by Katie Earle
Declined

Rosario Gallardo– nominated by Bianca Mugenyi
2nd – Leelee Davis
3rd – Katie Earle

Gab Ackerman – nominated by Rosario Gallardo

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Declined

Platforms of Board of Directors Nominees

Rosario Gallardo was not intending to run for the Board, but hearing about the Centre she believes there is a lot of work to do. Feels she can excel in calling attention to the centre and creating a positive image for the centre within downtown Montreal. Feels that there needs to be more empathic communication between all the groups, and would like the help facilitate this communication, as well as a more inclusive, alluring, and attractive image to the Centre.

Michaela Manson has been involved in various organizations at Concordia, including the CSU. Has been working within the philosophy department to institute policies ensuring gender equity in the department. As part of the Board, would like to reach out to Queer Concordia to help them stand on their feet as a fee levy organization.

Courtney Kirkby has experience as news and spoken word coordinator at Radio CKUT. Experience with indigenous solidarity work. Has worked with Missing Justice. Won't be able to commit to 4 hours a week, but would like to contribute to the centre – specifically in terms of facilitating communication and accountability. Has experience working with a Board-staff-volunteer-committee structure at CKUT. Would like to bring this knowledge and experience to the CGA, especially in regards to policies.

Leelee Davis is from Toronto and was part of a queer people of colour collective. First year student at Concordia and is on the Board of the Quebec Public Interest Research Group, and is involved at Queer Concordia. Helped the group grow into a fee levy organization. Has a growing knowledge of campus organizations, and is involved in communities outside of university.

Candice Cascanette started getting involved in the CGA through PSA training. Would like to bring PSA concerns to the Board as a Board member. Is a Concordia student and has done a lot of community radio work at Radio CKUT – has a show about gender empowerment on The Morning After. Would like to archive gender advocacy workshops on the CKUT website. Activist involvement in indigenous sovereignty issues. Would like to focus on the Centre's resources being shared with a wider demographic.

Wendy Heitmann is studying circumpolar studies. Was involved in The Link student newspaper and the business wing of the Concordia Student Union, so has a good knowledge of navigating Concordia bureaucracy. Has good finance knowledge and

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would like to focus on financial sustainability. Has also been involved in the planning stages for the sexual assault centre campaign.

Katie Earle did not expect amount of work she has done over the last year. Really wants to see this organization flourish, and push in a unified way to fulfil mandate of gender empowerment. Has been very involved with Missing Justice, as well as Haiti Action Montreal and Radio CKUT. Would like to have the opportunity to work with a full Board that is excited and diverse and unified. Is really excited about the organization's future. Would like to organize more with Stella and the Native Women's Shelter in the future.

Annette MacDonald has done a project with Community-University Research Exchange (CURE) and is excited about the CGA. Was involved with the feminist, democracy, and human rights groups at UQÀM. Has done research about abuse of domestic workers by recruitment agencies. Wants to get involved with the CGA to create partnerships between different universities, especially make connections between Anglophone and Francophone communities. Wants to do events about sexuality, about gay activists in Iran and about trans people, and migrant workers.

Hania Souleiman is a Fine Arts student at Concordia. She got involved with the CGA in 2009 as part of Reproductive Autonomy campaign and is now involved in Missing Justice. Has experience organizing workshops, discussion. Would like to see more dialogue about fat phobia at the 2110. Works a lot with families and children and would like to see CGA create more resources for parents. Wants to be an active participant in the sexual assault centre.

Jayna Patel is involved in Reproductive Autonomy campaign, and very active in Missing Justice. Has a background in business, both finance and admin. Has experience with management, and so can help with labour relations and communication. Wants to see all the campaigns become more active and reach out to the larger community.

Question regarding how Leelee will manage being on two Boards. Leelee states that she is very good at time management, likes having a full schedule, being involved in many projects.

Proposal to hold the vote to elect members of the CRCC immediately rather than following the counting of the vote for the Board members. Seconded by Hania

Explanation of the function of the CRCC.

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Nominations for the CRCC

Kaitlin Prest – nominated by Bianca
Declined

Cynthia Beaudry– nominated by Zoe Page
2nd – Lauren Ramsay
3rd – Kota Harbron

Tasha Zamudio – nominated by Gab Ackerman
Declined

Steven Lawrusik – nominated by Hania Souleiman
2nd – Courtney Kirkby
3rd – Laura Robbins

Melissa Harendorf – nominated by Laura Robbins
Declined

Monica Van Schaik – nominated by Katie Earle
2nd – Shama Amichai
3rd – Lauren Ramsay
(later declined)

Zoe Page – nominated by Gab Ackerman
Declined

Platforms of CRCC Nominees

Cynthia Beaudry has done the PSA training and has experience with active listening. Really believes in the 2110 mandate.

Steven Lawrusik has experience resolving conflicts. Has been involved with Missing Justice. Believes strongly in communication.

Monica withdraws her nomination.

Bianca announces that it will take about 15 minutes to count the ballots that the results will be announced at that time and also be emailed out.

Tomee closes the AGM.

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Announcement that all candidates for the Board were elected.
The Directors for the year 2011-2012 are:

Jayna Patel
Hania Souleiman
Annette MacDonald
Katie Earle
Wendy Heitmann
Candice Cascanette
Leelee Davis
Courtney Kirkby
Michaela Manson
Rosario Gallardo

Elected CRCC members for the year 2011-2012 are:

Cynthia Beaudry
Steven Lawrusik