

Board Candidates Q&A Session Transcript

6:00pm - 7:30pm EST Thursday, February 9th, 2023

Zoom (Registration required)

Disclaimer/Note: This text below is not a verbatim transcript; please excuse verbiage for any brevity and grammar.

Recording Begin

Grant (he/him)

Review of the recruitment process. Voting method and then getting into the Canada remarks, candidates introducing themselves and the Q&A session, and we will conclude at 7:30 pm. ASL and interpreters have been secured for this meeting. If you require this service, please look for the interpreters who are spotlighted, you may PIN the interpreters to your screen at any time by bringing your computer mouse to the interpreters. Select block, interpreter, zoom, box, and select PIN. If you are speaking, please remember the following ground rules: speak clearly, and avoid speaking fast, to assist the interpreters in translating efficiently one person to speak at a time. Interpreters are neutral, and abide by the code of conduct. Please speak directly to deaf and the hard of hearing individuals, not the interpreter.

We acknowledge that we are on the traditional territory of many Nations, including the Mississaugas of the Credit, the Anishnabeg, the Chippewa, the Haudenosaunee and the Wendat peoples, and is now home to many diverse First Nations, Inuit and Métis peoples. We also acknowledge that Toronto is covered by Treaty 13 with the Mississaugas of the Credit, and the Williams Treaties signed with multiple Mississaugas and Chippewa bands. We also acknowledge all Treaty peoples – including those who came here as settlers – as migrants either in this generation or in generations past - and those of us who came here involuntarily, particularly forcibly displaced Africans brought here as a result of the Trans-Atlantic Slave Trade and Slavery. We pay tribute to those ancestors of African origin and descent.

So a quick overview of the board of directors, the board oversees and manages the strategic affairs of Pride Toronto, and is composed of a minimum of 5 directors and a maximum of 12 directors in terms of term of office and remuneration. The board directors, as you know, are elected typically at the Annual General Meeting. But sometimes it's special general meetings as it warrants and they serve for approximately a 3 year term. So it's based on AGM to AGM, that's why it's approximately 3 years, with a maximum of 2 consecutive terms. This role is an unpaid volunteer position. With exception to any reasonable expenses incurred when undertaking the role of a director, and I will note that in Pride Toronto's history, very few directors, full disclosure, if you don't know, reach the 3 year term of Office, at least recently in the last few years. In terms of board meetings, the Board does meet regularly, typically once a month, and as needed more frequently. Meetings last typically around 3 hours in length. And we do typically meet in the evenings. And since the COVID-19 pandemic began we have met virtually, although on occasion we do try where possible, to meet in person, although that has not been very frequent, and we're only building toward. That in terms of the role of staff the Executive Director is an ex-Officio member of the board, and the executive assistant provides coordination and meet minute taking support.

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In terms of the Board's powers, I'll just run through this very quickly and broadly, but that they include, but are not limited to determining Pride Toronto strategic priorities and direction, and reviewing the performance. The operational performance of staff based on achieving those strategic priorities, ensuring the financial stability and strength of Pride Toronto including proving budgets and reviewing and approving the audited financial statements, and ensuring the long term organizational stability and strength of Pride Toronto, which includes the hiring, and oversight of the Executive Director, and and through the Executive Director oversees Pride Toronto's operations. That said the board of Directors, is not an operational board. We do not as is typical in governance boards, get into the day to day operations of the organization. We, support the ED (Executive Director) in that work.

In terms of specific roles and responsibilities. Aside from the role of Officers, so that's the co-chairs, the treasurer and the secretary, directors don't have specific responsibilities. Our responsibilities are shared among one another in our vary and and could include board level deliberation and decision making, committee level work including sharing committees, and through that some areas of focus include policy development reviewing budgets and financial statements and shaping advocacy, participating in community discussions and meetings, as well as trainings and seminars, reviewing all materials before meetings of course, and it's not bulleted here, but representing Pride in the community at meet events, actively participating in the festival, representing the organization as well, so definitely a lot of work. Yeah. Pride Festival, and just and, generally speaking, the minimum commitment of hours is 10 to 15 per month. But that changes from month to month, depending what's happening. Obviously in June, it's far more significant. And if there are other priorities that are that take up time, you know. Speaking as a Co-Chair myself sometimes it's almost comparable to a full time job, could be 30 plus hours a month depending again, depending on those priorities, and and as a reminder, it is a volunteer role. So we're very committed to the work that we do on the board, and certainly not chasing after, and we we do not permit compensation for the role that we undertake here at the Board.

In terms of reviewing the recruitment process so, as usual, at least the last few years, we've been on a consistent schedule of calling for applications for the Board of directors, so I think that went out in October later October early November, in December we conducted interviews. Sorry. Just a backup. We received a significant level of interest from community members, and I think we had about 19, maybe 20 applications for the role of the board. So very high level of engagement, which is very great to see, and then, in terms of the interviews, the Board decided to short list to 6 candidates, and we conducted about 45 min long interviews, 15 min debrief of just a committee and came to select our Recommended slate of directors, which all of whom are here today to participate in this Q&A session.

Before I introduce them briefly, just an overview of the voting method we'll go through this again at the at the Annual General meeting, but you know there are 2 scenarios right now. There are 4 vacant positions that are up for election, and as you use you see, with the Board's recommended slated candidates, there are four candidates. So in terms of how voting will occur, members will be asked to

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vote on a motion to approve the Board's Recommended slate for election as a whole. If that motion fails, the motion, the vote will proceed as a Yes/no/abstain vote for each candidate individually, where each candidate must receive 50% plus one votes, and where abstentions do not count as part of the total vote percentage. In scenario 2, if there are more candidates than available positions, members may vote up to the same number of available positions, so have up to 4 votes don't have to use your 4 votes, and in terms of the winning conditions successful candidates, will be the top 4 Candidates based on the votes received. Members may, of course, only vote for a candidate once, and abstentions are not counted as part of the total vote percentage.

So to introduce the candidates they are, Troy Dunn, Samantha Fraser, Osmel Guerra Maynes, and Nirmalan Vijeyakumar. I will ask each candidate in alphabetical order, starting with Troy to introduce themselves, provide any remarks, or up to about 3 min, I'm not really timing, but just to give some structure, and we'll ask each other candidates to do that, and then we'll we'll get right into Q&A. I see Gary, your heavy hand raised so you'll be the first to to ask a question I'll make a note of that, and again, I'm not really timing anyone. But but there are folks, everyone's here to participate. So please keep your questions to around 2 min, and each candidate will be asked to respond to the question. So about 2 min for response, I would ask respect for the 4 candidates who are here participating, that we don't single out any one candidate that you ask your question in a way that all candidates can participate and respond so that members have an understanding of who these folks are. Why, they're running, and give them that opportunity to share their insight about the issues and concerns and and other questions you may have, as you consider, their candidacy for election. I will note going back to the voting method I neglected to mention, acclamations are not permitted by the Ontario Not For Profit Corporations Act. So that's why, even if there are the same number of candidates as vacant positions, nonprofits can't just acclaim them. So we do have those confirmation steps as we've listed in scenario one, case you are wondering about that. Okay, so on that note, only candidates are here. I'm gonna ask Troy Dunnto to lead us off with Candidate remarks, and then we'll move on to Sam, Osmel and and Neralen right after.

Troy (he/him)

Thank you. Grant, can you all hear me? I'm just in a hotel and Wi-fi is not great. Is it good?

Grant (he/him)

Yes.

Troy (he/him)

It's good. Okay, perfect.

Mahnaz

Your video's not on.

Troy (he/him)

Oh, it. It's not okay.

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Grant (he/him)

I do see Troy's video on so it might

Mahnaz

Your video's not on. Hello! Can you hear me? We can't see.

Grant (he/him)

Yes, so I'm not sure who's speaking, because I can't see your box. But if you're having some Wi-fi issues, that might be a reason why you don't see video, because I see Troy very clearly, and I heard other folks say that they see Troy.

Mahnaz

All right, I'll try to connect from another computer.

Grant (he/him)

Okay, thank you. Go ahead. Troy.

Troy (he/him)

Great. Well for those of you that I've not met. My name is Troy Dunn. I have 4 wonderful children. My oldest daughter is 20. My other daughter is 13 and two boys, 12 and 8, so you know a little bit about me. I have been with Apple for this year almost 18 years and I sit on the board currently of the Retail Council of Canada, and also Canadian Council of Aboriginal business, and you know for me, I wanted to be on a board that represented the community that I'm part of but also the place where I can offer some support, I'm indigenous as well from the Bedonkohe First Nation, and especially in talking with the Pride people that I spoke with so far I'd love to be able to offer some additional insight, both as a father, but also as an indigenous, gay man. Over to you. Grant.

Grant (he/him)

Thank you, Troy. I'll pass it over to Samantha Fraser.

Samantha Fraser (she/her)

Thank you Grant. Thanks, Troy. It's lovely to meet you also. From the little tiny picture that I have of you, I definitely would not have guessed that you could have children of that age. So whatever, you're doing to your skin, keep it up. Hi, everyone! My name is Samantha Fraser. I am actually on the board right now. I have been on the board since January of 2020, and I would like to return, which is I don't think, something that you hear too much from people who are on this Board of Pride Toronto. I have been here through a lot of ups and downs, you know the Covid pandemic started just a couple of months after I joined, and I you know we've done a lot of good things. There's obviously a lot of things that people aren't pleased with, but some, I believe in the work that we're doing. I've contributed a lot to the work that we're doing. I mean, one of my main goals was making sure that I was not the most common skin color on this board. I think we've done a really good job of

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diversifying and making sure that we have a lot of different voices and expanding as well, expanding we know that we're more than a festival. We know that we're pivoting to a 365 organization which is really important to me as well, and we're connecting with lots of other communities. I do want to apologize in advance, because I get a little bit rambling when I have a headache, and I have been in extreme pain all day because of the weather outside, so I will do my best to answer questions as well as I can. Thank you back to Grant.

Grant (he/him)

Thank you, Samantha. I'll pass it over now to Osmel.

Osmel (he/him)

Hey, folks. My name is Osmel Guerra Maynes. My pronouns are he/him/his. I am a queer proud black man with a Latin American descent. I'm currently living in Toronto. I am the one of the directors here at HQ Toronto, as the organizational Development Director, and not only that. In my former, I guess life, I should say I was the executive director of capital Pride. And so that's pride in Ottawa that focuses on both Ottawa and Gatineau. I'm here with my husband. As I said before, I'm from the Dominican Republic. My husband's from Cuba. So we are here. We're enjoying, I guess Toronto, I've been living in Toronto for many, many years, but he recently moved here, and so we are happy and and so forth. I think for me. What, what, what makes me want to ensure that you know I provide a voice for folks who look like me onto this board is because in many cases I've worked with the LGBTQ2S Plus community for many, many years. I want to continue doing that work. I know that I've worked with a lot with newcomers and refugees. Allowing them and letting them, understand the ideas of coming into a space where they can actually live in truth. I come from a nation where, just being me and I'm probably most of you as well, is jail time, or even death, and so in many cases I feel that Pride in itself allows folks to come into a space where they can actually live their complete truth. And know that they can actually, you know, be with folks or love folks they really want to love. I think that's it for me.

Grant (he/him)

Thank you Osmel. And finally, Nirmalan.

Nirmalan (he/him)

Thank you. Grant. Hi, everyone! It's nice to meet Samantha, Osmel and Troy. Very lovely words at the end there, Osmel, I really like that. So like, I said. My name is Nirmalan, and my pronouns are he and him. I have proud roots, and grew up in the Malvern community, and I'm a Scarborough person at heart. So, if there's any Scarbarians on the line, happy that you folks are on the line, and I get a chance to tell you why I want to do this. So I have a background as a project manager, and I've worked in public policy and government relations. So for me what I'm about is a lot to do with advocacy and helping. You know, equity, deserving groups you know, move up within the city of Toronto. One of the cool things I've done in the past is I've worked and volunteer with other, not-for-profits. So one organization I advocated with was TTC Riders. They were a group that advocated for better transit service in Toronto, and I was key in helping getting 2 hour transfers,

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implemented in Toronto. So you know, meeting with government officials, joining folks at city council and things like that so I have a strong passion, you know, with helping equity deserving groups. So for me. Pride is, you know, it's a movement, it's a collective. It's how we can improve the lives of 2SLGBTQ+ people plus people within Canada, Ontario and Toronto. So I really see this as my opportunity to add my skills and help us all move forward. So yeah, a few things about me. Thank you Grant.

Grant (he/him)

Thank you very much. I will note there still will be opportunity at the AGM to ask questions of the candidates. We thought, because our AGMs are typically full of business, that we would offer this opportunity as we did last year, for folks to engage with Members. So it's certainly going, I think, above and beyond just doing this at the AGM. So just make a note of that, and I will go right into questions. So, first one with hand raised is Gary. Sorry I forgot to mention. I will call folks in order of hands raised. You are welcome to verbalize your question and speak, or in calling calling you, please feel free to enter your question in the chat, and I can read it out. So anyway, over to you Gary.

Gary Kinsman

Can you hear me?

Grant (he/him)

I can hear you.

Gary Kinsman

And people can see me? I'm assuming I can't see myself on the screen.

Grant (he/him)

Yep.

Gary Kinsman

I unfortunately have to leave at 6 30, because this event is scheduled in conflict with a number of other events, including the one for Nancy Nicol at University of Toronto, around the envisioning project and all of her videos. The question I wanted to ask was actually prior to the speeches from the candidates, and that's why I felt that what was happened, but actually was done to me was not proper. I wanted to ask what criteria the Board actually used to select the candidates. The 4 candidates that are speaking to us tonight. And why did they exclude all of the other candidates? It was mentioned that people were interviewed, but it was not mentioned what criteria was actually used to either include or exclude people, and this, I think, is really important, because it may mean that there are some of the candidates who wanted to be on the board who are not part of this, selected list, who may actually from some of our vantage points be better people to be on the board. Please answer, and I have to leave in 3 or 4 min, so please answer as soon as you can. So it's a whole series of questions that will be asked coming out of the No Pride in Policing Coalition statement on Pride Toronto. Javier and maybe other people will raise these questions. Later on.

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Grant (he/him)

Well, thank you, Gary. So first and foremost, as part of our advertisement, if you will, when we do put out our call for applications we do want to make sure that our candidates reflect the diversity of the community but also it's not just about that. I think we wanna set people up for success. Which is why, you know, we do prioritize folks with the governance experience, experience with nonprofits, especially in certain areas of focus, whether it's community engagement communications in public or failures again, not for profit Governance, policy, development, finance, and so on. And that was listed in the call for applicants. You know, it is our role as Board to go through those applications and provide recommendations for those to the members in terms of election, and we've taken significant time as volunteers to undertake those interviews and bring forward to the Membership, the candidates who are also here to explain why, they think they are in a position to be in our strong candidates for the role of the board. Last piece I will mention is that any candidate that participated in the recruitment process as per our bylaws, may request, not request, can be added period to the ballot within 48 hours of the agm. If they secure the support of 10 members, so that that is what we've communicated to the candidates we interviewed, that is, in our bylaws. So I just flagged that as well, for the members, and into your point, Gary, I appreciate you calling that object. We did. We did have a slide about criteria before that I inadvertently removed. So I will bring that back to the formal agm. So to kind of work through the criteria that we use to bring this strong complement of candidates to the membership

Gary Kinsman

Could I just save one brief thing before I have to go? This. My comments have nothing to do with any criticism of the 4 candidates who are speaking to us tonight. It has to do with the process through which the Board made these decisions. Diversity, I am completely understand. Questions of governance given that this means a lot of questions around real estate interests and work and financial management is not necessarily the people that should be on a board, that needs to be accountable to the community and the movement of people that we have organized and built so I just wanted to say that I I'm I have nothing against any of the 4 candidates who are running, but I would like to actually know all of the other people who were interested in running for the board because some of them might actually have some very interesting and useful characteristics anyway, I'll stop there and I hope the rest of the meeting goes well.

Grant (he/him)

Thank you. Gary. I'm just gonna pick my participants list up here. So the floor is open to members. Please raise your hand. If you'd like to ask a question, and I will call on you in order right now. I don't see any hands raised so just flag that But can wait a few moments, for folks to collect their thoughts and Javier Davila. Go ahead.

Javier Davila

Can you hear me okay?

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Grant (he/him)

Yes, we can see you as well

Javier Davila

Okay, thank you. So in the current context of escalating, policing and carceral and justice, we know that the current pride Toronto has not taken any action against John Tory's use of the police, nor has it taken any action against John Tory's use of private security to viciously attack the encampments of unhoused people, including Indigenous, black and many other queer, trans and two-spirit people. And the current pride Toronto continues to attend and give support to John Tory's Mayoral and official city functions. If you are Elected what concrete actions will you take against John Tory's use of the police and private security to attack encampments of unhoused people and will you commit to not no longer attending and giving support to Mayoral and official city functions which represent that Office which continues to harm, but black, indigenous, unhoused, queer, trans and two-spirit people?

Grant (he/him)

Thank you Javier. I'm gonna start again in alphabetical order, and I'll change it up as we go along. But we'll start with Troy. I can't hear you, Troy, if you're speaking. I think you might have put off your camera.

Osmel (he/him)

I think he did say that he was having some issues where he was.

Grant (he/him)

Yes. Okay. Well, we'll cut back to Troy up here. Troy? Are you back If you're speaking we can. We cannot hear you. But we did see you join.

Troy (he/him)

I am so sorry I'd hit the wrong button. I so apologize.

Grant (he/him)

No, no problem. Sorry. Go ahead.

Troy (he/him)

I missed the last part of the question.

Grant (he/him)

Javier, Do you wanna repeat the last part.

Javier Davila

So in the current context of escalating policing, and carceral justice, I put it in the chat. We recognize the current board has not taken any actions against John Tory's use of the police and

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private security. So what actions will you take if you are elected, and will you commit to no longer attending and giving support to mayoral and official city functions? The current board continues to support. John Tory continues to support city functions which have enacted violence against unhouse people, including indigenous, black, queer trans. And two-spirit people, those who pride Toronto is supposed to stand up for and centre.

Troy (he/him)

Yes, so I can't commit that I wouldn't attend. I think what it for myself, I would be get better educated on the board's perspective first of all, and understand why we're attending and why we're offering support. I wouldn't be able to make a decision today to say that I would not do that. I do understand, based on my current family situation, that the police have played a really tough role in very, very, very many people, in under represented communities and myself, I've lived a very privileged life, even being indigenous. And so I haven't had that exposure firsthand. But it's definitely something that I would consider the Board's perspective first, before I made any final decisions on how I would act.

Grant (he/him)

Thank you, Troy. I'll pass that over to Sam, Samantha.

Samantha (she/her)

Either, or fine. Thank you. Thank you Javier for the question. I it's it's challenging because I am a current board member, and I I do disagree with the statement that the Board supports it, because we we don't. I don't know anyone on the board who supports John Tory. We consider him sort of an, to manage my words carefully, but sort of a necessary evil that we sort of have to... That was not a very good choice of words. Remember what I said about the migraine. I absolutely don't support the police actions, but in terms of concrete actions that we can do. I mean, we are our Governance board. We don't attend any events. The last event that I attended, where John Tory was in attendance was the funeral sorry the memorial for the Colorado Springs shooting. I don't know why he was in attendance. I think that was a poor decision on his Office's part, and I would certainly not go to anything where he was. I do know that we do for the festivals who happen and for the festival to take place. We do have to work with the City. We do have to work with the police. It is a requirement of City Hall that we must have the police on site. None of us like it. None of us are fans of it. We are trying to do absolutely the best that we can to work with the people that we don't want to work with. And to help them understand how you know how to handle these things. With vulnerable people, and are there mistakes along the way? A 100,000% people get it wrong a 100 million times. It happens, but I will say I do not support. I do not support the removal of people in the encampments. I work in real estate, and I know that you know many people have a very negative view of people who work in real estate, and I will tell you that I share that same view. I don't like most of the people that I work with. I do a lot of work with queer racialized trans people who are looking for housing. So it's something that is near and dear to my heart. You know, but sometimes we're we're up against the walls, and there are things that we have to do to make a little baby steps, and I

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believe in baby steps. I know that there are people who would rather that we make some sweeping changes, but unfortunately it doesn't always work that way. Thanks, back to. Grant.

Grant (he/him)

Thank you. Sam. Osmel.

Osmel (he/him)

Thank you for your question, Javier. At the same time I wanted to just kinda like, applaud some of the statements that both Samanth and Troy have stated. As a black, queer LatinX person. I would have to say for myself. It's like I. I want to make sure that the voices that I represent are focused first, I think, in many cases exactly what other folks are saying being in a city that we are in we tend to have to work with city officials. In many cases, even when in Ottawa, having city officials from Ottawa to participate in flag raising and so forth, is something that is done through the city and whatnot. I think in many cases we are as a new board member as new board members are able to provide more. I guess insight from each of our perspectives, and allow folks within our communities to also understand that. Hey, this is, this is how we're working for you. We're trying to ensure that we can provide a space where queer trans folks can actually be safe in. But not only that but also calling out the city in terms of any type of malice that is brought forward to our communities. I think that's something that we also need to stand by. For me the police, and I are not the greatest of friends, and I make that clear in many of the past interviews I have done. I do believe that people of colour are supposed to be placed first and foremost, and I do believe that we can continue doing so with either providing more policies that we can put forward towards the city so that we can work in terms of saying Hey, this is what's happening within communities that we're serving. This is what we need to focus on. We need to put more money into not only festival events, but also programming that allows folks to you know, communities to continue to flourish. I think at the same time we are also have to look into grants and whatnot. In in many cases we as a board, can commit to the fact of saying, you know. Yes, we did receive a grant from a city, or we we get funding from somewhere else, but also statement the fact that though we receive this funding, we don't need to have you in, I guess photo ops or whatnot, I think I for me I want one to commit on my own about anything I think as a board we have to ensure that we have one voice in terms of providing that information to not only to the membership, but to to the public as well. So I think at the end of the day it's like, yes, we should be calling out folks who are harming folks with no communities. But, as Samantha also stated, this also a bit of a line you have to kind of cross in terms of continue creating a space for folks within our communities. So I mean for me being black and latino, I plan on once, if you elect me, to sit on this board, I will be the person to say like, Hey, this needs to be called out, this is what we need to speak on, but at the same time as part of the board, I want to make sure that I want to make sure that the board answers with one voice, so a lot of the discussions happening, understanding everyone's perspective, and then coming to a conclusion at the end, where we can then provide a voice for Pride in front of whomever in that Mayoral or Ontario office.

Grant (he/him)

Thank you Osmel, Nirmalan go ahead.

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Nirmalan (he/him)

Thanks, Grant, and thank you for the question. Have a really good one, and I think an important one to touch on. So one of the reasons I got involved, or would like to get involved with Pride and you know why I do a lot of volunteer on the side with 2SLGBTQ+ groups is, you know, a few years ago, recently, we had the report come out on missing and missed folks in the city of Toronto, and you know, focusing on the South Asian people who were murdered, focusing on the black people who are still Missing and murdered, the trans Folks are missing and murdered, and you know the focus on the institutional systemic problems with the Toronto police and how they, you know, really failed our community. I think it was mentioned the chat, and you know we elected a chief of police - or not elected, but John Tory appointed a chief of police who was involved in the Pussy Palace riots, and you know that really brought harm to a lot of folks who are part of the Lesbian Community. And you know I understand all of that. And I really do have my own personal views on the whole matter, and I know there's a lot to do with the police, and a lot to do with politics. I believe you know our membership is the voice, and if the membership, you know wants to bring this forward and whatever capacity, whatever the bylaws allow, whether that be, you know, a motion at the agm, or whatever it be, you know I think you know us as a board we we respect that, you know I agree with the other comments that you know Samantha made a good point. We had to make small steps with the whatever politician to, you know, achieve our wider goals of bringing collective change to and making our community a better place for 2SLGBTQ+ groups. So I think on a personal level, like, you know, I wouldn't do certain things, but you know, representing the Board and representing our membership, I think there's things we would have to do as a collective, and I think me going into this role again it's me educating myself, learning from what the other Board members have to say, what our membership wants us to do, and I think that would be my direction representing the Board, and how I would be involved with the politics, the police, etc. Thank you.

Grant (he/him)

Thank you Nirmalan. Go over to the next hand, Ande Clumpus, go ahead.

Ande Clumpus

Thank you. Grant. Hi, I'm Ande. I finished serving my 3 year term on the Board about a year ago, and so I first want to say to the 4 Board candidates, thank you so much for stepping up. Thank you so much for putting yourself forward. This is by no means an easy position, but it can be incredibly rewarding. And yeah, I just personally really appreciate all 4 of you stepping up. So my question is simple, what is one goal or aim that you have If you were to get on the board, what will a goal of yours be for the next 3 years? I guess put another way with something you'd like to accomplish?

Grant (he/him)

Thanks, Ande, I'll go in reverse alphabetical order this time. So Nirmalan, consecutive answers. Go ahead!

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Nirmalan (he/him)

Sure I may have more of a maybe, my isn't as fun. Maybe I think mine's is more a financial thing. You know. These questions have been brought up of, like, you know, Pride seems to be almost like corporate drive/corporate sponsorship. That kind of thing, that people are trying to push pride away from. So I think, for me is like making sure. You know Pride is financially sound. Pride can somehow rely less on corporate sponsorships, and whatever capacity that means. I think you know Pride is a movement. Pride is a protest. Pride is a celebration for a lot of folks, I mean, when I was, I think, 14 or 15 the first, like I came all the way from Malvern, and I took the SRT. I took 2 subways, and I went to Pride, and that was my first experience of, like, you know, a fun environment and the 2SLGBTQ+ community. So I know pride means a lot to a lot of different people. So for me, like, you know again. I don't know the finances. You know all of that, you know. I've seen the annual, the the financial records from before, but I think for me it's like, how do we make sure that pride can be more financially resilient, grow rely less on corporate donations where it makes sense and you know just continue to grow and be an advocate for all of us here. But yeah, that might be, not as a fun answer. But yeah, but back to you, Grant.

Grant (he/him)

Thank you Nirmalan. Osmel.

Osmel (he/him)

I think mine's more even boring. Actually. So I am a policy nerd. actually. So I love writing policies. And with that said policies, that allows us to one get grant funding. So even if so, policy writing, and grant grant writing. So actually getting more funding into the space. Nirmalan, I think that's where I can probably help you. In any case, I'm very connected with a lot of folks within within communities where we can actually use that that networking to encompass more type of more funding within the space. Not only that, but also checking to ensure that any type of sponsorship that we did receive that is, focused in terms of funding towards this particular group or particular action, that it is actually seen throughout seen through to the end. I'm my background is it is in terms of development. So I work hard in terms of getting, I guess, monies into spaces. So again, going back with this is that even you know I know that we all all speak about the idea of decorporatizing pride, and whatnot, but then, finding ways of how we can continue to fund pride is something that I'm willing to do in and happy to do so yeah. I think that's what that's one of the main goals for me is to ensure that that is there, another main goal for me is to actually have more of a presence of the Latinx communities within pride. As well. I know that I'm Black. I'm Afro Latino, but in many cases I do know a lot of folks within our communities who don't feel that they are always, you know, showcased at pride, and so I think my I would want to do that as the voice. Not, you know what, not as a voice, but like as a group with all of us together performing and and giving space to folks that are coming into, they are coming from, until, like my another thing, but my background is that I work heavily in terms, of a in terms of HIV so it for me it's important to have HIV information out there, especially during pride. I work in a clinic, so in many cases I want to inform folks about sexual health. I want to inform folks about mental health and so ensuring that that is some stances that I'm going to be bringing to the board is that I'm bringing mental health services and and he should be sexual

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Health services into the space, so that we can allow folks to feel complete and feel that they are part of our communities

Grant (he/him)

Thank you Osmel. Sam. Go ahead.

Samantha (she/her)

Osmel, I love that so much. Thank you. I've also worked in sexual health. So I think it's super important. And to sort of piggy back off of that a little bit for for me being able to. I remember when I call on the board, and I started to recognize how many people really felt not included at pride, and I know you know I'm not trying to be a white savior here. But I have really worked very hard to to make sure that we can bring these people to the table, so my goal, when I first joined pride, was to leave the place better than I found it, and I think that that is true now. But you know there are some things that have happened. There's a lot of community mistrust. There's a lot of things that need to be repaired. There's some healing that needs to be done, and I want to figure out how we can, how we can do that. So regardless of my background, I have a background in event planning, not for profit, working with all levels of governments, sexual and relationship and coaching and counseling. But for me it's about helping people feel recognized and welcomed, and there are so many people as as much good as we're doing. There are still so many people who are really only getting a little bit of a blip at the festival, and all year around and I want to make sure that those voices are heard. So for me, my thing is about community building and community bridging and reaching out to people that I know I'm making sure there are opportunities for everyone to be a part of this. So that's my goal. I know, I know, Ande, that there's a part of you when you're asking that question to me. That is also saying, Why are you doing this again? Great question, great question, you know, cause it just wasn't hard enough the first 3 years. But really, I mean I'm really proud to be a part of pride, and and I know that I know that we have so much conflict, and there's so much work to do. And you know my goal has, as it's been for the past 3 years, is to show up. I have multiple, invisible disabilities, and I show up 98% of the time I am. I am here to do the work. I am here to bring the people in to listen. You know that's my biggest strength is to listen and to kind of have a balanced view. So my goal is just to keep leaving this place better than I found it, and I don't believe that I'm there yet. So thank you for the question.

Grant (he/him)

Thank you, Sam. Troy. Go ahead.

Troy (he/him)

Yeah, it's a. It's a great question. Thank you for asking. Everybody that I've told that I wanted to be on this board has asked me why I wanted to be on this board, and it makes me think a little bit about just my own journey. I sit on a board that is very industry. I sit on the board there's more community, and I love one of the boards in a different way than I love the other one. Where you can have community impact it for me is just a place that I love to be. I also see an opportunity as somebody who is Indigenous, but also a father. You know I, my oldest daughter, she didn't have anybody else in

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her school that had 2 moms or 2 dads, 6 years later, when I had my other daughter she was one of 3 girls in our grade, one class that had 2 dads and so our communities having children in a different way than they did 20 years ago, and I don't always know that pride is the best place. I don't often see an opportunity to bring them there, and so I would love to just bring that perspective to the board. This is, it's a little bit selfish, but I also think a lot of people can benefit from it.

Grant (he/him)

Thank you. Troy. Next question from Anu

Anu

Thanks. Grant, I'm not turning my camera on, because I know this is being recorded. So there are continuity and sustainability issues, and those have been named already, as well as accountability issues everything from the way that our artists have been treated. Lack of transparency around financial decisions, inappropriate behavior by board and staff, etc. Etc. And there's an overwhelming sense of disconnection, disengagement, and distrust. It's not easy to call this out, there's great risks that people take in calling this out prior to be to applying to be on the board. Now, how have you personally been involved in community efforts to ensure Pride Toronto is accountable to communities harmed by systemic oppression? Might not totally apply this, Samantha, but I still wanted to ask the question, thank you. Thank you.

Grant (he/him)

I know I'm gonna start mix it up, start with Osmel.

Osmel (he/him)

Alright! Thank you so much for the question. As I said before, I used to be the executive director of, or the former executive director of Capital Pride in Ottawa, and so in many cases I've had to be in positions where I had to make very substantial decisions for me is that I I'm a person of my I'm like, I will tell you how it is. I don't want in many cases, folks believe that I may sound dismissive when I say things I think when I when there's an important task to be at hand, I I want to make sure that one that we have communications around it, that we have 2, that we actually state how it's affecting us as a community. I know last year for me, not last year but a couple of years, ago, in Ottawa. I'm just gonna reference an event that took place during pride. There was a paint can that fell off on back of a truck. And actually, the paint can smeared paint completely over our trans walkway. In many cases a lot of folks saw that as a means of, you know, like this degrading and and so forth, and so in many cases, for me, as a person I want to make sure the folks with our communities always feel that they are number one completely, and in many cases stating that you know this will not, this will not stop like I will make sure that folks are understanding that. Yes, this is this occurred, but we're not just gonna leave it as laying dogs I. I don't know how you sit in English, let leaving dogs lie or whatnot. I want to make sure that we can continue, and looking for the perpetrators who actually do something like that, and then speak out about it, and state it. So for me, I actually continued to the work and find out that it was an accident I actually went to the police stations and all this stuff to watch the videos And see video camera of the paint actually falling out of the back of the truck. But I

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think for me what I'm trying to say is that when I see something that is not correct in our society or in our communities, I call it out. My voice is not, is to be stifled. I I make sure that I will, that if I'm representing folks from my community, I represent them to the full, full advantage. From speaking of queer and Black History Month, where I know that in many cases I've gotten back hand treatment from a lot of folks who are saying that you should not be queer in Black History month. These are the things that I want to make sure that I continue bringing forward. I want to make sure that folks are understanding that if police is doing this to us in some type of way, then we are also will be communicating that not only to our communities, but actually trying to solve in terms of what we're doing to prevent it from happening on and not only that but keeping our community abreast, of what is happening, I think for me it's like calling out discrimination, calling out anything that is malicious with it that is in response to our communities is a extremely important. I tried to, as I said before, this I I do this as many times as I can. I actually do anti-opression, training and anti-lap racism, training and and queer competency trainings that I create for various organization. And so for me, like I've been I I think I've been through it all, and so has a lot of folks within here, and so for me, I'm going to call out when I see something that is not correct. My voice will not be silent on that. I'm I'm going to say right now that I am going to be leaving. Unfortunately, I have an HIV event that I am hosting that will be bringing more information about HIV and the stimas around it to folks with our communities. I would love to stay longer and and then have more questions coming at me. But if any case, I don't know if it's okay, Grant that folks can share my email, or my personal emails in case anybody wants to have any more questions that you you want to direct towards me, I'm happy to do that. As well. But until then I'm gonna say good night to rest of you and thank you so much for having me today

Grant (he/him)

Thank you Osmel, and we'll see you at the AGM where we'll continue this, the Q&A engagement with Members. Have a great event!

Osmel (he/him)

Thank you so much. Take care, folks, you see. Bye.

Grant (he/him)

I'll pass it over now to Nirmalan.

Nirmalan (he/him)

Thank you, Grant, and thank you Anu. That's a really good question, and I appreciate you bringing that up. I think for me when I applied for this position thiis volunteer position. You know. I know there was a lot going on with, you know, a lot of folks on Twitter. Or bringing up really good. You know, research, they've been doing, you know going on in terms of years ago a few years ago, I believe, with grants, and how you know things were going on. And a lot of communities are impacted. I know, pride did their own KPMG Review, and a lot of new oversight was brought on, and I think that's where you know the question of like ensuring accountability to membership to artists, to communities. It's really important that you know, we, as a group, have, you know, a fiduciary duty

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under the not-for-profit act. But you know our duty to our members is also an important one, where you know community consultation, you know, engaging our membership, working with the artists, and, you know, ensuring, like a lot of the problems I think, for my you know, past work is that once you start getting to oversight and a lot of frameworks, of agreements and things like that. It almost takes like a colonial approach where we're trying to do an anti-colonial approach. So like, you know, working with folks in the indigenous community, where you know you're coming to them with all these agreements, technical things isn't really how some things work so I think it's understanding that. Yes, we need more oversight. We need governance, and I know that's a big thing. We, pride right now, because, you know, there's money's involved. There's communities impacted like from the KPMG Review. I know our indigenous members were really impacted. So you know, what can we do to improve our oversight, but connect with community, our membership in the anticolonial, anti-oppressive approach is really important. To the to the last part of your question. I was trying to think of an example, but you know for me personally, like I I guess I'm a very strong, progressive, but like I'm not scared to go protest. I'm not scared to go hold up a sign, and you know, yell at a politician. I'm not scared to, you know voice, for people who cannot have a voice and anything for me being part of the South Asian community. I'm you know my parents are immigrants here, and I know for immigrants, especially that if you're an immigrant and LGBTQ+. And this is your first time in Canada or in Toronto. It's like you may not know how to take the subway. You may not know what's going on in politics, and you know, for folks who don't have that voice, especially the South Asian community, I think I really just want to be that at least, too. So I think that's how I come into play from a personal level, and how I kind of work in voice for those voices who may not be speaking up sometimes. Yeah, I think I kind of answer that. But back to Grant

Grant (he/him)

Thank you very much. Troy. Go ahead.

Troy (he/him)

Yeah, so for me, there's two things, Pride has been a very important part of my life growing up. and and how I identify. The lack of transparency that the community feels is an area that I would love to be able to help with. The 2 other boards that I sit on just the guidance and also the accountability are really important to you, and so in deciding to actually put my name forward, I did ask some information about finances, and you know the perspective of the board. I think there's definitely a clear perspective of people losing trust, especially in the indigenous community. And you can do one of two things. You can help propel that, or you can help try and fix it, and I hope that I can try in a small way try to fix some of that.

Grant (he/him)

Thank you. Troy. Sam, go ahead.

Samantha (she/her)

I was just wondering if perhaps, if Anu has a slightly revised version of the question that maybe I can answer. Since I've been on the board for a while, and if you don't, that's okay.

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Anu

If you can. Yeah, bear with me, I'll try to say it out loud and capture it to put it in the chat.

Samantha (she/her)

Sure.

Anu

Yeah. No one's actually answered my question so far, because the question is, what have you done prior to being on the board or applying to be on the board what have you personally been involved in in terms of community efforts to ensure Pride Toronto is accountable, so not a theoretical question, not a what you're going to do. But what have you done? I think, Sam, if I could ask you, and I know we're not supposed to ask one question to one member. But what have you learned about community accountability, or being accountable to communities in your time during the Board and how would you apply those lessons if you were to be selected to be on the board for the next term? Thank you.

Samantha (she/her)

Okay, yeah, thank you. No, that's that's great. Because the my answer to the question is, What if I, if I look back at where I was and say 2019, I hadn't done anything I was doing my own personal and professional work. You know, to help communities, but in terms of keeping pride accountable that wasn't something that I was doing. That's why I wanted to join the Board. Sorry. I'm just reading what - so in terms of what I've learned; everything so much! I have learned so much about so many different communities. And it's been really, really, really helpful to learn when to sit down and shut up. It's been extremely helpful and learning so much about other people's lived experiences. And when to put people upfront, when to stand in for people, when to, you know, have them beside you, and when to address the fact that you know there are wrongs. One of the things that's been hard in terms of accountability. Hard's not the right, not the right word, but in terms of accountability. When you join this Board, and I've said this from the very beginning. We have to take responsibility for the mistakes of our predecessors, and there have been plenty of mistakes, and the new Board candidates. Should we all be successful, you will learn. You will learn things. And it is hard to take responsibility for other people's past mistakes. But that is what part of this role is. And so learning how to how to sit with that, how to take that accountability, while also still making yourself available to community, to be trustworthy, and to not let it wreck you personally, I know this isn't really an answer about about sorry I can't think of a word; about strategy. But it's more of a personal answer. So I think I kind of said it. I hope that helps. I see someone nodding, but maybe it's just music.

Grant (he/him)

Thank you. Sam. We'll we'll move on to the next member. I see Mahnaz, go ahead.

Mahnaz

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Hi! There! Everybody! I with all respect, I just want to present a question, and I'll type it in the box. I'm curious to know how you will support the use in your role just specifically looking at the Toronto District School Board, for example, we have a lot of GSA (Gay Straight Alliance) networks, in schools, almost every school, and I'm curious to know how you personally will advocate for partnership support services with our School Board. What do you think?

Grant (he/him)

Thank you for that question. Can you go on mute, Mahnaz? Thank you, just some some feedback. Nirmalan, you haven't started yet. But why don't you take this one first

Nirmalan (he/him)

Sure, sure, great question, Mahnaz, and thanks for reaching out. So I really believe that, you know, pride needs to be almost focused on the various generations of our community. So from, you know, young folks to our older folks, and you know Troy's brought up really good points that you know. A renewed focus on family and kids. And you know, things like that so I know there's already a lot of great organizations. I work with the Public Library before, and I know they do like. For example, at City Hall, like, you know, drag time and things like that. And I think there's opportunities where, you know, during programming itself, for you know that one month where they have programming there are, you know, family days and opportunities where kids and family are involved. I think you know, the problem is that a lot of the money and focus has been during the summer month when school's out right? So I think that's a really good suggestion. I think that's something to board, and you know, to look at is how to improve programming during the school year, where you know right now, like I know, in capital Pride there's like protests going on right now with like drag at the National Art Center. So you know our kids are imparting their future. I mean, I'm not a parent, but I know that I don't want to sound like a person from the Simpsons, or something so I think there needs to be, you know, a renewed focus on programming with our kids and our teachers and our educators and you know how can we make a safer place for kids. And how can you we make sure we're engaged with them. So I think that's what I'll have to say for that. But back to you, Grant.

Grant (he/him)

Thank you. Troy. Go ahead.

Troy (he/him)

Yeah, thank you for your question. This has been a space that has been exceptionally frustrating for me as a parent. It can't be the teacher's responsibility to create an inclusive environment for the students in the classroom. It needs to be from TDSB. And so I've worked directly with our superintendent as well as principals in my children's school. I have 3 kids in the TDSB currently and have really challenged them to push harder on the programming that they have. And I mean, it's a simple things like on father's day, having 2 father's day cards versus, you know, having the child create nothing. It's it's something that is been a real challenge for them to move more quickly on. And you would absolutely have my commitment to have a voice of the board to see if we could do

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more work in that space. It's definitely, I think school boards in general are unfortunately further behind than they should be with the current community that they have in their schools.

Grant (he/him)

Thank you. Samantha?

Samantha (she/her)

It's a great question. Thank you for it. I know that we have on the board been doing some work. The board has been expanding into various communities that we didn't really get into before. So there have been some events throughout the year. I'm there have been actually so many that I'm not familiar with all of them. I know that we've had the pride offices open, and we've had some families come in, but I echo what Nirmalan said about the multi-generations we have leZlie who is here with us today. One of our board members, and leZlie is one of our first senior Board members ever. You know we are. We are missing some generations with a workout pride, we are missing seniors, and honestly, we're not doing enough with families. So there are limited resources at pride Toronto itself, in terms of staff time, staff hours, number of staff. So there's only so many things that can be done. I do know a lot of parents and a lot of parents who are also teachers. Honestly, I think every single kid that I know right now is queer, which is wonderful, it's wonderful that you know that we're creating this space in the world for people to be who they are from a younger age. I've been talking, and I don't know if this is. If I don't know if the How will you support? Is a personal question for us, or if you're asking for the board, but I will share something personal with conversations that I've been having with some of my parent teacher friends. I have been talking to them about actually going to their schools and just giving some talks about life as a queer woman, and I think personally and I don't know if my fellow Board members who were here tonight will agree with me. But I think personally that there are some things that we should be doing individually. I should be going out as a representative of the Pride Toronto board of directors, and having these conversations with people because we don't necessarily have the resources to reach every single community. But we should be able to be doing things individually, so that has actually been on my to-do list to do this year. Moving forward so, and fingers pressed that I can get that going. Thank you for your question. And I'll pass it over. Oh, no, I guess Osmel's gone, that's it.

Grant (he/him)

Thank you, Sam. Next question from Javier.

Javier Davila

Thank you. After the membership rejected Pride Toronto's accounting firm. And this happened fairly recently. Pride Toronto selected a firm for vote (Crowe-Soberman LLP) without providing its name in advance, which would have allowed for an opportunity for member for due diligence. In fact, the name was only revealed just moments before the vote. This resulted in the selection of an accounting firm with ties to organizations that support the ongoing colonization of Palestine. In fact, the firm's website says its treasurer is a board member of the Jewish National Fund which is complicit in the continued dispossession of Palestinians from their lands, covering up the lands of

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ethnically cleansed demolished Palestinian villages, and has been charged with practicing institutional discrimination against non-jewish citizens of Israel by Israel's attorney general and the United Nations Committee on Economic, Social and Cultural Rights. This reminds me of when the Board tried to ban the term Israeli apartheid 13 years ago, and the group queers against Israeli apartheid, which I was a part from participation, the pride parade. This decision of course, was overturned through grassroots Mobilization and community outrage. But this information was brought to the board that your current accounting firm has ties to organizations complicit in the ongoing colonization of Palestine, and this resulted in no action. What action will you take if you are voted in respect to this? Your ties to this issue, accounting firm, and we reject non-disclosure agreements and processes that deceive and misinform the membership and really make anti-colonialism a priority and pride Toronto's work.

Grant (he/him)

Thank you, Javier. I'm gonna start off with Sam for this question.

Samantha (she/her)

So I think my answer is going to be a little bit different than everyone else, because I have been directly involved in this, and I will say that when we, the Board did review our proposals for auditor. You know we didn't go through websites and and comb through everything. We didn't. We didn't look at this. We didn't look at the we didn't pull up the LinkedIn profiles for the hundreds of employees that work at this company.

Javier Davila

Just to just to clarify. It's directly on their website under each bio.

Samantha (she/her)

Sure. Yeah.

Javier Davila

It took me 30 seconds as a member to find

Samantha (she/her)

Sure. But the difference here is that you were specifically looking for it, and not everyone is familiar with every

Javier Davila

Because we were asked to vote on an accounting firm representing our members. So if you wanna of course I would do due diligence before voting on a member, so why should I trust a board that gives me an accounting firm to vote on without even providing its name? And then, when providing this information, takes no action, and continues to make excuses.

Samantha (she/her)

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So we have taken action, and it would be really great if we could actually have these conversations if you were to reach out to us. And you know I would love to set up meetings and have these conversations, instead of having these conversations, in a way that is..

Javier Davila

That are transparent, and in front of all members.

Samantha (she/her)

... in ways that are a little combustible. Anyway, we had a meeting. We had a meeting with Crowe-Soberman last week. I believe it was a. It was a long meeting it was many hours long with, and perhaps Grant can correct me. I think it was the CEO and a couple of other partners, and we talked about this in great length. We raised our concerns, we raised your concerns. We talked about the level of involvement that this person has on the case, on our case, which is, which is none. Apparently they are no longer on that board. Although I know that it does say it on the website. That is something they haven't been involved with for a while, apparently, so we have been told. Honestly, I was. I was impressed with the level of in interest that the people that were there, from the organization put into learning and hearing from us. We gave them resources. They gave us some of the resources that they're using. It was. It's not a perfect situation, but they are doing the work very much so, and that person is, is far from what we are doing. They're not connected to the file whatsoever. So the answer, the question was, What are we doing? And that's, that's what we've done.

Grant (he/him)

Thank you, Sam. I'll pass it over to Nirmalan.

Nirmalan (he/him)

Thanks for the question Javier. So, yeah, it sounds like, so I've done, you know, procurement work. And before, and you know, not knowing all the you know what happened, how it came about, like I don't want to comment on that, but I think from you know what you said through your statement was that it sounds like you know, through our request for proposals when we're looking for accounting firms you know we might need An added stuff. If it's not over there again. I don't know how it works is like, you know, getting folks to sign some sort of, you know. Agreement with the with pride Toronto's mission, ethics its values, etc. So that it might sound like we need added steps to ensure that the person who's bidding on this contract, or whatever it'd be, you know, follow our codes of conduct, agree with what we say, and you know, if it was true that the accounting firm you know the name was Just released whenever it was. I mean, it sounds like added transparency as needed in like making sure members are well informed. I think that's what you know. I think that's what the Board tries to achieve all the time. Again. I don't want to comment on what the Board is doing, but I think that's a goal, and I think it should be to the best of our abilities, making sure membership is well advised before you know a vote takes takes place. So I'll leave it at that

Grant (he/him)

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Thank you Nirmalan. Troy. Go ahead.

Troy (he/him)

Yeah, very similar to your answer. I think one of the things that you will always get for me is a push for transparency. Regardless what it is, you know, if you don't feel like you're getting it in the right time, I would also, you know, encourage more conversation. I think that there's opportunities to really find out what the community wants and what they need. And if there's a way in which we can do that, offering full transparency on this type of issue, you could absolutely have my commitment that I would do that.

Grant (he/him)

Thank you, Troy. I think we have time for one more question before we close off the space. Folks feel free to raise your hand if you do have a question. And of course, if you're still thinking through what you'd like to ask, there will be another opportunity to engage with all 4 candidates at next week's annual general meeting.

Mahnaz

I just wanted to know how we can register for the AGM.

Grant (he/him)

Thank you. And let's park that because I will bring that up as part of our concluding remarks. Any other questions, unrelated to logistics of the AGM for the candidates. I see the question from Ande on the subject of finances: Has Pride released its fiscal year 22 financials statements?. Answer is yes. Well, let me get into it. Doesn't look like there's any more raised hands.

So let me just conclude with some details about the annual general meeting. So you should have received a formal notice for the Annual General meeting to be held next Thursday, February sixteenth, from 6 to 9 Pm. I'm not sure if folks registered through the email that you would have received on Monday. But that was a formal notice that includes details on how to register. You should have received an email from GetQuorum, who have been our partners, and in providing the virtual space for these membership meetings. So in terms of the materials that are available as part of notice. The agenda of next week's meeting is part of that email. And I should say it links to the Member Resources page. I believe, on Pride Toronto's website with all of the relevant materials. So agenda, the list of motions. We have heard that that feedback related to the September meeting was certainly inadvertent, so the motions - the planned motions, I should say, are are listed as part of the materials. So that was feedback Well received. With the biographies and questionnaire responses of all 4 candidates are available on the website as well. The audited financial statements for fiscal year 22 are on the website. So please feel free to look through that information, and we'll have opportunity for Q&A on all of those pieces at at the AGM. If you, for some reason, did not receive the notice, because I believe all of you should be members, or else you wouldn't have received an invite. Do reach out to membership@pridetoronto.com. If you have not received the formal notice, and link to register for the AGM. So I will type that into the chat as well. Give me one moment. Oh,

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Zoom (Registration required)

never mind, someone else did it? Thanks. Thanks. Sam. So membership@pridetoronto.com. If you have not received the registration link for the AGM.

So with that, I just first and foremost thank you to everyone for participating in this Q&A Session is noted that this session was recorded, and will be posted online for other members to review. Again opportunity for further Q&A with the candidates at the agm, and we look forward to seeing you there next Thursday. Have. Good night, everyone. Thank you so much.