

Pride Toronto 2022 Annual General Meeting Minutes

Thursday, February 16, 2023, 6:00 pm - 9:00 pm EST

Virtual: Zoom (via GetQuorum) & Youtube (YouTube is view-only)

Meeting Called By	Board of Directors
Type of Meeting	Annual General Meeting February 16, 2023
Notetakers	Hannah Glover, Shayana Gayle, Tim Guram
Attendees	Membership and Board of Directors
ASL Interpreters	Alex Skrzyniak, Aneesa Mustafa, Jo-Ann Martin

If you have any accessibility concerns, please email membership@pridetoronto.com.

Agenda Item	Notes	Motions/Action Items
1. Virtual Doors Open	<p>Presenter: Annual General Meeting (AGM) Chairs Grant Gonzales and leZlie lee kam</p> <p>Start Time: 6:00 pm EST</p>	None
<p>2. Welcome, Call to Order, and Opening Items:</p> <p>i. ASL Etiquette/ Harm Reduction</p> <p>ii. Land Acknowledgement and Opening Ceremony</p> <p>iii. GetQuorum Overview and Housekeeping Items</p> <p>iv. Appointment of Notetaker / Scrutineer</p> <p>v. Approval of AGM Agenda</p>	<p>Call to Order</p> <ul style="list-style-type: none"> Due to technical issues, unable to livestream the AGM via YouTube. Public will be able to watch the AGM after the meeting. Quorum is 14 members (2.5% of the membership). AGM had reached quorum. Request to amend agenda to incorporate 5-minute breaks after the Presentation of the Annual Report and Joint Report from the Executive Director and Board Co- Chairs and Presentation of the Audited Annual Financial Statements and Appointment of Auditor. <p>ASL Etiquette/Harm Reduction</p> <ul style="list-style-type: none"> ASL interpretation is available - please look for interpreters and pin them. <ul style="list-style-type: none"> If speaking, speak clearly for the interpreter and speak directly to d/Deaf and hard of hearing individuals, not to 	<p>Motion #1: To appoint Hannah Glover, Shayana Gayle and Tim Guram as recorders for the 2022 Pride Toronto Annual General Meeting.</p> <p>Mover: Milenko Vujosevic</p> <p>Second: Glenn Knight</p> <p>Results:</p> <p>Yes: 73</p> <p>No: 1</p> <p>Abstain: 2</p>

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	<p>the interpreter.</p> <ul style="list-style-type: none"> ○ Live transcription services are available. ● Harm reduction is available. Staff will be monitoring harm reduction email. <p>Land Acknowledgement and Opening Ceremony</p> <ul style="list-style-type: none"> ● AGM Chair delivered the land acknowledgement. ● Jason Baerg (Red Thunderbird) led the Opening Ceremony. <p>Community Guidelines and Shared Meeting Principles</p> <ul style="list-style-type: none"> ● Board Director, leZlie lee kam, provided an overview of community guidelines and shared meeting principles. <p>Housekeeping Items</p> <ul style="list-style-type: none"> ● Overview provided about camera/microphone functionality, general chat, and Q&A box. <ul style="list-style-type: none"> ○ When a member is recognized to speak, they will be given the opportunity to turn their camera on. ○ General chat is available - community guidelines will be adhered to. ○ Chat administration will provide hyperlinks, reminders, and other comments in the chat. ○ Q&A box available for questions. Relevant questions will be raised by AGM Chair. Staff will flag procedural points missed. <p>GetQuorum</p> <ul style="list-style-type: none"> ● GetQuorum host, Amanda Bustard, provided an overview of platform functionality and the voting process, and conducted a test vote. <p>Meeting Procedures</p> <ul style="list-style-type: none"> ● AGM Chair provided an overview of meeting procedures, including Robert's Rules of Order, how to move and second motions, how to 	<p>Motion: Approved</p> <p>Motion #2: To appoint GetQuorum as scrutineers for all voting results at the 2022 Pride Toronto Annual General Meeting. Mover: Luka Amona Seconders: Glenn Knight Results: Yes: 73 No: 5 Abstain: 1 Motion: Approved</p> <p>Motion #3: To amend the agenda of the 2022 Pride Toronto Annual General Meeting to include two 5-minute breaks after the following: Presentation of the Annual Report and</p>
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	<p>amend a motion, and how to raise procedural points.</p> <ul style="list-style-type: none"> ● Time allotted for Q&A. Questions will be asked in order unless similar questions were previously raised, and those asking questions for the first time will be prioritized. <ul style="list-style-type: none"> ○ 2 minutes are allotted to vote. However, there is flexibility if members need more time. ○ A member asked about proxy voting. No member may hold more than one proxy, and all vote totals are inclusive of proxy votes. <p>Questions</p> <ul style="list-style-type: none"> ● A member asked about Pride Toronto addressing and opposing the City of Toronto’s budget, particularly given its impact on unhoused and racialized people. <ul style="list-style-type: none"> ○ AGM Chair explained there will be an opportunity to discuss this further later in the meeting. ● A member asked to amend the agenda to include Toronto’s “Master Plan” for the islands, specifically Hanlan's Point, as part of Other Business. <p>Motions</p> <ul style="list-style-type: none"> ● Opposition to amend agenda by unanimous consent. ● GetQuorum conducted the vote to appoint notetakers, scrutineers, to amend the agenda as requested by members, and to approve the agenda as amended. 	<p>Joint Report from the Executive Director and Board Co-Chairs and Presentation of the Audited Annual Financial Statements and Appointment of Auditor. Mover: Glenn Knight Seconded: John April Results: Yes: 70 No: 8 Abstain: 3 Motion: Approved</p> <p>Motion #4: Additional motion added: To amend the agenda to add the topic as part of other business the City of Toronto’s “Master Plan” for the islands specifically Hanlan's Point Mover: Javier Davila Seconded:</p>
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		<p>Byron Jr Results: Yes: 52 No: 22 Abstain: 6 Motion: Approved</p> <p>Motion #5: To approve agenda of the Pride Toronto 2022 Annual General meeting as amended. Mover: Glenn Knight Second: Alexander Dow Results: Yes: 71 No: 1 Abstain: 10</p>
<p>3. Approval of the Minutes of the Previous Annual General Meeting and Special General Meetings</p>	<p>Approval of AGM and SGM Minutes</p> <ul style="list-style-type: none"> GetQuorum conducted a vote to approve the 2021 Pride Toronto AGM minutes. <p>Questions</p> <ul style="list-style-type: none"> A member raised a concern that they raised their hand to speak on an amendment of a previous motion. However, AGM Chair confirmed that they did not see any hands raised. 	<p>Motion #6: To approve the minutes of the 2021 Pride Toronto Annual General Meeting, held on January 26, 2022, and the minutes of the Special General Meetings held on April 7, 2022, April 26, 2022, and September 8,</p>

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		<p>2022. Mover: Clarence D’Lima Second: Kingsley Osazuwa Results: Yes: 66 No: 4 Abstain: 13 Motion: Approved</p>
<p>4. Presentation of the Annual Report and Joint Report from the Executive Director and Board Co-Chairs (including Q&A)</p>	<p>Presentation of the Annual Report and Joint Report from the Executive Director and Board Co-Chairs</p> <ul style="list-style-type: none"> ● The Executive Director provided highlights from the Annual Report, and the work that Pride Toronto is doing in the backdrop of increased violence against 2SLGBTQI+ communities. ● Despite the challenges, Pride Toronto worked to ensure the 2022 festival was a success. Highlights include: <ul style="list-style-type: none"> ○ Significant increase in the diversity within the festival - percentage of BIPOC members increased drastically. ○ Importance of having a dance hall artist on the stage. ○ Bold step in environmental sustainability via limiting diesel-powered trucks and single-use plastic products. ○ Working with 2-Spirited People of the 1st Nations and directing funds to help them host Toronto’s first Two Spirit Powwow. ○ Hosting the first Rainbow seniors event at the Reikai Centre, which was very well attended. ○ Pride moving beyond the downtown core through the Community Connect Program at Downsview, Scarborough City Centre, Mimico Park. ○ Hosted the first in-person Global Black Pride. ○ Thank you to everyone who worked with 	<p>Motion #7: To extend AGM to 10:00pm. Mover: Byron Jr Second: Alexander Dow Results: Yes: 44 No: 24 Abstain: 2 Motion: Approved</p>

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	<p>Pride Toronto - members, volunteers, board, staff, sponsors, government - and helped make Pride Toronto one of the largest festivals in the world.</p> <ul style="list-style-type: none">● KPMG Compliance Review: third-party review of internal grant management processes.<ul style="list-style-type: none">○ While Pride Toronto reviewed three federal government grants vs. all individual cases, the recommendations provided guidance for the board and the Senior Leadership Team (SLT) to ensure past issues are never repeated, including stronger oversight and transparency.● Pride Toronto apologized to Indigenous artists for the harm caused by not delivering on commitments via federal government grants.<ul style="list-style-type: none">○ Reconciliation with Indigenous communities is a number one priority - rebuilding broken trust and building new relationships doesn't happen overnight - must take action and will take the lead to be guided by Indigenous leaders to better serve Two Spirit and Indigenous peoples - grateful for organizations interest in working with us despite the past harm we caused.● Reprioritizing Strategic Plan and building goals to help Pride Toronto better serve 2SLGBTQI+ communities across the city. Pride Toronto encouraged members to continue providing feedback. <p>Question #1</p> <ul style="list-style-type: none">● A member asked questions about fraud and forgery in federal grants:<ul style="list-style-type: none">○ The KPMG Compliance Review did not look at forgery.○ Concerns expressed about another \$1 million grant, with forged signatures and Pride Toronto attempting to minimize the issue by terming it "misrepresentation."	
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	<p>This is not a legacy issue.</p> <ul style="list-style-type: none">○ A Board Director asked for clarification on the year of the grant, which the member said was a multi-year grant starting in 2019. The Board Director explained that the grant has not continued since they joined the Board, and they actively work to review current grant applications.○ A Board Co-Chair explained that predecessor board members were aware of alleged forgery and that even though some were directly impacted, decided not to pursue legal action.○ Pride Toronto connected with the impacted organizations and offered support if they wanted to pursue action, and we have not heard that they want to take that forward - but we're here and available. <p>Question #2</p> <ul style="list-style-type: none">● A member raised concerns about errors in the minutes from the AGM and SGMs, which have been adopted. They said they raised their hand to bring this up.<ul style="list-style-type: none">○ Several errors in the annual report. Despite claims that no one from the time of the grant issues are currently employed, this is not true. Although their name is on numerous documents, not suggesting they are responsible.○ AGM Chair asked the members to share their proposed amendments directly. They did not see their hand raised when the minutes were being discussed.● The member provided additional questions.<ul style="list-style-type: none">○ Why was the Colorado vigil that was organized by 519 and Pride Toronto dominated by politicians and not our community?○ Why has Pride Toronto not done anything	
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	<p>to support the communities attacked at drag shows?</p> <ul style="list-style-type: none">○ Why did Pride Toronto not publicly oppose the appointment of the current Chief of Police?○ COVID - numerous people said that they contracted it at Pride Toronto events last June - especially events indoors - you say you followed city guidelines, but we know that's not adequate.○ Numerous people complained about the level of police presence - taken aback on the focus of police barricades, because it caused problems for people.○ Steps toward reconciliation with Indigenous communities and addressing settler colonialism are not adequate.● The Executive Director provided responses:<ul style="list-style-type: none">○ Expressed appreciation for the feedback in relation to the Colorado vigil.○ Pride Toronto is working with Pride organizations across Ontario to address safety concerns and calling on governments to take active steps to protect the safety of 2SLGBTQI+ communities.○ In relation to the new police chief, Pride Toronto did speak out. The organization takes its lead from the community; one of the things that we heard from the victims of the Pussy Palace raid was that they needed time. We wanted to make sure we weren't jumping ahead of the victims.○ With respect to police presence, we do not have control of their presence on the footprint in relation to permit requirements. Pride Toronto continues to uphold the will of the membership to exclude police from marching in the Pride Parade.○ The lack of barricades caused safety	
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	<p>issues - heard that feedback very clearly from community members. Pride Toronto is working with the City to address this concern.</p> <ul style="list-style-type: none"> ○ Reconciliation is very much about action. Pride Toronto is building collaborative partnerships with Indigenous groups and artists. <p>Question #3</p> <ul style="list-style-type: none"> ● A member expressed concern that other members are dominating the meeting and conversations. The member asked for details about the work Pride Toronto has been doing over the last few years and things the organization has changed. <ul style="list-style-type: none"> ○ A Board Co-Chair highlighted partnership with harm reduction agencies on the festival footprint. ○ The Executive Director highlighted work the organization is doing globally, protecting trans participation at Interpride, community engagement and partnerships, and Festival-related development, such as establishing My First Pride. <p>AGM Chair announced the conclusion of the item and that the meeting would break before addressing the finances and extending the meeting.</p> <p>[5 minute break]</p> <p>Meeting resumes.</p>	
<p>5. Presentation of Audited Annual Financial Statements and Appointment of Auditor (including Q&A)</p>	<p>Presentation of Audited Annual Financial Statements</p> <ul style="list-style-type: none"> ● AGM Chair reported that the board received and approved the audited financial statements and introduced the auditors: Parker Holman, audit manager, Chandor Gauthier, audit partner, and Adam Sheer. 	<p>Motion #8: To call the question Mover: Alexander Dow Second:</p>

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	<ul style="list-style-type: none">● Chandor and Parker present the audited financial statements:<ul style="list-style-type: none">○ Chandor asks to please hold questions until the end of the presentation.○ Audited Financial Statements, which were sent to Members in advance of the meeting, were referred to during the presentation. <p>Appointment of the Auditor</p> <ul style="list-style-type: none">● AGM Chair introduced the topic. With respect to the appointment of the auditor, Pride Toronto’s priority is to ensure that our partners align with our mission, vision, and values.● Pride Toronto met with the firm to discuss the concerns raised by several members. They discussed the anti-racism and anti-oppression work that the firm is undertaking.● Floor opened for Q&A. <p>Question #1</p> <ul style="list-style-type: none">● A member raised two questions, and ultimately called on members to vote against the auditor’s re-appointment:<ul style="list-style-type: none">○ First, the member criticized TD Bank’s support of the Coastal GasLink, which they said attacks Indigenous rights and people, and asked when will Pride Toronto break its relationship with the bank.○ Second, the auditing firm that was appointed at the last Special General Meeting (SGM) was one that was never given to members prior to the meeting, so members did not have time to do background research . Since that time, members uncovered information about the firm’s fundraising for the Jewish National Fund.○ A Board Co-Chair acknowledged the active role that TD has taken in	<p>Jason Amell</p> <p>Results: Yes: 62 No: 12 Abstain: 6</p> <p>Motion: Approved</p> <p>Motion #9: To appoint Crowe-Soberm an LLP as Pride Toronto’s auditor for the 2022-23 fiscal year. Mover: Glenn Knight Secunder: Eric Hunter</p> <p>Results: For: 54 Withhold: 19 Abstain: 1</p> <p>Motion: Approved</p>
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	<p>supporting many 2SLGBTQI+ organizations, and provided examples of them - all of whom do important work. Pride Toronto also raises any concerns and issues with sponsors.</p> <ul style="list-style-type: none">■ The Board Co-Chair further noted that the Board heard the concerns about the auditor at the ED Town Hall. The Board had the opportunity to discuss this issue with the firm, and learn how they're implementing anti-oppression work. The individuals in question are not involved on Pride Toronto's file.■ Pride Toronto will not conduct biographical reviews of each employee, nor will we refuse to work with an organization or company because we may deem the volunteer work of certain individuals problematic, especially concerning individuals not working on our case.■ The Board Co-Chair expressed confidence in the firm's work in helping provide Pride Toronto with a more solid financial footing. <ul style="list-style-type: none">○ The auditor acknowledged the sentiments and perspectives on the topic given that it's not an easy topic to discuss, of Jewish identity, antisemitism and anti-Palestinian rhetoric – a topic that is very meaningful to them as the grandson of four Holocaust survivors.<ul style="list-style-type: none">■ The firm was built out of the search for freedom and liberation in the 1950s – when banks would not support Canadian Jews. Proud of Jewish heritage but	
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	<p>recognizes that it cannot be the only identity that is celebrated and amplified.</p> <ul style="list-style-type: none">■ Has become aware through decolonization work and re-learning of JNF’s link to past and current conflicts between Israel and between Palestine. No single member of our firm sits on the JNF Board.■ Remain committed to fostering an environment of inclusion and committed to anti-racism, including tangible shifts in policies and attitudes.■ To help accelerate our anti-racism and decolonization journey, the firm has entered into a partnership with Jarvis Sam, who is the former Chief Diversity, Equity, and Inclusion (DEI) Officer at Nike. His organization is called the Rainbow Disruption, which is a Black and LGBTQIA+ owned business that helps organizations implement best practices toward being anti-racist and anti-colonial. <p>Question #2</p> <ul style="list-style-type: none">● A member noted that the Board previously mentioned that it was aware of fraud and forgery in federal grants and decided not to take action, leaving this up to individuals. Are these lingering allegations a risk to Pride Toronto? Should Pride Toronto address this fraud and forgery directly?<ul style="list-style-type: none">○ The auditor noted that they reviewed the 2022 financial information and essentially audited the 2021 financial information as well. These audits do not verify 100% of the numbers, and need to provide an opinion about whether the	
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	<p>financial statements as a whole are reasonable and that we do not believe that there is material misstatement.</p> <ul style="list-style-type: none">○ The audit identified areas of high risk, including grants and sponsorships, and noted that there is a possibility of a grant funder coming in to perform their own audit on the grant funding. <p>Question #3</p> <ul style="list-style-type: none">● A member said that it was important to point out that the Pride membership rejected the previous accounting firm - it was a statement of the forgery and the accounting firm not saying anything about it. <p>We were then to vote on another accounting firm, but your name was kept secret until part way through the SGM. Lack of transparency which prevented us from doing our due diligence.</p> <p>The member expressed concern about the firm's history of supporting certain fundraising initiatives. This is not about Jewish identity but about an organization complicit in the continued dispossession of Palestinians for their lands, and covering up the lands of ethnically cleansed and demolished Palestinian villages.</p> <p>This organization should not have charitable status in Canada and has been charged with institutional discrimination against non-Jewish citizens of Israel.</p> <p>The public contribution that the firm has made and that a current partner is still a member is an issue. This is about supporting Israeli apartheid and the ongoing colonization of Palestine. Until the firm makes a statement against the JNF and makes public support against apartheid, the member cannot in good conscience vote in</p>	
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	<p>favour of this auditing firm.</p> <ul style="list-style-type: none"> ○ The auditor responded that they are a public accounting firm, with 265 staff people and 38 partners. The firm is diverse and supports the causes that matter to our employees, our staff, and partners. ○ The auditor reiterated their statements made in response to a previous related question. 	
<p>6. Election of New Board Members</p> <ol style="list-style-type: none"> 1. Overview of Recruitment Process 2. Overview of Voting Procedure 3. Candidates' Presentation and Q&A 4. Voting by Membership 5. Announcement of Election Results 	<p>Overview of Recruitment Process</p> <ul style="list-style-type: none"> ● AGM Chair provided an overview of the recruitment process, including the criteria, total number of applications received, the interview process, and Q&A session with members. ● Four candidates were recommended for election to fill four vacant Director positions: <ul style="list-style-type: none"> ○ Samantha Fraser ○ Troy Dunn ○ Nirmalan Vijeyakumar ○ Osmel B. Guerra Maynes ● Applicants not recommended by the board were able to be on the ballot if they received 10 letters of support. No candidate opted for this option. <p>Voting Procedure</p> <ul style="list-style-type: none"> ● Members will be asked to vote on the recommended slate as a whole. <ul style="list-style-type: none"> ○ If the motion fails, the vote will proceed yes/no/abstain for each candidate <p>[5 minute break]</p> <p>Candidate Presentations and Q&A</p> <ul style="list-style-type: none"> ● The AGM Chair opened the floor to candidates to provide 2-3 minute statements. <ul style="list-style-type: none"> ○ Once all candidates provide their remarks, the meeting would proceed to Candidate Q&A. ● Each candidate delivered their remarks to members. <ol style="list-style-type: none"> 1. A member asked about the process. There were 	<p>Motion #10: To call the question for election. Mover: Chantalle Ross Second: Jason Amell Results: Yes: 67 Withhold: 6 Abstain: 4 Motion: Approved</p> <p>Motion #11: To approve the Board of Directors recommended slate for election as Pride Toronto Board Directors. Mover: Glenn Knight Second: Gina Michael Results:</p>

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	<p>19 people who applied but members do not have an opportunity to assess all the candidates. Furthermore, it appears that most of the recommended candidates don't bring any community activism experience.</p> <ul style="list-style-type: none"> ● The AGM Chair noted that the board is tasked with leading the recruitment process and bringing forward candidates with a wide range of experience. ● Candidates challenged the question, expressing that they do bring community activism experience to their candidacy. <p>2. A member noted that representation is a primary task for Directors, however, there are many competing groups and conflicts within the organizations, while the most marginalized people keep being deplatformed. The member asked whether candidates will work to create transparent, accountable, and accessible community consensus-building processes inclusive of marginalized folks.</p> <ul style="list-style-type: none"> ● Candidates provided their responses to the question, and all agreed to prioritize building processes that incorporate marginalized folks. <p>3. A member asked what candidates are doing to educate themselves about issues faced by Black community members, and what their commitments are to be supportive and work with Black 2SLGBTQI+ grassroots groups.</p> <ul style="list-style-type: none"> ● Candidates provided their responses, including expressing an interest to become more deeply involved and supporting the current work of the organization and specific initiatives led by the Executive Director. 	<p>For: 67 Withhold: 14 Abstain: 1 Motion: Approved</p>
7. Other Business	<p>City of Toronto's Master Plan (Hanlan's Point)</p> <ul style="list-style-type: none"> ● A member raised the issue of the City of Toronto's Master Plan for the islands, specifically the City's 2020 announcement to redevelop 	

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	<p>Hanlan’s Point, and concerns raised by the group, @handsoffhanlans on Instagram.</p> <ul style="list-style-type: none"> ○ Toronto Islands have been a place of healing for Indigenous people, and a safe space for queer people. ○ Many attacks on queer people have happened on the Toronto Islands, and particularly at Hanlan’s Point. ○ City of Toronto has held closed door meetings on how to extract private profit from Hanlan’s Point. ○ Redevelopment plans are expected to be finalized in 2023. ○ A meeting is being held on Monday, February 27th at 5:30pm at the 519 Church Street Community Centre to protest what will bring a lot of unsupportive groups and the police to Hanlan’s Point. <ul style="list-style-type: none"> ● AGM Chair thanked the member for raising the issue and asked them to forward the information to the board, in order to share more widely with the 2SLGBTQI+ communities in Toronto. 	
<p>8. Adjournment</p>	<p>Meeting adjourned: 9:50 pm EST.</p>	<p>Motion #12: To adjourn the 2022 Annual General Meetings. Mover: Robert Chevalier Seconded: Eric Hunter Results: Yes: 64 No: 4 Abstain: 0 Motion: Approved</p>