UR PRIDE CENTRE
for Sexuality & Gender Diversity

Annual Report • 2017/2018

Over 20 years of supporting 2SLGBTQIAP+ people in Regina, SK

TWO-SPIRIT • LESBIAN • GAY • BISEXUAL • TRANS
QUEER • INTERSEX • ASEXUAL • PANSEXUAL
Over 20 years of supporting 2SLGBTQIAP+ people in Regina, SK

UR PRIDE CENTRE
for Sexuality & Gender Diversity

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Regina, SK S4S 0A2

Riddell Centre, Rm. 225
University of Regina

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www.urpride.ca
Facebook: UR Pride Centre for Sexuality & Gender Diversity
Instagram: @urpridecentre
Twitter: @urpridecentre
UR PRIDE CENTRE’S MESSAGE FROM OUR CHAIR & EXECUTIVE DIRECTOR

“Thank you for your incredible support over this year, and we can’t wait to see what the future holds.”

It has really been quite a year.

We’ve undergone significant changes since last time our membership came together, and we couldn’t be more excited about the path forward.

We’ve been a part of great initiatives on-campus: from co-hosting the University’s first Equity Week, to co-organizing a week of events for a Community Congress alongside the Congress of the Humanities & Social Sciences, to being a part of the collective of student organizations launching the OurTurn Initiative. And this is on top of our regular campus programs! We’ve accomplished so much thanks to the ongoing support of University of Regina students.

But we don’t only do work on-campus! With an increase in the need that we saw for 2SLGBTQIAP+ people in the city, we were ecstatic to launch a collection of programs that will allow for a wide-range of our community to find support, including our Resilience Trans Support Group, and our Que(e)rying Faith group.

Behind the scenes, our Board has been working hard to improve our policies, procedures and to build a strong strategic plan that will guide us into the future. We are happily anticipating a new group of Board Members who will continue to push us, challenge us, and allow us to grow.

Thank you for your incredible support over this year, and we can’t wait to see what the future holds.

In rainbow solidarity,

Jacq Brasseur
Executive Director

Barton Soroka
Chair
UR PRIDE CENTRE’S MISSION & MANDATE

All of the work that we do holds certain values, ideas and goals in mind. Our mission and mandate was reviewed last year, and we are excited to continue doing work that aligns with our governing documents.

MISSION
Our mission to set the foundation for a safer, healthier, and more vibrant community for sexually and gender diverse people in the City and University of Regina.

MANDATE
Our mandate is:

• To provide and promote health, wellness, and social support for sexually and gender diverse people on campus and throughout the City;
• To promote an intergenerational community of sexually and gender diverse people on campus and throughout the City;
• To advocate for the safety and equitable inclusion of sexually and gender diverse people on campus and throughout the City; and
• To provide avenues for sexually and gender diverse students to expand their skills and explore new leadership opportunities.

VISION
We envision:

• a community where people are free from marginalization, and social and political prejudice because of their sexual and/or gender identities;
• a healthy and positive queer community where there are opportunities for social interactions in safer, inclusive, and comfortable spaces;
• a Canada-wide queer university community that shares resources;
• a community where all people have access to educating themselves on queer issues to alleviate discrimination driven by ignorance.
UR PRIDE CENTRE’S STRATEGIC PLAN

In December 2017, our board underwent a strategic planning session to set our foundation for the next three years. We’re excited for this plan to guide our work moving forward.

OUR PLAN

• Be a leading queer and trans advocate and resource in Regina.
  • Increase attendance of all UR Pride events and activities.
  • Build positive partnerships with community-based organizations.

• Help the University of Regina build the most queer-friendly campus in Western Canada.
  • Build positive relationships with University of Regina affiliated groups or agencies.

• Develop structure and become a sustainable organization
  • Improve role satisfaction for board members and staff.
  • Register as a charitable organization with the Canada Revenue Agency.

• Be an organization that racial minorities, Indigenous peoples, and people of diverse faith and belief systems are comfortable accessing.
  • Host events that focus on racial minorities, Indigenous people and people of diverse faith and belief systems.

• Be a leading organization for education and opportunity for sexually and gender diverse people across southern Saskatchewan.
  • Increase workshop facilitation, with a focus on educational facilities.
  • Work to increase workshop requests.
UR PRIDE CENTRE’S RESULTS

We’re seeing big results from the work that we’ve been doing, especially thanks to the hard work of our board, staff and volunteers to improve our programs and services.

- Number of community events we hosted this year: 22
- Average number of youth who attend our Queer Youth Group every week: 12
- Total people who participated in a workshop or presentation with our Positive Space Network Program: 619
- Number of guest lectures we gave in U of R courses: 8
- Estimated number of high school kids who attended one of our workshops or presentations at their high school: 120
- Estimated number of attendees at our Queen City Pride Events: 375
- Amount of student funding we distributed: $3,621
- Summer job income that we paid out to students: $22,076
UR PRIDE CENTRE ON-CAMPUS

Based at the University of Regina, we have an arrangement with the University of Regina Students’ Union to provide services to all students at the University of Regina.

ON-CAMPUS INITIATIVES

Student & Faculty/Staff Lounge
Our on-campus lounge provides an inclusive space for all members of the University community to spend time and relax.

2SLGBTQIAP+ and Allied Student Housing Project
In partnership with U of R’s Housing Services, we were able to create two 6-bedroom apartments on campus reserved for 2SLGBTQIAP+ and allied students to be able to study and live on campus without fear of homophobia, transphobia or transmisogyny.

Colourful Campus House - Our 2SLGBTQIAP+ student housing

Practicums & Internships
Many students work with us for their practicum or internships, and we’re proud of being a practicum placement that is flexible, inclusive and convenient for students who want to work on campus.
Research Projects & Support
We regularly provide support to both students and faculty who are doing gender and sexuality research with advice, focus group space, recruitment and funding. This year, we were also excited to complete our first research project.

Guest Lectures & Academic Support
Every semester, we support University faculty and instructors by providing guest lectures or presentations in their classrooms. Additionally, we offer support to students by helping with papers, explaining gender and sexuality concepts, and by providing full, free access to our 600+ piece library.

Sexual Health Promotion & Programming
Everybody at the University of Regina is able to find safer-sex supplies at our Lounge free of cost. Even more, we are proud to offer safer-sex advice and support for all students and University folks. In addition, we host a monthly sexual-health clinic during the Fall & Winter semesters in partnership with RPIRG, the ASC, and the Saskatchewan Health Authority.

Student Bursaries & Funds
We offer over almost $10,000 annually to students in the form of a tuition bursary, a health & wellness fund, an emergency bursary fund, and a student project fund.

Campus Events
In addition to all of our regular programming and support to students, we host a multitude of events at the University every semester to promote a more inclusive learning environment for all.

Campus Committees & Initiatives
We are proud to be involved in various committees and initiatives on campus. Currently, we are on the Taskforce to End Sexual Violence on Campus, chaired by Dr. david Gregory, and the OurTurn Committee, organized by RPIRG.
UR PRIDE CENTRE  BUILDING COMMUNITY

With support from donations and grants, we’re able to support all folks living in Regina and area.

COMMUNITY INITIATIVES

Social & Support Programs
We provide many different social and support programs for people living in the City of Regina, including our Queer Youth Group, our Resilience Trans Support Group, and our Queer Book Club.

Education & Consulting
Through our Positive Space Network, we are able to offer workshops and educational opportunities for all people and agencies in the City and surrounding communities.

Community Participation & Events
We are actively involved in events across the City, most notably the annual Queen City Pride Festival hosted every summer.

One-on-One Peer Support
Anybody living in Regina or surrounding communities are able to access our office to get some one-on-one peer support with our staff to talk about issues of sexuality and gender identity.

Sign making for the Women’s March
We’ve established a collection of program and services that are now clearly categorized and branded. This will allow us to better promote our programs and serve our clients.
UR PRIDE CENTRE’S STAFF & BOARD

Amazing people work with us, and we’re proud of all the work they’ve accomplished.

CURRENT & PREVIOUS STAFF
These folks worked for UR Pride Centre at some point during the 2017/2018 year!

- Jacq Brasseur, Executive Director (Current)
- Cat Haines, Program Coordinator (Current)
- Máde Bouwer, Administration & Communications Coordinator (Summer Student)
- Sierra Haynes, Program Assistant (Summer Student)
- Hannah Grover, GSD Educational Film Producer (Summer Student)
- Fin PatriQuin, Pride Festival Assistant (Summer Student)
- Emily Ritenburg, Researcher (Term)
- Bre Litzenberger, High School Placement Student (Term)

2017/2018 BOARD MEMBERS
These individuals were members of our board at the end of this fiscal year.

- Bart Soroka, Chair
- Danna Bruch, Vice-Chair & Faculty of Social Work Director
- Brandi Arnold, Secretary
- Melissa Dolff, Treasurer
- Emily Nemeth, Faculty of Arts Director
- Willow Bellisle, Faculty of Education Director
- Maysa Haque, Faculty of Grad Studies & Research Director
- Ker, International Students’ Director
- Kayla Crumley, Luther Director
- Catherine Boutin, General Director

2017/2018 PAST BOARD MEMBERS
These individuals acted as members of our board at some point during 2017/2018. We want to thank them for their work.

- Jesse McLeod, Past Treasurer & Faculty of Science Director
- Lisa Phillipson, Past General Director
- Nic Salamanca, Past General Director
- Lena Scriver, Past Vice-Chair & General Director
- Tushar Sanvaliya, Past Faculty of Engineering Director
UR PRIDE CENTRE’S FINANCES

As an organization registered under the Non-Profit Corporations Act of Saskatchewan, we make sure that our funds are being spent in an accountable, fair and equitable way.

2017/18 Income
- Student Fees 59%
- URSU Donations & Grants 9%
- U of R Grants & Donations 12%
- Other Grants 10%
- Other Donations 7%
- Self Generated 3%

2017/18 Expenses
- Operations 16%
- Admin & Board Related 31%
- Programming Wages 22%
- Programs & Services 20%
- Summer Student Wages 11%

You can see our full financial statements at [http://www.urpride.ca/agm](http://www.urpride.ca/agm)
## 2017/18 BALANCE SHEET

<table>
<thead>
<tr>
<th></th>
<th>TOTAL</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Assets</strong></td>
<td></td>
</tr>
<tr>
<td>Current Assets</td>
<td></td>
</tr>
<tr>
<td>Cash and Cash Equivalent</td>
<td>$30,884</td>
</tr>
<tr>
<td>Accounts Receivable (A/R)</td>
<td>$12,489</td>
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<tr>
<td><strong>Total Current Assets</strong></td>
<td>$43,372</td>
</tr>
<tr>
<td><strong>Total Assets</strong></td>
<td>$43,372</td>
</tr>
<tr>
<td><strong>Liabilities &amp; Equity</strong></td>
<td></td>
</tr>
<tr>
<td>Current Liabilities</td>
<td></td>
</tr>
<tr>
<td>Accounts Payable (A/P)</td>
<td>$998</td>
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<tr>
<td>24000 Payroll Liabilities</td>
<td>$0.01</td>
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<tr>
<td>Non-current Liabilities</td>
<td>$7,679</td>
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<td><strong>Total Liabilities</strong></td>
<td>$8,676</td>
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<tr>
<td>Equity</td>
<td>$34,696</td>
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<tr>
<td><strong>Total Liabilities &amp; Equity</strong></td>
<td>$43,372</td>
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**Notes:**

1. The Accounts Receivable is the Canada Summer Jobs grant which was received in September 2018, the month following our fiscal year end.
2. The Non-current Liabilities reflects our Student Bursary and other funds that carry over each year.

You can see our full financial statements at [http://www.urpride.ca/agm](http://www.urpride.ca/agm)
# 2017/18 PROFIT LOSS

<table>
<thead>
<tr>
<th><strong>Income</strong></th>
<th><strong>TOTAL</strong></th>
<th><strong>2016/17</strong></th>
</tr>
</thead>
<tbody>
<tr>
<td>41000 Membership (incl. Student Fees)</td>
<td>116,138</td>
<td>116,780</td>
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<tr>
<td>42000 Donations</td>
<td>35,455</td>
<td>1,372</td>
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<tr>
<td>43000 Products &amp; Services</td>
<td>4,365</td>
<td>1,900</td>
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<tr>
<td>44000 Grants &amp; Contributions</td>
<td>37,918</td>
<td>24,880</td>
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<tr>
<td>49000 Misc. Income</td>
<td>2,394</td>
<td>3,161</td>
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<td><strong>Total Income</strong></td>
<td><strong>$196,270</strong></td>
<td><strong>$148,093</strong></td>
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</table>

<table>
<thead>
<tr>
<th><strong>Expenses</strong></th>
<th><strong>TOTAL</strong></th>
<th><strong>2016/17</strong></th>
</tr>
</thead>
<tbody>
<tr>
<td>51000 Operations</td>
<td>31,593</td>
<td>16,150</td>
</tr>
<tr>
<td>52000 Board Related</td>
<td>10,089</td>
<td>364</td>
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<tr>
<td>53000 Employees</td>
<td>120,492</td>
<td>106,733</td>
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<tr>
<td>54000 Programs &amp; Services</td>
<td>33,970</td>
<td>10,330</td>
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<tr>
<td>55000 Public Relations</td>
<td>6,944</td>
<td>2,935</td>
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<tr>
<td>59000 Misc. Expenses</td>
<td>169</td>
<td>0</td>
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<tr>
<td><strong>Total Expenses</strong></td>
<td><strong>$203,257</strong></td>
<td><strong>$136,514</strong></td>
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</table>

**PROFIT (LOSS)**

<table>
<thead>
<tr>
<th><strong>TOTAL</strong></th>
<th><strong>2016/17</strong></th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>($6,988)</strong></td>
<td><strong>$11,579</strong></td>
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**Notes:**

1. *This year, we began capturing the in-kind donation and actual cost of space provided to us by URSU at a value of $16,826 per year. This is reflected in line 42000 and 51000 respectively.*

2. *Our Board Related costs are very high because our board participated in a Strategic Planning Session. We received an in-kind donation for much of this cost. This in-kind donation is reflected in 42000.*

3. *We saw an increase in Employee costs this year because we hired four summer students (zero in 2016/17) and because we provided a raise for our permanent employees.*

You can see our full financial statements at [http://www.urpride.ca/agm](http://www.urpride.ca/agm)

UR Pride Centre • 2017/2018 Annual Report
UR PRIDE CENTRE’S FUNDERs & PARTNERS

UR Pride Centre is a non-profit organization, and we could not exist without the support of our funders and partners.

MAJOR FUNDERS
• University of Regina Students
• University of Regina
• Government of Canada: Canada Summer Jobs Program

DONORS
• Regina Public Interest Research Group
• University of Regina Women’s Centre
• University of Regina Students’ Union
• Heritage Community Association
• Regal Social Association of Regina
• GoGiraffeGo
• OUTSaskatoon
• Story of U Podcast

PARTNERS
• University of Regina Aboriginal Students’ Centre
• University of Regina’s Housing Services
• Luther College’s Peer Chaplaincy Program
• Saskatchewan Health Authority
• Regal Social Association of Regina

CONNECTED ORGANIZATIONS
Every year, we build bigger and better relationships with a variety of organizations across Regina. We are proud to be connected with them and to recognize their commitment to building safer communities for 2SGBTQIAP+ people.
• YWCA Regina
• Family Service Regina
• Queen City Pride
• Wesley United Church
• TransSask Support Services
• Common Weal Community Arts
• OUTSaskatoon
• fYrefly in Schools

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