



Year Plan

MSU Pride Community Center
Director & Assistant Director
Stephanie Chin & Matthew Aksamit
2020–2021



June 16th, 2021

Table of Contents

Introduction -----	pg. 3-4
Vision For The MSU Pride Community Center -----	pg. 5
Projects/Events -----	pg. 6-9
Continuous Activities -----	pg. 6
Repeating Projects/Events -----	pg. 7-8
Annual Projects/Events -----	pg. 8
Other Projects/Events -----	pg. 8-9
Projects/Events Timeline -----	pg. 10-17
Spring/Summer Term -----	pg. 10-13
Fall Term -----	pg. 13-15
Winter Term -----	pg. 15-17
Finances and Equipment -----	pg. 18
Budget Projection -----	pg. 18
Inventory -----	pg. 18
Contacts -----	pg. 18
Promotions -----	pg. 19-20
Service Webpage -----	pg. 19
Social Media -----	pg. 19
Merchandise/Apparel -----	pg. 19-20
Contacts -----	pg. 20
Onboarding and Administration -----	pg. 21-24
Hiring -----	pg. 21-22
Training -----	pg. 22
Year Plan -----	pg. 22-23
Reports -----	pg. 24
Miscellaneous -----	pg. 25
Appendix -----	pg. 26
Contact List -----	pg. 26

Introduction

To the 2STLGBQIA+ Community and Executive Board,

Currently, the 52nd anniversary of the New York City Stonewall Riots draws close. The Stonewall Riots were public demonstrations facilitated by the 2STLGBQIA+ community to rebel against violent police invasions of gay bars, the most notable being that of Stonewall Inn, June 28th, 1968. The Stonewall Riots, memorialized as the first formal 2STLGBQIA+ liberation act, was spearheaded by brave and resilient BIPOC trailblazers including Marsha P. Johnson and Miss Major Griffin-Gracy, Black Trans women, and Sylvia Rivera, a Latina Trans woman.

Despite the astronomical efforts of BIPOC individuals in past and present 2STLGBQIA+ advocacy, especially that of Black Trans women, 2STLGBQIA+ spaces remain largely whitewashed. Much of 2STLGBQIA+ advocacy is solely centered on the rights and interests of White, Cisgender, Heterosexual, and Able-bodied 2STLGBQIA+ folks. The MSU Pride Community Center (PCC) is no exception, with a history of whitewashing not conducive to providing support, events, and programming for all 2STLGBQIA+—including all intersectional identities—and questioning McMaster students, as per our mandate.

In 1997, the MSU Pride Community Center was initially founded as the Gay, Lesbian, Bisexual, and Transgender (GLBT) Center. The GLBT Center was eventually rebranded as the Queer Student Community Center (QSCC), and then the Pride Community Center (PCC). Regardless of era, the PCC historically caters to McMaster's White, Cisgender, and Able-bodied 2STLGBQIA+ students, through service hiring and programming offered in our physical (MUSC 221) and virtual spaces. Moreover, past PCC focus on uplifting BIPOC voices has been met by administrative resistance, rendering BIPOC 2STLGBQIA+ McMaster students, especially Black 2STLGBQIA+ students, rightfully distrustful of the PCC space. Thus, it is imperative that this year, the MSU Pride Community Centre continues to take accountability and make reparations to our 2STLGBQIA+ community members for our tumultuous past.

Progress entails continuing to uplift and create closed spaces for BIPOC 2STLGBQIA+ folks—especially Black and Indigenous 2SLTGBQIA+ folks who are typically neglected in BIPOC 2STLGBQIA+ discourse and advocacy. In essence, we acknowledge that ideal support manifests itself differently for various intersectional identities, given each marginalization faces an unique set of systemic adversities. Thus, this year we will be placing immense focus on creating novel academic and extracurricular resources and opportunities to better support Black and Indigenous 2STLGBQIA+ McMaster students in their aspirations and endeavours.

The PCC, even to this day, is a highly inaccessible MSU service; this extends from the physical organization of our MUSC 221 space to offered events and programming. Although there is no way to undo prior harm exemplified against the Disabled 2STLGBQIA+ community, our team will strive to prioritize Disabled 2STLGBQIA+ McMaster students' interests in the direction of the PCC. In addition to a complete physical space revamp, as to prepare to make a

transition to in-person programming in the future, we will be creating more opportunities to support and uplift Disabled 2STLGBQIA+ students in their academic and extracurricular endeavours, specifically those not predicated upon able-bodied standards.

We hope to continue to implement a continuously improving selection of resources and community groups reflective of the needs of the entire 2STLGBQIA+ McMaster community. Thus, we will contribute to fulfilling our duty to the 2STLGBQIA+ McMaster community as an educational resource through facilitation of training workshops, and aiding in creating a safe(r) culture of learning and unlearning on campus. All this being said, our team is excited for and committed to continuing to lead the PCC towards a more inclusive and accommodating future.

Sincerely,

Stephanie Chin (She/Her), MSU Pride Community Center Director

Matthew Aksamit (He/They), MSU Pride Community Center Assistant Director

Vision for the MSU Pride Community Center

It is so easy for institutions to emphasize the immense progress made in combating racism, homophobia, transphobia, sexism, and racism, among many more. However, such institutions neglect to acknowledge that such bigotries still exist within their organizations to an unfortunately significant degree. For instance, it was not even two years ago that the MSU Pride Community Center (PCC), which was attempting to center BIPOC 2STLGBQIA+ students in a typically whitewashed space, was shut down by white administration. Furthermore, administration aside, the PCC has unfortunately had a tumultuous history rife with racism, transphobia, ableism, and antisemitism rendering 2STLGBQIA+ McMaster students and groups rightfully distrustful of our service.

This past year, the MSU Pride Community Center has made immense progress in repairing our relationship with the McMaster 2STLGBQIA+ community. To achieve this, we have put in significant effort in focusing on, and expanding upon, closed programming for various 2STLGBQIA+ intersectionalities, including BIPOC and Disabled 2STLGBQIA+ students. We have applied ourselves to collaborating with other MSU Services, including Maccess, WGEN, SHEC, and Diversity Services, and other clubs, including the Queer and Trans Colour Club.

This year we wish to continue to strengthen our bonds to 2STLGBQIA+ McMaster students, various McMaster student groups, and 2STLGBQIA+ groups in the Hamilton area. We want to diversify our programming to more marginalizations within the 2STLGBQIA+ community, especially those which are generally misunderstood and/or underrepresented—for instance, the asexual and aromantic community. This programming will manifest through our campaign weeks, independent events, and recurring community groups.

Furthermore, a majority of the means that the PCC has historically utilized to center and uplift intersectional 2STLGBQIA+ communities has revolved around upon creating closed programming for those of shared experience. While this is important, and is something we will certainly continue doing, an essential aspect of 2STLGBQIA+ advocacy is striving to ensure that BIPOC, Trans, and Disabled individuals have access to resources that aids them in combating systemic adversities. This year, one of our main priorities will be creating more programs to aid in making academia more accessible.

Projects/Events

Continuous Activities

Peer Support Drop-In Hour:

- 30-35 hours a week (Monday to Friday)
- Tentatively will repeat what worked last year in an online Discord environment (12:00-3:00pm and 6:00-9:00pm every day)

Community Groups:

- NEW (during school year): Disabled 2STLGBQIA+ Community Group → for intersectionality Disabled and 2STLGBQIA+ students
- BiPanPoly Hour Community Group → for Bisexual, Pansexual, Polysexual, and Questioning students)
- Where We Come From Community Group → for students coming from unsupportive backgrounds)
- Asexual and Aromantic Community Group → for Asexual, Aromantic, and Questioning Students
- Women Loving Women Community Group → for folks who are attracted, in some capacity, to Women-identifying individuals
- Men Loving Men Community Group → for folks who are attracted, in some capacity, to Men-identifying individuals
- Newcomers 2STLGBQIA+ Community Group → for newcomers to the 2STLGBQIA+ community at McMaster (for 1st and 2nd year students)
- Black 2STLGBQIA+ Community Group → for Black 2STLGBQIA+ McMaster students
- Trans and Non-Binary Community Group → for Trans and Non-Binary 2STLGBQIA+ McMaster students

Book Club:

- Meetings every 2 weeks to discuss novels read featuring 2STLGBQIA+ protagonists.
- Meetings will be 1-2 hours in length.
- Signups are currently open (beginning of June) and the first meeting will take place during the week of June 21st to 27th.

Pride Student Network Programming:

- Pride Student Network signups will commence during the end of June and will be open until the beginning of the 2021-2022 school year. Pairings between mentors (McMaster Representatives and MSU Service Executives) and mentees will be on a rolling basis (as first years sign up). Starting from the mid-end of July, and running throughout the year, we will host Pride Student Network programming.
- Programming will entail biweekly social events: game nights, art sessions (means to forge friendships, ask questions, etc. leading up to the school year).

Repeating Projects/Events

2STLGBQIA+ History Week:

- This school year, we are aiming to hold 2STLGBQIA+ History Week during the second week of November, 2021 (8th to 12th).
- 2STLGBQIA+ History Week this year will have 8-10 events over the course of a week. Due to popularity from last year's programming, definite events we will be holding during this week are 2 Art Events, one closed to BIPOC 2STLGBQIA+ students, and another closed to Disabled 2SLTGBQIA+ McMaster students (with MSU Maccess). Likely for these events we shall be utilizing and expanding upon guest Artists that facilitated sessions for us last year.
- Other definite events will include a "chill art session" where participants can relax and make art, Trans Day of Remembrance Vigil (with MSU WGEN), another event closed to Trans folks and their friends, etc.

2STLGBQIA+ Pride Week:

- This year, the PCC is planning to hold our annual 2STLGBQIA+ Pride Week during the first week of February (January 31st → February 4th). 2STLGBQIA+ Pride Week this year will feature approximately 10 different events. This year, we aim to provide programming for an even greater diversity of intersectional identities within the 2STLGBQIA+ umbrella.
- Some events that we will continue this year, due to popularity, are dance classes (one closed to BIPOC 2STLGBQIA+ students, another run by a Disabled Dance Studio Owner for Disabled 2STLGBQIA+ students), art sessions (one closed to Disabled and one to BIPOC 2STLGBQIA+ students, and 2STLGBQIA+ Sexual Health events (potentially with MSU SHEC), as well as a chill games/art night.

Transcendence:

- This year, the PCC is anticipating having Transcendence during the second week of March (7th to 11th). This campaign will have approximately 5 events distributed throughout the week
- Successful events that we wish to run again this year are a "Trans Relationships" event, a "Trans Art/Writing Affirmation" event, and a session on "Building Trans Inclusive Spaces."

Queer in STEM:

- This year the PCC is planning to hold the Queer in STEM event with McMaster Science Society (MSS), McMaster Engineering Society (MES), Bachelor of Health Sciences Society (BHSS), and Engiqueers during the beginning of March (1st).
- Like last year, it will consist of 2 separate panels, one a 'Professionals' panel and the other a 'Graduate Students' panel, with 4 panelists each. These panelists will be introduced through social media posts which will include their name, pronouns, realm of study/work, accomplishments, etc. The panelists each year will be different, as to make the event something students can attend and learn new things each and every year.

- Each panelist will receive \$50 as a thank you gift for dedicating their time.

Annual Projects/Events

PCC Physical Space Revamp:

- The PCC has notoriously been an incredibly inaccessible space, despite striving to serve all 2STLGBQIA+ intersectional identities, including Disabled 2STLGBQIA+ folks. This year, especially prior to our physical space potentially opening at any capacity, we wish to revamp the space. Ideally we would like to paint the walls a less stimulating color and create an environment which feels comfortable for space users (currently our physical space has been compared to a rather sterile and overstimulating psychiatrist's office).
- This revamp will entail making the current front room of the PCC the back room; the back room will be where we shall construct a changeroom to be able to offer the following services: gender-affirming gear and clothing drive, and where we will feature the PCC library and various safe(r) sex products.
- We shall be rearranging the furniture in the PCC to be more accessible (e.g. ensuring that there is adequate space for movement throughout our space). Currently, a huge issue to PCC space mobility is the large black table in the center of the room; we will be seeking out other alternatives for surfaces which are smaller and cost-effective.

2STLGBQIA+ Disability Week:

- This year, to continue to expand upon offered intersectional programming, the PCC is planning to implement a new campaign called 2STLGBQIA+ Disability week, It is anticipated to be held during the second week of January 2022 (7th to 11th).
- There will be 5 events during the week including one "games/art night" closed to Disabled 2STLGBQIA+ folks, a dance class run by a Disabled Dancer/Studio-owner. etc.

Other Projects/Events

Pride Community Center Scholarship Program:

- This year, the PCC wants to create a Scholarship Program aiming to better support 2STLGBQIA+ McMaster students in more diverse ways. This will be a scholarship program that will evaluate applicants holistically, taking into consideration students' academics, extracurriculars, and future aspirations. There will be four award categories based upon identities: one award for 2STLGBQIA+ Black and Indigenous students, one category for 2STLGBQIA+ Disabled students, one category for Trans and Non-Binary students, and one for general 2STLGBQIA+ students (which will still show preference for multi-marginalized individuals).
- The award panel will consist of other MSU service executives and leaders with that respective award identity; for instance, for the 2STLGBQIA+ Disabled students' award, the panel will consist of PCC and Maccess leadership.
- In the past, the PCC has relied upon offering closed events and ensuring a diverse volunteer pool in aims to fulfill the needs of our BIPOC 2STLGBQIA+ students. Although

building an inclusive community is essential to fulfilling our role in the McMaster community, there is so much more to supporting intersectional students to the greatest possible degree. Consider that, for example, a lot of scholarships (which so many students rely upon to pay for their education) utilize able-bodied metrics to select recipients, rendering many Disabled students at a disadvantage. Instead, our awards recipients will be selected and vetted by members of their own intersectional community.

- This implementation process is beginning June 13th, and entails contacting various 2STLGBQIA+ McMaster Staff who were involved in our Queer in STEM event last year (in partnership with McMaster Science Society, Bachelor of Health Science Society, McMaster Engineering Society, and Engiqueers). We will begin by inquiring means of funding this initiative; if they would know who or what organizations to contact.
- We wish to have this scholarship program open in the beginning of February 2022, and close at the end of March. Evaluation would take place through the month of April, and recipients would be notified at the end of the school year.

PCC Clothing Drive:

- Among the many aspects contributing to individuals feeling themselves on a day-to-day basis is them being able to express themselves in a way that is comfortable to themselves (e.g. in a way that adheres with their gender). Finding a style that one is comfortable with takes time and can be a stressful and insurmountable process for numerous reasons. For instance, given societal gender stereotypes, an individual who has stereotypically more masculine facial features might face scrutiny and judgmental looks if they so chose to try on and purchase a dress, for instance.
- The PCC Clothing Drive will be offered alongside the Gender-Affirming Gear that the PCC is offering this year. Here, students can drop off clothing that they no longer wear to our drive, where it can be tried on and picked up by other students. Whereas other clothing drives require you to donate a piece of clothing to receive one in return, the PCC will not be making that a requirement in order to remain cognizant of space users' financial situations, for example.

Project/Events Timeline

Spring/Summer Term

June 2021:

Open Round 1 Hiring for Peer Support and Events and Advocacy Volunteers (June 1st - 21st)

- Involves: contacting Victoria Scott to open applications on the MSU "Available Jobs" tab, providing links to the application surveys (with screening questions), informing her to ensure that applications close June 21st at 11:59pm.
- Promotional material will be made by the PCC Director and Assistant Director and will be posted to the MSU Pride Community Center Instagram, Twitter, and Facebook, as well as other MSU services social media stories.
- As I, the PCC Director identify as BIPOC and queer, my experiences cannot comprehensively address the needs and adversities of other marginalizations including Disabled 2STLGBQIA+ students. Thus, we will be striving to hire a diverse team of volunteers capable of addressing the needs and concerns of as much of the 2STLGBQIA+ community as possible.
- Evaluation of preliminary questions and resumes/cover letters will be conducted by the PCC Director, Stephanie Chin, the PCC Assistant Director, and various PCC Executives

Book Club Summer Term:

- The Book Club promotional materials will be made by PCC leadership, and will be posted at the beginning of the first week of June. The very first meeting for the summer term shall take place during the last week of June.
- Involves the creation and utilization of a google form (to gather interested participants contact information and book recommendations) as well as a recurring Zoom link for the biweekly Book Club meetings,
- Meetings will be facilitated by the PCC Assistant Director, Matthew Aksamit, and another PCC Executive Team member; the PCC Director shall also be in attendance.

PCC Scholarship Program → Creating Contacts, etc.

- To aid in our goal this year of creating more opportunities to uplift BIPOC, Trans, and Disabled 2STLGBQIA+ students in their academic endeavours, the PCC is creating a scholarship program. There will be 4 award categories for Disabled 2STLGBQIA+ students, Trans 2STLGBQIA+ students, Black and Indigenous 2STLGBQIA+ students, and one general 2STLGBQIA+ award (which will still show preference for BIPOC, Disabled, and Trans applicants).
- Activities: Mid-June we will begin reaching out to find sponsors and create connections to enable us to facilitate this award. We hope to have applications open for these awards in February, and to be able to select recipients by the end of the school year.

PCC Executive Team Training:

- Training for the PCC Executive Team for the 2021-2022 school year will take place on Monday, June, 21st, 2021. It will involve a slideshow presentation which includes information regarding identities under the 2STLGBQIA+ umbrella, the PCC Mandate and 3 Pillars, McMaster and Hamilton's 2STLGBQIA+ resources, the basics of peer

support (as well as going through situationals that tended to be responded to weakly during the PCC Executive and Assistant Director interviews.

- Training will be facilitated by the PCC Director, Stephanie Chin, and the PCC Assistant Director, Matthew Aksamit. We will additionally be having accessibility training (with MSU Maccess), an anti-oppressive workshop, and sexual violence prevention training facilitated by SVPRO. Role-specific training will be taking place during the first week of July, and will be facilitated by the PCC Director and Assistant Director.

July 2021:

Initiate the PCC Clothing Drive:

- Involves creating promotional material (the PCC Director will be making the Promotional material), posting the promotional material to various social media avenues mid-July, and beginning collection of articles of clothing promptly following. Until we get access to the PCC Physical space eventually, clothing collection will be taking place at the PCC Assistant Director's student house, and eventually the Director's, as the new school year draws close to commencing,
- Often, for many reasons, individuals cannot purchase clothing that they feel comfortable wearing (e.g. due to cost of or safety/discomfort from purchasing clothing that adheres to their desired gender expression). This drive gives PCC Space Users the opportunity to try on and take home clothing in a judgement-free environment.

Round 1 PCC Volunteer Interviews:

- Involves creating a recurring zoom link, a list of interview questions (formulated by the PCC Director, Assistant Director, and Executive Team), scheduling and facilitating the interviews, Initially the hiring panels' availability will be recorded, and a list of potential interview times will be compiled. From these times, applicants invited to interview can select their desired interview time from a created Doodle Poll.
- The hiring panel will consist of a combination of the following individuals: Stephanie Chin (PCC Director), Matthew Aksamit (PCC Assistant Director), Fiona Allen (Events Coordinator), Bianca Mancino (Events Coordinator), Meera Chopra (Training and Development Coordinator) and Emma Murdoch (Community Facilitation Coordinator).
- Interviews will take place July 1st to 21st, and will be approximately 1 hour in duration.

Pride Student Network Initiation:

- Last year, the Pride Student Network was created by the PCC to contribute to ensuring the incoming first years have support from upper year reps, specifically those with the shared experience of being 2STLGBQIA+. Pairings are made on the basis of a number of factors including identity, program, interests, etc.
- Promotional materials for the Pride Student Network will be created by PCC leadership, and will be released July 1st (along with a form for mentees to outline what they desire in an upper year representative/mentor). Pairings will be made on a rolling basis, and programming will begin at the beginning of August.
- Anticipated difficulty: last year, the inaugural year of the Pride Student Network (PSN), there was a notable lack of programming for PSN Mentors and Mentees. Thus, it is anticipated that we shall face difficulty finding McMaster Archway and Faculty Representatives to take on the role of mentors. In the case that this is true, we shall

draw from McMaster Representatives who are MSU Service Executives, as well as the PCC Executive Team members.

Summer Community Groups Beginning:

- Involves: creating Forms for interested participants to sign up and provide contact information, creating recurring Zoom links, seeking out facilitators for the two intended groups for the summer (they will be facilitated by a combination of the following: PCC Director, Assistant Director, Executives): a general 2STLGBQIA+ community group and a Newcomers 2STLGBQIA+ community group.
- Promotional material will be made by PCC leadership and will be released mid-July. We intend to begin the Community Groups by the end of July.

August 2021:

MythBusters Campaign:

- During the summer, the PCC is planning on releasing our first small educational campaign regarding topics involving the 2STLGBQIA+ community. Additionally, having a smaller campaign at the beginning of the year enables the new PCC Executive team to get more acquainted with their roles through practical application.
- Graphics will be made by PCC Leadership: PCC Director, Assistant Director, and Promotions Coordinator, and will be posted to our various social media outlets.

Welcome Week 2021:

- During WW21, the PCC will likely be facilitating a booth to enable incoming first years to learn about the existence of our service and the opportunities we offer. Additionally, during Welcome Week, Round 2 Applications for PCC Peer Support Volunteer and Events and Advocacy Volunteer will open (applications will open for one week).
- We will also be facilitating a week of events including a Pride Student Network Social Game or Art Night, a Paint Night, etc for incoming first years to meet other individuals who belong to the 2STLGBQIA+ community at McMaster.
- The promotional material for WW21 will be made by MSU Underground (Paula Scott, MSU Underground Creative Director and Manager) and will be poster just before the week begins to all of the PCC socials.

PCC Physical Space Revamp:

- *Will be COVID-19 Restriction reliant: If it is safe to do so, and the PCC Team are allowed to enter MUSC and the PCC space in small numbers, we want to increase the accessibility of our PCC Space. This involves switching the front room and the back room, potentially repainting the room to a less-stimulating colour, replacing and/moving furniture (currently it is virtually impossible to navigate the space, even as an able-bodied individual), and adding more personalization.
 - Art Collection for the PCC Space will additionally be facilitated beginning during the end of August. Currently the PCC physical space is incredibly sterile (psychiatrist office semblant) and overstimulating. This year, we are striving to make our space a place where individuals are comfortable coming to when they desire support or community among those of shared experience. PCC staff and space users art contributions will be proudly displayed on one of our walls.

- New PCC Resources will be implemented in the space (i.e. the changeroom with the gender-affirming gear and clothes drive, bins of more safe(r) sex products, PCC pronoun buttons, and PCC stickers). The boxes of books and media that are being removed and donated shall be cleared out, and the clutter cleaned.
- This will take place during the end of August (if possible) and if not, during the beginning of September/fall term) and will involve the PCC Director, Assistant Director, and certain Executive Team members.
- Coordinator will be facilitated with Christina Devarapalli (MSU VP Administration), Victoria Scott (Administrative Services), and other MSU representatives.

Fall Term

September 2021:

Round 2 PCC Volunteer Interviews:

- Following WW21, the PCC Executive Team will be facilitating Round 2 interviews for Peer Support Volunteers and Events and Advocacy Volunteers. Between Round 1 and Round 2 Applicants, we will be looking to hire approximately 30 Peer Support and 5-7 Events and Advocacy Volunteers for this upcoming school year.
- Logistics, hiring panel, and scheduling considerations are the same as the aforementioned Round 1 PCC Volunteer Interviews.

PCC Volunteer Training:

- At the end of the second week of September, the PCC Executive Team (PCC Director, Assistant Director, and Executive Team members) will be facilitating training for our new team of volunteers. Topics covered during General volunteer training will cover what the PCC is and what we do, the 3 pillars the PCC adheres to, the resources the PCC offers, as well as general principles of peer support. Separate training will be facilitated by other McMaster groups (e.g. SVPRO) about anti-oppressive spaces and sexual violence prevention. Following 'general' volunteer training, Peer Support Volunteers will have to attend further Peer Support Training, where the PCC Executive Team will go more into depth about Peer Support Expectations, Rules, Confidentiality, and various situationals.
- Training will use Zoom (with built in closed-captioning) and will take approximately 3h.

Community Groups Sign-up:

- We will be promoting the community groups and collecting sign-ups from September 1st-14th.
- These community groups include:
 - NEW (during school year): Disabled 2STLGBQIA+ Community Group → for intersectionality Disabled and 2STLGBQIA+ students
 - BiPanPoly Hour Community Group → for Bisexual, Pansexual, Polysexual, and Questioning students)
 - Where We Come From Community Group → for students coming from unsupportive backgrounds)
 - Asexual and Aromantic Community Group → for Asexual, Aromantic, and Questioning Students

- Women Loving Women Community Group → for folks who are attracted, in some capacity, to Women-identifying individuals
- Men Loving Men Community Group → for folks who are attracted, in some capacity, to Men-identifying individuals
- Newcomers 2STLGBQIA+ Community Group → for newcomers to the 2STLGBQIA+ community at McMaster (for 1st and 2nd year students)
- Black 2STLGBQIA+ Community Group → for Black 2STLGBQIA+ McMaster students
- Trans and Non-Binary Community Group → for Trans and Non-Binary 2STLGBQIA+ McMaster students
- Dates and times will be determined based on the facilitator's availability, and the weekly meetings will be on Zoom, lasting 1 hour each.
- Community groups on Discord will also be opened at the same time, allowing for interaction on this platform as well.

Virtual Space Opening:

- The virtual space opening is scheduled to take place the third week of September. It will consist of Discord and Tawk.to. Prior to this, volunteers will be trained on how to navigate these platforms.
- Promotional materials regarding this will be made by the PCC, and released prior to opening.

October 2021:

Volunteer Community Group Training:

- Volunteers and/or exec involved in facilitating the community groups will be trained. This training is scheduled to take place the first week of October. Training will be facilitated by the PCC Director, Assistant Director, and Community Facilitation Coordinator.

Community Groups Begin:

- Once training has been completed, the community groups will begin. See above for the complete list of community groups offered.
- This is tentatively scheduled between the 14th to the end of the month. Prior to this, promotional material, made by the PCC, will be released. For any collaborative community groups, we will request that the collaborator also promotes them.

November 2021:

2STLGBQIA+ History Week:

- This school year, we are aiming to hold 2STLGBQIA+ History Week during the second week of November, 2021 (8th to 12th).
- 2STLGBQIA+ History Week this year will have 8-10 events over the course of a week. Due to popularity from last year's programming, definite events we will be holding during this week are 2 Art Events, one closed to BIPOC 2STLGBQIA+ students, and another closed to Disabled 2SLTGBQIA+ McMaster students (with MSU Maccess). Likely for these events, we shall be utilizing and expanding upon guest Artists that facilitated sessions for us last year. Other events will be facilitated by the PCC Director, Assistant Director, the Executive team, and the Events and Advocacy Volunteers.

- Other definite events will include a “chill art session” where participants can relax and make art, Trans Day of Remembrance Vigil (with MSU WGEN), another event closed to Trans folks and their friends, etc.
- Promotional material will be created by MSU Underground, and will be released by the PCC Director, Assistant Director, and Promotions Coordinator on our social media accounts.

December 2021:

Holiday Event:

- We will be facilitating a non-denominational holiday event. We hope to collaborate with other services if possible, and if so, we will ask them to promote the event as well.
- Often, in an online environment, it is super hard to feel the community-aspect of our services and that we are making a tangible difference. In addition, often (regardless of whether we are operating online, in-person, or hybrid), MSU service executives and volunteers tend to not have much opportunity to get to know one another. This event will enable everyone working so hard to create great programming and peer-support at McMaster to have an evening for themselves.
- This event, for a multitude of reasons, will be held on Zoom, facilitated by the various MSU Service Directors, Assistant Directors, and Executives, and will feature different activities in different breakout rooms.

Winter Term

January 2022:

2STLGBQIA+ Disability week:

- A week dedicated specifically for disabled 2STLGBQIA+ individuals. Many times, 2STLGBQIA+ spaces are inaccessible for disabled folks, and as a result, oftentimes they are excluded from taking part in events and programming. This is no different with regards to the PCC. This week is to celebrate 2STLGBQIA+ disabled folks, and will feature closed events for Disabled 2STLGBQIA+ folks, where they can actively participate and congregate among those of shared experience, and the release of various educational information.
- Scheduled to take place the second week of January 2022. Roughly 5 events are scheduled to take place, including one “games/art night” closed to Disabled 2STLGBQIA+ folks, and a dance class run by a Disabled Dancer/Studio-owner. Specifically, we wish to find a Black Disabled Dancer to lead a session.
- In seeking out partnership with MSU Maccess for this campaign or a number of select events, we will be asking them to help promote the events.

Designing & Purchasing Volunteer Appreciation Items:

- We will be cognisant of our remaining budget as we design and purchase the volunteer appreciation items. This year, we have allocated \$750.
- We will be working with volunteers and execs to ensure that everyone is satisfied with their gift (and all gifts continue to ensure that volunteers continue to remain in safe home/school environments) and feels as though their efforts have been noticed and appreciated.

February 2022:

2STLGBQIA+ Pride Week:

- A week dedicated to celebrating the diversity and resilience of the 2STLGBQIA+ community. Regardless of whether MSU Services are cleared to host in-person programming, we intend to continue to host programming online on Zoom. During 2STLGBQIA+ Pride Week, we will also be looking to collaborate with other MSU Services including MSU Maccess.
- Promotional material will be created by MSU Underground, and will be posted to various social media outlets by the PCC Director, Assistant Director, and Promotions Executive.
- Scheduled to take place the first week of February. This year, we are planning on having a 5 day campaign. Furthermore, each of these days will be used to center a particular identity/group of identities. This will be supported with educational social media posts about misunderstood/underrepresented identities, to ensure that individuals can gain more knowledge as to the identities encompassed by the 2STLGBQIA+ community.

March 2022:

Queer in STEM Panel:

- Scheduled to take place at the beginning of March.
- This event will feature both a grad student and a professionals panel, consisting of 2STLGBQIA+ grad students and professors, respectively. We are hoping this year to gain new panelists to ensure that each year, different stories and advice are shared to students. Each of the selected panelists for the year will receive a \$50 honorarium upon event completion.
- This event will be held in collaboration with McMaster Science Society (MSS), McMaster Engineering Society (MES), Bachelor of Health Sciences Society (BHSS), and Engiqueers during the beginning of March (1st).
- Promotions will be made by the MSU PCC Director, Assistant Director, and Promotions Coordinator, and will be shared the the PCC, MSS, BHSS, MES, and Engiqueers social media accounts.

Transcendence:

- A week of programming dedicated to Trans, Non-Binary, and Two-Spirit individuals. Oftentimes, despite being at the forefront of revolutionary 2STLGBQIA+ movements, trans folks are misrepresented and excluded from events. Trans individuals are also more likely to experience mental illness, homelessness, and substance use problems. Thus, this week is dedicated to creating a space for trans people and catering to their needs. Some events during Transcendence will be held in collaboration with WGEN.
- This campaign will occur during the second week of March (7th to 11th), with approximately 5 events distributed throughout the week.
- Promotional Material for Transcendence will be created by the MSU Underground, and will be posted to the PCC social media accounts a week prior to the campaign.

PCC Team Turnover Beings:

- Exec will be spoken to (through one-on-one meetings) and asked what worked this year, what didn't work, and what we can improve on in the future. This information will be collected into a document which will be passed on to the next Director + PCC team.
- A detailed recount of the year will entail, with events and campaign weeks looked at in detail. This information will also be passed on to the next Director + PCC team.

Order/Restock Space Resources:

- With the remaining budget, we will examine what supplies the PCC space is lacking. We will then purchase these supplies so that they do not need to be immediately purchased the following year. Supplies that the PCC will restock may include gender-affirming gear, PCC Pronoun buttons, PCC stickers of various sizes, lanyards, etc.

PCC Director Hiring:

- By mid-March, the new 2022-2023 MSU PCC Director will be hired by a combination of the following: the 2021-2022 PCC Director, Stephanie Chin, the Assistant Director, Matthew Aksamit, the MSU VP Administration, and the MSU Executive Board.

April 2022:

Turnover Continues:

- See above.

Finances & Equipment

Budget Projection

This year, the MSU Pride Community Center is operating with a discretionary budget of \$6,600. This budget will be distributed towards the facilitation of PCC training, office supplies, community outreach, annual campaigns, resource purchases, volunteer recognition, and advertising and promo.

Considering various likely formats of the upcoming school year, we have chosen to loosely distribute the \$6,600.00 funding as follows:

- \$100.00 for Office Supplies (mainly for the new PCC sign and banner)
- \$250.00 for Community Outreach
- \$3,350.00 for Annual Campaigns
- \$750.00 for Volunteer Recognition
- \$1,550.00 for Advertising and Promotions
- \$100.00 for Resource Purchases
- \$500.00 for Training Expenses

Inventory

This year, we chose to rededicate a portion of our PCC Resource Purchases funding Towards our Annual Campaign funding, which tends to always run tighter on money. This is a result of our investment in a sufficient amount of gender-affirming gear last year, resources which have not yet been depleted and likely will not, at least to a great extent, deplete this year. Furthermore, we possess remaining stickers (with our new logo) and buttons that will be placed in the space when we revamp the space for this upcoming school year.

Contacts

For this year, the MSU PCC will be deferring to the following contacts with regards to financial questions and purchases:

- MSU VP Finance: Jeganiyah Jayachandran
- MSU Payroll: Kevin O'Mara

Promotions

Service Webpage

Last year, the MSU PCC Webpage was updated, as were all the other MSU services. This year, we plan on updating and streamlining the information displayed on the MSU PCC website to be more relevant to our service for this coming year, as per our anticipated and desired direction of the service. Outlined are some of the changes we desire to make:

- To make our service more accessible, we plan on making MUSC 221 our back room, where we shall be offering confidential 1-on-1 peer support and offering space users privacy to try out gender-affirming gear and clothing from our clothing drive (swap). Thus the address of our physical location in MUSC will be updated.
- We will be adding an additional tab on the webpage, right below incident reporting, where space users can confidentially submit suggestions of how we can improve the space. This is because: the only way we can continually improve in serving the 2STLGBQIA+ McMaster community is to directly seek input from the diverse student community. Our space, nor any space, can never be perfectly safe or accessible; rather, it is something that needs to be worked on constantly.
- The “Library” tab on our website needs to be altered drastically. Over the past two years, I have both witnessed and participated in the revamp of the PCC library to be more reflective the McMaster 2STLGBQIA+ community’s needs. The update will include a brief explanation of our library check-in/out system (tagging and using Librarika), and will remove mention of a diverse PCC DVD library.
- We will additionally be adding another tab to our webpage regarding the implementation of gender-affirming gear and our new upcoming clothing drive in the PCC space.

Social Media

As of the date of submission of this document, the PCC has approximately 1200 Facebook followers, 940 Instagram followers, and 1050 followers on Twitter. The goal this year is to increase social media presence and interactions to increase general awareness about the PCC and what we have to offer, and to provide educational resources and support. From the past year, Instagram and Instagram Stories have been very popular, and so emphasis will be placed upon maintaining our online presence there. We will be tracking approximate followers each month to see potential growth patterns, and where to improve.

Merchandise & Apparel

Currently in the PCC space we have stickers with the new PCC logo (some rectangular and some round) and some new pronoun buttons (6 different pronoun variations). Furthermore,

last year, we ordered some gender-affirming gear to be offered in the space to folks who desire it. The gender affirming gear will be offered alongside a new resource we are implementing this year: a clothing swap/drive. Essentially, this will entail folks dropping off clothing that they no longer wear or want to a collection center in the PCC room. This clothing can be repurposed and taken home by other students. This clothing drive will enable students to explore their gender identity and styles by trying out clothing that they would not be comfortable publicly purchasing for themselves, cannot afford, etc.

Contacts

MSU Underground Creative Director and Manager: Paula Scott

- ugmanager@msu.mcmaster.ca

Onboarding & Administration

Hiring

Part-Time Manager(s)

Applications for PCC Director closed on February 19th 2021, and were open for 2 weeks. By the beginning of March the PCC Director, Stephanie Chin was hired and she began the onboarding process. Applications for PCC Assistant Director closed shortly after. The following were the hired candidates for PCC Director and Assistant Director.

- Part-Time Manager: Stephanie Chin
- Assistant Director: Matthew Aksamit

Executives

Hiring for PCC Executive Team Members opened on April 1st 2021 and closed on April 14th 2021. Screening of applicants and scheduling of interviews occurred between April 14th to 21st. Interviews then ran between May 4th to 17th. The executive interviews were facilitated by the PCC Director, Stephanie Chin, the PCC Assistant Director, Matthew Aksamit, the WGEN Director, Neha Shah, and the Maccess Director, Emunah Woolf. The successful candidates, outlined below, were hired on April 18th.

- Training and Development Coordinator: Meera Chopra
- Community Facilitation Coordinator: Emma Murdoch
- Event Coordinator(s): Fiona Allen, Bianca Mancino
- Social and Political Advocacy Coordinator: Shruthi Krishna
- Promotions Coordinator: Janice Xu
- Research and Resources Coordinator: Eman Chowdhury

Volunteers

Both Peer Support Volunteers and Events and Advocacy Volunteers will be hired on the same timeline: Round 1 Volunteer Applications are currently open (they have been opened June 1st 2021, and will close on June 21st 2021). Interviews for Round 1 applicants will occur between July 1st and 21st. Likely, the bulk of our Volunteer Pool will be hired during Round 1. A second round of volunteer applications will open during the last week of August, beginning August 23rd 2021, predominantly targeted at the incoming McMaster 1st year pool. Interviews for Round 2 Volunteer Applications will occur between September 1st to 7th. Round 1 and Round 2 Applications will be facilitated by the PCC Director, Stephanie Chin, the PCC Assistant Director, Matthew Aksamit, and members of the PCC Executive Team (especially the Training and Development Coordinator, Meera Chopra, the Community Facilitation Coordinator, Emma

Murdoch, the Events Coordinator(s), Fiona Allen and Bianca Mancino, and the Social and Political Advocacy Coordinator, Shruthi Krishna).

Training

Part-Time Manager(s)

Training for PCC Part-Time Manager is ongoing as more modules are added to the Continuing “Part-Time Student Leader” course on Avenue to Learn. A synchronous training session was also held early on into the PTM term with MSU Maccess, MSU Wgen, MSU Diversity Services, and other MSU services.

Executives

Executive Training is tentatively scheduled for the 2nd or 3rd weekend of June, depending on executives and guest speakers’ availability, and will occur over 2 days to avoid Zoom burnout as much as possible. The training will involve SVPRO as a guest speaker on Sexual Violence Prevention and Response.

Volunteers

Once both Round 1 and Round 2 of volunteers candidates are screened, and successful candidates hired, they will go through PCC Volunteer Training facilitated by the PCC Director, Stephanie Chin, the PCC Assistant Director, Matthew Aksamit, other MSU PTM’s, as well as SVPRO. Once Volunteer onboarding and training have occurred service operations will wholly commence the middle of the second week of September (tentatively the 14th). During the 1st week of October, training for Peer Support Volunteers who signed up to be Community Group Facilitators will occur. Community Group training will be facilitated by the PCC Director, Stephanie Chin, the PCC Assistant Director, Matthew Aksamit, the PCC Training and Development Coordinator, Meera Chopra, and the PCC Community Facilitation Coordinator, Emma Murdoch.

Year Plan

Executives:

Ideas have been collected from hired executives as to what they want to see be accomplished by them, in their roles, and from the service as a whole. These ideas were collected from Executive Members’ interviews, one-on-one meetings, as well as other informal interactions. However, it is important to note that, due to the constantly changing needs of the McMaster 2STLGBQIA+ community, the PCC undergoes constant evaluation and adaptation to best fulfill community needs.

As of the year plan submission date, there has not yet been a formal in-depth plan made by each hub of executive members, namely one from the Events and Social and Political Advocacy Coordinators, one from the Community Facilitation and Training and Development Coordinator, one from the Research and Resources Coordinator, and one from the Promotions Coordinator. However, by June 21st, 2021, they shall be completed and collected.

Reports

Executive Year Plans have not yet been collected thus far.

Miscellaneous

Appendix

A. Full Contact List

Name: Stephanie Chin
Title: PCC Director
Email: pride@msu.mcmaster.ca

Name: Matthew Aksamit
Title: PCC Assistant Director
Email: pridead@msu.mcmaster.ca

Name: Meera Chopra
Title: Training and Development Coordinator
Email: choprm4@mcmaster.ca

Name: Emma Murdoch
Title: Community Facilitation Coordinator
Email: murdoce@mcmaster.ca

Name: Fiona Allen
Title: Events Coordinator
Email: allenf1@mcmaster.ca

Name: Bianca Mancino
Title: Events Coordinator
Email: mancino@mcmaster.ca

Name: Shruthi Krishna
Title: Social and Political Advocacy Coordinator
Email: krishs24@mcmaster.ca

Name: Eman Chowdhury
Title: Research and Resources Coordinator
Email: chowdhe@mcmaster.ca

Name: Janice Xu
Title: Promotions Coordinator
Email: xuj173@mcmaster.ca