



2024-2025 ANNUAL REPORT

ABOUT US

Since its inception in 1964, the University of Victoria Students' Society (UVSS) has been run by students, for students. As a UVic undergrad, you're automatically a member of a dynamic community of about 19,000 students working together to make campus life better.

We're more than just a student union – we're a movement. We advocate for student rights, organize unforgettable events, and provide the essential services you need to thrive. From the Student Union Building (SUB), we run nine student-focused businesses, creating a space that's built to put you first.

We operate independently from the university, which means we aren't afraid to speak up and fight for what students deserve – on campus, in our community, and at all levels of government. Whether it's pushing for affordability, safer spaces, or a more sustainable future, we've got your back.

This is your student union. This is your UVSS.

MISSION AND VISION

Our mission is to be a leader in providing high-quality accessible services, advocacy and events that enhance the student experience, and to build a campus community that embodies our values.

Our vision is to see full student engagement in our core components of advocacy, events, services, businesses and society governance.

Our values are what we stand for. They are at the core of everything we do, and guide how we make decisions, perform our work, and work with each other:

- **Good Governance** – Transparent, accountable, and student-driven decision-making.
- **Sustainability** – Leading climate justice efforts and reducing our environmental impact.
- **Service** – Providing essential, student-centered resources.
- **Decolonization** – Challenging colonial systems and uplifting Indigenous voices.
- **Excellence** – Innovating, learning, and leading with compassion.

- **Social Justice** – Fighting oppression and advocating for equity.
- **Fun** – Creativity, spirit, and making campus a place students love.

GOVERNANCE

The UVSS is governed by a democratically elected student Board of Directors, which meets twice a month to oversee the Society's operations, advocate for students, and manage policy and financial decisions. Students are encouraged to attend Board meetings and get involved through committees, elections, and advocacy.

The Board of Directors consists of:

- **Five Lead Directors** (Campaigns & Community Relations, Finance & Operations, Student Affairs, Events, Outreach & University Relations);
- **One Director of International Student Relations;**
- **Two Directors at Large;**
- **Nine Faculty Representatives** (Social Science, Science, Humanities, Fine Arts, Engineering & Computer Science, Business, Education, Human & Social Development, and Law)*;
- **Five Advocacy Group Representatives** (Students of Colour Collective, UVic Pride, Gender Empowerment Centre, Society for Students with a Disability, Native Students Union)

*If Faculty Representative positions are unfilled, additional Directors at Large may be appointed.

All undergraduate students can run in UVSS elections held each March and participate in Board and committee meetings. The Board also holds General Meetings twice a year, where students can help shape the UVSS by voting on major decisions like bylaw and issues policy amendments.

The UVSS operates through various committees, many of which are open to student participation. These committees focus on key issues such as advocacy, student services, financial oversight, and governance.

The Society's funding is set by student referenda, ensuring that student fees directly support services like mental health resources, harm reduction initiatives, affordable services and advocacy, and student-led campaigns and events.

MESSAGE FROM THE EXECUTIVE COMMITTEE

Dear UVSS Members,

We are deeply grateful for the trust you've placed in us by electing us to serve as your executive for the 2024-25 term! The progress we've made on campus and beyond this year is a direct result of your support and active participation. While we are proud of the accomplishments we've achieved, we recognize that the challenges students face today are more pressing than ever.

With the rising costs of housing, food, and tuition, the need for unity within our student union has never been more crucial. We want to thank you for your engagement this year, as your involvement helped us reach a record-breaking voter turnout in both the election and referendums. Because of your collective efforts, the increased student fees for the Native Student Union, the Pride Collective, and the Campus Community Garden will not only benefit our current student body, but will also leave a lasting, positive impact for future students.

Now more than ever, it is essential for us to stand together as a community and advocate for the changes we deserve. When students come together, it sparks essential conversations that lead to meaningful changes, both on campus and in the broader community.

We are stronger together. **Students Unite!**

With gratitude, and solidarity,

Your 2024-2025 UVSS Executive Team
Sarah, Bunni, Khushi, Isabelle, Hemal, and Harshita



YEAR IN REVIEW:

SUMMER:

April 29TH-May 1ST: Board Orientation
May 1ST: Start of new board year
May 28TH: Safer Use Naloxone Training
June 26TH: Safer Use Naloxone Training
July 7TH: Pride Parade
July 19TH & 30TH: Safer Use Naloxone Training
August 14TH & 28TH: Safer Use Naloxone Training

FALL:

September 1ST-2ND: Residence Move in Day
September 3RD, 10TH, 17TH & 24TH: Safer Use Naloxone Training
September 4TH-6TH: Campus Kick Off (CKO)
September 4TH: Free Pancake Breakfast
September 5TH: Movie in the Quad
September 11TH-12TH: Clubs & Course Union Days
September 17TH: Free Hot Lunch
September 25TH: UVSS Night Market
October 7TH: Candidates Debate
October 8TH: Free Hot Lunch
October 11TH: Free Thanksgiving Dinner
October 10TH-11TH & 15TH-16TH: Advanced Polling for BC Provincial Election in the SUB
October 17TH: Annual General Meeting
October 25TH: UVSS Costume Contest
October 28TH-30TH: Sexualized Violence Awareness Week
October 29TH: Safer Use Naloxone Training
November 5TH: Free Hot Lunch
November 8TH: Shuttle Bus
November 15TH: Safer Use Naloxone Training
November 19TH-20TH: Clothing Swap
November 26TH: Puppy Playtime (UVSSxPATSxSSD)
December 3RD: Free Hot Lunch
December 4TH: Safer Use Naloxone Training

WINTER:

January 7TH: Pancake Breakfast
January 8TH & 14TH: Safer Use Naloxone Training
January 15TH-16TH: Clubs & Course Union Days
January 14TH: Free Hot Lunch
February 6TH-7TH: Global Village (SOCCxUVSS)
February 7TH: Free Hot Lunch
February 13TH: Safer Use Naloxone Training
February 13TH: International Students Career Panel (UVSSxUVIC)
February 26TH: Semi Annual General Meeting
March 3RD-7TH: FemExpo (GEMxUVSS)
March 10TH & 13TH: Safer Use Naloxone Training
March 17TH-19TH: UVSS Elections Voting Period
March 18TH: Free Hot Lunch
March 31ST-April 2ND: Lobby Week
March 31ST: International Food Fair Fundraiser
April 1ST: Puppy Playtime (UVSSxPATSxSSD)
April 2ND: Free Hot Lunch
April 2ND: International Roommate Mixer
April 3RD: Safer Use Naloxone Training
April 3RD-4TH: Clothing Swap
April 17TH and 25TH: Donation Station
April 30TH: Last Day of Board Term

CAMPAIGNS AND COMMUNITY RELATIONS

ISABELLE EASTON

Director of Campaigns and Community Relations

The 2024-2025 year has brought significant challenges for students; from the IRCC International Student Cap, which has strained university funding and highlighted the long-standing exploitation of international students, to Victoria's skyrocketing rental prices, surpassing those of Toronto, making it the second most expensive housing market in Canada. Meanwhile, the 2024 and 2025 BC Budget, while avoiding cuts, failed to invest meaningfully in post-secondary institutions, leaving students facing increased financial pressures.

Despite these challenges, your student union has remained committed to the fight for student rights. This year, we successfully reinstated a direct bus route from UVic to Swartz Bay Ferry Terminal, providing students with a more affordable and environmentally friendly transportation option. We launched a Get Out the Vote campaign across four university campuses, pushing for rental policy reform and vacancy control to make housing more affordable and accessible. We hosted a three-day Sexualized Violence Awareness event in collaboration with the Anti-Violence Project, fostering campus-wide discussions on consent, harm reduction, and sexualized violence prevention.

The portfolio has been heavily campaign-focused due to the BC Provincial election, and centred around working not only to mobilize students in the present but also to lay the groundwork for long-term, sustainable frameworks for change. The core of our advocacy has been united by one consistent theme: affordability. Every action we have taken - whether in housing, transit, food security, or campus safety - has been driven by our commitment to making student life more affordable, accessible, and equitable.

SAFER USE

(Partnered with Substance UVic, and Student Wellness Centre)

This year, we set the goal to, "Protect students from substance-related harms through harm reduction initiatives, naloxone training, and resource distribution, while considering and applying a substance

use health approach." Over the past 12 months, we have increased the frequency of our Naloxone training to 27 by the end of summer 2025 and have seen over 500 attendees overall. Over the summer of 2024, the UVSS worked with UVic Administration to install naloxone and AED boxes in UVic residences, keeping over 2000 students who live on campus safer in their communities. Working with the Student Wellness Centre, we've been able to reach these goals, and also provide 3 substance use wellness focused workshops in February 2025.

HOUSING NOW! AND TIME TO VOTE

(Partnered with UBC AMS, UBC SUO, UBC, GSS, and SFSS)

Our goal this past year, "Ensure housing accessibility and affordability for students by lobbying for vacancy control, developing low-cost university housing, and emphasizing the intersectionality between housing, mental health, food insecurity, and education," has guided the portfolio to set up pathways for density housing development along the Mackenzie corridor, and laid the groundwork to lobby the provincial government to continue to support affordable housing development with students in mind. By partnering with 4 student unions in British Columbia, we were able to communicate to MLA's in nearly 20 different ridings that Vacancy control policies are what students need to live in BC. By joining the organization Greater Victoria Acting together, the UVSS was able to attend a housing rally at the BC legislature to demonstrate the urgent need of housing in this province, and work toward lobbying officials to commit to addressing these issues. The portfolio will continue to advocate for the implementation of the Quadra McKenzie plan, the commitment of the Provincial government to housing development in and around UVic, it will continue to explore and address missing middle housing, and consequently fight for more dense and affordable housing development in Saanich and Victoria.

LET'S GET CONSENSUAL

(Partnered with the Anti-Violence Project)

The Let's Get Consensual campaign worked throughout 2024-25 to build an anti-rape, anti-sexual violence campus culture while promoting sex positivity through survivor support, consent education, and dismantling rape culture. This year, we expanded Good Night Out's presence in 'red zones,' providing 95 hours of active bystander support to over 1,600 students. To address the Halloween 'red zone,' we organized Sexualized Violence Awareness Week (Oct 28-30), featuring Anti-Violence Project workshops, resource fairs, a keynote by Tara Teng, a free movie screening, and a drag show. Engagement was strong, with one of our most well-attended naloxone training sessions. We also worked with the university to include intimate partner violence in the EQHR SVP policy review and invested in safe sex supplies to promote a consensual, sex-positive campus culture.

FED UP

(Partnered with the UVSS Food Bank)

With grocery prices at record highs and students struggling to afford basic necessities, Fed Up has worked to directly reduce food insecurity and expand support systems. This year, we sustained the capacity of the UVSS Food Bank and Free Store, ensuring students can access free essential groceries. In partnership with the events portfolio, we

CAMPAIGNS AND COMMUNITY RELATIONS

helped run a bigger hot lunch program, providing nutritious meals to more students, and distributed reusable sandwich bags to encourage sustainability. We worked to destigmatize food insecurity through education and outreach, integrating food security discussions into campus programming and pushing for long-term solutions at the institutional level. By combining direct aid with systemic advocacy, Fed Up is making tangible progress in the fight against student food insecurity.

MAKE TRANSIT WORK

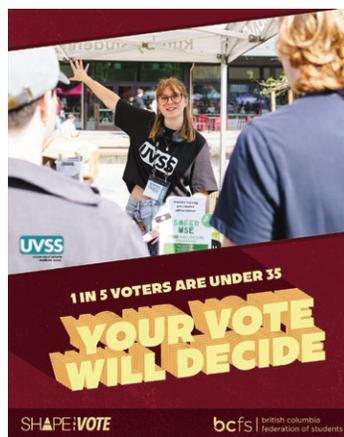
Public transit should be accessible and affordable for all students, and this year, the Make Transit Work campaign took significant strides toward achieving that goal. We successfully reinstated Route 76, a direct bus from UVic to Swartz Bay, making intercity travel more convenient and cost-effective for students. In addition, we lobbied for the introduction of a rapid transit route along MacKenzie Avenue, a key corridor for student commuters. Recognizing the financial burden of transit costs, we also advocated for fare-free transit by building strategic partnerships with local governments and transit authorities, ensuring student voices were heard in decision-making processes. Through community engagement and awareness campaigns, we highlighted the importance of student transit access, reinforcing our commitment to a system that prioritizes affordability, efficiency, and sustainability.

RETHINK MENTAL HEALTH

Mental health advocacy remains a cornerstone of student support, and ReThink Mental Health has worked to break down stigma while expanding access to critical resources. This year, we focused on increasing mental health education and peer support networks to create a more supportive campus environment. Our campaign emphasized the intersectionality of mental health, highlighting how factors like housing, food insecurity, and academic stress contribute to student well-being. By continuing to challenge systemic barriers and promote holistic well-being, ReThink Mental Health is driving change toward a healthier, more resilient student community.

MESSAGE FROM IZZY

For the past year, I've had the incredible privilege of fighting for students – here at UVic and at the municipal and provincial levels. It's been a tough year for many, and through it all, it has meant so much to advocate for you and alongside you, working to make student life a little easier. Campaigns and community relations at the UVSS have always been about putting students first, and this year was no exception. I'm deeply grateful for everything we've accomplished together and for the chance to be part of this work. To the incoming Board – best of luck in your endeavors, I can't wait to see what you achieve!



FINANCE AND OPERATIONS

KHUSHI WADHWA

Director of Finance and Operations

This has been a year of growth, adaptation, and ensuring that the UVSS remains financially sound while continuing to deliver essential services to students.

Financial responsibility remains at the core of everything we do at the UVSS. This year, we developed and reviewed comprehensive budgets for the board and UVSS services, ensuring transparency and responsible spending.

One of the most important aspects of our commitment to financial transparency this year was the Annual General Meeting (AGM), where we presented a full report on the budget, audit, and the past performance of the UVSS businesses. The presentation, audit and budget are available on the UVSS Website.

UVSS STRATEGIC PLAN

In addition to our core financial and operational responsibilities, we successfully completed the UVSS Strategic Plan, which outlines our long-term goals and priorities. During the summer, working on the budgets and the strategic plan together helped us identify board priorities and strategies to achieve our goals for the upcoming year. A Strategic Plan check-in for Winter 2024 was conducted to track progress and adjust our approach as needed.

SERVICES

UVSS Food Bank

The UVSS Food Bank remains one of our most crucial services, and this year we focused on securing funding and improving operations. A comprehensive budget proposal was developed and submitted to the UVic Executive to ensure continued financial support after years of deficits. In addition, operational changes were introduced to enhance data collection and service efficiency, helping us better understand and address student needs.

Collaboration has been a key focus this year. We worked closely with the Graduate Students' Society (GSS) and Community Services to form a working group dedicated to improving food security on campus. Additionally, we began developing a Food Bank Strategic Plan to ensure long-term sustainability and continued service improvement.

Read more about the updates in the Food Bank section.

Health and Dental Plan

Health and wellness remain top priorities for the UVSS. This year we made several key improvements to the Health & Dental Plan. To enhance accessibility and understanding, we developed a new FAQ handbill that outlines coverage details and essential information about the plan.

A review of the annual Studentcare claims report provided us valuable insights into how students are using the plan, helping us make informed decisions to better meet their needs.

U-Pass (Universal Transit Pass)

This year, we focused on making the U-Pass appeal form and UMO information more accessible and user-friendly. Updates are being made to the UVSS website to improve document readability and navigation. Additionally, we revamped the U-Pass appeals form to be a more streamlined process for students requesting exemptions. In response to student feedback, we made changes to the appeals procedure and Terms of Reference (ToR), requiring all applications to be submitted with proper supporting documentation.

BUSINESS UPDATES

Thank you for your support and sharing your insights via the UVSS Business Survey - we hit 595 responses!

Some takeaways from the survey included but are not limited to:

1. Most students come to the SUB for affordable food options.
2. Students would like to see more game nights and options of mocktails and non-alcoholic beer in Felicita's.
3. Students would like to see us invest in a photo ID station (for passport purposes) - *Coming Soon!*

Several key capital investments were made to enhance business operations:

1. Grill fryer filter
2. Zap mac minis
3. New ice machine
4. Felicita's glass washer
5. Evaporator coil repair
6. Cinecenta sound system & digital storage

PERSONNEL

We are excited to announce that the Personnel Committee has finally reached an agreement with the United Steelworkers (USW) to ratify the new Collective Agreement as a result of bargaining. We will soon implement updates to Services Coordinator and AVP Outreach Coordinator job descriptions to align with evolving organizational needs.

We participated in several hiring committees to bring on new staff members to different departments of the building, ranging from the AVP Operations and Outreach Coordinator, NSU Coordinator and SOCC Coordinator to Accounting Manager & Payroll, CDP & ACDPs for various businesses.

The Personnel Committee remained active in creating personnel plans with the Excluded Managers, completing the bargaining process.

FINANCE AND OPERATIONS

SENATE

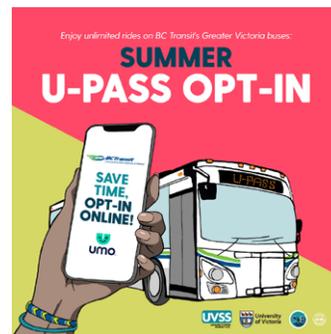
Among other responsibilities, the Director of Finance and Operations served as the UVSS representative on two UVic committees—the Senate Committee on Admission, Re-registration, and Transfer Appeals (SCARTA) and the Fee Reductions Appeals Committee (FRAC). In these roles, they advocated for students' appeals and ensured that committee decisions consistently considered student experiences. According to their records, the committees reviewed over 200 appeals at FRAC and approximately 50 appeals at SCARTA this year.

MOVING AHEAD

Moving forward, our focus will be on financial sustainability, improving services and getting ready to welcome the new Board of Directors. We will work with the next Director of Finance & Operations to ensure we are able secure additional funding for essential programs, enhance the accessibility of student resources, and implement long-term strategies to strengthen the financial health of the UVSS.

MESSAGE FROM KHUSHI

Serving as the Director of Finance & Operations has been an incredible experience, and I want to thank my fellow board members, UVSS staff, and, most importantly, the students for their support and trust. This year has been full of challenges and achievements but it has been an honour to be your Director of Finance & Operations for two years!



STUDENT AFFAIRS

HEMAL SHARMA

Director of Student Affairs

The Student Affairs portfolio is all about supporting the people who actually make student life happen. This year, a lot of our focus was on removing unnecessary barriers and making it easier for clubs, course unions, and advocacy groups to access the resources they need. Whether it was simplifying processes, listening to feedback, or just being available when issues came up, our goal was always to help students bring their ideas to life and build the communities they care about.

CLUBS AND COURSE UNIONS

Clubs and Course Unions are the heartbeat of student life on campus, offering students a chance to explore their passions, build communities, and develop leadership skills. This portfolio is a complex role that supports over 150 clubs, 30 course unions, 4 Faculty Student Societies, and 5 advocacy groups. We introduced a number of changes this year to make navigating the system easier, starting from streamlining policy and reworking timelines for quicker, more efficient council meetings. The opening of the CCU room in the SUB created a central, accessible space for students to meet, collaborate, and host events. Through clear and simple communication, more responsive support, and an emphasis on reducing administrative barriers, student groups were able to access funding, organize events, and focus on community building with less friction. This year we saw not just higher engagement from clubs and course unions, but also more cross-group collaboration and a growing sense of momentum across the student network.

Key Achievements:

- **Clubs and Course Union room renovations:** We completed renovations and opened the Clubs and Course Union room in the SUB, providing additional dedicated space for student groups to book. This room is also available daily until 4 pm for any students seeking space in the SUB.
- **Clubs and Course Union Days:** We organized and held two successful Clubs and Course Union (CCU) days with strong attendance and engagement in and outside of the SUB. With the first taking place in September and the second in January. We gave away free hotdogs and UVSS Swag to boost engagement.
- **Clubs/Course Union policy revisions and DSS review:** We reviewed and edited Clubs Policy for clubs' expectations when it comes to events and Director of Student Affairs expectations. These changes aim to

distribute workload more evenly, enhance communication, and ensure council meetings run more efficiently in the upcoming year.

- Ensured that all **Clubs and Course Unions completed the Sexualized Violence Prevention course.**
- **Completed 800+ cheque requisitions** from May 2024 - April 2025.
- **Created fillable cheque requisition forms.**
- **Updated website with key information and streamlined design** for enhanced clarity .
- **Updated Clubs Policy** to make for a more efficient timeline to speed up council meetings.
- **Enhanced council meetings** by promoting a collaborative atmosphere which led to streamlined funding allocations .
- **New Locker contract ensuring groups are following guidelines** and allowing for a smoother exchange at the end of each semester.
- **Allocated upwards of \$75,000 to Clubs, Course Unions** and individuals through Base funding, Special Project, Travel Pool, Publication, and Academic grant funding.
- **Aided with logistics and planning of over 50+ events.**
- **Supported new clubs and course unions** in establishing their presence on campus and navigating the logistical challenges of running student groups.

ADVOCACY GROUPS

Advocacy groups are a core part of student life and organizing at UVic, each representing and supporting communities that have been historically marginalized and underserved. Your Director of Student Affairs chaired the Advocacy Relations Committee (ARC), which provides a space for collaboration, resource sharing, and accountability between the UVSS and ARC groups: the Gender Empowerment Centre, Society for Students with a Disability, UVSS Pride Collective, the Native Students Union, and the Students of Colour Collective.

Key Achievements:

- **Approved funding to support FEM-EXPO 2025**, a week-long event organized by GEM, covering advertising, performers, and facilitation to amplify gender empowerment and student engagement.
- **Funded Global Village**, a flagship SOCC event showcasing cultural diversity, with support for artists, catering, and vendor logistics to ensure smooth delivery and fair compensation.
- **Backed multiple roundtable events hosted by SSD, NSU, and SOCC**, including discussions on the effects of colonization, disability stigma among international students, and intersections of identity. Funding covered food, elder honorariums, and participation incentives.
- **Supported outreach efforts like SOCC-branded merchandise** to boost visibility, encourage community participation, and provide inclusive engagement tools at events.
- **Passed updates to the Advocacy Groups Policy** to make roles and responsibilities clearer and have more accessible language.

EVENTS

SARAH BUCHANAN

Director of Events

This has been the second year Sarah has served as the Director of Events at the UVSS! While last year focused on building engagement to assist in reaching quorum and passing referenda questions, this year was an opportunity for us to learn from previous successes and failures and build a lasting community around the student union. We believe this place has the potential to be a hotspot for student life, and as such, our efforts this year focused on creating consistently worthwhile events for students. Our goal with each event was to provide valuable services, centre existing communities on campus - particularly by working with advocacy groups or other organizations like CFUV - or simply ensure everyone has a good time! Below, we've provided a schedule of events along with our reflections on each.

FREE HOT LUNCHES Monthly on Tuesdays

The monthly free hot lunches are something we are most proud of. We run them out of Vertigo from 10:30 until 1:00, although meals typically run out about 20 minutes earlier, just after the second lunch rush. Our mains are always vegan and gluten-free, and our sides are always vegan, ensuring the food meets the diverse dietary needs and restrictions of our student body.

This program has been a collective effort - Sarah's predecessor, Amber, initially offered hot lunches on a less frequent schedule, but shifting them to a monthly basis was something we implemented. Since then, students have come to rely on these free meals, and engagement has consistently increased.

Last year, we met demand using the SUB kitchen's 120-litre pots - depending on the meal, these served between 350 and 750 people. Due to rising demand, we've started choosing meals that yield higher servings. However, this year demand increased to the point where our kitchen could no longer keep up! As a result, University Food Services began contributing an additional 100 litres of food per event. This significantly boosted our capacity, and though we don't have exact numbers from UVic's contribution, it's likely we now serve well over one thousand meals every month.

These lunches bring many students into the Student Union Building, creating valuable opportunities for other outreach initiatives, such as elections and student surveys. We estimate that this program provided around 7,000 meals this past year (approximately 1,000 per event, minus a few hundred for events without UVic's contribution or impacted

by the February snow day).

If there's one legacy we hope continues beyond our term, it's our free hot lunch program.

CAMPUS KICKOFF Sep. 3RD - 6TH, 2025

Pancake Breakfast

- Board of Directors griddles & serves fresh pancakes. Serves about 800 students. This one is always fun, and it's a great first introduction to the UVSS for students - that being us giving them something for free.

Bands on the "Roof"

- Three days of local bands, 12 to 5pm near the SUB. Experimented with bringing bands off the roof on Wednesday/Thursday. This is the first year since Covid that the UVSS has had three full days of show.
- We were hoping to draw a larger crowd by bringing the bands off the roof and closer to potential audiences. Initially, the goal was to host one day in the Quad, but we were unable to secure UVic's approval in time.
- There wasn't much difference in crowd size between the performances on and off the roof—the only band that drew a sizable audience was All That Decays, a talented local skramz/screamo act. Unfortunately, that genre of music proved fairly polarizing, leading some patio-goers to leave during the performance.
- Still, considering this experience and CFUV's Eventide events in the summer, there does seem to be notable interest in genres like metal, punk, and skramz. A dedicated event could be worthwhile if another director wishes to pursue it in the future!

Movie in the Quad (MiTQ)

- We set up a pop-up screen in the Quad and played Mamma Mia!
- This event usually gets 1000 or so attendees, and this year was no different - though counting can always be difficult. Though, we received about 2x the amount of food bank donations we did last year, signalling increased engagement.

BEvERage Gardens

- Felicita's patio was expanded near the Bands on the Roof event. These two initiatives complemented each other, increasing student engagement, raising awareness of the SUB, and contributing to revenue growth.

SUB Fair

- Vendors come around to the Student Union Building for folks to engage with! This can be an important fundraising opportunity for the student union.

NIGHT MARKET Sep. 25TH, 2025

We brought in 30+ local and community vendors to sell their work to students, and four local artists to perform throughout.

We hit capacity multiple times through the event, and had over 1700 attendees by the end of it! We're quite proud of this one!

COSTUME CONTEST Oct. 25TH, 2024

We booked Felicita's with a DJ and hosted a costume contest featuring prizes from around the SUB and the wider community. This event is always enjoyable - we love getting on the microphone to announce these sorts of things. If we're having fun hosting, attendees usually are as well!

SLAY THE NIGHT Oct. 30TH, 2024

This was an all-ages drag show hosted out of Vertigo as part of Director of Campaign's Sexualized Violence Awareness Week.

We wish we could have hosted more drag shows - when done well, these events generate high engagement and have previously filled Vertigo to capacity, such as Groovefest in 2024. Nevertheless, this

EVENTS

event turned out well. We hope to connect the new Director of Events with some local performers if they're interested in organizing similar events in the future.

SHUTTLE BUS Nov. 8TH, 2024

This event started in response to the cancellation of Route 76 due to the Covid-19 pandemic. The Route 76 was reinstated in January following Campaign's Make Transit Work effort, making this event unnecessary. As such, this November was the final one!

As usual, we were near capacity for both buses.

CLOTHING SWAP Nov. 19TH & 20TH, 2024

Clothing swaps have been a core part of the events schedule for a few years. Easily getting rid of old clothes and receiving new outfits for free is a huge draw and helps students find clothes they may need for work, interviews, or any number of reasons without straining their budget. Afterwards, the leftover clothes are donated to either student groups requesting them, or charities around the city.

PUPPY PLAYTIME Nov. 26TH, 2024

This event was organized in collaboration with the Society for Students with a Disability and the Pacific Animal Therapy Society. After shifting away from monthly puppy playtimes last year, engagement has significantly increased. Moving forward, we aim to bring in more dogs to accommodate the growing interest.

WINTER WELCOME PANCAKE BREAKFAST Jan. 7TH, 2025

Board of Directors griddle & serves fresh pancakes. Serves about 800 students. Since this is an introductory event, we host it at the beginning of both the fall and spring semesters.

GLOBAL VILLAGE Feb. 6TH & 7TH, 2025

This was our first time hosting the Global Village! We're very happy with how well it turned out. For its first year, we saw strong engagement, especially with the Global Kitchen and the PULSE: Showcase. Over the next month, we'll work on succession planning to help ensure the next Events Director and SOCC Coordinator are well-prepared to successfully continue these events..

Pavilion

- The Pavilion was a market and tabling fair for students and community members wishing to showcase their culture to attendees, local vendors, and community organizations wishing to reach students. Being the first time around, driving interest from students and vendors was more difficult than the SEXPO market last year, but we did fill out the space and held a decently successful market out of the MPR.

Global Kitchen

- This was organized in tandem with Min-Goo Kang who organizes the Belonging Dinners with the Multifaith Centre! We had three student chefs come in to share meals, and present about the history of the dishes and their relationship to them. Engagement with this event was quite good, filling out capacity with more interest than we predicted!

PULSE: Showcase

- The PULSE: Showcase was an all-ages, free variety show for racialized artists in the community. It was an absolute treat to put on! SOCC has an incredible community space, and working with the performers, watching the space and the show come together was so exciting!

PULSE: Afterhours

- PULSE: After Hours was our 19+ licensed DJ night, running after the Showcase! We felt that it would be a great way to close out PULSE night and the Global Village, though it didn't get as much attention as the variety show. Still, it closed out a wonderful first-time series of events, and we're excited to see where this project goes next year!

FEM-EXPO Mar. 3RD - 7TH, 2025

FEM-EXPO (formerly SEXPO) is a yearly event put on by the Gender Empowerment Centre! This was the fourth year we put it on, and due to some feedback from the community we decided to experiment with a rebrand. We typically handle organizing the market and support the back-end coordination, while GEM leads the overall vision and execution of the event. We feel fortunate to have had the opportunity to contribute to this event in such a meaningful way!

Daughters, Mothers, Grandmothers, and other Sexual Outlaws

- This was an art display put on out of the SUB Upper Lounge by students and volunteers in association with Island Sexual Health! The display featured photographs and a video component, and students were welcomed into the event throughout the day.

Market

- The FEM-EXPO Market is the beating heart of the daytime event engagement. We invite vendors and community organizations to table for a couple of days, allowing community members to explore freely throughout the day. The market helps highlight both the nightlife and workshops and consistently sees some of our highest engagement.

Classes, Panels, and Workshops

- FEM-EXPO features a number of workshops dealing with a variety of relevant feminist and sexual education topics. This year, we organized the following workshops with a number of community partners and volunteers:
 - *Plantcestral Knowledge Workshop, On Topping, Body Mapping, Interfacing with Enforcement, Starting your Kink Journey: Community and Risk, Queering the Spirit, Everybody Wiggle*

PUPPY PLAYTIME Apr. 1ST, 2025

This was our second Puppy Playtime of the year, once again organized in partnership with the SSD and PATS. This time we brought in more dogs to accommodate increased engagement.

CLOTHING SWAP Apr. 3RD & 4TH, 2025

This was our second clothing swap of the year. The next Events Director might consider enhancing these events, but we feel that they already fulfill their purpose effectively and don't require significant changes. If improvements are desired in the future, we believe outreach would likely be the best area to focus on.

DONATION STATION Apr. 17TH & 25TH, 2025

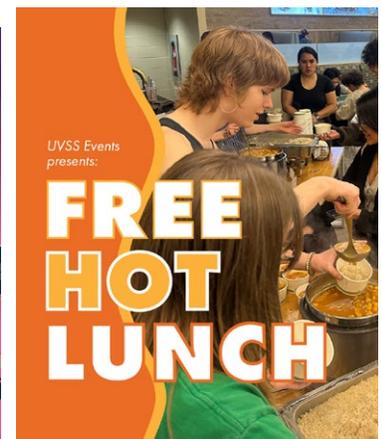
Our annual collaboration with UVic on sustainable move-out! We set up a few tables where we receive houseware, appliances, and other items from students. It is then picked up by charities such as the Habitat for Humanity Re:Store, and Big Brothers Big Sisters of Victoria.

EVENTS

MESSAGE FROM SARAH

The past two years have been an incredible opportunity for my learning and growth as a person and an organizer. I'm so grateful I've been able to do this work for the student union for the past two years, and I'm quite proud of some of the events I've managed to pull off, as well as the programs I was able to set up. It's my hope that I am able to pass the connections I've made to my successor, and they are able to keep some going, while also putting on new events as they have space for it.

Thank you to the staff for all of the support I've received as an organizer. Thank you to the communities and artists I've worked with throughout this. And thank you all so much for your engagement with my work, for allowing me to do this for as long as I have. It's been full of challenges and successes, but I'm so lucky to have been your Director of Events these past two years!



OUTREACH AND UNIVERSITY RELATIONS

BUNNI WILLIAMS

Director of Outreach & University Relations

The Director of Outreach and University Relations serves as the Chairperson of the Board of Directors. In this capacity, their primary responsibility is to ensure the adherence to proper bureaucratic procedures, as well as to uphold the policies outlined in the Constitution, Bylaws, and the Board of Directors' policy. At the UVSS, we follow Democratic Rules of Order in our meetings to ensure that every voice is heard and that due process is fairly maintained. As Chair, it is my duty to enforce these processes and ensure their integrity throughout our deliberations.

POLICY WORK

The Director of Outreach and University Relations chairs and oversees the Policy Development Committee, a pivotal yet often overlooked body within the organization. This committee plays a crucial role in ensuring that the UVSS remains an effective, ethical, and democratic organization. The University of Victoria Student Society consistently strives for improvement through the work of the Policy Development Committee.

This year, our focus has been on revising policies that lacked clarity regarding roles, responsibilities, and internal processes, particularly within the UVSS Advocacy Groups policy. By addressing these gaps, we aim to strengthen the foundation of our organization and enhance its ability to serve the needs of our diverse student body.

Key Achievements:

- **Clarifying Governance Structures within the UVSS and the Advocacy Groups:** Given the nature of Advocacy Groups and their role in serving marginalized communities, each group has a unique Terms of Reference (ToR) that reflects the specific identity it represents. As a result, Advocacy Groups are distinct not only in the populations they serve but also in their internal governance structures and the staff involved. While these groups operate with a degree of flexibility to ensure they can effectively address the needs of their respective communities, it is essential that they adhere to the UVSS policy, Constitution, and Bylaws, as they are an integral extension of the UVSS.

To balance these needs, we chose to divide the Advocacy Groups policy into two distinct sections. The first section outlines mandatory governance requirements, specifying that the ToRs of each group cannot override or diminish any of the stipulations outlined in the UVSS policy, Constitution, Bylaws, or Board of Directors policy. This ensures compliance with the BC Societies Act while preserving the integrity of UVSS

governance. The second section addresses operational guidelines, which allow for slight variations between groups. This portion provides a framework that outlines where flexibility can be applied, ensuring that each group can tailor its operations to best meet the needs of the marginalized communities it serves while maintaining consistency with the broader UVSS policies.

OUTREACH

Social Media: In today's digital landscape, the outreach portfolio must continuously evolve to remain relevant amidst the ever-changing nature of microtrends and social media platforms. According to the 2024/25 Annual General Survey, 69.94% (1,833 participants) of undergraduate students report receiving their information about the UVSS through Instagram. This platform was a key focus of the Director of Outreach and University Relations portfolio last year. Previous boards successfully built a highly engaged Instagram following, which we aimed to maintain and further develop. Social media serves as an invaluable tool for disseminating information in a manner that is accessible, engaging, and effective. It enables the UVSS to connect with students in a unique way that face-to-face interactions cannot replicate, while also reaching a far broader audience beyond those physically present on campus.

Breakfast with Bunni (BWB): Breakfast with Bunni (BWB) is an Instagram Reels show where we showcase a variety of food and drink businesses located at the Student Union Building. The show features a diverse range of content, including event promotions, interviews with directors and student leaders across Canada, on-the-street interviews, and in-depth looks at the internal operations of the UVSS. This term, we have recorded 32 episodes, achieving an average of 7,260 viewers per episode—representing more than half of our Instagram following. The show has proven to be highly successful, significantly enhancing brand recognition at the University of Victoria and across universities nationwide. Breakfast with Bunni has even inspired similar initiatives at other institutions, such as "Koffee with Krunal" at the University of Saskatchewan Student Union.

Referenda and Elections: In the 2025 UVSS Board of Directors elections, undergraduate students demonstrated strong engagement, with a voter turnout of 22.8%—the highest since 2001. Students also overwhelmingly supported all three referendum questions put forward by the Native Student Union, the Pride Collective, and the Campus Community Garden. These referendums were crucial for addressing the economic challenges posed by inflation over the past few years and ensuring the continued operation of essential services for marginalized communities on campus. We extend our sincere thanks to the student body for recognizing the importance of diversity and inclusion and for their commitment to sustaining these vital initiatives.

UVSS SWAG: UVSS 2024/25 SWAG was as followed:

- UVSS Keychain Accessibility Tool/Bottle Opener
- UVSS Sticky Notes
- UVSS Water Bottles
- UVSS Branded Chapstick
- UVSS Tote Bag
- UVSS 60TH Anniversary Sticker

OUTREACH AND UNIVERSITY RELATIONS

SWAG is a powerful tool for promoting the UVSS, but we aimed to ensure that our swag items were also practical and valuable to students. We wanted to be intentional in how we distributed these items, using them not just as giveaways but as a means of engaging with students and raising awareness about the UVSS. We observed that students would often visit our table once, but rarely returned for future interactions. To address this, we developed a strategic plan to distribute our swag at different tabling events and on various dates throughout the year. We leveraged social media and word-of-mouth to effectively communicate when and where students could receive items, which encouraged greater engagement. This strategy proved successful, as students became more attentive to the UVSS tabling schedule and interacted with us more consistently.

At Thunderfest, we implemented a social media promotion where students who followed the UVSS Instagram account received a free water bottle. This initiative, combining social media and swag giveaways, resulted in a significant boost of 3,000 new Instagram followers in the first week of school.

This year marked the 60th anniversary of the UVSS, and to celebrate, we designed six decade-themed exclusive UVSS decals, adding a creative touch to our branding. Additionally, the UVSS tote bag has become an iconic and highly sought-after swag item, prompting the Member Outreach Committee and me to invest in higher-quality bags. We ordered 3,500 of these bags, which were met with an overwhelmingly positive response from our audience.

New Student Welcome (September & January): The New Student Welcome event was an outstanding success! The UVSS team packed over 2,000 UVSS tote bags with a variety of informational materials, which were distributed to students moving into residence. A notable addition this year was the creation of a "UVSS 101" pamphlet, which we developed to provide new students with accessible information about the UVSS. This pamphlet included a breakdown of student fees, services, advocacy groups, affiliate organizations, the health and dental plan, the bus pass, and opportunities for students to get involved with the UVSS.

We also fostered stronger collaboration by partnering with community organizations such as @uvicyearone and @uvicvikes. These partnerships enabled us to diversify our outreach efforts, forging deeper connections with the University, incoming students, and the UVSS. This initiative helped strengthen our presence and ensure that students were well-informed and engaged from the start of their academic journey.

Annual General Survey: This year, we set a new record for participation in the UVSS Annual General Survey, with an impressive 1,949 undergraduate students taking part. To further incentivize prompt responses, we implemented a tiered prize system, featuring different draw dates for various prizes. This structure provided participants with multiple opportunities to win, with those completing the survey earlier having a greater chance of winning one of three prizes, rather than just one.

Additionally, we expanded the survey's scope by introducing new questions aimed at gathering valuable data on student housing for future campaigns and advocacy efforts. We included questions regarding students' living arrangements, specifically whether they reside on campus or off-campus, and if off-campus, which neighborhood they

live in. We also incorporated questions about students' current living situations, offering options ranging from renting alone to owning a home. Furthermore, we asked participants to rate the UVSS services they use most frequently on a scale from 1 (least accessed) to 5 (most accessed). This data will be invaluable for assessing student interests and informing the future development of UVSS services and programs.

Annual General Meeting (AGM): At the Annual General Meeting (AGM), three amendments to our Constitution and Bylaws were successfully passed. Two of these amendments involved clarifying and standardizing the language from previous policy revisions to improve readability and ensure consistency across policies. The third amendment introduced a significant change to the electoral structure of the UVSS. Students voted to modify the process for filling seats reserved for faculty representatives on the Board of Directors. Under the new policy, if these seats remain unfilled following the initial call for UVSS elections, they will be allocated to the equivalent of Director-at-Large positions. This change ensures that faculty representation is maintained while also allowing broader student participation, thereby preventing the lack of engagement from impeding democratic representation. The vacant seats will now be open to any student interested in serving on the Board, even if they are not part of the specific faculty in question.

UNIVERSITY RELATIONS

The Director of Outreach and University Relations also serves as the primary liaison between the University and the Undergraduate Victoria Students' Society (UVSS), maintaining strong relationships and facilitating communication between the two organizations. As the designated point of contact, they ensured that both the University administration and the UVSS were aligned on key initiatives and student matters. Additionally, they chaired the UVSS and UVic Operations meetings, where we regularly convened to address critical student issues. These meetings provided a platform for collaborative problem-solving, open discussions, and constructive debates on the most effective approaches to resolve challenges impacting the student body.

MESSAGE FROM BUNNI

As the Director of Outreach and University Relations, I sought to emphasize the importance of fostering meaningful connections. The University of Victoria is home to 19,000 undergraduate students, each with their own unique perspectives, aspirations, and initiatives.

In my role, I aimed not only to bridge students with university administration to facilitate the changes they wish to see on campus, but also to foster stronger connections between students themselves.

I recognized the importance of connecting our Board of Directors with the student body, as we, too, are

OUTREACH AND UNIVERSITY RELATIONS

students. My objective was to cultivate a strong sense of allyship, distinguishing us from university administration. By focusing on our shared goals and encouraging collaboration and consultation, we, as students, are better equipped to navigate university administration and bureaucratic processes in a strategic and inclusive manner.

When diverse voices and experiences are brought together to address a common issue, we are empowered to enact meaningful change. Our collective strength lies in our unity.



AGM
Annual General Meeting



TAKE THE
UVSS ANNUAL GENERAL SURVEY
& BE ENTERED TO
WIN!

We want to hear from you!

Undergrads, your voice matters! Your feedback is invaluable in shaping our services and events to meet your needs.

The earlier you fill out the survey the more chances you have to win! We will be doing different prize draws leading up to the closing of the survey!

DRAW DATES:
DEC 6th - DEC 20th - JAN 17th

TAKE THE SURVEY HERE →

UVIC, Here's
8 GREAT REASONS
to become a UVSS
Lead Director!

UVSS
ELECTIONS

INTERNATIONAL STUDENT RELATIONS

HARSHITA SANKAR

Director of International Student Relations

The Director of International Student Relations (DISR) focus has been to enhance university life for international students at UVic, address their specific needs, and ensure they feel supported and connected both on and off campus. This year, we have made significant strides in building on last year's initiatives while launching new projects that directly respond to the evolving needs of international students.

KEY ACHIEVEMENTS FOR THE YEAR

GLOBAL VILLAGE

A major highlight this year was our involvement in the first-ever SOCC Global Village. This event celebrated diverse cultures, uplifted BIPOC artists and businesses, and provided international students with essential resources on a large scale. It marked a significant milestone in strengthening UVSS's connection with the international student community and increasing visibility for the support available to them.

INTERNATIONAL STUDENTS CAREER PANEL

We partnered with UVic Co-op and Career Services and the International Centre for Students to host the International Students Career Panel—an event designed to address the unique challenges international students face in the Canadian job market. By connecting students with industry professionals, we provided first hand insights on networking effectively and building strong resumes. This panel empowered students with the knowledge and confidence to navigate their career paths in Canada.

FREE THANKSGIVING DINNER

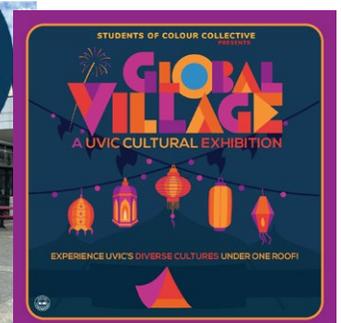
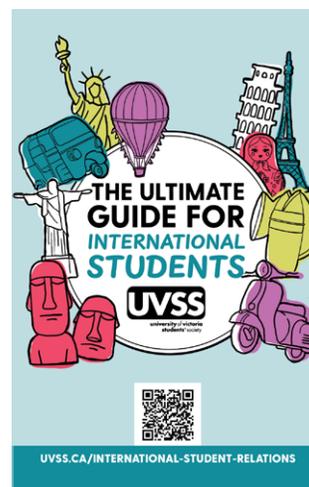
To foster a sense of community, we secured a \$2,500 grant to host a Free Thanksgiving Dinner for over 100 international students unable to return home. While not everyone celebrates the holiday, this event brought cultures together and created a space for students to connect. With this funding, we provided a free, generous meal, ensuring students could share in the warmth of the holiday and celebrate with a supportive community, even while far from home.

COMPREHENSIVE RESOURCE GUIDE

We launched a comprehensive resource guide for international students on the UVSS ISR website. This guide serves as a one-stop hub, providing crucial information on topics like housing, academic support, mental health resources, etc. It's designed to simplify access to critical resources, ensuring students have everything they need in one centralized location to succeed and thrive during their time at UVic.

HOUSING SUPPORT FOR INTERNATIONAL STUDENTS

To help international students navigate Victoria's housing challenges, we launched the first-ever UVSS Roommate Mixer, creating a space for students to find potential roommates and housing options while building support networks in Victoria. Additionally, we developed a Housing Checklist on the ISR page, covering rental agreements, tenant rights, scam prevention, and key questions to ask landlords. These resources are to ensure students have the tools and knowledge to secure safe and reliable housing.



SERVICES



UVSS FOOD BANK

Since its creation by the UVSS Board in 2000, the UVSS Food Bank has grown from a small emergency service into a vital support system for UVic students and their families. What began as a service for a limited group of undergraduate students now provides a stigma-free, grocery-style experience for a diverse population. However, this growth has placed a significant financial strain on our resources as demand continues to rise.

INCREASING DEMAND AND FINANCIAL PRESSURE

Demand for Food Bank services has surged in recent years, particularly since the pandemic. In 2021, we distributed 5,856 hampers. That number nearly tripled in 2022, with 13,467 hampers provided. The trend continued in 2023, with 14,131 hampers distributed, and 2024 was our busiest year yet, with 14,810 hampers distributed. This increase, coupled with rising food costs, has severely impacted our ability to meet needs. Unfortunately, student fees alone can no longer sustain these escalating costs, creating an unsustainable situation for the Food Bank.

STRATEGIC CHANGES

In response to these challenges, the UVSS Food Bank implemented several key operational changes in September 2024 to ensure that services are more efficient and accessible to eligible students:

- **Student Eligibility Verification:** We now check patrons' status to confirm that they are active students eligible for Food Bank services.
- **Family Registration:** Students are required to register as a family on their first visit of the term.
- **Alternate Pickup Registration:** Students must register if they want someone else to pick up their hampers on their behalf.
- **Weekly Booking:** To ensure consistent access, the UVSS Food Bank replaced drop-in hours with a mandatory weekly booking system. Students are now required to provide essential information, including their V-number, hamper size, program, and whether they are domestic or international students.

Previously, demographic data was self-reported, which limited accuracy. The new system allows for better verification of eligibility and more accurate data collection. By December 2025, we will have a full year of refined data to better analyze student demographics and tailor our services to meet their diverse needs.

FINANCIAL CHALLENGES AND ADVOCACY EFFORTS

To address our growing financial needs, we collaborated with the Graduate Student Society (GSS) and UVic to strengthen our philanthropic efforts and diversify our funding sources. These efforts have been successful, resulting in several key grants and donations:

Successful Grant Applications:

- BC Food Banks – Grant: \$10,000
- Sovereign Order of St. John – Grant: \$10,000
- GVSCU Legacy Fund – Grant: \$10,000
- United Way Youth in Action – Grant: \$3,000

COMMUNITY PARTNERSHIPS AND CONTRIBUTIONS

In 2024, we have worked to expand and strengthen our partnerships with various community groups that have been invaluable in supporting the work of the FBFS:

- **UVic:** Helped us raise more than \$165,000 through donations from Stocktober, Alumni Giving, Giving Tuesday, and other fundraising initiatives.
- **Island Savings:** Maintained their partnership by matching community donations of up to \$2,500 during our annual Stocktober event.
- **Tru Earth:** Provided laundry detergent strips for students throughout the year.
- **Campus Community Garden (CCG):** Donated fresh produce during the summer months.
- **Cobs Bread:** Donated unsold bread weekly, which remains one of the most sought-after items by students.
- **Rainbow Kitchen:** Donates surplus fresh produce, dairy, and is currently our most important source of meat and protein.
- **Fateh Care:** Continued to provide hamper deliveries to immunocompromised students who otherwise would not have access to our services.
- **Fairway and Thrifty Foods:** Contributed through direct donations of groceries, sponsoring events, or offering discounts.
- **Ooh La La Cupcakes:** Donates 20% of proceeds from their monthly cupcake feature to the Food Bank
- **Khalsa Aid:** Donated food to support our services.
- **Broad View United Church:** Contributed \$3,000 to support our services.

ADVOCACY FOR SUSTAINABLE FUNDING

In 2024, we proposed a formal funding request to UVic, asking for a fixed annual contribution of no less than \$70,058, beginning in 2025-2026, with a review every three years to account for inflation and changes in demand. This amount represents just 20% of the current cost of operating the Food Bank. While UVic has been supportive of our philanthropic efforts and instrumental in securing donations and grants, our request for direct and stable funding was ultimately denied. We are disappointed by this decision, as consistent funding would allow us to maintain service levels and plan for future growth.

CELEBRATING OUR VOLUNTEERS AND STAFF

The success of the Food Bank would not be possible without the tireless efforts of our student staff and volunteers. Their dedication, advocacy, and compassion have ensured that we continue to meet the growing needs of the student community. Despite the challenges we face, their commitment has allowed us to serve thousands of students and their families.

SERVICES

FUTURE GOALS AND PLANS

Looking ahead, we are excited to collaborate with the GSS and Continuing Studies administration to establish a working group focused on enhancing the success of the students we serve. We are also exploring plans to rebrand the Food Bank this summer to reflect the significant changes we have experienced over the past year and provide a more inclusive and positive experience for students. As we move forward, we remain committed to strengthening our partnerships and collaborating with UVic and community supporters to ensure that no student goes without essential resources.

[UVSS.CA/FOODBANK](https://uvss.ca/foodbank)



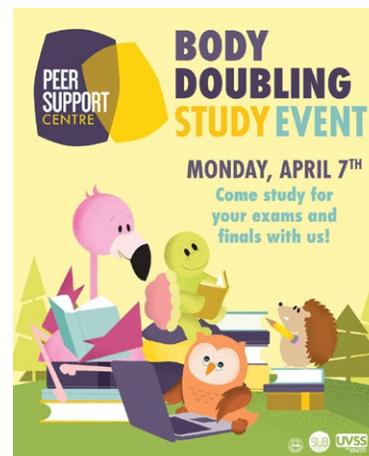
UVSS PEER SUPPORT CENTRE

With two work-study students and 30 active volunteers this year, the Peer Support Centre (PSC) successfully provided drop-in support sessions from Monday to Friday, 11:00 AM to 3:00 PM. In addition to our drop-in services, the PSC facilitated four biweekly support groups from February to April: an anxiety support group, a depression support group, a student life support group (a holistic lifestyle group), and an artistic support group, which uses art as a grounding experience. Each group ran for five sessions during the term, offering students targeted peer support in a welcoming environment. Students could attend as many support groups and sessions as they liked, as each group met on different days. We hope to run these groups throughout the summer as well.

The PSC actively engaged with the broader campus community by participating in several university-wide events, including ThunderFest, the Society for Students with a Disability's (SSD) Mental Health and Resource Fair, Club & Course Union (CCU) Days in September and January, UVic's New Student Open House in January, and the UVic Libraries Destress Fest. At each of these events, we gave out PSC swag, such as stress balls, mugs, pins, and stickers, and held a raffle prize to encourage student engagement with our booth. We also collaborated with the Office of Equity and Human Rights (EQHR) by providing resources for their Healthy Relationships Week initiative.

In addition to collaborative efforts, the PSC organized and hosted various events and workshops throughout the year. Wellness-focused programming included a workshop with counsellor Dawn Schell from the Wellness Centre, a gratitude event at the UVic Library, and body doubling sessions aimed at enhancing focus and productivity. We also offered community-building activities such as the Winter Festive Paint Night and the Bead & Breathe event, both free for students to attend. To thank our dedicated volunteers, we also hosted a volunteer appreciation night where we played our own version of music bingo, enjoyed food together, and gave each volunteer a thank-you gift.

To further increase awareness of our services, the PSC maintained a consistent presence across campus through tabling initiatives and pop-up events, including pin-making sessions that encouraged student engagement and connection. Additionally, we created 10 new PSC promotional stickers.



ADVOCACY GROUPS AND NATIVE STUDENTS UNION



Native Students Union

NATIVE STUDENTS UNION (NSU)

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, while navigating this institution together. The NSU runs events and programs such as managing a dedicated Indigenous student space and providing services that advocate for Indigenous student success and wellness at UVic.

Some of our highlights from this year include:

- Receiving the **Victoria Foundation Grant** for our Food Security Programming .
- Continuing our **Food Security Program** (4 issues of FreshPrep Gift Cards [Summer, Fall and twice during the Winter semester]) .
- Commencing the **Monthly Community Cooks**.
- **Indigenous Disability Awareness X SSD** event.
- **NSU X AIR (Advocacy for Inclusion and Recreation) Collaboration: Self Defence Classes** for two spirit and femme folks.
- Supporting students to the **ISLA Law Students Conference**.
- Supported the **Laughter is Medicine** Comedy Show.
- **Referendum approval** to increase the NSU Budget for the next fiscal year.

This year the **NSU** has achieved a lot. We have supported our community by continuing to expand new programming, such as our Food Security Program which works to decrease barriers between Indigenous students and accessing food. This year we have successfully run two community dinners where students and **NSU** council came together to cook a meal and shared it with the larger Indigenous student community. We hope to continue expanding our FreshPrep gift card program, where students are given gift cards to access fresh meal kits. The **NSU** Council has been working diligently to plan new events and programming while still maintaining other programs such as free printing, computer access and the Menstrual Product Program. In the years to come the **NSU** aims to collaborate and support more Indigenous communities outside of UVic. We thank all of the members that attended our events, meetings and volunteered their time to support the Indigenous student community and hope to continue our good work next year.

Keep up to date with the NSU on our website: UVICNSU.CA, or follow us on Instagram [@UVICNSU](https://www.instagram.com/UVICNSU).

Huy ch q'u (Thank you),
The NSU Council and Staff



STUDENTS OF COLOUR COLLECTIVE

The **Students of Colour Collective (SOCC)** is a collective of self-identifying racialized students at the University of Victoria. SOCC serves all students who identify with a visible or invisible ethnic/cultural minority, and works to promote and support cultural diversity on campus and in the Greater Victoria Community. SOCC strives for its members to feel celebrated, supported, uplifted and appreciated on campus through the various aspects of its work.

SOCC's work centers on art, awareness, education, action, advocacy, and support for members of our collective. We hope to engage in meaningful dialogue with one another, create moments of cultural exchange amongst collective members as well as non-collective members, celebrate instances of BIPOC joy and advocate for the needs of racialized students.

Over an academic year, SOCC organizes a variety of events that range in size and scale. Aside from hosting monthly collective meetings, SOCC:

- Curates an annual zine
- Hosts potlucks
- Movie nights
- Info sessions, workshops, and community circles

SOCC also invites an artist in residence to work alongside the collective's mission and vision to create an original work of art, put together an exhibition, film a documentary and/or engage in artistic practice with the members of the collective.

This year, **SOCC** began by revamping the student lounge into a cozier, accessible third-space on campus. Included in the revamp was a handbuilt Pantry and Quick-Fix station, which helped launch **SOCC's** Communal Pantry Program. The program has helped many of our collective members fight on-going food insecurity, and the revamp has resulted in an increase in collective members utilizing the lounge and its resources. **SOCC** launched an Equitable Outdoors Campaign, through which **SOCC** hosted a Pkaals Hike, a Bird Watch with Special Bird Service and a Canoe Clinic with UVSP. **SOCC** hired a work study to create the BEAM initiative, a bi-weekly meeting between **SOCC** members and members of different cultural clubs at UVic, to discuss ways to continue building mindfulness and equity at UVic and the UVSS.

SOCC partnered with the Director of Events to dream up and kick off what we hope to be an annual cultural exhibition called Global Village. The exhibition included a market fair, a Global Kitchen event that fed tons of students and community members, two special screenings with Cinecenta, and a cultural showcase that was followed by a licensed DJ dance party. The exhibition was a massive success, with many in attendance expressing the vitality for such a cultural celebr- 18

ADVOCACY GROUPS AND NATIVE STUDENTS UNION

ation at the UVic campus.

As always, **SOCC** also welcomed Artist in Residence, Saule Olson, who filmed a 2-episode docuseries on the experiences of racialized students on the UVic Campus. Saule also hosted a workshop per semester during her residency; one focusing on storytelling with special guest Thembe Moyo, and the other focusing on filmmaking tips and tricks with Maad Studios.



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 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, 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.

The 2024-25 year has held some exciting changes for **GEM!** We started the year off with a series of updates to our space, including expanding our library into a dual-purpose art-making/ reading room! These changes have improved access to our library collection, and the new space has hosted several art-based events, such as a zine making workshop, collage builds, and ceramics painting! We also hosted the first ever FEM-EXPO (Feminist Empowerment Expo) from March 3-7 in the SUB! An expansion of our beloved flagship event, SEXPO, FEM-EXPO is a bold celebration of intersectional feminism designed to inspire learning, foster community, and strengthen us in our daily battles against systemic injustice. With the support of UVSS Events and many of the Advocacy and Affiliate Groups, FEM-EXPO delivered an exciting variety of workshops, resources, art, and performances that were enjoyed by many students and community members.

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 variety of free gender affirming care products, 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 **Pride** has focused on strengthening the foundation of our collective while still providing resources and events for students and community members. Between October and April, Pride employed five work-study students. Each working within their respective roles to help organize Pride events and build up our resources. In the fall term, staff successfully created the Pride brand guide with the guidance of the UVSS Graphics Office. This has helped to build a cohesive image in our communications. Throughout the school year, we ran several weekly or biweekly community circles. These events were volunteer-led and helped to engage many students. This year we partnered with Books-To-Prisoners to help collect book donations for their cause. Furthermore, we coordinated with the other advocacy groups to set up donation locations in their spaces. Pride was able to provide essential resources to students this year, doing our best to keep a variety of gender-affirming care products, snacks, and non-perishable foods available in our space. In the Spring term, we strived to engage underrepresented collective members, specifically Racialized Queer and Trans students. Pride launched a survey, in collaboration with SOCC, to understand the wants and needs of Racialized Queer and Trans students. From this, we launched a bi-weekly "Queers of Colour" Community Circle. This survey also led to two storytelling events, one led by a panel of students, and the second being led by Racialized and Queer UVic professors. Most notably, Pride successfully passed our referendum question, increasing our funding from \$0.95 per full-time student to \$2.00 per full-time student. Pride is proud of the work and services they have provided to campus this school year and looks forward to honouring our commitments to strengthening and supporting Queer and Trans students.

ADVOCACY GROUPS AND NATIVE STUDENTS UNION

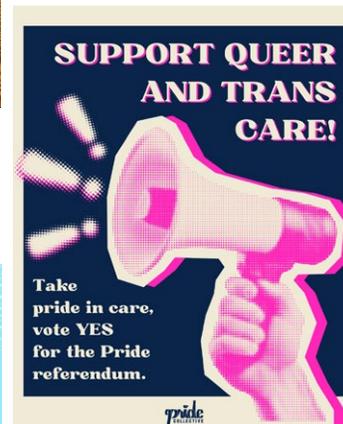


SOCIETY FOR STUDENTS WITH A DISABILITY

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 2024-2025 fiscal year, the **SSD**, in collaboration with the UVSS Health Food Bar and the UVic Student Wellness Centre, continued the accessible cooking program in the Spring semester, where students came together monthly (online and in person) to learn various kitchen skills and share a community meal. In addition to this community programming, we also continued the Community Dinner portion, where we shared meals with students who did not attend the cooking skills portion of the program. 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 program continues to receive very positive feedback, and we hope to continue into the next fiscal year.

In April 2025, the **SSD** launched our first Autism Week! Autism Week consisted of a series of workshops and events by and for autistic students to cultivate support, community, and knowledge-sharing. We are hoping to turn this into an annual week of events for the future.



AFFILIATED GROUPS



The **UVic Campus Community Garden (CCG)** 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, 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, in conjunction with an advising student from SSD, we began construction of our new accessible garden bed, to replace an old raised bed which was not wheelchair suitable. We hosted our three annual events: the Summer Live Music Fest, the Fall Harvest Party, and the Spring Market, and for the first time, worked with Pride to host "Gay in the Garden" in June which we hope to add to our annual roster. We launched our first journal, Sundew, and published four quarterly issues full of collaboratively collaged student work. "Sprouts" launched over the summer as a successful close-knit garden education program, and 7 open-mic poetry nights hosted student and local poets for golden hour readings. Another first was our attendance at the downtown Victoria Seedy Saturday and a city-run garden coordinator roundtable in early 2025.

We also ran a successful referendum for an increase of \$1.50 per full-time undergraduate student and \$0.75 per part-time undergraduate student, setting the garden up for success over the following years as we tackle garden signage and infrastructure, a more equitable membership agreement, increased food production, more food bank support and collaboration, a seed-saving initiative, and further community building focused on student, board, and plot renter engagement.



The **University of Victoria Sustainability Project (UVSP)** is a student-run group working on the unceded territories of the Lekwungen-speaking Peoples and WSÁNEĆ Nations. The **UVSP** is a University of Victoria Students' Society (UVSS) Affiliated Group. The **UVSP** works to re-conceptualize sustainability, recognizing and seeking to confront how it has been reduced to a buzzword or a checkbox in the last few decades. The **UVSP** seeks to expand conceptions of what sustainabil-

ity 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. In the past year, the **UVSP** hosted, facilitated, and/or partnered on twenty-one (21) events for undergraduate students and the wider campus community. The majority of these events focused on topics such as: creative reuse and upcycling, mending and repair literacy, the intersections of sustainability and recreation, and pollinator health awareness. Through events such as our Refillery Crawl, Farm Crawl, and Environmental Roundtable, we were excited to strengthen our connections to a number of off-campus businesses and organizations—including ASH Refillery, Zero Waste Emporium, Victoria Soap Exchange, Victoria Tool Library, and many more—that offer sustainability-focused programs, resources, and opportunities relevant to students. Two (2) of the **UVSP's** most exciting initiatives this year included launching our on-campus Lending Library and revitalizing our Grant Program, both of which intend to help community members to practice sustainability in their own lives and support projects that enhance on-campus sustainability.



With a steadfast commitment to survivor-centered care, **Anti-Violence Project (AVP)** 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.

In the past year, AVP has achieved multiple goals, one of them being restarting regular programming. One of **AVP's** central workshops on consent underwent a major update earlier last year, which was launched and facilitated regularly later in the year. The workshop updates also involved the development of the Anti-Oppression workshop, which was part of the UVSS BoD's onboarding training and a new addition to the volunteer training. In preparation for restarting regular programming, **AVP** recruited and trained a new cohort of volunteers who are essential to **AVP's** services and increasing capacity. With additional volunteer support, **AVP** has successfully supported and ran multiple events such as Sexualized Violence Awareness Week and the Men's Mental Health Keynote in partnership with the UVSS and EQHR.

In addition, **AVP** has been conducting a needs assessment to evaluate student needs and interests and is currently undergoing major programming changes. **AVP** has published two surveys so far and has been inviting students to physically visit their space by hosting open houses and facilitating craft nights. Alongside connecting further with students, **AVP** has restarted the Consent Coalition, a committee that existed in the past with members from **AVP**, GEM, OSL, EQHR, and the UVSS Board to further cultivate meaningful relationships and partnerships across campus to better serve the campus community.