2STQBIPOC Town Hall (February 13, 2021) Report

Prepared by Brendan Campbell and kêr
March 8, 2021

Report includes:
I. Brief Overview of Presentation Contents
II. Participant Feedback to Questions
III. Feedback & Observations about Accessibility
IV. Appendix: Edited Transcript (and with observations)

Overview of Presentation Contents

Presentation included:
● Proposed Goals shared with participants:
  ○ Introduce Participants to UR Pride and our current programming, especially as it relates to 2STQBIPOC community member needs*
  ○ Create space for feedback* about UR Pride programming to address 2STQBIPOC community member needs
  ○ Create space for feedback about the direction to the 2STQBIPOC Program, and what 2STQBIPOC community members hope for the program.
  ○ Consolidate feedback into a report that will be available for the 2STQBIPOC community.
● Introduction to UR Pride as a student centre and student levy group with diverse programs and services targeted to students and community members
● Overview of Campus Programs with focus on Monarch Mental Health, the 2STQBIPOC Program, and Student Funding & Bursaries
● Overview of Community Programs with focus on Resilience Trans Support Group, 55+ Club for LGBTQ+ Seniors, and Community Funding & Bursaries
● Link to the full PowerPoint Presentation can be found here.

Feedback from Participants

The program used to solicit anonymous feedback from participants is called Poll Everywhere (www.polleverywhere.com/). Unfortunately, the program offered limited options: (1) questions were confined to only three links, and additional links would require a paid subscription; and (2) entries could only be submitted as single text, which means that the word cloud entered each word as a single entry, even if multiple words were submitted. Therefore, possible phrases had to be guessed from multiple entries. Throughout the town hall, participants adapted to this by
connecting multiple word entries with hyphens and forward slashes, which was reflected in some of the word clouds below.

It also appears that entries were either removed with subsequent entries or that participants were able to withdraw their entries as the changing word cloud would occasionally remove entries. Because there is no certainty about how strongly participants felt about each entry or what the multi-word entries were saying, it might be helpful to use these words in future surveys, or to reach out to participants for clarity.

Questions and Feedback:

1. When you think of UR Pride, what comes to mind?

   - All entries, alphabetized: 2STQBIPOC, audism, community, connection, deaf-friendly, “educational.”, full, group, liberation, pretty, programming, resources, students, service, stretched, thin, “surdism.”, university, university-only, “white(.)” (x2), young, youth
   - Entries that have meaning on their own: audism, deaf-friendly, educational, liberation, programming, resources, surdism, white (x2), young, youth
   - Possible Phrases from entries:
     - “university group”
     - “students group”
     - “youth group”
     - “stretched pretty thin”
     - “community connection”
     - “community resources”
     - “youth programming”
     - “university programming”

2. How many of you are students at the University of Regina? How many are non-student community members in the Regina-area?
   - UofR Students = 57%
   - Non-student Regina community members = 29%
   - Non-community members = 14%
3. In what ways do you feel UR Pride supports 2STQBIPOC community members?

- All entries, alphabetized: 2sqtbipoc, already, actions, centre, cool, definitely, doesn’t, effort, feel, focusing, folks, hall, meet, ‘new,’ opportunities, other, place, programs, provide, see, still, space, support, there’s, “this.”, town, urpride (x2), whiteness
- Entries that have meaning on their own: doesn’t, opportunities, programs
- Possible Phrases from entries:
  - “UR Pride Centre doesn’t (support 2stqbipoc)"
  - “There’s already programs"
  - “Doesn’t feel “new”."
  - “Cool opportunities"
  - “Provide cool opportunities”
  - “There’s definitely support.”
  - “Cool programs”
  - “Cool place”

4. What are some 2STQBIPOC Community needs in the Regina area that UR Pride could work on meeting?

- All entries, alphabetized: 2sqtbipoc only spaces, building, counseling, compensating, creating, food, feel, housing/shelter, jobs, labour, mentorship,
networking, people, properly, racialized, relationships, representation, safe, spaces, social gathering opportunities, support, trans, way

- Entries that have meaning on their own: 2stqbipoc only spaces, counseling, food, housing/shelter, jobs, mentorship, networking, representation, social gathering opportunities, support

- Possible Phrases from entries:
  - “trans counseling”
  - “trans housing/shelter”
  - “trans representation”
  - “(creating) trans support”
  - “(creating) safe spaces”
  - “properly compensating racialized people/labour”
  - “building relationships”
  - “creating jobs”
  - “(creating) mentorship relationships”

5. How important are closed events or spaces for 2STQBIPOC to you?
   - Vote: 100%

6. What sort of programming or events are you interested in?
○ All entries, alphabetized: anti-ableism, anti-ageism, anti-white, art, arts-based, child programs, clothing, community, counseling, culture(s) (x2), drug user-friendly, educational, education tools to support racialized communities where being queer is not understood or safe, food, free queer asl classes, grassroots, indigenous, language, migrant, parent programs, resolution, refugee, remodeling, rights, scholarships, sex worker-friendly, shelter, sponsorships, support, supremacy, welcoming lgbt newcomers, workshops

○ Entries that have meaning on their own: arts-based, child programs, clothing, counseling, drug user-friendly, educational, education tools to support racialized communities where being queer is not understood or safe, food, free queer asl classes, language, parent programs, scholarships, sex worker-friendly, shelter, welcoming lgbt newcomers, workshops

○ Possible Phrases from entries:
  ■ “Anti-White Supremacy Workshops” (all entries appear at 36:19)
  ■ “Arts-Based Scholarships” (both entries appear at 35:52)
  ■ “Grassroots Sponsorships” (both entries appear at 36:02)
  ■ “Grassroots Support” (both entries appear at 36:02)
  ■ “Refugee Sponsorships” (both entries appear at 36:02)
  ■ “Refugee Support” (both entries appear at 36:02)
  ■ “Indigenous Culture” (both entries appear at 36:31)
  ■ “Migrant Rights”
  ■ “Indigenous Rights”
  ■ “Educational Workshops”

7. Is there anything you feel is important that UR Pride hears today that you feel comfortable sharing?
All entries, alphabetized: act, between, bridge, Compensate for Labour, do more for sex workers, grassroots, institution, Maybe some workshops form folks who work in the area, More Trans Resources, “orgs.”, Prioritize Black and Indigenous People

Entries that have meaning on their own: Compensate for Labour, do more for sex workers, Maybe some workshops form folks who work in the area, More Trans Resources, Prioritize Black and Indigenous People

Possible Phrases from entries: “Bridge between grassroots and orgs.”

Feedback & Observations about Accessibility

Feedback from Participants:
1. Regarding the usage of PowerPoint and the Survey Website: “going to the questions takes me out of the zoom”
   ○ Reflection: Mentimeter would be ideal for consolidating the presentation and survey questions in one place, and would not require an end to any screen sharing from the host. There may be concerns about accessibility to those not on computers. However, those with computers may be able to have two screens open simultaneously, or maybe be able to listen in on the Zoom call without having the Zoom page maximized (or visible).

2. Needing an ASL Interpreter who is 2STQBIPOC, if not racialized, in order to ensure a closed-space for 2STQBIPOC
   ○ Some organizations Brendan received a positive response from:
     ■ Debra Russell, Correspondence Choice of Interpreters, choice@choiceofinterpreters.com, located in Calgary
     ■ Nicole Horton, Wavefront Centre of Communication Accessibility, cis@wavefrontcentre.ca, located in Vancouver
Observations:

1. From Interpreter: Pinned Screens for Interpretation disappearing once switching to survey website, but somehow the pinned screens remained visible during the original powerpoint presentation, which isn’t something she has seen before. Normally, screens are shared and participants are given time to read the screen and the screen share is ended so that the interpreter can remain visible to the audience.

2. From re-watching presentation: Pinned Screens would cover up text, which would mean that simultaneous interpretation screens would cover up text that a viewer would also need to read.

3. From Zoom accessibility presentation (https://www.youtube.com/embed/hlWSoH3aMMg):
   - Closed Captioning: The host can use a program or assign someone present in the meeting to type closed captioning in real time
   - “Multi-spotlight” and “Multi-pinning”: The host can spotlight the interpreter and speaker videos so everyone sees them, no matter who is speaking. Or you can pin multiple videos for your own custom view.
   - “Video Reordering” allows participants to be re-ordered in gallery view
   - Closed Captioning Settings can be changed by the host. This includes things like text size.
   - Keyboard and Screen Reader Alerts can be changed by the host
   - “Sharing Slides as a Virtual Background” allows the presenter to be present on the screen during a screen share with their presentation as a background behind them; requires that the background have enough contrast from the host (and be super simple, like a blank wall).

4. Brendan will be reaching out to Zoom to get a fuller understanding of how pinned screens operate with different presentation styles to ensure that interpretation remains consistent and that no text is covered up.
Appendix: Edited Transcript (and with observations)
Full Powerpoint presentation can be found here

Opening Slide: Netiquette / Housekeeping

Brendan: And please feel free to present the extent that you are comfortable as kêr mentioned, this will be recorded. But I think it's also important to acknowledge your own capacity on this Saturday. So, if you just need to be in the background entirely muted without sharing your screen I think that's valid. And I believe kêr touched on this as well: please feel free to communicate any other accessibility needs that you have. I will be mindful to not speak too quickly, because that is something that I tend to do. But we also have two hours together so if you are feeling screen fatigue, it's entirely valid to ask for a collective break for all of us.

Slide Change to “Goals for Today”

Brendan: So, some of the goals that we have for today are to introduce participants to UR Pride, and in some of our current programming, and especially as it relates to 2STQBIPOC community member needs. And I put an asterisk here, just because it would be ideal for all of our programming and services to relate to 2STQBIPOC community member needs but I will only touch on a few today. To create space for feedback about UR Pride programming to address 2STQBIPOC community member needs, and again feedback can be anonymous if people are not comfortable sharing their name or their voice to the recording. And I will share links to that in the chat when that comes up. And again, to create space and feedback for the direction of the 2STQBIPOC program, and what the community members hope for the program, and afterwards I will consolidate all this feedback and report. I'll make sure to send it to kêr as well, to review it and hopefully it can be available for the greater community to access.

Slide Change to “Question Time: When you think of UR Pride, what comes to mind?”

Brendan: Okay, so this is where I will try to toggle between two different screens. So, I have a link to drop if I can somehow access it from my other computer, and it's around the question what do you think of your pride, what comes to mind. And I will drop the link shortly. Okay, so the link should be available on the chat, I'm going to see if I can switch to a different screen, how does this work. I'm learning a lot of things today. Okay, I will share the screen. Okay, so if you fill in some of your feedback to this question, it should populate the word cloud present. Oh nice, I like some of this feedback. So it looks like we got quite a bit: “youth,” “resources,” “service,” “community,” “programming,” “deaf-friendly;” --I am happy to hear that and I'm happy that we were able to respond to that accessibility need today-- got a lot of “young”, “community,” again; “audism,” “University only”--that is actually really important to talk about as well--“thin,”
okay. Awesome. Yes, “white” is also today is about as well: to address whiteness within our organization and hope that we can move toward a lot more affirming space for racialized queer and trans folks. Okay, so I will toggle back to my previous screen.

- **Observation:** It seemed the interpretation screen remained, which is good

**Brendan:** I believe this is recorded as kêr has specified. Sorry, just one second. I appear to be frozen. Maybe that is a problem of using two different computers at once under 1 Wi Fi for a zoom call. Sorry, just one second, I am experiencing technical difficulties, I will try this again. Okay. Okay.

**Slide Change to “UR Pride in One Slide”**

**Brendan:** So, UR Pride in one slide: What we are, what we do. So, this is my summation of the work that UR Pride does. So, the UR Pride Centre for Sexuality and Gender Diversity is a non-profit student centre funded by a student levy and various grants. UR Pride is accountable to our current members, which includes students at the University of Regina. So, as people were talking or sharing earlier in the word cloud, UR Pride is very focused on the university and on students, and a large part of our funding as a student center comes from a student levy that University for Regina students pay as part of their undergrad tuition, but we do also access grants that we that we use for funding various product projects or services. UR Pride has a board that is comprised of a board that includes both community and student members, and as an organization we're accountable to our members, which includes again those students that pay into that fee, as well as any committee members who do as well. So, UR Pride exists to provide and promote health, wellness and social support for sexually and gender diverse people on campus and throughout the city of Regina, who are pride strives to fulfill these responsibilities through a variety of services and programs which target or range of ages and alternates, and sometimes share, campus and community audiences. And UR Pride as an organization has two arms. So there's the campus arm which falls under my purview. And the community arm as well. I made sure to, again, provide an asterix there because these arms overlap for certain and the program that we're discussing today is definitely one of those examples.

- **Observation:** It looks like the interpretation screen is one the right side of the screen, which suggests that changing the templates might be a good idea

**Slide Change to “Campus Programs & Services”**

**Brendan:** Okay. So, I'm going to go over some of our programming today. The list of six programs and services today are specified for students, and they are the colourful campus
housing, monarch mental health, the positive space network or PSN, our on campus LGBTQ+ library, the 2STQBIPOC program, and then funding and bursaries available to students.

**Slide Change to “Community Programs & Services”**

**Brendan:** And then for our community programs and services, there are a lot more and include SPACE, which is an off campus hub, the SaskQTY network, the Resilience Trans support group, the 55+ Club for LGBTQ+ seniors, again, the 2STQBIPOC program, the monarch mental health is also listed again, Group z is a youth group for queer and trans youth page 16 to 24, and we also have a queer youth group for ages 12 to 18, and then lastly, there are also funding and bursaries available for community members.

**Slide Change to “Question Time: How many of you are students at the University of Regina? How many are non-student community members in the Regina-area?”**

**Brendan:** Okay, so I'm gonna try this one again. I wanted to just get a general read of the room. So, this is a question that I'll drop in the chat. Just thinking how many of us are present today students with University of Regina, or how many are non-student community members in the Regina area, and I will drop it from my other account. Okay, I will share my screen again so folks can see what we're looking at. Looks like the majority of people present today, our students do have our that's increasing quite a bit to mean students at the U of R (57%). It looks like we have some non student community members as well (29%). And I did provide the option “neither” because again this link was provided publicly. So, there are some who may be on the call today who are neither in the Regina area or students at the UofR (14%). It looks like most of us are students. Okay. Okay. toggle back to my presentation.

**Slide Change to “Funding & Bursaries” (Page 1)**

**Brendan:** Other programs and services listed or described earlier. So I'll start with funding and bursaries. There are currently five that are offered to students and two that are offered to community members. So, the first is the UR Pride Centre bursary, which is a financial academic bursary. Then we have funds for projects, events, and conferences that are organized by students. We have two different gender and sexual diversity funds, a general Student Health one, as well as an emergency bursary. And then we have a fund for students who are survivors of police and state violence.

**Brendan regarding a technical issue:** I don't know if someone is experiencing something on their screen but my other screen is... I don't know what's going on. Does it appear good from
everyone’s perspective or? Because my other laptop is currently glitching really badly. Are we good? We're good? Okay.

- Observation: Interpretation screen disappeared for a short time

**Brendan:** Um, so, and then the two funds that are available for community members, there is one for projects, events, and conferences. And then one specifically for supporting Black, Indigenous, and PoC organizers in Regina.

**Slide Change to “Funding & Bursaries” (Page 2)**

**Brendan:** So, because, as I said, the UR Pride Center bursary is an academic or financial bursary and this bursary is managed by the university's application processes, but the rest are provided by UR Pride. So, some bursaries are overseen by staff directly and are therefore more responsive. The fund for supporting Black, Indigenous, and PoC organizers in Regina, as well as survivors of police and state violence fund are overseen by staff. So, they kind of responded to on a rolling basis. Others are overseen by the UR Pride finance committee, so that means that they can take anywhere between two weeks to a month to respond. So, this includes both of the project, events, and conferences funds and both of the GSD funds for students.

**Slide Change to “GSD Student Health Fund & Emergency Bursary”**

- Observation: The interpretation screen covered up the presentation screen more directly; the interpretation screen is normally on the right side, but now it is in the top right corner and takes up about a quarter of the whole screen

**Brendan:** Going a bit into what the funds are so the GSD student funds. The first, the Student Health Fund is offered to students who are queer, trans, or intersex to subsidize health and wellness costs associated with them getting GSD issues. So, an example of what this fund has covered in the past included binders. And then the student emergency bursary fund is offered to support gender and sexually diverse students who are navigating extreme homophobia and transphobia, and to subsidize living costs. Unfortunately, as many of us know in our community, our families aren't always very supportive spaces, and even non-family landlords can also be really homophobic or transphobic, so this fund is to subsidize any living costs that students may experience as a result of those things. So, it's not academic, which is important to clarify. It's created to cover the costs associated with shelter, which can be rent, room and board or utilities ground transportation, which includes transit, or gas, and the personal hygiene and care such as toiletries and clothing or groceries, then groceries as well.

- Observation: The interpretation screen disappeared altogether and my face then replaced that screen, taking up the top right corner/quarter
**Slide Change to “Survivors of Police & State Violence Fund”**

**Brendan:** The survivors of police and say violence fund is a fund for university of Regina students and their families impacted by police and say violence. So, this can include violence or inaction at the hands of the medical system, social services system and policing systems. And this fund, I feel, is particularly important for our 2STQBIPOC community, because as many of us know, when you are trans and visibly racialized, the likelihood that you'll experience policing or surveillance, certainly increases.

- **Observation:** The screen returned to its original 3-small screens on the right setting

**Brendan:** There's no criteria for how monies may be used by recipients but UR Pride prioritises recipients who are 2SLGBTQ+.

**Slide Change to “Supporting Black, Indigenous, & PoC Organizers in Regina”**

**Brendan:** So, our community bursary for supporting Black, Indigenous, and PoC organizers in Regina. This is a community fund to support the community fine to support Black, Indigenous community organizers in Regina, who are aiming to challenge, anti-Black racism, settler-colonial violence, racist violence, police violence, police brutality and state violence, through community organizing.

- **Observation:** The screens on the right disappeared briefly

**Brendan:** There is no criteria for how the money is spent by the recipients, but applicants must meet the criteria of Regina-based organizing addressing those things, which include, again, state violence anti-Black racism, colonialism, racism, and police violence. And UR pride reserves the right to prioritize students, or sorry recipients, because this is the community fund, who are 2STQBIPOC.

**Slide Change to “Resilience Trans Support Group”**

**Brendan:** Okay, so next we have the resilience transport group. It is an adult-oriented social support group for those who are transgender, gender diverse, or interested in exploring their gender. It consists of a mix of group conversations and personal reflection. There are weekly topics that can vary including mental health, social and medical transition, staying safe, sex and relationships. It is always run by a UR Pride staff person who is trans themselves, and it is a closed space for trans and gender diverse participants.

**Slide Change to “55+ Club for LGBTQ+ Seniors”**

**Admin & Campus Location:**
Rm. 225 • Riddell Centre
University of Regina
Regina, SK

**Mailing Address:**
c/o URSU
3737 Wascana Parkway
Regina, SK  S4S 0A2

**SPACE Community Hub:**
2139 Albert Street
Regina, SK  S4P 2V1
www.space.lgbt
Brendan: Next, we have the 55+ club for LGBTQ+ seniors. So, it is a club for seniors and provides support and referrals to senior folks in Regina. It holds advisory council meetings every two months. There are regular talking groups on the first and third Wednesday of every month on Facebook. It strives to connect with community organizations to build a more robust and inclusive community. Mirtha Rivera, is the club's coordinator, and she can be reached at the email provided, which is seniors@urpride.ca.

**Slide Change to “Monarch Mental Health”**

Brendan: Next, we have monarch mental health. So, this was started in January 2019, with support from the community initiatives fund. It provides clinical counseling to gender and sexual diverse children, youth and adults as well as their families and loved ones. Now I put an asterisk here on families because again so many of us know in our community, our biological families are not always very supportive when we come out or begin to transition. So, UR Pride likes to recognize that our chosen families are also really important and we recognize that as well on this program. Students and community members are encouraged to reach out to our counselors through phone, text, or email and their information can be found on our website. For individuals who are unable to talk on the phone, or video due to lack of privacy, our counselors may also provide tech support as well.

- **Observation:** Screens on the side disappeared, and then re-appeared shortly after changing slides

**Slide Change to “2STQBIPOC Program”**

Brendan: Okay, so this is what we're here for today, the 2STQBIPOC program. This is new, established prioritize the needs and experiences of Two Spirit, indigequeer, Black Queer, and queer and trans people of color. So, this is organized by kêr, who's UR Pride's 2STQBIPOC program coordinator. With help from me, and certainly others as well. The direction of the program is still to be determined. And hopefully get some feedback from today. We'll have a better understanding about the needs of 2STQBIPOC committee members in the Regina area.

**Slide Change to “Programs Overview”**

Brendan: So, I just wanted to provide an overview of all of our programs and services. Those that are on the left, are campus related programs, and there are six, and those that are on the right are community related programs and services, and there are a lot more. As you will see, there is overlap between the two. Modern mental health being one, as well as the program we're here to discuss today.
Slide Change to “Discussion Time” & and then “Introductions?”

Brendan: Okay, so now that I finished this presentation for everybody. I wanted to open the floor for discussion as this is the town hall. And I want to just give people the chance to introduce themselves if they feel comfortable, again, there's no pressure for people to do so as this is recorded. I thought it'd be good for people to maybe share their name, their pronouns. In what capacity they are here today is, UofR student possibly, or non-student community member, or an observer, and what people hope that 2STQBIPOC can learn and improve after today so I will stop screen sharing this time.

End Screen Sharing

kêr: Hi, I'm back again. Again, I'm sorry for any background noise. Before we start, I guess I just want to talk about the program and why we're here today. I run the 2STQBIPOC program, and I have a council that advises me on how to move forward, and this was not my idea. The council that what we're meant to do and advised me to plan this. And that's why we're here. So, all the feedback that we get from here the council will take into account. I mean, it does benefit the entire UR Pride, having a town hall like this, but the main thing that's coming out of this is a council will listen, I will listen, my seniors will listen, other UR Pride staff will listen and everything we learn will work on and plug back into the community. Yeah, and a lot of the council members are here already. And I really appreciate that and appreciate everyone coming. And I'm so ready, and so happy to listen to what everyone needs, and how we, and especially me, work to make sure everyone is catered to within our community. Thank you very much, and hopefully this is a very fruitful meeting.

Silence...

Brendan: So, if no one feels comfortable introducing themselves I totally respect that. I don't want anyone to feel pressured to share. Again this is recorded. And I'm doing my best to make sure that any feedback that is provided can respect your anonymity, or your boundaries to not be publicly disclosed, or to be recorded. So, if there's no one who wants to introduce themselves. I think I'll share the next link and question. So, this question is just simply about the current programming we offer, and if folks feel that UR Pride supports 2STQBIPOC community members and I will share this in the chat for folks to access.

Silence… (Brendan sharing the link)

Brendan (continues): I will try to share for everybody's ability to participate in, and seeing the question. Okay, I will make it full.
Silence... (Brendan sharing screen; and not yet realizing the mistake)

Brendan: I'm sorry, my mistake. It doesn't appear that anyone is responding though. I will stop sharing.

End Screen share

Brendan (continues): Sorry, the question is “in what ways do you feel your pride supports 2STQBIPOC community members. Oh, and it appears I sent it as a direct question to kêr, so I will send it again. My apologies. There it is.

Silence...

Brendan (continues): And if you feel that. Yeah, if you, if you do not feel comfortable sharing, or if you feel comfortable sharing questions in the chat on the side. That is certainly all right. You can send them to kêr at the UR Pride center, through the chat as well. Especially if going to the questions takes you out of zoom I don't want to make it complicated and apologize for that.

Silence...

Brendan: Okay, so I got some questions and maybe I can share a screen so people can be able to see some of the answers that are provided. So I will do that now.

Brendan screen shares to “Question 3: In what ways do you feel UR Pride supports 2STQBIPOC community members?”

Brendan: Okay. So, some of the answers include “whiteness,” doesn't.... Definitely programs opportunities. A “Hall.” I don't really know what that refers to. Someone put “cool.” Someone put “new.” Awesome. Okay. It looks like there's more.

End of Screen Share

Brendan: Okay. So, I wanted to just move on to the next question. And this question is a lot more related to seeking, I guess, guidance or just feedback from people. So the question is, what are some ways, or what are some 2STQBIPOC community needs in the Regina area that UR Pride could work on meeting. And I will drop the link in the chat as well.

Silence while Brendan tries to figure out the computer program
Brendan: And as Dan shares, some people wrote sentences versus one word answers for word cloud. I find that with this program. I've only really been able to test it in the last day or so. If you have more than one word to either hyphenated or to put an underscore and it can collect your entire word as a sentence. So, Yeah.

More silence

Brendan: So, again I will share the screen so people can kind of see the feedback that is being provided. And again if you need to share it with the chat that is certainly acceptable. I can't monitor the chat. But, kêr can monitor the chat if there's anything shared.

Screen share to “Question 4: What are some 2STQBIPOC Community needs in the Regina area that UR Pride could work on meeting?”

16:18:33 So, it looks like some of the feedback that people are providing is related to “shelter” and “representation.” “Counseling” as well. “Food security” is certainly important for community members. “Relationships,” “networking,” “social gathering opportunities,” and “support.” They're all really good, good, good feedback. Well, that was amazing. Thank you everybody. We have 2STQBIPOC-only spaces as well. Someone emphasizes the importance of “feeling safe.” “Jobs.” It's also important as well. This is all amazing. Thank you, everybody.

End Screen Share; some silence

Brendan: So, we have Jay sharing in the chat that they definitely wrote a sentence of the first question and they suggested that it might be helpful to see UR Pride provide opportunities for 2SQTBIPOC folks to meet each other, and that'd be cool in a space that doesn't center whiteness. Thank you, Jay for sharing that. I think that's a really important part of the feedback that I will explore again a little bit later with a guiding question is “to what extent people want closed spaces for 2STQBIPOC.” I think that's really important. And to answer your question, acâhkós, yeah, the word cloud format certainly erases statements. Again, I learned that this specific website only really allows for single words, and if you use something longer you have to either hyphenated or put underscores. It definitely isn't very statement-friendly, unfortunately.

Silence

Brendan: Okay. So this is where I want to move on to the question that I was just referring to. This poll is very different. It's not a word cloud. And I just wanted to gather feedback from people about the importance of closed spaces so I'll share that now in the chat with everybody. And so
there are three options that you can choose, and I put “very important,” “somewhat important / depends,” and the third option is “not important or no opinion.” And I can share that for people to see.

**Screen share to “Question 5: How important are closed events or spaces for 2STQBIPOC to you?”**

**Brendan:** And it looks like at least from those who responded that it is very important. And I definitely support this. I think it is important to create spaces for our community members that aren’t centered around whiteness. And then for those of us like myself, who have a lot of proximity to whiteness, to be comfortable talking about that, unpacking that, and recognizing our relative privilege. So, I’m happy to hear this feedback today. And I imagine many of our staff also would feel strongly about this as well.

**End screen share**

**Brendan:** Okay, so this is going to be another word cloud format. And again, if you don’t want to share through the word cloud format I respect that because as we’re learning this program itself isn’t very good for full statements. I got a question for town hall that relates to programming and events. So, you saw a lot of the programming that we offer, and I just wanted to propose this question about what sort of programming or events that people are interested in seeing, or just interested in, generally, and when I, when I thought of this question, it can be as general as, as, as needed. We all have very different needs and interests. So, it can include education, teach-ins. It could include advocacy, it could include socializing. It doesn’t have to be specific to any one thing, and it can be as many things as you need. And I will share the screen just to share what people are suggesting for us.

**Screen share to “Question 6: What sort of programming or events are you interested in?”**

**Brendan:** Okay, so it looks like we got “free classes,” I think those are together. “Shelter,” “community,” “counseling,” “clothing,” “ASL.” I think that’s really important. I know that somebody earlier in the town all had suggested talking about audism. I think it’s really important that we have conversations about accessibility for Deaf and Hard of Hearing folks and work on accessibility, it’s definitely something that I think it’s super important. “Anti-ableism”. Yes, I second that one as well. And for those who don’t really know what that term is, I can just share it my understanding of ableism. So, ableism refers to discrimination or barriers to equal participation based off of disability and that can include many things. It can include physical disabilities, it can include mental mental health. It's really really open to so many different things. It looks like we have some people emphasizing the importance of “classes.” That word looks like
it's pretty big in a word cloud, as well as “indigenous” and as well as “anti-white” somewhere. I don't know if it disappeared. I think and I support that personally as a campus Program Manager. I think when people hear the word anti-white. I think they don't recognize that being against whiteness is being against a system of oppression and how those of us who have proximity to whiteness need to unpack that.

- **Observation:** I think the response was intended to be “anti-white supremacy”

**Brendan (continues):** Awesome.”Art-based,” We have “arts-based” there. “Cultures”, “drug-user friendly.” I agree with that one. I think it's really important for us to recognize the importance of having more harm reduction in our organizing and in our events and services. Just to be mindful that people struggle with addictions and that's often related to mental health and trauma and to do our best to create spaces for attendees and participants to feel welcome. So, super long one we have is “education tools to support racialized communities where being queer and trans is not understood or safe.” Yeah, that's super important. And I think for us as a student center organization that would probably mean a lot of networking with other community organizations, especially for those that have community members that are part of communities that we aren't part of and shouldn't be speaking to. It looks like “classes” is the largest that is present . “Programs” as well as is there. Let see if I can toggle to the chat. Mirtha shared “anti-ageism.” I think that's really, really important as well. “Anti-colonialism.” Landon shared free “queer ASL classes”, but the slide jumbled up the words. I think that is, I would strongly support that as well. I think more of us can stand to learn ASL. It's important. Ideally, all of us would speak with ASL or some sort of sign language, as well as, being our… acahkos wrote “workshops on anti-blackness and structural white supremacy whiteness for us non-Black folks.” Thank you, acahkos for that. I think it's really important that we talk about anti-Blackness as it is the dipole to white supremacy. So, different forms of racism operate differently and anti-Indigenous racism as an example allows for assimilation into whiteness, and I'm an example of that. Anti-Blackness doesn't allow for that same proximity to whiteness, and a lot of racialized communities who aren't black, so like, non-Black native folks for example (I will speak for my community) can perpetuate anti-Blackness. So, it is important for us to be comfortable talking about this. And I think when it comes to this specific question, it's important that we centre the work of black organizers who are (already) doing that. They should definitely be given the opportunity to speak on that. I do know some really amazing Afro-Indigenous or Black & Native organizers who would also provide context for Black and native communities. And kêr just shared that “SW” stands for “sex work.” So, I think yeah I think it's really important for us to be willing to talk about as well how we de-stigmatize sex work and recognize it as a very valid form of work. And recognize that it's important to respect the agency of sex workers in their work. And I think that would probably speak, especially to state violence and police violence. Sex workers face a lot of policing for their work, and it's important that we are able to have conversations about that and address that. Awesome. Thank you, everybody. I don't think I
missed anything in the chat. I guess now everyone can see this because it's shared from my screen, which is probably for the best in terms of accessibility needs.

- NOTE: When viewing the chat in my screen, it didn’t appear for everyone else

**Brendan (continues):** Okay, so, I'm going to stop sharing screen again.

**End Screen sharing**

**Brendan (continues):** I just want to get a read of the room, how are we feeling? We've been here for about 45 minutes. How is everyone feeling? So maybe even just want to share in the chat their present capacity for conversation. Awesome. Okay, so those who provide feedback are good. Personally, I just needed to drink some water, but I'm good. I'm back. Awesome. Okay.

So, I thought I'd move on to another question. Okay, so, this question again I'll use the same link. I think it's the same link I believe. Yeah, I'll just make sure to erase the suggestions from, from last time. But this question is related to just being as open to feedback as possible. So, the question reads: Is there anything you feel it is important that UR Pride hears today that you feel comfortable sharing? And I want to recognize people's decision to be anonymous in providing us feedback. So, I'll share the link in the chat group. And then I'll share the screen, so that everyone can see.

**Screen share to “Question 7: Is there anything you feel is important that UR Pride hears today that you feel comfortable sharing?”**

**Brendan (continues):** And while it's waiting I can, I can share that I have received feedback in the past, from various 2SQTIP student members ...so, that's two spirit queer and trans indigenous people... that UR Pride has not always been very approachable and they've certainly felt unwelcome in the space, and, as somebody new to UR pride, I really hope that we can work on that. I would hope that 2STQBIPOC feel comfortable approaching UR Pride. I just think it's really important to decenter whiteness. Yes. Someone wrote “prioritize black & indigenous people.” I am for that 100% for that.

**Silence; Brendan views chat**

**Brendan (continues):** Let’s see if I can see the chat from this. I think that would be up here. “More trans resources” someone shares. Wendy shares that this is feeling like a safe space. Thank you, Wendy. I'm hoping people feel comfortable sharing. Again, I didn't want to pressure and want to share, to have their voices recorded or their faces recorded. I wanted to encourage conversation today without people also having to just hear me talk with time, but I mean maybe sometimes what people need is someone to kind of read the feedback that everyone is sharing.
So, we have “compensate for labor.” I definitely agree with that. It's super important that people are paid for the work that they do. Someone shared maybe “some workshops from folks who are in this area.” I think that is important as well. We definitely want to empower local grassroots organizers. Someone also wrote “grassroots” as well. I'm colorblind. So, I don't know if the “bridge” is related to another word. And maybe that's my accessibility (need) is that I can't really tell the difference if there's some sort of color coding going on. Someone wrote “bridge,” “institution” and “orgs” or “bridge” between “grassroots” possibly and “institution” and “orgs.” So, we have some feedback that we “bring in an Indigenous, Black, or POC interpreter for next time.” And that's definitely something we will work on and I apologize for that today. I will definitely make sure that we can create these closed spaces for everybody and I apologize for that. Okay. “Do more for sex workers.” I think that is really important as well. “Act.” I agree. I don't know if that's tied to anything else in this word cloud but mean it's certainly important to recognize when you recognize that you need to actually put your knowledge and your learning into action. Okay, I think I will stop sharing.

End Screen Sharing

Brendan (continues): Those were some of the questions that I provided for today. I do not have much more to provide in terms of questions. I wasn't sure, to what extent people would feel comfortable discussing. And, again, respecting that people may not want to be recorded. But I thought I would share, just the general contact information for people to have for UR Pride, myself, and for kêr. And I will share that now for people. Just a second.

Screen share to UR Pride contact page (“Contact Us or Get Involved”)

Brendan: So, I just wanted to share this with everybody. So, again my name is Brendan, I can be reached at campus@urpride.ca. kêr is also present today from the ur pride centre's zoom account. And she can be reached at 2STQBIPOC@urpride.ca. Our website is also listed here as www.urpride.ca. We're also found on Facebook and that's where we do a lot of our promotions for events. I believe this handle is for the Instagram (@urpridecentre). There is also a phone number (306-586-8811 ext. 207). We welcome people to become members to join our board during the next round of elections. I don't know if I would personally ask for 2STQBIPOC to donate to the programs. I don't think that's what it was about, but I do encourage folks to apply for funding for a project. And again, I wouldn't suggest volunteering, I would suggest we pay people for the work. And yeah so that's everything that I personally provided for today. If people have any more they want to discuss in the chat, that might be a good idea. We have the space for another for another hour. I just want to make sure people have the chance to speak, and have their concerns or feedback shared."
Brendan (continues): So, how do people feel after everything we discussed and everything that was kind of laid out. Do people feel overwhelmed possibly or do they feel like they have a better grasp of what UR Pride is and can do? Just wanted to open that to everybody.

Short silence.

kêr: Hey, just wanted to say, as an addition, Morgan who is the chair of the board noted that there is a vacancy in the board for community members. So, if you're open to join in, you could definitely come in and join the board. Additionally, there is also the 2STQBIPOC council, which I chair. And that is a position that has an honorarium of $50 per meeting, we meet for about an hour, every month. If you're interested in participating in that, please send me an email, and we could definitely work on getting you participating. Thank you very much. Also feel free to chat, using the message function or, you know, speak if you're comfortable, and if you want to send me something anonymously, so no one knows who’s seeing it, just send me a message and I'll convey to the rest of the meeting. Thank you very much.

Silence

kêr: At this time I'm going to end the recording because the presentation has ended and the flow will be free for people to speak without it being recorded. And there is a minute taker. And the minute taker will also stop taking minutes. However, if you mention any points that are worth noting down, we will note them anonymously. Thank you very much. I am going to stop the recording now.

End recording.