



2023-2024 ANNUAL REPORT

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ABOUT

Since its inception in 1964, the University of Victoria Students' Society (UVSS) has been run by students, for students. The UVSS is a non-profit organization dedicated to providing essential services, advocacy, representation, and organizing events for all of our valued members. As an undergraduate student at UVic, you automatically become a member, joining over 19,000 others. We operate independently from the University, and are proud to operate nine businesses centered on supporting students in the Student Union Building (SUB). We remain committed to providing services, uplifting student voices, and working to better the life of all students, both to our University administration and across all levels of government.

GOVERNANCE

A democratically elected student Board of Directors oversees the UVSS. The Board meets twice a month in order to effectively govern the Society. Students are invited to actively participate on the Board's various committees.

The Board consists of the following directors:

- **Director of Campaigns and Community Relations**
- **Director of Finance and Operations**
- **Director of Student Affairs**
- **Director of Events**
- **Director of Outreach and University Relations**
- **One Director of International Relations**
- **Nine Faculty Representative Directors***
(Social Science, Science, Humanities, Fine Arts, Engineering & Computer Science, Business, Education, Human & Social Development, and Law)
- **Four Advocacy Group Representatives**
- **One Native Students Union Representative**

**If Faculty Director positions are unfilled, additional Directors at Large may be added.*

MESSAGE FROM THE EXECUTIVE COMMITTEE

Dear UVSS Members,

What a year it has been! It has been an honour to serve as your UVSS Executive for the 2023-2024 term. For a couple of us, this term represents the culmination of years spent in various roles on the Board, working towards goals we set out long ago and inherited from our predecessors. We take immense pride in what we have accomplished this year.

That said, being a student right now is hard. With rising housing, food, and tuition costs, and a transit system that doesn't always fit your needs, it has never been more important to be united as a student union to fight for the changes you need. Our collective power gets your voice in front of decision-makers in the university, city, and province, making it impossible to ignore.

We want to thank you for showing up in force this year. We hit a record number of voters for the election and referenda. Because you showed up, the increase in student fees for the UVSS's operations, GEM, SOCC, and UVSP will positively impact you and future students for years to come. It also puts the UVSS in a better position to build on the work completed over the last few years. Student engagement in on-campus events, services, and programs is at an all-time high, and student organisers have taken the campus by storm. This has sparked crucial dialogue, pushing for necessary change.

STUDENTS UNITE!

With gratitude, solidarity, and love,

Your 2023-2024 UVSS Executive Team. Lane, Khushi, Sarah, Bunni, Nico and Andrew.



YEAR IN REVIEW:

SUMMER:

May 1ST: start of new board year
May 1ST-3RD: Board Orientation
May 23RD-25TH: Student Care Stakeholder Conference
July 11TH: Pride
July 21ST: Ice Cream Day (UVSSxSSD)
August 18TH-21ST: Student Union Development Summit

FALL:

September 2ND-3RD: Residence Move in Day
September 5TH: New Student Welcome
September 6TH-8TH: Campus Kick Off
September 13TH-14TH: CCU Days
September 26TH: Hot Lunch
October 10TH: Hot Lunch
October 15TH-18TH: ABCS Lobby Days
October 16TH: Puppy Playtime (UVSSxPATS)
October 22ND-25TH: UVSS By-Election
October 26TH: Annual General Meeting and Watch Party with UVSP
October 30TH: Masquerade Mayhem
October 31ST: Rental Rights Workshop (UVSSxTAPS)
November 9TH: Puppy Playtime (UVSSxPATS)
November 10TH: Fall Reading Break Shuttle Bus
November 21ST: Hot Lunch
November 23RD-24TH: Slushfest
November 27TH: International Food Fair (UVSSxFBFS)
November 29TH: Clothing Swap
December 4TH: Hot Lunch
December 7TH: Puppy Playtime (UVSSxPATS)
December 8TH: UVSS Volunteer Thank You
December 19TH: Annual Survey launch

WINTER:

January 9TH: Pancake Breakfast
January 17TH-18TH: CCU Days
January 23RD: Hot Lunch
February 13TH-16TH: SEXPO (UVSSxGEM)
February 16TH: Winter Reading Break Shuttle Bus
February 27TH: Hot Lunch
February 28TH: Semi-Annual General Meeting and Watch Party
March 8TH: Puppy Playtime (UVSSxPATS)
March 19TH: Safer Use Naloxone Training
March 18TH-20TH: UVSS Election and Referendum
March 26TH: Hot Lunch
April 2ND: Puppy Playtime (UVSSxPATS)
April 5TH: UVSS Volunteer Thank You
April 5TH: Battle of the Bands Finale (UVSSxFels)
April 10TH-11TH: Clothing Swap & Donation Station (UVSSxRestorexUVSP)
April 24TH-25TH: Donation Station (UVSSxRestorexUVSP)
April 30TH: Last Day of Board Term

CAMPAIGNS AND COMMUNITY RELATIONS

ANDREW LOE

Interim Director of Campaigns and Community Relations

This year has been an eventful one for the Campaigns Portfolio! Working to make change for students has kept Campaigns focused on affordability, student safety, and collaboration. Strengthening relationships with other student unions throughout the province has allowed for more impactful collective advocacy. Together we have worked towards increased affordability, accessibility, and sexualized violence prevention to make our campuses safer for students.

As for affordability, our focus has been on increasing government funding for post-secondary to take the weight off of our tuition. This will allow Post-Secondary Institutions throughout the province to focus on education instead of revenue generation, allowing students to get a quality education for less money.

I'm incredibly proud of the work I have been able to continue and support throughout my time as the interim Director of Campaigns and Community Relations. Consistent student advocacy paves the way for better and safer student life both on and off campus.

HOUSING NOW!

Over this past year, Housing Now! has continued advocating for more affordable housing in the province. We have seen exciting progress through provincial investment in new co-op housing, and substantial investments in the BC housing market. Additionally, the expanded BC Residential Tenancy Branch will allow students to access direct support for abuses of tenancy agreements, which in turn improves the enforcement of tenant's rights.

We also carried on the advocacy for vacancy controls and had important conversations with local leaders about the need for rents to be reigned in. We partnered with our good friends at Together Against Poverty Society (TAPS) to facilitate a workshop for students about their tenant's rights, and the need for improved housing legislation, too!

MAKE TRANSIT WORK

After years of Make Transit Work campaigning, we saw the momentous return of late-night transit service this year! On weekends, buses now run until 2:30 am or 3 am. Get home safe! However, improved late-night service hasn't been our only transportation win. We also saw the bike lanes that lead into campus from North Henderson cleared of parked cars.

Moving forward we are making headway at reinstating the much-needed Route 76 - the direct route from UVic to Swartz Bay. We have launched a Student Transfit Feedback Form to collect student responses and have already received 550 responses. Once we close the survey, we will be moving forward with approaching the Victoria Region Transit Commission to reinstate the route. This is an incredibly important route for students, we have heard that loud and clear. Now it is time for the province to recognize this, although this is the end of my board term the fight is not over!

This year was our turn with the seat on the Victoria Regional Transit Commission (VRTC) that we alternate each year with Camosun College. We continued to push for voting rights but were unsurprisingly met with pushback. We are continuing tirelessly to work towards improved transit for all students and there is much progress to be made.

LET'S GET CONSENSUAL (LGC)

Sexualized and gender-based violence prevention and response has been a Campaign's priority this year, and with the support of other Student Unions, we saw some real progress! Alongside the Alliance of BC Students (ABCS), UBC's AMS, and Simon Fraser's Student Society (SFSS) we discussed the need for provincial sexualized violence legislation to expand to cover education needs and investigation processes. This will ensure that students at UVic are cared for and treated with a trauma-informed approach when disclosing experiences of sexualized violence, and will improve the quality of care for students throughout BC. The province has responded to these asks with a draft Sexualized Violence Action Plan which incorporates most of the feedback we have given them. We are committed to seeing this through, pushing the province to honor its commitments, and are interested in how this will be implemented.

Campaigns also worked with students and UVSS Advocacy Groups to provide feedback on UVic Equity and Human Rights' (EQHR) Harassment and Discrimination Policy review. Our strong feedback was crucially focused on holding EQHR accountable for their actions and implementing mechanisms of accountability going forward. This will ensure that students who are victims of discrimination will have more avenues for support and justice on campus.

CAMPAIGNS AND COMMUNITY RELATIONS

LET'S GET CONSENSUAL (LGC): *continued*

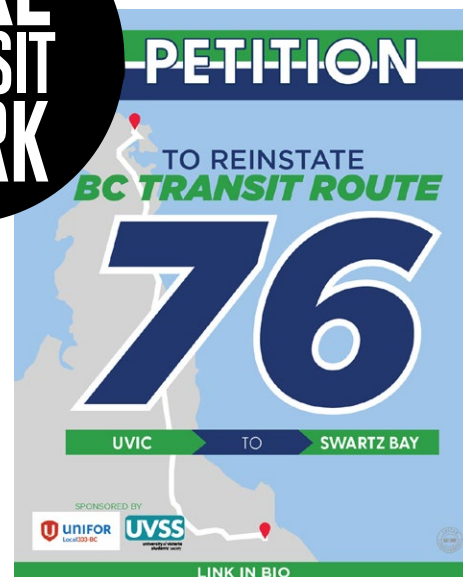
Finally, Campaigns is working with the Anti-Violence Project to rework LGC to keep its curriculum and approach up-to-date. Holding ethical consent as a core value is an important step to take away from enthusiastic consent to improve accessibility, and allows for a more realistic, harm-reduction approach to educating students about consent.

SAFER USE

On the topic of harm reduction, Campaigns has worked with the Student Wellness Centre on providing naloxone training. We also worked with Good Night Out and the University to provide an on-the-ground harm reduction resource. Good Night Out supported hundreds of students while they were on campus during September, Halloween, and at SEXPO! They also helped the University staff respond to issues with a harm-reduction approach, and helped create an approachable network of support for UVic students!

ISSUES POLICY IMPROVEMENTS

We also made headway with the UVSS Issues Policy, we began the project with the goal of making our Issues Policy consistent and goals-oriented through a consistent structure. This included amendments to our Sexualized Violence, Harm Reduction, Transit, and Housing sections. Affordability, accessibility, and the safety of post-secondary students are prioritized throughout the amendments that were put forward, and students responded positively to these changes. It was a massive win to see these amendments passed by students at our SAGM and our work reflected in the updated policy. These amendments will ensure a better degree of continuity in Campaigns and UVSS advocacy, and ensure that our advocacy goals stay consistent over time - which is crucial for getting real change to happen.



FINANCE AND OPERATIONS

KHUSHI WADHWA

Director of Finance and Operations

Over the past year, the Finance and Operations portfolio has been focused on rebuilding. This is particularly noticeable in the personnel and operations section of this report. I learned so much during my term, especially in the personnel committee via hiring committees and bargaining prep where I either chaired or served on 11 hiring committees (with most being senior management or full-time roles)! This board term we not only welcomed new staff members but also new capital to replace aging important equipment and fixtures in the SUB!

I am excited and looking forward to serving you for another board term as your Director of Finance & Operations.

FINANCE

Each year, the Director of Finance and Operations and UVSS General Manager develop the UVSS's annual budget at the same time that UVSS is being audited by a third party. This is an important time for the Board as we use this period to identify our priorities, receive training, and learn about the organization's history. During this time, I also reviewed the business plans for the year, which helped us set operational priorities and expectations for this year. In our AGM held in October, I presented the Society's finances, audit, and annual budget to our membership. These documents and my presentation can be found on our website.

During budget development, we also started working on our annual work plan. However, it was a challenging process this year due to the lack of dedicated staff support. The work plan is a document that outlines the Board's priorities, each portfolio's goals, and how we would like to achieve the same. It is an aspirational yet realistic reflection of priorities and dictates our work for the year.

SERVICES

Within my role, I chair both the U-Pass and Health and Dental Appeals Committees. Over my term, we reviewed over 50 U-Pass appeals and 30 Health and Dental appeals. I also supported many students through this process including many with the Island Medical Program, which is a collaborative

nursing program between UVic and UBC.

Last year, the UVSS Extended Health and Dental Plan added Gender Affirmation Care and the mental health resource, Conversation. Following its implementation, I discussed it with incoming International students at the 2023 International Student Welcome and with UVSS advocacy groups: UVic Pride, GEM, and SOCC. I worked on communicating and understanding what the process for accessing gender affirmation care looks like in collaboration with StudentCare and the Student Wellness Centre. Understanding the challenges of getting a gender dysphoria diagnosis, was crucial to improving the process to access gender affirmation care.

An additional change to services was the introduction of the UMO app which replaced the OneCard for students taking public transit. This transition to the UMO app was admittedly difficult and I tried to support students through all the issues they were/still are experiencing. Some issues include accessing the app, technical issues, codes not working, etc. All I can say is that we hear you and are trying to make the process as seamless as possible.

BUSINESS UPDATES

I am happy to say that the businesses are recovering well after the pandemic and we are doing everything to prioritize affordability and student needs in our work. We made some necessary capital changes to our businesses to keep our operations up-to-date!

- **Catering & Conferences:**
 - One of our most profitable businesses before and after pandemic and is usually booked up a year in advance.
 - Therefore, in order to keep up with the demand, we added another staff position!
 - We also updated our projectors and added some planters to the SUB upper Lounge and MPR!
- **Felicita's Campus Pub:**
 - We changed up our super old and obsolete glass washer and broken ice machine.
- **ZAP Copy:**
 - Switched to a better POS system so that we can keep track of inventory and also added a wide format printer to meet students' needs!
- **Main Kitchen:**
 - We added a new oven/Flat top & burner unit in our Main Kitchen to match the demand for cheesy stuff. Also, the previous unit was quite old and was in need to be replaced.
- **Bean There:**
 - Added a new Merry Chef Oven

If there is anything we can do to serve you better please reach out and don't forget to fill out the SUB Businesses Survey coming out soon!

FINANCE AND OPERATIONS

PERSONNEL

This year I was on many hiring committees in different capacities. I was Chair for the hiring committees for UVSS Executive Director, UVSS Human Resource And Services Manager and UVSS Constituency Groups Director.

I was the UVSS Board's representative for the following hiring committees as well:

1. SUBtext Manager
2. Zap Manager
3. Catering and Conferences Assistant
4. Policy, Research, and Communications Manager
5. Main Kitchen Assistant Chef De Partie (ACDP)
6. Health Food Bar (HFB) ACDP
7. Campus Community Garden (CCG) Coordinator
8. CCG Assistant Coordinator

This year the Personnel Committee successfully bargained and reached an agreement with the International Alliance of Theatrical Stage Employees, Moving Picture Technicians, Artists and Allied Crafts of the United States, Its Territories and Canada (IATSE). This contract will expire on April 30, 2026. The Personnel Committee also created and restructured staff positions in the organization to better support the UVSS Operations.

OTHER PROJECTS

To promote sustainability in the SUB, I re-started the UVSS Mug Bank which has been a success! I see so many people take a mug to grab some coffee/tea and return them. It makes me sad that the mugs could not be pink or colorful- but I guess that's a project for next year!

Sneakily also re-started the Take a book, Leave a book initiative for students! Shout out to Subtext for your generous donation! We are making progress in terms of having some marketing materials and a solution made so that this initiative cannot be used for personal gain by anyone!

SENATE

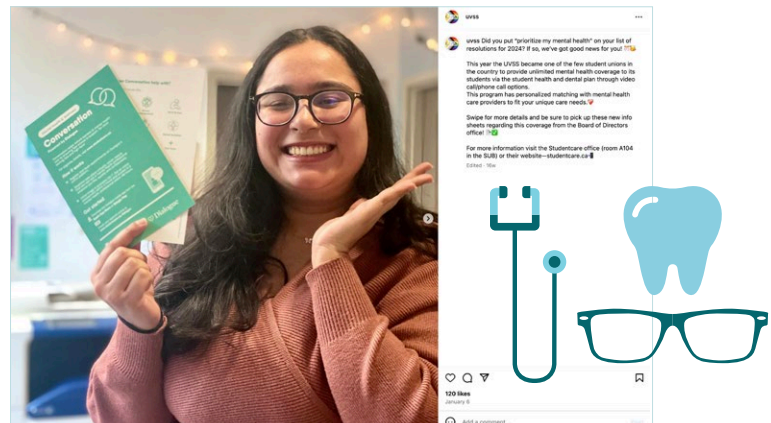
Among other things, I was the UVSS Representative on four UVic committees - Senate Committee on Admission, re-registration and Transfer Appeals (SCARTA), Senate Committee on Planning (SCP), Fee Reduction Appeals Committee (FRAC) and SOSC Undergraduate Curriculum Committee. Through these, I advocated for students' appeals and made sure that the committees' decisions were made in consideration of student experiences. So far, according to my calculations, we have reviewed 200+ appeals at FRAC, about 50 appeals at SCARTA, and more than 50 academic proposals at SCP.

WORK IN PROGRESS

I would like to introduce polaroid printers at Zap so that you can print out aesthetic pictures for cheap! We also have some nice projects coming soon this year- come to the finance & operations committee and learn more!

Reflecting on my term, I am grateful for all the wonderful opportunities including being able to represent our membership in various capacities. If you ever have questions about the UVSS finances or operations, my door is always open but feel free to drop me an email or drop by my office.

Maybe you'll see me in the sub bot costume in the upcoming year!



STUDENT AFFAIRS

BUNNI WILLIAMS

Director of Student Affairs

Thank you for such an amazing year as the Director of Student Affairs! This year has come with lots of challenges and learning curves for me. This portfolio is a complex role that supports over 150 clubs, 30 course unions, 4 Faculty Student Societies, 4 Advocacy groups, and the Native Students Union. I am looking forward to onboarding the upcoming Director of Student Affairs for the 24/25 board year and I'm excited to see where they take the portfolio!

MY GOALS THIS YEAR WERE:

- Increase operational capacity for Clubs and Course Unions
- Policy Comprehension and Fiscal Management amongst Clubs and Course Unions
- Awareness and Visibility for Clubs, Course Unions and Advocacy groups.

CLUBS AND COURSE UNIONS

Clubs and Course Unions are incredibly important for the overall experience on campus. The university experience is about the community you build with fellow academics and students outside of the campus. At the beginning of the year, I asked Clubs and Course Unions what they would like for me to focus on within my portfolio. A common theme was to create a sense of community amongst all the Clubs and Course Unions and to have more opportunities to engage with students outside of Clubs and Course Union days. This guided my way as I focused heavily on the community aspect that these groups offer students to enhance their experience.

Clubs and course unions provide incredibly valuable life experiences and skills that go beyond their Club and Course Union meetings. This year I facilitated partnerships between clubs and other lead portfolios - particularly events and campaigns. I also created a monthly newsletter that aided in communicating key dates and events amongst the 150+ clubs. This also allowed clubs and course unions an opportunity to advertise themselves to the broader community. I partnered with the Director of Outreach and our communications office to share events, meetings, and information that Clubs and Course Unions are doing that semester on the UVSS social media which reaches 8,000+ people.

My biggest achievement this year was creating the Clubs and Course Union room in the SUB. This creates a centralized space for Clubs and Course Unions to engage students and advertise the amazing, creative, and interesting events and communities they create! This space is also only bookable by these groups so that the SUB can facilitate their events and meetings within our own space.

Key Achievements:

- Created more engagement at CCU days by including interactive events, like hosting the first hotdog eating contest, dunk tank and collaborating with the Music Production Club to provide live music.
- Offered opportunities for feedback within council on the attendance form to increase engagement and accountability with the Director of Student Affairs.
- Planned and opened the Clubs and Course union room in the SUB.
- Created a Clubs and Course Union newsletter that reaches 1,000+ people.
- Updated Clubs policy to create more accountability among club executives and their memberships.
- Processed 700+ Cheque requests from May 2023 - April 2024.
- Organized and taught the first financial management training course for Clubs and Course Unions.
- Digitized the cheque requisition process to streamline workload and serve students at a faster rate.
- Aided with the logistics of over 20+ Clubs and Course Union events.
- Facilitated collaborative opportunities amongst other lead portfolios, Clubs, and Course Unions.
- Allocated over \$70,000 to Clubs and Course Unions through Special Project, Travel Pool, Publication, and Academic grants.



Clubs and Course Union room renovations plans

STUDENT AFFAIRS

ADVOCACY GROUPS

This aspect of the Student Affairs portfolio is centered on supporting our four advocacy groups (Students of Colour Collective, Society for Students with a Disability, Gender Empowerment, and the Pride Collective) and the Native Students Union. As the Chair of Advocacy Relations Committee (ARC), this portfolio is responsible for creating a safe space for advocacy representatives to meet regularly and acts as the main liaison among all 5 groups. This past year we tried to meet as often as we could in person to create more community amongst the 5 groups. We focused heavily this year on opportunities for collaboration. We met every 2 weeks, the same week as the board meeting and the dates changed on a semester basis to be more accessible for student representatives with varying times tables.

Key Achievements:

- Supported the Gender Empowerment Centre, and Students of Colour Collective to pass their referendum questions.
- Updated Advocacy policy on ARC funding proposals to make the transition between fiscal years smoother.
- Facilitated and collaborated with ARC on UVSS statements to ensure transparency and included community needs.
- Collaborated with Advocacy groups to create tattoo stencils for CCU days.

Reflecting on the last year it has been an amazing experience to work with varying groups that have come from all walks of life! This position has integrated me into the student experience in a unique way and I will be applying all I learned in this role to my new position as the Director of Outreach and University Relations. Thanks again for such a great year!



JAN 17 & 18
10am-3:30pm

HOSTED @
THE STUDENT UNION BUILDING

Find the club that's right for you!
Full list at UVSS.CA or
email affairs@uvss.ca



EVENTS

SARAH BUCHANAN

Director of Events

What a year it's been! I'm so grateful for the opportunity to take this on, I've loved getting to put on events for you all! I have so much fun with this role, I'm really looking forward to one more ride – I've learned so much, and I know it's going to be even better!

I like to think of events as falling in two different categories: services and community building. The line between the two is blurry (for example, puppy play times can fit both categories), but I generally think of each event as falling into one of those two categories and tailor it according to those needs.

SERVICES

Events that provide a one-time service to students, some examples:

- Hot Lunches
- Clothing Swaps
- Reading Break Shuttle Busses

These are important to our efforts to offset the affordability crisis, or generally ease and improve student life.

ICE CREAM FUNDÆ

In July, we gave out free ice cream in collaboration with the SSD. They graciously helped out with planning and running the event! Jumping headfirst into CKO is an extremely difficult thing to do for a first-time events director, and so I decided to get into the groove with this little piece. We served around 300 people a bit of ice cream on a sunny day.

PANCAKE BREAKFASTS

I love running these – reminds me of working stampede breakfasts at 16. We run two each year, one during Campus Kickoff, and one during the first week of January classes. Both pancake breakfasts ended up attracting about 800 students or so. The event went mostly smoothly, and we were kept busy cooking pancakes for so many students. CFUV provided some music, which was lovely.

HOT LUNCHES

The UVSS began giving out hot lunches in 2021, but this year I increased the frequency with monthly free hot lunches for students. We did seven hot lunches this year – September through March – and each served about 500-600 students on average. Overall, that's about 3800 meals given out! Together with our pancake breakfasts, we gave out 5400 free meals this year, which I think is a huge success. This is one of my proudest achievements and I hope next year to expand the scope.

PUPPY PLAYTIMES

The Pacific Animal Therapy Society (PATS) and the UVSS organized monthly puppy playtimes! I recognize that student life can be stressful, so what better way than playing with puppies? We brought in 4-5 dogs each month for students to play with and de-stress. The attendance varied wildly, but most were attracting around a hundred students.

CLOTHING SWAPS

We've hosted two clothing swaps so far this year, and both have been huge successes! The sheer amount of donations we've received, as well as the engagement from students, has been huge, and I'm very proud to have put them on. For the second round, we donated the majority of our leftovers to Our Place Society. I grabbed a couple of new fits myself, so that helps, too. Stay tuned – we'll be doing more of the same next year!

SHUTTLE BUS

Ever since the Route 76 bus was canceled during Covid, the UVSS has run a shuttle bus to the Swartz Bay Ferry Terminal every reading break. This is a service we provide for students and we usually run it at a slight loss. This year, we filled up both buses to near capacity both times, showing continued demand for the line. Hopefully with this in mind and our Make Transit Work advocacy we can bring back this route in the future.

COMMUNITY BUILDING

Events centered on having fun and building engagement, some examples:

- **Campus Kick Off (CKO)**
- **Slushfest**
- **SEXPO**

At the same time, building community among students is one of the most important ways we can improve student life, and the best way to do that is by creating these spaces.

EVENTS

CAMPUS KICK OFF (CKO)

This is a big one. Thankfully, our lovely General Manager was there supporting me through it. This year, being a rebuild from COVID, I tried to make CKO bigger and better than last year, and I had a lot of fun with it. The big events this year were pancake breakfast, bands on the roof, and a movie in the Quad.

BANDS ON THE ROOF

This one's a fun one – we take bands, and we stick 'em on the roof of the SUB above Felicitas. This year, I wanted to bring our bands more in line with previous years, where we'd do 3 days of shows. I ended up more than doubling last year's, going from 4 to 10 performers, and running 2 days of it. It was a great way to connect with performers in and outside of the community.

MOVIE IN THE QUAD

This is a UVSS classic and it followed in the steps of previous years - we blew up a giant inflatable screen in the quad, picked an awesome movie, and invited students to join us after sundown. We had a huge turnout of roughly 1000 students this year! We also give our bags of popcorn in exchange for donations to the food bank. As always, when the weather cooperates it is a huge success!

SLUSHFEST

In November, I started a brand new two-evening music show out of Vertigo and Fel's, called Slushfest. I invited student and community artists I had met over the semester to perform, and had a blast! It was good to see the Vertigo space open up again, and Fel's was absolutely packed! A fun time, and a great learning experience for future concert-style events.

HALLOWEEN COSTUME CONTEST

UVSS has put on a costume contest out of Felicitas for the past two years now, and I thoroughly enjoyed my chance to host one of these! It's one of the easier events logistically, and I'm looking forward to hosting another next year!

SEXPO!!

This year was the third annual Sexpo and the first time UVSS events collaborated with GEM in hosting it. I'm so happy I had the opportunity to work on it with Beau and the Sexpo team, I'm going to look back on this fondly for years now. Here's a quick overview:

GROOVEFEST

Groovefest was the shining jewel at the center of Sexpo. The space was planned by Eric, and the lovely Gem community, whose artistic contributions were incredible. Hosted by Beau, it featured a dozen performers, including drag, burlesque,

music, traditional dance, and more. I even got to do a pinata scene, easily one of my favourite moments of the year.

FLUX

Rounding out Sexpo was Flux, a DJ party out of Vertigo. I had a lot of fun with this one – I'm happy we put it on.

SEXPO ART MART

I coordinated 35 vendors and other organizations from around Victoria to put on the Sexpo Art Market. Featuring both an 18+ and all-ages section, the market primarily focussed on local artists with a queer bend, but we did bring in the Romance Shop and other more scandalous vendors. I'm quite proud of how it turned out, all said.

PANELS, READINGS + WORKSHOPS

The core of Sexpo is always educational content, and we had that in spades. Highlights included film screenings, Intro to Ropeplay workshops, Kink + Disability panels, and the like. Special shoutout to Where Chai Meets T, hosted by Taha! You put on an amazing show!

SACRED BODIES

Sacred Bodies was an art show curated by community members, featuring local artist's work. I helped facilitate the show, but credit goes to the curators and artists for really making it what it was.

I feel that the events this year played a large role in contributing to the highest engagement the UVSS election has received in years. I'm very proud of the work I've done, and I can't wait to do it again next year!



OUTREACH AND UNIVERSITY RELATIONS

LANE O'HARA COOKE

Director of Outreach & University Relations

It has been the honour of my life to serve as your Director of Outreach & University Relations this past year. As I finish this term I reflect on my time on the UVSS Board of Directors. For the past two years, I have had the privilege of advocating for students as the Gender Empowerment Centre Representative, Interim Director of Finance and Operations, and finally as the Director of Outreach and University Relations. Some of the highlights from this term include; introducing the branding of Students Unite, passing our referendum question with record turnout, and building solidarity across our campus and with student unions across Canada.

I am proud of what we have been able to accomplish together and am looking forward to seeing this continue with the incoming Director of Outreach and University Relations. I feel at peace making my exit knowing the student union is in good hands. Onwards!

CHAIRPERSON

Every building, service, or student support in the UVSS started with someone advocating for it. Each of these initiatives required years of work from one Board to another, with people thinking and setting goals beyond just their year. These large goals, like expanding the SUB, restructuring a department, or developing and carrying out a big advocacy campaign are rarely completed during one Board year. It's a relay race, not a sprint, but it's also an obstacle course. To work this way requires changes to the workplace culture and starts with the Board. This change often begins with a governance review followed by new training, and then restructuring where needed. It also relies on senior management and staff to keep important historical and institutional knowledge that's then transferred to the new Board every year. In our case, having people re-run and serve for more than a year made it easier for the new board to continue the work and complete these goals. We had more retained knowledge and experience which allowed us to complete goals set by our predecessors. With the incoming Board having many returning members, now is the time for the Student Union to unite and think big.

Last year, during Board Orientation, we had important training on strategic planning from long-time political organizer, Sonia Th  roux, who helped us think about where the UVSS was now and where we think it needs to be. From this, we planned and carried out changing our student outreach with social media to personalize us, inform members about what we were doing, and unite students on issues important to them. And, we were very successful in getting student attention. It resulted in higher event attendance and record voter turnout for the election and referenda. Those wins will allow UVSS and the Board to build on our work. Going forward, future strategic plans will be developed by the Board with the help of our Executive Director and we encourage everyone to think long term.

BUILDING SOLIDARITY AMONGST STUDENT LEADERS ACROSS THE NATION

One of the great things about going to the Student Union Development Summit (SUDS) was building solidarity with other student unions throughout BC and the country. The conference allowed us to find similar values, discuss plans of action, and continue the work of our predecessors all to help students like you! We are so immensely grateful we got to meet the Executive at the University of Alberta Students' Union.

The UVSS Campaigns portfolio fostered new relationships at SUDS that have been crucial for her lobbying wins throughout the term. It opened the door to advocating on behalf of over 100,000 students to the provincial government has moved things along with the provincial housing plan - which includes funding for new post-secondary housing - and also allowed us to take the next step in sexualized and gender-based violence prevention - which if all goes smoothly will result in a new action plan for post-secondary institutions in a year! These developments wouldn't be possible without the support of other student unions, and students like yourself!

Much love and thanks to all the student leaders creating positive change for campuses across the country. We are stronger when we work together.

POLICY WORK

As chair of the Policy Development Committee, I oversaw the updating of multiple policies. This included expanding our Conflict of Interest guidelines on Board members who worked for UVic, increasing the total hours of paid training incoming Lead Directors received, and several important housekeeping updates.

OUTREACH AND UNIVERSITY RELATIONS

OUTREACH: ENTERING A NEW AGE FOR THE UVSS: STUDENTS UNITE

This year we started on a UVSS rebrand due to low student engagement, hearing for multiple years that the UVSS was impersonal and corporate. This rebrand was to return to our roots as a student union that has always been on the frontlines of social justice and student advocacy.

The goal was to create something that genuinely reflects the current realities and experiences of students at UVic. What is important about a student union? I think that starts with the fundamental understanding that we are stronger together. This is represented in the united hands clasped together in our Students Unite branding, which is a callback to the labour movement with which student unions have been historically intertwined with. This branding laid the foundation for building the "United for Students, Today, Tomorrow, and Always" slogan for the operational increase referendum question.

Fundamentally, Students Unite was built from a passion and intrinsic belief that as a student union, we are investing in each other. Improving the lives of all students should come from a place of genuine excitement and starts with a student union that feels authentic.

OUTREACH: SOCIAL MEDIA

I remember vividly in my first year at UVic seeing UVSS Instagram posts featuring lead directors and feeling disconnected from them as a student. In the sense that I felt I could never do what they were doing, which is something I wanted to move away from. I believe student democracy should encourage participation and drive students to get involved.

With this, I understood that social media has never played more of an important role in political organizing. This year we developed a new experimental social media strategy with the central goal of more effectively engaging with our membership. The pillars of this strategy were personalizing the Board of Directors and increasing accessibility of our content. This has been immensely successful, with our social media engagement and interaction blowing past records from previous years. This increased engagement has also translated to high voter turnout, well-attended events, and increased use of services.

OUTREACH: WEDNESDAYS WITH LANE

One of the cornerstones of our social media approach this year was the introduction of Wednesdays with Lane #WWL. This was an informal video series, wherein each week I would choose a question to answer or discuss an upcoming event. We specifically attempted to break down barriers to understanding policy, bureaucracy, and financial documents.

We produced 25 episodes in total with a variety of guests, from other lead directors, UVSS staff, and more. It was rewarding to see students engage with short-form content and receive feedback that this type of content was what students were looking for.

OUTREACH: REFERENDA AND ELECTIONS

This is one of my proudest accomplishments that I get to share through this report. This past year the UVSS ran two elections; a by-election in the fall semester and a general election and referendum in the Spring. Through both elections, we were able to gain committed, new Board members who were and are eager to serve the broader student community.

I acted as the referenda proponent for one of the largest operational budget fee increases in the history of the UVSS, \$10 total per full-time student, split up over the course of five years. Not only did this fee increase question pass, we had the highest voter turnout in over 20 years (22 percent). This could not have been done without the work of multiple UVSS departments, student volunteers, and other Board members. Passing the question was a collaborative process, from the creative vision of the branding to creating compelling social media content, to coordinating volunteers to pass out handbills, present in classrooms, and host informational tables in outdoor spaces on campus. The sustained financial health of the UVSS relied on this success. I am eager to see my successors of next year and several years into the future use these additional funds wisely and for the good of the greater student body.

OUTREACH: UVSS SWAG

Reimagined and ordered new SWAG to give away to students for free. This included UVSS toques, reusable coffee cups, pens, and totes.

OUTREACH: NEW STUDENT WELCOME (SEPTEMBER AND JANUARY)

I was given the opportunity to give a welcome speech to two cohorts of over 2,500 new students to UVic and introduce them to the UVSS.

OUTREACH: ANNUAL GENERAL SURVEY

Launching in the beginning of 2024 we had massive success receiving 942 responses. This was more than double the number of responses we received the previous year. This success can be attributed to a few key changes.

1. We consolidated the survey by removing repetitive questions which reduced the time to fill out from 25 minutes to 10 minutes.
2. We completely redesigned the branding of the project. 12

OUTREACH AND UNIVERSITY RELATIONS

The AGS was titled 'LOUD AND CLEAR' as it related to the draw prizes and made the purpose of the survey clear, to hear student feedback loud and clear. We also updated the graphics to be more eye-catching.

3. For outreach, we played to our strengths through personalized, front facing social media engagement with the membership.

OUTREACH: (S)AGM

We hosted two well-attended General Meetings in the fall and spring terms. These General Meetings allow students to change the UVSS Constitution and Bylaws to reflect their changing needs. We finally passed a special resolution to lower the quorum for referenda questions from 15% to 8%, which is still higher than most student unions in B.C.

To encourage students to attend and participate, we hosted watch parties in the Vertigo Lounge in collaboration with the UVic Sustainability Project. Though the meetings were held online, the watch parties were the first in-person component of our General Meetings to be re-introduced since the COVID-19 pandemic.

UNIVERSITY RELATIONS: LOBBY WORK: UVIC VALUE MENU

After years of advocating for students on food prices on campus, the UVic Value Menu was created. This program provides meal options at every university food service operation, for \$5-7 per serving.

Affordability is a structural issue that requires structural changes to achieve solutions. The affordability crisis expands far past the realms of UVic but this is a good first step while we fight for larger goals.

UNIVERSITY RELATIONS: LOBBY WORK: ELIMINATION OF ARTIFICIAL INTELLIGENCE MARKING PROGRAMS AT UVIC

In 2022-2023, there was an epidemic of UVic instructors using AI programs to review and mark assignments. This immediately raised huge concerns for us as these programs are hidden financial barriers, requiring students to pay \$35 per class. We lobbied the UVic Vice President of Student Affairs and the Senate Committee on Learning and Teaching to change this. They agreed and it has been communicated to instructors to no longer use these programs.

UNIVERSITY RELATIONS: LOBBY WORK: UVIC RESPONSIBLE INVESTMENT

During the spring semester, we focussed our lobbying efforts

with the university around amplifying student concerns. In particular, we hoped to aid the grassroots efforts by Divest UVic, in seeking for UVic to bring its investment portfolio in line with the responsible investment policy it touts. We hope to expand UVic's adherence to the Environmental, Social, and Governance principles it claims to follow, especially concerning its investments in Military and Surveillance technology. This work included tracing UVic's investment portfolio for ties to the aforementioned industries, as well as conversations with the President and Finance Officers.

OMBUDSPERSON ADVISORY COMMITTEE

The UVSS Director of Outreach is the ex-officio Chair of the Ombudsperson Advisory Committee (OAC). The office of the Ombudsperson underwent drastic change this year and I am proud to have been a part of this collaborative project. We hired an amazing Ombudsperson who has revitalized the department and cares deeply for the integrity of due process and fair treatment of students. Case numbers have increased which means more people are reaching out for help through the appropriate channels rather than struggling alone. Please find a copy of the Ombudsperson's Annual Report [HERE](#).

The UVSS will continue to put pressure on the university to increase the yearly funding for the office. Currently, UVic only contributes around \$17,000 to the trust, whereas most other universities across the nation evenly split the budget with their student union counterpart.



Campus News

UVSS election sees highest voter turnout in over 20 years

Hannah Link | April 4, 2024

In addition to the Board of Directors election, fee-increase referenda have been passed

INTERNATIONAL STUDENT RELATIONS

NICO CAPARAS

Director of International Student Relations

The International Student Relations Portfolio revolves around improving relations with International Students at UVic and addressing their needs in the form of services, dissemination, events, etc. The role of the DISR is, but not limited to, collaborating with on campus partners for events, representing international students to larger organizations, and promoting UVSS and on-campus services that would best assist international students.

This year the portfolio successfully strengthened and solidified our relationship with the UVic Global Community (GC) under the International Centre for Students (ICS). This allowed for regular communication, joint efforts on events, and access to a larger audience of international students for sharing information. Furthermore, this increased the involvement of the DISR within the GC permitting for hands-on engagement with international students.

RESULTS OF THE STRATEGIC PLAN:

The implementation of several goals outlined in the strategic plans was successful. Because of certain roadblocks and difficulties, not all ambitions on the strategic plan were carried out. However, throughout the year, additional goals and initiatives were discovered and increasing efforts have been dedicated to achieving these. The following are notable milestones reached over the course of the year:

BETTER SUCCESSION PLANNING FOR THE DISR ROLE

- Throughout the year, a guide has been gradually developed for smoother transitions at the end of a term and a clear outline of responsibilities for the next DISR. All projects, initiatives, roles, and notes done by the previous DISR have been noted down in the guide.

INCREASED DISSEMINATION TO NEW INTERNATIONAL STUDENTS

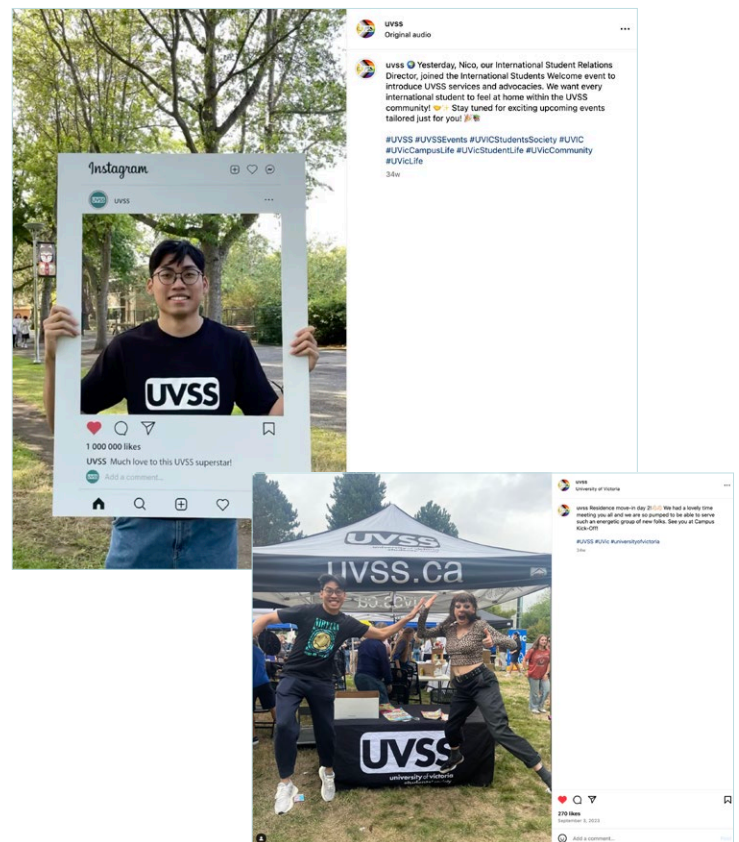
- This year UVSS has consistently been present at both the Fall and Spring international student welcomes. This has given us the opportunity to inform new international students about the UVSS and our services. Moreover, social media was heavily utilized in the promotion of events and other resources beneficial for international students.

COLLABORATIONS WITH ON-CAMPUS PARTNERS

- The ISR Portfolio has also collaborated on events for international students such as the GC Beach Social and the CO-OP Panel Information Session. These events have fostered the international community at UVic, as well as, address certain needs of international students.

INTERNATIONAL STUDENT ADVOCACY AND LOBBYING

- A document outlining international student issues backed up by research had been created during the latter part of the year. The course of action to be done about this document is still uncertain due to the unlikelihood of actually prompting change within the local government and UVic administration.



SERVICES



UVSS FOOD BANK & FREE STORE

The **UVSS Food Bank & Free Store** is run by a team of dedicated student staff and volunteers and offers all UVic students access to food essentials and free household items. Every week, between 300-500 students use our services to support their food and household needs.

This year, we saw an increase in donations and support through UVic and external organizations like Khalsa Aid, who have helped provide monthly food contributions and delivery support. We thank everyone who has supported students this year.

UVSS.CA/FOODBANK



PEER SUPPORT CENTRE

The **Peer Support Centre** centre ran two support groups from January–April, a trauma support group and an anxiety support group. Additionally, we ran in-person biweekly sessions for a total of 5 each.

As for events, we hosted a workshop about preventing burnout with Dawn Schell at the Student Wellness Centre, and we hosted two body doubling exam study sessions. We also tabled at Puppy Playtime, and CCU Days and the mental health resource fair in September.

UVSS.CA/PEER-SUPPORT-CENTRE

THE **UVSS FOOD BANK & FREE STORE** & **UVSS EVENTS** PRESENT

INTERNATIONAL FOOD FAIR

CELEBRATE THE MANY CULTURES THAT MAKE UVIC AMAZING
ENJOY SOME TASTY DISHES FROM AROUND THE GLOBE!

MONDAY, NOVEMBER 27TH
4:30PM - 6:30PM
IN VERTIGO, AT THE SUB

UVSS.CA/FBFS_INTERNATIONALFOOD_FAIR

UVSS
Run by students, for students

MENTAL HEALTH SUPPORT GROUPS

The **PEER SUPPORT CENTRE** bi-weekly support groups offer a safe space to connect by sharing your experiences with those who know what you are going through.

SCAN QR CODE TO REGISTER
UVSS.CA/PSC-SUPPORT-GROUP-REGISTRATION

<h4>ANXIETY SUPPORT GROUP</h4> <p>WHEN: MONDAYS, 6:30-7:30PM</p> <p>WHERE: CLEARIHUE, C111</p> <p>REGISTRATION: FEBRUARY 12, FEBRUARY 26, MARCH 11, MARCH 25, APRIL 8</p>	<h4>TRAUMA SUPPORT GROUP</h4> <p>WHEN: WEDNESDAYS, 5:30-6:30PM</p> <p>WHERE: THE SUB, B025</p> <p>REGISTRATION: FEBRUARY 14, FEBRUARY 28, MARCH 13, MARCH 27, APRIL 10</p>
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UVSS.CA/PSC-SUPPORT-GROUP-REGISTRATION

REDUCED EXAM PERIOD HOURS

IN-PERSON SUPPORT HOURS

WED, APRIL 10 | 11AM-4PM | CLEARIHUE, C112

BODY DOUBLING STUDY EVENT

COME STUDY FOR YOUR EXAMS & FINALS WITH US!
Savour complimentary refreshments and positive energy while preparing for your finals.

UVSS.CA/PSC-STUDY-SPACE

ADVOCACY GROUPS AND NATIVE STUDENTS UNION



NATIVE STUDENTS UNION

The **Native Students Union (NSU)** Council and members acknowledge with respect that the University of Victoria resides on the territories of the Lekwungen and WASÁNEĆ people. O SIÁM NE SCÁLEĆE. We raise our hands and thank the Elders and Chiefs of the host nations of Mutulia and acknowledge our responsibilities as guests. Since 1969, Indigenous students have been coming together to form a community, support each other, advocate for Indigenous rights and wellbeing, and just navigate the institution together. The NSU runs events and programs, manages a student space with services, and advocates for Indigenous students' success and wellness at UVic.

This year, NSU launched and continued several initiatives to better support our members, including: Moontime Supplies, a menstrual support program that offers free supplies and support items; Kids Program, which provides toys and a safe environment for little ones while student parents use the NSU Lounge to study; Food Security Program, a service that provides FreshPrep gift cards to participants; Salve-Making with The Aunty Collective; A Community Art Project, which paid student artists for their art and printed it on stickers and patches. These programs were centered in our ways of knowing and of being and our commitment to our communities. In the years to come the NSU aims to collaborate and support more Indigenous communities outside of UVic.



STUDENTS OF COLOUR COLLECTIVE

The **Students of Colour Collective** is a collective of self-identified Black, Indigenous, People of Colour, at the University of Victoria (UVic). SOCC serves all racialized students and works to promote and support cultural diversity on campus and in the Greater Victoria Community. SOCC strives for its members to feel included, welcomed, protected, respected and appreciated on campus through the various aspects of its work. SOCC's priorities are mental health, advocacy, decolonization, anti-racism, inclusion, and diversity creation work, and providing educational resources for individuals.

SOCC serves students through:

- **Advocacy work on issues around anti-oppression, racism, mental health, and decolonizing spaces.**
- **Educational and empowering events, workshops and initiatives.**

- **A friendly community space with a resource library, access to snacks, computer & printer use, and lounge space.**

Our lounge space and resources primarily serve people of colour, but we have open community events throughout the semester.

SOCC successfully ran a referendum to increase our student fees. With the vocal support of the student body, SOCC will now be able to expand staffing and programming for this upcoming year. Additionally, SOCC ran a week-long art exhibit curated by our Artist in Residence Liya Tensae. The art exhibit featured BIPOC students' art pieces and was displayed throughout the first floor of the UVic library.



GENDER EMPOWERMENT CENTRE

The **Gender Empowerment Centre** (frequently known as the GEM) offers on-campus advocacy focused on the needs of self-identified women, non-binary, trans, and gender nonconforming students and community members. Since our establishment in 1981 as the UVSS Women's Centre, we have always operated as a drop-in centre, referral service, and library, and continue to offer a variety of programming, resources, and education. Our core offerings include social and educational events, such as our annual SEXPO, and the provision of free reproductive and sexual health resources (including condoms, dental dams, pregnancy tests, emergency contraception, pads, tampons, menstrual cups, and rectal douches).

The GEM is governed by a collective of students, volunteers, and staff, who meet monthly (at minimum) to discuss the current happenings at the Centre, and make decisions about programming, spending, and initiatives we will focus on as a group. We use a consensus-based decision-making model during our meetings to ensure that everyone's voice is heard and considered.

Our most significant achievement of 2023-24 was our third annual SEXPO, which took place on February 23-26 in various venues within the Student Union Building. The increased involvement from other UVSS bodies, including the Board of Directors, SOCC, AVP, NSU, and SSD, enabled us to bring more intersectionality and community-building into this year's SEXPO. Highlights of our offerings included: an afternoon of events honouring MMIWG2S; "Where Chai Meets T: A Queer South Asian Talk Show;" and the return of Groovefest, the anti-fashion, outlaw culture, radical variety show that the Centre hosted annually in the 90s and early 2000s.

ADVOCACY GROUPS AND NATIVE STUDENTS UNION



**UVSS PRIDE
COLLECTIVE**

The **UVSS Pride Collective** (formerly known as UVic Pride), has been an advocacy group operating on the stolen territory of the Lekwungen and WASÁNEĆ Nations for two decades. We believe that actualizing Queer liberation is possible through the relationships we nurture and build with each other. Community care is revolutionary, and our intersectional programming reflects that sentiment. We provide a Free Binder Program for any students interested in accessing gender affirming care, as well as a variety of Safer sex supplies, menstrual products and jewelry/ makeup. Our physical space is stocked full of mental health and Queer-oriented resources, and remains open and accessible to the student population Monday-Friday. The Collective is proudly run by a variety of UVSS staff, work study students, student volunteers, and more.

This year, we expanded our elected committee from 5-15 members who subsequently spearheaded the successful relaunch of our Community Circles Program. We hosted a variety of events, including a Trans Day of Visibility Art Sale that raised \$1,810 for the artists themselves. Our dedicated work study staff ensured that our fridge was stocked with free snacks/ drinks, and supported the facilitation of multiple workshops. These included hands-on presentations about both Textiles and approaching Direct Action in grassroots politics. We organized an Abolitionist Book Launch/ film screening in collaboration with the Cinecenta, selling over 70 tickets and spreading our message of intersectionality and restorative justice. PRIDE is honored to consistently provide programming by and for the Queer Community at the University of Victoria, and will continue to do so for many generations to come.



**SOCIETY FOR
STUDENTS WITH
A DISABILITY**

The **Society for Students with a Disability** (SSD) is an advocacy group which promotes the full participation and inclusion of students who self-identify as having one or more disabilities at the University of Victoria. The SSD aims to support students who self-identify as having one or more disabilities. In particular, we support students to reduce barriers in the social, emotional, and educational domains of student life. The SSD provides community programs such as peer support groups, events, and workshops. We also provide advocacy for students in the contexts of navigating their academic accommodations,

the Centre for Accessible Learning, and other parts of academic life. In the past fiscal year, the SSD administered a food security and funding request program, however those programs are currently on pause as we find a more financially sustainable way forward.

In the 2023-2024 fiscal year, the SSD, in collaboration with the Health Food Bar, created an accessible cooking program, where students came together bi-weekly online and in person to learn various kitchen skills and share a community meal. With the ever evolving need for food security, we determined that a community program for students to learn kitchen skills in a way that works for them was paramount. This pilot program received very positive feedback and we hope to bring it back in the next fiscal year.

AFFILIATED GROUPS



The **UVic Campus Community Garden** is an Affiliate Group within the UVic Students' Society. We manage an urban agriculture and permaculture space on campus, host free educational workshops, volunteer work parties, and fun events, and rent out allotment plots to staff, students, and faculty. There are 90 plots at the garden, 10 of which are managed by staff and dedicated to growing food for donation to the UVSS food bank. We value decolonization, anticapitalism, and anti-oppression, and work actively to encourage sustainable practices and resilient communities by sharing knowledge, space, and time in the garden with others. We think food should be accessible, culturally appropriate, and shared.

This year we completed a years-long project in the making and finalized construction of our brand new Compost Toilet. This instalment represents legacy work that, over years, builds the garden into an ever-changing, ever-growing, student-led project. The new toilet is wheelchair accessible, contains a sink, provides a function for liquid and solid waste, and replaces a costly and basic porta-potty. In partnership with our friends at the Victoria Compost Education Centre, the Compost Toilet is no longer just a bathroom of necessity in the garden space, but part of the bigger picture: educational, sustainable, and accessible."



The **University of Victoria Sustainability Project** (UVSP) is a student-run group working on the unceded territories of the Lekwungen-speaking Peoples and W̱SÁNEĆ Nations. The UVSP is an Affiliated Group of the University of Victoria Students' Society (UVSS). The UVSP works to re-conceptualize sustainability, observing how it has been reduced to a buzzword or a checkbox in the last few decades. The UVSP seeks to expand conceptions of what sustainability truly encompasses and how it can be activated. The UVSP's work on-campus centres itself in inter-organizational collaborations, strong commitments to accessibility, inclusivity, intersectional environmental justice, and breaking down barriers.

Sustainability is a wide umbrella and a multifaceted concept and practice. The UVSP's events and programming span a number of important topics, themes, and causes. This past year, the UVSP hosted

thirty (30) events for the undergraduate student body—a majority of which were also open to other members of the UVic campus community. Two of the UVSP's biggest events during the 2023-2024 school year were: Ripples Art Night and the UVSP Environment Roundtable. The UVSP also ran programming for its Bee Campus Campaign and Ventures into Sustainable Recreation Campaign throughout the year. In addition, the UVSP hosted multiple Mindful Mending events and sustainability-focused community-building events during the year.

The UVSP's most significant accomplishment in the past year was the passing of its first successful referenda in twenty-one (21) years. The UVSP's funding was initially established in 2023. In 2024, the UVSP fee was increased from \$0.50 to \$1.30 per full-time undergraduate student per semester. Of those who voted on the UVSP's referenda, 66.9% voted in favour of increasing the UVSP's funding. With this increase, the UVSP is now finally able to sustain two (2) UVSS staff positions and a steady level of programming for students. The passing of this referenda required a significant amount of volunteer organization and mobilization, student outreach, and special efforts from the UVSP staff team and the volunteer UVSP fee increase referenda proponent, Madisen Asante.



With a steadfast commitment to survivor-centered care, **Anti-Violence Project** is the sexual assault center on campus, providing a safe and confidential space for students to access vital resources and emotional support. Guided by its comprehensive lens that recognizes the interconnectedness of violence and systemic oppression, AVP adopts a holistic and trauma-informed approach to addressing the diverse needs of survivors and those who have caused harm, regardless of gender identity or background.

Despite facing challenges such as staff shortages, AVP has remained steadfast in its mission, ensuring the provision of regular support hours since August. Throughout the year, AVP has organized major events with a focused emphasis on healthy masculinity, aiming to engage men in discussions surrounding consent, accountability, and relationships. Notably, AVP hosted Dr. Vikki Reynolds, whose expertise shed light on crucial issues of systemic injustice leading to burn out and training for community relating for UVSS Advocacy staff, followed by a public talk garnering significant attention and participation from the Greater Victoria community.

In addition to its advocacy efforts, AVP continues to contribute to SEXPO by providing support personnel for the entire event, as well as collaboratively hosting panels and workshops to promote healthy attitudes about sex, consent, and boundaries. Furthermore, AVP has cultivated meaningful partnerships with various campus groups, including the Engineering Students Society and the Gustavson School of Business, as well as the Office of Student Life. These partnerships serve to educate staff members on supporting survivors and raising awareness around gender-based violence, fostering a culture of empathy, understanding, and empowerment within our UVic community.