

ANNUAL GENERAL MEETING MINUTES

January 29, 2020

Native Canadian Centre of Toronto, 16 Spadina road

Meeting called by	Membership
Type of Meeting	Annual General Meeting
Menu	Cookies & Fruit Platter, Water and Coffee
Notetaker	Brian Wong & Dani DeAngeles
Attendees	Membership & Board
ASL Interpreters	Ryan Kraft, Cindy Muskat, Jennifer Lees

If you have any accessibility concerns, please let us know

1. Doors Open and Registration

2. Welcome, Call to Order, Land Acknowledgement and ASL Etiquette

- **Michael Erickson (M.E.): We're going to begin**
 - Delay calling the meeting to order, go through some things we need to go through first
 - Before we call to order, a few announcements and housekeeping
 - Land Acknowledgement
 - ASL etiquette
 - Faith (Harm Reduction volunteer) is present
 - active listening support, hanging out at the back, debrief or check in available
 - Washrooms on the main floor, Gender neutral washrooms in the basement
 - 2 other topics on top of standard AGM
 - Easiest way to get a lot of stuff out (Robert's rules):
 - Take 20 minutes as open question period at start of meeting
 - Answers to questions hopefully inform any motions to be made during meeting
 - Michael Erickson, one of the co-chairs, will be acting as the chair person
 - Two roles:
 - Chairperson - help you get the things you want to get done in the meeting
 - Robert's Rules will be used
 - Just ask Michael how to do something during the meeting, even if he doesn't like it - he will help
 - Spokesperson for the corporation
 - A lot of the questions about Pride the corporation, Michael will answer most of these (other co-chairs can answer as well)

ANNUAL GENERAL MEETING MINUTES

January 29, 2020

Native Canadian Centre of Toronto, 16 Spadina road

- **Questions**
 - **1: Love the idea of question period, has concerns regarding time constraints (is a parent) - could we keep the q&a limited, and have a longer convo period at end?**
 - **ME (Michael Erickson): 20 minute limit, very important to have this**
 - 8:40 pm hard end in the space,
 - 9 candidates, 8 present, each need to give a speech
 - Board election should take an hour
- **Show of hands, who agrees to 15 minutes of q&a**
 - None opposed
- **M.E.: Acknowledge how trauma can be healed as a community, it can get messy - please remember the humanity of the folks in this room - we don't have to agree, just try to be gentle and acknowledge the trauma of others**
- **M.E.: we are volunteers - as the board, we have offered to serve for free**
 - **One of the systemic problems that Pride has, is that it doesn't attract strong leadership**
 - **One of the reasons is because good people don't know that if they serve, they'll come out for the better - often it's for the worse**
 - **A lot of people are too afraid to handle the kind of treatment that we get when we serve on the Pride board**
 - **We believe we have served loyally and well - if this is how we treat people who have served loyally and well, what are we telling the next people who will come serve?**
- **Questions**
 - **1: Pride Toronto had a forensic audit, do we have results of that audit?**
 - **M.E.: Pride did not have a forensic audit, but our auditors are present and they can answer all questions**
 - **2: Can we have clarity as to why the ED is absent? Due to the statement being vague about her departure, was there any succession planning given how close to the festival it was, and why wasn't she given voice to speak (owing invoices in community?)? Why isn't she here?**
 - **M.E.: Required to have ED report on the agenda**
 - We cannot comment on matters of HR related to the corporation
 - **Question: Specifically, why is she not here? Was there any succession planning?**
 - **M.E.: The ED departed the organization, we aren't allowed to comment on things around the questions you've asked. Matters of management in relation to staff matters are confidential. I cannot comment on this without putting us in a more difficult position.**
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ANNUAL GENERAL MEETING MINUTES

January 29, 2020

Native Canadian Centre of Toronto, 16 Spadina road

- 3: My name is Leslie, this is Robin my mobility device. I am a queer senior, proud and queer. I was there in 1976 when Pride started. I don't see anywhere on the agenda where there are additions to the agenda, so I'm adding this question. I would like Pride to take a positive action in terms of including queer seniors, instead of me having to come to you to push to have queer seniors in the programming. I am meeting with one of the programmers tomorrow, but I had to reach out to make sure that would happen. I would like to have Pride set up an advisory committee of queer seniors so that the programming happens all year round. Just as it is important to have indigenous folks leading the parade, its important to have queer seniors as part of the leadership of the parade because without us you wouldn't be here today.
 - M.E.: often times there is a lack of capacity and memory in the organization, I don't see why we wouldn't
 - Christin: Would you be willing to meet w members of the board as well?
 - Yes
 - We'll be in touch
- 4: Salvo: I am one of the team leads (welcome centre). we dedicate hundreds of hours for free to make this happen.
 - 1400 volunteers that we lead to make this event happen
 - Bylaws - 8 hours of volunteer labour = entitled to become member of this corporation
 - We can assume that hundreds satisfy that requirement
 - None of these have been contacted, none are aware of their rights and responsibilities to the corporation
 - Those who did realize had to scramble to contact staff and board so that they had right to attend
 - A few particularly tenacious people jumped through the hopes
 - We can assume that in all of the votes that have happened in the past, all of these people are disenfranchised, haven't had the chance to have their voices heard
 - Why does the board consider it legitimate to have a vote when there are hundreds of people who should be here, are not here, because they were never told their rights
 - M.E.: Our understanding that once somebody has committed 8 hours, wants to become volunteers, they can be
 - There is a tickbox, they tick that box
 - When the volunteer term is completed
 - Q: This involves consent
 - Nothing in the bylaws mentions consent

ANNUAL GENERAL MEETING MINUTES

January 29, 2020

Native Canadian Centre of Toronto, 16 Spadina road

- **M.E.:** The corporation is a legal entity, it would be illegal to force somebody to be a member of the corporation
 - There may be a whole range of reasons why somebody doesn't want to be a member
- **Q:** Is this a good faith argument?
- **M.E.:** If there are ways to make it easier for volunteers to become members, we'll do those things. If there is something that you notice that doesn't work well, tell us and we will improve it. If there's a gap you think we are disenfranchising people around, we'll fill that gap. We have no interest in not including members. The people who spend time to make the festival happen are the most important. We have no motivation to disenfranchise those who want to vote.
 - **Q:** All I'm saying is that it seems like you have.
- **Q: Mark:** I've been a team lead for years. Board of directors term: A year ago we voted you in, a mistake was made. It was 1 year, Now here we are, it's 3 years.
 - **M.E.:** We let the membership know on January 3 that there was a miscommunication, we wanted to address that at SGM, meeting was invalid. We talked to the 80 people there and let them know. SGM - the room unanimously indicated - don't waste time at AGM
 - SGM was good faith in my opinion
 - If we were not to do that - how would we do that?
 - Would we all quit and leave the org with no leadership?
 - The legalities and logistics are complicated
 - **M.E.:** there could have been a complicated legal way to do it
 - It didn't seem to us that the membership cared enough for us to go through many complicated legal hoops
- **Q:** Please do not interrupt me. Line up. My name is Edna, I love Pride. I love each and every person up there, I've worked with them. It's hurt me to see that we have come to this. Having said this, I will say my piece. Because of body I am in, and the nature of your white privilege, I must state my mind. I was very upset by the fact that Olivia left.
 - **Why did you fire the ED the day after the SGM - I did not agree to the extension of the term.**
 - **Why not come up again for voting?**
 - **Let's not create a precedent for people who have problems on board**
 - **I did not put up my hand at the SGM, and the minutes should reflect it**
 - **You know how this looks, this has divided our community. I was online reading the comments - too much sheer hate because we are divided.**

ANNUAL GENERAL MEETING MINUTES

January 29, 2020

Native Canadian Centre of Toronto, 16 Spadina road

- **M.E.:** I cannot comment on matters of HR, whens whys and timelines. I can't answer your question around the departure of ED. I think that obviously we are a group of people who have experienced harm and conflict. You will be electing new members of the board - if you've lost faith or trust in us, you have an opportunity to elect 4 others who can address these things
 - We are committed to a Pride that is harmonious
 - If you are feeling harm from our actions, that weighs on us, we can't dismiss that. This isn't our one meeting to engage in these things. This is an ongoing relationship - we are available for that conversation and that time, beyond the formal medium of the membership
- **Q:** A lot of coverage of Pride in the media over the last few weeks. A lot of vague information circulated. Allegations of harassment. Could you speak to the veracity of what we've been saying in the media? Could you speak to forthcoming plans around use of funds?
 - **M.E.:** Timecheck - 7:38, we are supposed to start the election and audited financials
 - We will give each of you a number, then restart this discussion - it will take some time. During the voting (period where there isn't much to do) we will entertain more questions. We don't want to lose that opportunity to bring in new leadership.
 - A lot of the media coverage isn't true
 - In order for us to correct some of the untruths we would have to break confidentiality so we can't do that
 - It is true that there is an investigation by 3rd party investigator
 - We have a lawyer, we asked the lawyer what is the best way to look at all the concerns that can stand up to any scrutiny
 - Best way is to hire a third lawyer, contracted by first lawyer to do the investigation
 - If any wrongdoing has been found, we are taking or have taken the actions available to us to address those things
 - We've already addressed things to prevent anything being repeated
 - If anything happened, it is being addressed or is being addressed
 - I will act out what is in the document - we are an organization that has conflict
 - Sometimes the ways we have conflict people experience as harassment

ANNUAL GENERAL MEETING MINUTES

January 29, 2020

Native Canadian Centre of Toronto, 16 Spadina road

- Accusations of harassment can be subject to your own family and culture
- Danny - former board member - to speak
 - Thank you for gathering
 - Given the recent false statements, I have prepared a statement that has been reviewed by the co-chairs - statement is true and abides by confidentiality
 - No clear way to move beyond verbal grievances from few in person meetings
 - ME and I agreed that I shouldn't participate any further
 - I was no longer welcome in the room and asked to not be present
 - I was then no longer active in meetings
 - There were items I caught wind of
 - issues of expenditures, conflict of interest, grant funding
 - Allegations had gone too far
 - Board had no choice but to begin this investigation
 - All parties agreed to not participate in meetings until investigation was resolved
 - I have no knowledge of any choices put forward by this board
 - It was only until yesterday that this issue was resolved
 - The board made the decisions they had to, as a small number of volunteers
 - Mistakes can throw progress off
 - I urge that the membership to take a breath and help fix it
 - Pride needs to be supported by a board with expertise who can help give guidance
 - The next board must engage with people and stakeholders who are invested in Pride, so that the festival can be a conduit for change
 - The line between gathering space and activist movement has been blurred
 - Pride needs the guidance to navigate this
 - We must take the time to listen to each other and share empathy as we may not know what is happening on the other side
 - It is with heavy heart that I resign my position effectively immediately
- Now moving to formal portion of AGM
- Roberts Rules Explanation
- Brian Wong and Dani are recorders
 - No opposition, this is passed
- Scrutineers will be talked about moment
- Any questions or amendments?
 - Q: At AGMs, any minutes have to be ratified at end of meeting - will SGM minutes be made available?

ANNUAL GENERAL MEETING MINUTES

January 29, 2020

Native Canadian Centre of Toronto, 16 Spadina road

- **M.E.:** Those minutes are not available, they weren't prepared in time for this meeting.
 - This meeting wasn't a proper meeting, none of the decisions were binding
 - The motion was not to give the board a 3 year term
 - The motion helped affirm the decision from the membership
 - There is no vote in any form that is valid
 - The bylaws still do exist, even if the group affirms them or not
- **Q:** Could we not have a vote for all of you at this meeting? Just to make it transparent, above board, legal, etc
 - **M.E.:** What you're proposing is not this agenda item
 - It has been common at our AGMs to pass motions from the floor, and those motions are not binding. You must give members 10 days to pass motions
 - We can do another vote that isn't binding, if you'd like
 - I would suggest that we do that kind of vote, at the end of the meeting
 - [Clapping in audience]
- **Q:** Maybe we have another vote in 3 weeks time, we can vote for the whole board in 3 weeks time at an SGM - make sure everything is transparent and above board?
 - **M.E.:** I feel like I know what you want to do, and have some thoughts on how to do it.
 - This is not the time in the agenda to do it - I'm worried this will take up too much time right now
 - Will you indulge me to address it after the election? Can we do this after the election?
 - Out of order motion, needs to come later
- **Q:** call the question
 - Moving on to the vote
 - motion carried (no opposed)
 - Ratify minutes
 - Motion carried (no opposed)
- Can we slow down further for ASL interpretation
 - **M.E.:** my apologies

7. Presentation of Audited Annual Financial Statements and Appointment of Auditor

ANNUAL GENERAL MEETING MINUTES

January 29, 2020

Native Canadian Centre of Toronto, 16 Spadina road

- Review financials posted online and appoint auditor for next term
- Auditor: I'd like to present findings
- They are now 2 pages, in the interest of time
- Qualified opinion
- Emphasis of matter
- Responsibilities of Management
- Responsibilities of Auditor
- We've audited financial statements of Pride
- In our opinion
 - the financial statements represent financial state of corporation as of July 31, 2019
- Common for non-profits, cash only is registered for beverage sales when it hits the books
- Correction of last year's financial statements
- Going concern that the organization needs to continue generating revenue in order to be in a strong financial position
 - The organization was able to generate a surplus for the first time in a long time
- Management's responsibilities for keeping good books
 - Our job is to test and verify things
- This statement is a balance sheet
- As of July 31, 2019, the organization was in a stronger position
- Current assets: receivables, grants, prepaid expenses
 - Better than previous year
- Surplus this year, last year significant deficit
- Grants were up from \$700k to \$2M
- Sponsorships up
- Expenses up 10%
- Net result was excess of revenue over expenditures
- We have a surplus this year of \$143k
- Organization is stronger
- Note 2: correction of error
 - We had to go through and vouch expenses depending on materiality
 - Uncovered 4 invoices that related to previous year, 1 was year before that
 - Effect of restating financial statements by \$248k - correction of this error
- Detailed note on grant revenue is most significant
- Comments or questions?
 - Q: These notes are not available in handout, are they available online?
 - Auditor: Yes
 - Q: Single largest in increase comes from government grants

ANNUAL GENERAL MEETING MINUTES

January 29, 2020

Native Canadian Centre of Toronto, 16 Spadina road

- FOIA - obtained grant from Celebrate Canada
- \$250k to celebrate decriminalization of homosexuality in 1969
- None of these reports presented today account for these funds
 - Feb 19 email exchange w/ former ED
 - Pride did not receive any funds related to this
 - Did Pride receive these funds?
 - If yes, why was I lied to?
- **Christin:** We have an item coming up later about transparency in grants, all of this will be covered - this is not an auditor question, so we'll let him finish and we'll get to all of that
 - **Q:** Point of information: Motion later is about transparency, not about this. There are unanswered questions about 2019. I'd like to know where that \$250k went?
 - **Did we receive a grant to celebrate decriminalization and if so where did that money go?**
 - **M.E.:** We did receive a grant from heritage canada
 - How the grant was used can be detailed afterwards
 - I don't know the answer
 - The way that our financial statements are prepared needs improvement
 - There is information I want to know that I can't readily extract
 - The grants we receive address multiple budget lines
 - I can share the report about what the grant funding was used
 - I can't speak beyond that what it was used for
 - **Q:** I sent a letter on Nov 27 - you still can't answer the question now?
 - **M.E.:** Tom, you have been very outspoken. Homosexuality is not decriminalized.
 - I'm not going to make up an answer.
 - The money was used. What happens with granting officers- it became evident to people in Pride to not celebrate the decriminalization, so funds were used for other activities that were approved by the granting body.
 - **Q:** Is this how you treat the membership, you don't prepare the information?
 - **M.E.:** Thank you for your question.
 - I am now able to access the information to answer your question (just happened recently)
 - I'm happy to sit with you (and anybody else) to share that information
- **Auditor:** any other simple questions?
 - [Laughter]
- **Questions**

ANNUAL GENERAL MEETING MINUTES

January 29, 2020

Native Canadian Centre of Toronto, 16 Spadina road

- **1: You mentioned that you gave a qualified opinion. That's a reflection that the auditor couldn't give an unqualified or clear opinion. Maybe you didn't have access to something, or something wasn't correct? Could you give a list of missing/unqualified items**
 - **A: Funds in books, we have accounted for that. What the qualification relates to is that if we didn't see funds into the bank account, then we would have no knowledge that any money was collected. This is quite common in a significant number of non-profit orgs. The size of the orgs doesn't have enough internal control.**
- **2: Size of org - standard to not have enough internal control. In your considered opinion, are there issues that you have discovered over the last 2018-2019 period that give you pause or concern that the membership should be aware of before it approves not the statements per se, but something that you think professionally speaking, that you think the membership should know**
 - **A: As professionals, we cannot be associated with financial statements that we do not agree with. The fact that we have produced the financial statements says something. There is a trick in materiality.**
 - **When we sit down and we do an audit engagement, we have to sit down with the client and management, we have to assess the risks, we have to gain a level of materiality, we calculate materiality, then we decide how much are we going to vouch. We set aside a number of items this year to set aside and vouch. When we found the 4 invoices this year, the question came up - why weren't they included last year?**
 - **In our mind materialy, we think these financial statements are accurate**
 - **We did other testing WRT other expenses of the board, we found those to all be in order too.**
 - **We expanded our engagement this year a little bit, I'll leave it at that.**
 - **We would have to do a denial of opinion if we didn't think anything was correct, and we didn't do that.**
- **M.E.: Motion to accept financial statements**
 - **Supporters:**
 - **Lisa Amin**
 - **Helen H.**
 - **Motion carries unanimously**

8. Election of New Board Members

- **M.E.: Introducing candidates and process**

ANNUAL GENERAL MEETING MINUTES

January 29, 2020

Native Canadian Centre of Toronto, 16 Spadina road

- Presenting in order that candidates appear on website
- Starting with Alyssa Mohabir
 - AM: Everyone should have copies of the bios
 - I am a queer woman of colour, indo-caribbean background
 - Masters degree in public policy, have worked at a corporate bank for the last 5 years
 - Have been involved in a number of audits personally
 - May be really good things to note
 - Unlike some of the other candidates, I don't have a lot of board experience, but I am willing to learn and I am a hard worker. Pride needs some candidates that come at this with fresh eyes and differing opinions. As well, I think that we should have a more diverse board [clapping in audience], more representation from all members of community, not just a few sectors, not just corporate sectors, everybody who is actually involved in community [clapping].
 - As well, as a queer woman of colour, we need more intersectionality in Pride. Historically that has not been the case, this is important to note.
 - I am an open book for questions, if any have questions during question time, I will be happy to answer
- Kwasi Kyei Mehsah
 - Thank you for your time
 - I remember how powerful it was marching last summer
 - Affirmation of my commitment that Pride and all of the values that the organization is built on are held
 - I see this as a much needed contribution
 - Fresh outlook, outside look in
 - I am unphased by a lot of things
 - I have many experiences that have led me on the path in front of your presence
 - All who have been marginalized will be included
 - I will do all in my power to ensure the longevity of Pride in Toronto
- Shakir Rahim
 - Queer racialized man
 - Criminal defense lawyer here in Toronto
 - I think that Pride has so much to offer our community, immense symbol of liberation and belonging
 - There needs to be tremendous improvement in the organization's transparency, alignment w/ progressive community values, and community outreach/relations
 - These are 3 areas I want to deliver on
 - Explained past board experience (4 boards)

ANNUAL GENERAL MEETING MINUTES

January 29, 2020

Native Canadian Centre of Toronto, 16 Spadina road

- **Understanding of skills necessary**
 - Policy development
 - Stakeholder relations
 - Financial oversight
 - ED recruitment
 - Etc
- Co-led campaign in missing persons review after Bruce Macarthur
- There needs to be a lot of healing, pain that needs to be addressed
- **Jed Jaber**
 - Middle Eastern author
 - Social expert, large scale research on committees all around the world
 - My book: Queer arab martyr, 9 years of research in north africa and middle east
 - Project management expertise
 - World back social expert
 - Beyond my skills, I would like to speak to my empathy and compassion
 - More inclusiveness
- **Zac Schraeder**
 - Start by expressing deep gratitude to be able to stand in front and talk to you
 - Most is in my bio
 - Distilled into 3 things
 - **Compassionate listener, believe in the power that listening has**
 - We need to get listening back
 - **Outreach and advocacy and education**
 - What I do for a living
 - Pride can do more in terms of year round advocacy and outreach work
 - Pride is a celebration, but Pride is “looking after each other”
 - I want us to do more
 - **Diversity is a core value**
 - Board of directors really needs to reflect the people who represent it. Please vote with your hearts, vote with diversity in mind.
- **Samantha Fraser**
 - Vote with your heart, same sentiment around diversity
 - I don't want to just be another white face
 - Realtor, “queerltor”
 - Serial entrepreneur
 - Many years in NPO space

ANNUAL GENERAL MEETING MINUTES

January 29, 2020

Native Canadian Centre of Toronto, 16 Spadina road

- Much experience with boards, applications, grants, stakeholders, all levels of government
 - I love formatting reports
 - Into transparency, vulnerable and sharing truths
 - I promise to always be kind and compassionate, to be your friend as much as possible even if you think I'm an asshole
- Brennan Sarich
 - I work at CAMH
 - Communications professional, digital media projects around advocacy
 - There is an opportunity for change in the way Pride does communication with members and beyond
 - There may be better mechanisms to better communicate, help share and understand
 - Big interest in education & advocacy
 - Worked in NPO for over 10 years
 - Interested in giving back to community that has given me a lot
 - Thank you for the opportunity
- Al Gnus is not here, didn't make alternate plans
- Shahbaz Mamdani not here, we are reading out a statement
 - Unforeseen medical family situation, providing assistance to support parents
 - My parents and community are part of my being
 - Choosing to serve parents so as to better serve community when I'm back
 - Q: are they still running?
 - ME: yes they are still running
- M.E.: Questions to the floor, limiting questions to 10 minutes
 - 1: Can candidates please tell us your position on participation of institution of policing and why?
 - Brennan S:
 - It's a really important discussion
 - Anyone who comes to Pride should feel that it's a safe, secure space
 - In terms of safety, everybody needs to be able to come to the event and feel welcome
 - We also need to make the event safe
 - People drive vans through the event
 - In terms of policing, I think it's a long conversation and a lot of strained community relationships with the Police, I welcome other people's feedback on the route to go forward
 - I think they could have a presence, don't know what

ANNUAL GENERAL MEETING MINUTES

January 29, 2020

Native Canadian Centre of Toronto, 16 Spadina road

- **Zac:**
 - No, too many people affected
- **Samantha F:**
 - I remember being young and seeing Police at Pride
 - After growing up and speaking with members of marginalized communities, my mind has changed
 - Defer to marginalized communities to tell us what work needs to be done and have the police keep working on it
- **Alyssa Mohabir**
 - Police haven't done enough
 - No
 - There was a point in time where the police were half the parade, we can't go back to that
-
- **Shakir Rahim**
 - Police have not earned the trust of the community
 - No
 - There will be conversations, things materially change, that's a long journey ahead
 - I don't see that as a viable option
 - If there was ever a conversation by the membership w/ the police
 - Marginalized communities must be most consulted voice
 - Their concerns must be prioritized
- **Jed Jader**
 - BLM, ALM, Minority lives matter
 - The problem needs to be said the way it is in terms of the police
 - No
 - Incite further conversation and work through policy creation, lobbying, work through a framework that might be able to influence the police's behaviour to members of the minority
- **Kwasi**
 - We can't arrive at a simple solution to this until we come together as a community
 - we must come together
 - We cannot exclude anybody, there are gay cops, we must include them
 - We need to have a swift action that brings us all together so that we are all together

ANNUAL GENERAL MEETING MINUTES

January 29, 2020

Native Canadian Centre of Toronto, 16 Spadina road

- 2: Portuguese association member. It would be nice to include more the organizations, like community groups that are paying significant fees to be in the Parade. Community groups should be free, we work. There needs to be a change, multiculturalism is very important.
- 3: My question is for all of you. Black queer youth, I'm speaking from this group. I want to know what are you going to try to do effectively - don't talk to somebody to talk to somebody to talk to somebody to talk to us. What are you going to do to help our group? Coming together doesn't always work.
 - Kwasi
 - I particularly feel for you and what you are saying
 - There are things that we did before, they weren't done right, we can learn from them
 - Unity is key right now
 - I don't believe coming together will solve everything
 - We need to keep trying things, if they don't work, try another
 -
 - Jad
 - Speaking from experience as a social advocate, economic developer
 - Reach out to someone in the community, to reach out to somebody in each community
 - You need to be part of the community to understand the nuances of it
 - Recruit more, make the core team part of these minority groups that we're trying to reach out to
 - Shakir
 - Interview process (ED - how would they address it?)
 - Talk about marginalization of black queer youth in strategic planning
 - Tell whoever is our operational team, we want reports monthly on what has been done
 - From a governance perspective, this is what I would do
 - Q: I was the person who stopped the parade. I feel like these things have not been done properly. Coming together is not working - coming together is not helping.
 - Alyssa
 - Echo prior 2 speakers
 - We need to have more diversity, working volunteers involved in Pride
 - More visibility of black people, brown people, trans people, non-binary people, people of all ages
 - More visible diversity, start with this, implement program checks

ANNUAL GENERAL MEETING MINUTES

January 29, 2020

Native Canadian Centre of Toronto, 16 Spadina road

- We have hired this many people, how do we get more people involved?
- Not a quota system, people should be organically involved and feel represented
- Samantha
 - A lot of things I agree with, some things that I don't
 - Important in governance of an org, diversity & intersectionality is reflected
 - As a white person, I need to have a conversation with people in your community so I can do as much as I can to understand what is important to your community, so that I'm not just hearing it from somebody
 - I run a conference called Playground
 - Big focus is intersectionality and inclusion
 - I need to speak to the people, let the people speak themselves
 - It's not enough to have other people come in and take notes
 - It's important to get in front of community members
-
- Zac
 - As a board member, I want to listen and do work
 - You deserve to be heard and get what you want
 - I will do the work with whoever to make sure it happens, it is important
- Brennan
 - Thank you for coming up and asking this question, a serious issue and
 - I remember how jubilant the black community was and how big a change there would be
 - I'm hearing from you that there hasn't been that big change
 - There are many ways to include voices and people in areas where there hasn't been change and progress
 - We need to build the information you have and build from your perspective so that we can build the groundswell
 - Q: just no scapegoating, that's it
- M.E.: out of time, everybody in line can just ask their questions for our record
 - 1: Important talk about intersectionality, I am hopeful we are moving in the right direction wrt Police. Peter Mackay has said that he wants to use the parade. I would take a headshake, would you allow Peter Mackay to march?
- M.E.: Room has to be vacated in 6 minutes
 - 2: Marketing Promotion was largest expense. Would you spend more or less to promote the festival?

ANNUAL GENERAL MEETING MINUTES

January 29, 2020

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- M.E.: 1.2 million is in kind donation from media
- 3: to CAMH candidate - How would you have the audacity to say you are providing a safe space when you are complicit in the torture, murder and incarceration of queer people in general?
- 4: Lots of really strong candidates here. This is an important role for us to have strong leadership, somebody who is committed to a long term relationship in this role. Do you have the time to allocate to this role, will you stay? People wouldn't show up to meetings etc...
- 5: Board members have historically been cis-gendered. What would the board do to include trans, non-binary, culturally specific genders, deaf, disabled communities?
- 6: Queer/Trans homelessness - study from 10 years ago, shelters don't want to research it any more? What will you do to address this disparity?
- 7: End of report, Trace Labs. Pride Toronto's Trace Labs submitted 1000 pieces of evidence to the police. What does Pride and the board members think about contributing to the surveillance state?
- M.E.: Providing equal information on voting platform.
 - You can vote yes for as many candidates as you want
 - 4 candidates with most yes's will win. A no is counted as a no, abstention is counted as a no if the yes' do not equal more than 50% of the room.
 - People don't win the election if they get the most yes', they must get at least 50% support
 - Q: How long is the term?
 - M.E.: Term is 3 years, begins at this meeting (the meeting they're elected)
- M.E.: Can we close the poll before the pre-allocated time?
 - No
- M.E.: I've just been told that the online voting will be open until 10PM tonight. The results will be available tomorrow morning.
- M.E.: There is the ability to appoint scrutineers to the election
 - Role of scrutineer is to ask questions, prevent vote tampering, no misuse of the vote
 - Open to the floor - will anybody be a scrutineer?
 - Q: What would they have to do?
 - ME: Folks are leaving, but this is an important part of the meeting
 - Glen volunteered
- Motion by Michael Ain to make Cameron and Glen the scrutineers
 - No opposition, passed
- M.E.: we are over time now
- Point of order:
 - Carrie C - Motion to appoint the auditor

ANNUAL GENERAL MEETING MINUTES

January 29, 2020

Native Canadian Centre of Toronto, 16 Spadina road

- Any opposition? No
- motion passed
- 2 motions were brought to us by proper notice
 - We will pass these as board of directors for time being
 - There is a lot of unresolved stuff, esp w/ Team leads
 - We have team lead meeting on Feb 4, entire board and new nominees will be in attendance, hopefully at that meeting we can talk w the team leads to make some actionable concrete items to move forward
 - Just because it wasn't passed this meeting doesn't mean we can't take action to meet people's needs
- Q: Grant questions - submitted a motion that hasn't come up for a year, to make finances more transparent. Can we have an SGM around finances?
 - M.E.: out of order. We put a form online to answer your questions
 - We as a board want to have more SGMs, we will take your comment strongly under consideration
- Motion to adjourn, seconded, passed
- Motion to clean up the space, passed