



Queer Yukon Society
Annual General Meeting Agenda
Sun. Dec. 5 @ 3pm

1. Call to Order
2. Land Acknowledgement
3. Approve the Agenda
4. Adoption of the Previous Minutes
5. Motion to Waive the Membership Fee
6. President's Report
7. Treasurer's Report
 - a. Motion to approve the 2021-2022 Financial Statements
 - b. Motion to waive the Financial Review Requirement for 2021-2022
8. Executive Director's Report
9. Special Resolution: To approve the Values, Mission, Mandate, Vision
10. Board Election
 - a. Motion to appoint returning officer to supervise election
 - b. Motion to destroy ballots
11. Adjourn

Queer Yukon Society
Annual General Meeting
Tuesday, November 17, 2020, 7pm via Zoom

Present: Emily Tredger, Joe Wickenhauser, Stephanie Hammond, Britt O’Laney, Jules Anderson, Michaela Rideout, Mona Luxion, Robin Ried-Fraser, Kayla Van Oort, Prianshu Grover, Sandy Chism, Kim Lisgo, Georgie Townrow, Duane Gastant Aucoin, Chris Lovatt, Joey O’Neil, MC, Antoinette GreenOliph, Sydney Wolf, Inga Petri, Robin Steudel

Special General Meeting

1. Call to order: 7:07pm
2. Approve the agenda
 - a. Move: Chris Lovatt, second: MC, passed
3. Motion to waive membership fee for the 2020 AGM
 - a. Move: Sandy Chism, second: Mona, passed
4. Special Resolution to waive the financial review for 2019-20
 - a. Move: Chris Lovatt, second: Sandy Chism, passed
5. Adjourned: 7:18pm Emily Tredger

AGM

1. Call to order: 7:18pm
2. Motion to vote via Zoom
 - a. Move: MC, second: Michaela Rideout, passed
3. Adopt the agenda
 - a. Move: Chris Lovatt, second: Mona Luxion, passed
4. Motion to adopt minutes from last year’s AGM
 - a. Move: Chris Lovatt, second: MC, passed
5. President’s Report, Emily Tredger
 - a. Yukon Pride Centre
 - i. Joint project with All Genders Yukon
 - ii. Started receiving funds from YG in Feb 2020
 - iii. Joe Wickenhauser hired as ED in March 2020
 1. Support for QYS and AGY
 2. Pride 2020
 3. Queer Takeover (funded by Red Cross)
 - a. Staff in Whitehorse, Dawson City, Watson Lake
 4. Strategic Planning – underway now
 5. Pride Centre behind the scenes (bookkeeping, policies, physical space, applying for grants, consulting with YG)
 - iv. What’s next for Pride Centre:
 1. Queer Takeover part two
 2. Negotiating with YG for core funding in future years
 3. Strategic Planning

4. Build capacity with underrepresented communities
- v. BLM statement and follow up
 1. Donated to Black Health Alliance
 2. Development of code of conduct
 3. QTIBIPOC-led events at Pride
 4. Consultations with Black, Indigenous, and People of Colour in our community on the Pride Centre
 5. Events for and by the QTIBIPOC community
 6. Next steps: anti-racism training for the boards
- vi. Pride 2020
 1. Online and in-person events: pride paddle, trivia night, show and tell, queer kitchen challenge, drag lip sync challenge, coming out campfire, etc
 2. Unwanted RMCP presence
 - a. Prior to Pride, QYS decided to not have uniformed RCMP at Pride events
 - b. Two uniformed RCMP officers attended an event
 - c. Media coverage, ongoing conversations with YG
 - d. Next steps: community conversations for guidance on future relations/actions – Monday, November 23, 6pm
 3. Pride 2021
 - a. First planning meeting in January 2021
 - b. Email info@queeryukon.com to sign up – all are welcome!
 4. Upcoming Strategic Planning
 - a. Dates and details on website
 5. Thanks to partners and funders, board members, volunteers, AGY, Pride Centre staff
6. Treasurer's Report, Chris Lovatt
 - a. Please see attached financial reports
 - b. Motion to Accept Finances as Presented
 - i. Move: MC, second: Kim Lisgo, passed
 - c. Motion to accept the revised financial statements from previous years
 - i. Move: MC, second: Kim Lisgo, passed
 - d. Motion to appoint Manning Elliott, LLP as the Professional Accountant for Queer Yukon Society's Financial Reviews for: 2019-2020 and 2020-2021.
 - i. Move: Mona Luxion, second: MC, passed
7. Election of the Board
 - a. Still time to put your name forward!
 - b. Interested people: Mona Luxion, Jules Anderson (withdrawn), Michaela Rideout, Kayla Van Oort, Brit O'Laney (withdrawn), Duane Gaston Aucoin, Sydney Wolf, Prianshu Grover
 - c. President: Emily Tredger
 - d. Vice-President: Mona Luxion
 - e. Treasurer: Chris Lovatt
 - f. Secretary: Kayla Van Oort

- g. Directors: Duane Gaston Aucoin, Sydney Wolf, Michael Rideout, Prianshu Grover
 - i. Move: Britt O'Laney, second: MC, passed
- 8. Move to adjourn: 8:27pm moved by MC

Drag Queen Bingo with Jolene Queen:
Winners: Robin Steudel, Sandy Chism (+ Britt)



Report from the Executive Director

November 16, 2021

The past year has been one of learning, growth, and capacity building for Queer Yukon Society.

Through countless funding applications, we have been fortunate to increase the number of long-term staff positions, including program staff in Watson Lake & Dawson City. This year, we've been focused on building up our team through formal and informal training and through developing and refining our internal systems and procedures.

In April 2021, Queer Yukon also moved out of our one-room office in Yukonstruct into a 2,200 square foot space at the Yukon Inn Plaza. Since then, we've been busy finding furniture and getting ourselves organized in the space as well as completing an accessibility washroom renovation.

With abundant optimism, Queer Yukon's 2021 Pride festival lineup included over 40 online and in-person events in June, including events scheduled in Watson Lake & Dawson City. After an incredible start to the festival, a significant increase in COVID-19 cases led us to the difficult decision of postponing the remaining events into August. While our festival was very different than what we had originally planned, we were humbled by the opportunity to connect in a meaningful way with LGBTQIA2S+ community members.

Our programming continued throughout the year to include a wide range of online programming, drag shows, workshops, outdoor painting as well as a number of events geared towards individuals experiencing housing insecurity or homelessness. We also held numerous community engagement sessions with the goal of developing an informed strategic plan and have launched our Young Adult Council to provide valuable feedback as we develop new programs.

In response to the COVID-19 pandemic, Queer Yukon also developed a number of new programs to support community members in need. This has included our Yukon Gender Gear Program, Rent & Utility Payment Program, and a wide range of Direct Aid distribution (food, gift cards, and warm winter gear). We're proud to continue offering these services into this year!

My sincere thanks goes out to the Queer Yukon staff and board who have been an incredible team to work with and have accomplished so much in the midst of such challenging times.

Joe Wickenhauser (He/Him)
Executive Director
Queer Yukon Society

Queer Yukon Society

Proposed Mandate, Vision, Mission, & Values

Revised October 12, 2021

Context

The Mandate, Vision, Mission, & Values below are based on the results from our Strategic Planning retreat with Inga Petri. Revisions were made by QYS Board President Mona Luxion based on revisions proposed by the QYS Board, Joe Wickenhauser, and board and staff members at the retreat on October 10th.

Mandate

Our “elevator pitch.” What business are we in?

Queer Yukon Society is a community-led initiative with community centres across the Yukon that offer safer spaces, resources, supports, online and in-person programming, and community connection to LGBTQIA2S+ Yukoners and their loved ones. We advocate for the health, well-being, and human rights of LGBTQIA2S+ Yukoners, offer education and training to the broader community, and organize Pride celebrations across the territory.

Vision

What is the long-term impact we want to see?

Our vision is for the Yukon to once again be a welcoming, safe home for LGBTQIA2S+ people with strong, connected queer communities.

Mission

What are the major goals for the next 5 years?

- To advocate for pride, acceptance, inclusion and justice for LGBTQIA2S+ people and communities
- To establish and operate community spaces for LGBTQIA2S+ Yukoners, including physical locations in Whitehorse, Dawson City and Watson Lake; virtual spaces accessible throughout the Yukon; and a regular presence in other Yukon communities that welcome our partnership. In particular, to create safer spaces

for Two-Spirit / Indigiqueer individuals to access support and community connections.

- To foster understanding of LGBTQIA2S+ issues among Yukoners from all backgrounds and organizations in the public, private and not-for-profit sectors through education and partnerships.
- To build relationships with First Nations communities and make ourselves available to help them support Two-Spirit people.
- To work to design all programs and operations with an understanding of the intersectional oppressions LGBTQIA2S+ people experience, and to regularly make space for self-reflection and community input.

Values

Queer Yukon Society's values are shaped by our commitment to challenging oppression and working to equalize the power imbalances caused by systemic prejudices against and within our community.

- **Respect** – Honouring ourselves and showing consideration for the boundaries, feelings, wishes, rights, and traditions of others
- **Relationships & Collaboration** - Valuing each other and working together towards a common goal
- **Inclusion** – Welcoming others while acknowledging, accommodating, valuing, and celebrating difference
- **Safety** – Doing our best to protect ourselves and others from harm or injury
- **Generosity** – Bringing an attitude of kindness towards each other and an openness to learning



Candidates for the Board of Directors of Queer Yukon Society

Note: This document includes candidates who completed the Expression of Interest form before Nov. 17th, and may not be a complete list of everyone interested in running for the Board.

LIST OF CANDIDATES BY POSITION

President

Mona Luxion*

Vice-President

Allie Atfield*

Roger Bower*

Mona Luxion*

Britt Olaney

Gwyneth Williams*

Secretary

Allie Atfield*

Mona Luxion*

Treasurer

Mona Luxion*

Directors (up to 4 spots)

Duane Gastant' Aucoin

Roger Bower*

Mona Luxion*

Gwyneth Williams*

Sydney Wolf

** Running for more than one position. (Positions will be filled in the order above, and each person can only hold one position.)*

Candidate Bios begin on the next page.

Nominations are still open! Any member of Queer Yukon who want to join the Board can simply put their name forward during the AGM. Please consider preparing answers to the questions below to help voters get to know you better.

We particularly encourage folks from all sections of the LGBTQIA2S+ community, as well as those identifying as Black, Indigenous, & People of Colour, women, Two Spirit / Indigiqueer people, Trans/Non-binary people, people whose first language is not English, and people with disabilities. Additionally, we encourage folks living in Yukon communities other than Whitehorse to apply. Board members must be over 18 years of age, and you must attend the AGM to be eligible.

Contact board@queeryukon.com with any questions!

CANDIDATE BIOS

Allie Atfield

(Pronouns: She/Her)

Tell us a bit about yourself and who you are! If you feel comfortable, you can share communities you identify with or feel a part of:

I am a queer woman who moved to the Yukon 5 years ago from Australia. Originally I came for 6 months for the adventure of a lifetime and I fell in love with the wilderness, the community, the uniqueness that the Yukon has to offer. I identified as lesbian since the age of 15, but then became more fluid and now identify as queer.

Are there any specific skills or experience that you're excited to bring to the Queer Yukon Board? Do you have any previous experience sitting on a Board or working with a similar organization?

I have not worked on a board before but I've worked in health care since being in the Yukon, so I have a good rapport with the community. I'm a very opened minded and determined person who would like to be part of making a difference.

Why are you interested in joining the Queer Yukon Board? Is there anything that you're specifically interested in working on if you join the Board?

I would love to be a part of organizing more queer events in the Yukon and even a space where youth struggling with their sexuality can be comfortable.

I'm interested in running for: Vice-President, Secretary

Duane Gastant' AuCoin

(Pronouns: Any people feel comfortable using)

Tell us a bit about yourself and who you are! If you feel comfortable, you can share communities you identify with or feel a part of:

I'm a 2-Spirit individual from Teslin, Yukon. I'm a father & grandfather & am a learner/supporter of my Inland Tlingit language & culture. I've been on the TTC Executive Council since 2009. Before this I was involved supporting my LGBTQ2S+ family through my artistic work in Vancouver & the Yukon. I still try to do all I can to support my Queer family in the current work I do.

Are there any specific skills or experience that you're excited to bring to the Queer Yukon Board?

Helping establish new programs & structures as well as restructuring existing ones.

Do you have any previous experience sitting on a Board or working with a similar organization?

Many different Boards for many different organizations. Just completed my 1st term with QYS as a Director at large & as the Vice President

Why are you interested in joining the Queer Yukon Board? Is there anything that you're specifically interested in working on if you join the Board?

I've just completed my first term on the QYS Board as a Director at large & then as the Vice President. I believe in the work that QYS is doing to help make the Yukon once again a safe & supporting home for our community.

I'm interested in running for: Director (at large)

Roger Bower

(Pronouns: He/Him)

Tell us a bit about yourself and who you are! If you feel comfortable, you can share communities you identify with or feel a part of:

I'm a white settler originally from Montreal. I've been in the Yukon for just over 5 years now. Since moving here I've worked in recreation, emergency medical services, and with Yukon University. I have extensive experience in working and volunteering with non-profits across the country. This includes board experience. Most recently I was the Vice-President for the Recreation and Parks Association of the Yukon. I resigned from that position to take on a staff role with the organization and am now the training coordinator. I'm married and have one cat who has an opinion on everything, and am I'm trans and bi.

Are there any specific skills or experience that you're excited to bring to the Queer Yukon Board? Do you have any previous experience sitting on a Board or working with a similar organization?

I have extensive experience in the following: strategic plan creation, public consultation, policy/guidelines creation and review, HR matters, promotion, facilitation, training, grant writing/reporting, partnership building with other organizations, and various levels of government including municipal, First Nations, Territorial and Federal. I'm excited about bringing my networking and general knowledge around non-profits in the Yukon to the board. I have experience sitting on numerous boards (2110 Gender Advocacy Centre- Montreal, Trans Health Network- Montreal, Faro Arts and Recreation Association, Recreation and Parks Association of the Yukon). Aside from my board experience I have worked for many non-profits across the country including Ten Oaks Project, Projet 10, Action Sante Tranvesti(E) et Transexuel(LE) du Quebec, the 519, and most recently, RPAY.

Why are you interested in joining the Queer Yukon Board? Is there anything that you're specifically interested in working on if you join the Board?

I'm interested in joining the board as I have a lot of experience to offer. I'm excited to see how far this organization has come. I want to help work to create a stable base for this organization to continue for years to come. If selected, I would be interested in helping with policy review/development, strategic planning, Human Resources, meeting facilitation with other organizations, funders or Governments. I'll be honest in saying that my strengths are the "behind the scenes" work.

I'm interested in running for: Vice-President, Director (at large)

Mona Luxion

(Pronouns: They/Them/Theirs or E/Em/Eirs)

Tell us a bit about yourself and who you are! If you feel comfortable, you can share communities you identify with or feel a part of:

Hi! My name is Mona. I identify as queer, trans and non-binary (or, to get more specific, bisexual and genderqueer.) I grew up in Chicago, lived in Montreal for many years, and moved to Whitehorse in 2020 with my partner Robin, who grew up here and is very convincing about how great the Yukon is!

I want to recognize here that I am a white person and a settler, and express my gratitude to the peoples who have cared for this land for generations as well as my commitment to listening and centering the needs, vision and knowledge of Yukon First Nations people in decision-making.

I am also a first-language French speaker, and my experience of the world is somewhat shaped by my first- and second-generation experience of immigration. Oh, and I just turned 36, so I think I'm officially middle-aged.

Are there any specific skills or experience that you're excited to bring to the Queer Yukon Board? Do you have any previous experience sitting on a Board or working with a similar organization?

I've been on the board of Queer Yukon since November 2020, and served as President of the board since spring 2021. Previously, I spent about 5 years on the boards of community organizations in Montreal, supporting tenants' organizing and a range of student and community social and environmental justice projects.

I'm a bit of a policy nerd, and I also am comfortable working with budgets and finances and have been on the finance committee of other boards.

Why are you interested in joining the Queer Yukon Board? Is there anything that you're specifically interested in working on if you join the Board?

I first came out in ... 2005?, and have been involved with queer community organizing in one way or another even since. To be honest, I feel like queer and trans people showing up for each other is one of the most beautiful and transformative forces in the world, and I'm so excited about what Queer Yukon is doing and want to keep supporting our community in any way I can. I'm currently serving as President, but would be equally happy taking on a different role if someone wants to try out the President role.

I'm interested in running for: President, Vice-President, Treasurer, Secretary, Director (at large)

Britt Olaney

(Pronouns: They/Them)

Tell us a bit about yourself and who you are! If you feel comfortable, you can share communities you identify with or feel a part of:

I'm a nonbinary settler that identifies as queer. I have ADHD and live with chronic illness. I believe in social justice and the healing potential that exists in community care and connection.

Are there any specific skills or experience that you're excited to bring to the Queer Yukon Board? Do you have any previous experience sitting on a Board or working with a similar organization?

I work within a nonprofit organization, and have previously worked in healthcare, therefore I have a unique perspective surrounding the gaps our current system has.

Why are you interested in joining the Queer Yukon Board? Is there anything that you're specifically interested in working on if you join the Board?

I'm interested in creating a safe space for people of all abilities and opportunities to share their stories to help create inclusive and innovative ways to meet the needs of our community.

I'm interested in running for: Vice-President

Gwyneth Williams

(Pronouns: She, They, Siya)

Tell us a bit about yourself and who you are! If you feel comfortable, you can share communities you identify with or feel a part of:

Hi, I am Welsh and Filipinx ancestry. I experience the Filipinx/Canadian immigrant experience deeply. I was born in Washington DC - USA and have lived in 7 different countries. For the past 5 + years I've worked for Yukon First Nations governments supporting Indigenous Youth, Children and Families. My partner and I are both bisexual. I am learning more about neuro diversity in my family and in my own mind. I am mama to an ever loving 3 year old.

Are there any specific skills or experience that you're excited to bring to the Queer Yukon Board? Do you have any previous experience sitting on a Board or working with a similar organization?

I currently sit on the Nakwaye Ku Daycare board. I am the co-creator of Transition Community Initiative Philippines. An NGO in the Philippines that supports farmers and communities to transition into natural farming methods. We facilitate many social, environmental and community initiatives in the Philippines.

Why are you interested in joining the Queer Yukon Board? Is there anything that you're specifically interested in working on if you join the Board?

I am interested in decolonizing orgs from a governance perspective. I am currently taking the Indigenous Governance certificate course at Yukon University. In my own life and in my work with queer youth I hope to advocate and be a positive voice

I'm interested in running for: Vice-President, Director (at large)

Sydney Wolf

(Pronouns: They/Them)

Tell us a bit about yourself and who you are! If you feel comfortable, you can share communities you identify with or feel a part of:

I am a pansexual, non binary, Queer, autistic, ex sex worker. I have been living in the Yukon for 2 years now.

Are there any specific skills or experience that you're excited to bring to the Queer Yukon Board? Do you have any previous experience sitting on a Board or working with a similar organization?

I think that I bring a unique perspective from communities that don't always get representation. I had not previously sat on a board, but now have 1 year experience with the QYS board.

Why are you interested in joining the Queer Yukon Board? Is there anything that you're specifically interested in working on if you join the Board?

I am excited to continue watching the organization grow. I love the programming and Pride events.

I'm interested in running for: Director (at large)