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ACKNOWLEDGEMENT & CALL TO ANTI-COLONIAL RESISTANCE

QPIRG Concordia acknowledges that we are on the traditional territory of the Kanien'kehá:ka people. The Kanien'kehá:ka are the keepers of the Eastern Door of the Haudenosaunee Confederacy. The island we call Montreal, called Tiotia:ke in the language of the Kanien'kehá:ka, has historically been a meeting place for other Indigenous nations, including the Algonquin peoples.

QPIRG Concordia believes it is not enough to just acknowledge the keepers of this land. We encourage everyone to get informed and educated, and to actively resist colonialism and neo-colonialism in the many forms it takes, and in the diversity of forms that resistance can take too. QPIRG Concordia, and its related projects and working groups, are one place to get informed. We would like to highlight the upcoming "Fall Feast: An anti-colonial evening of food, film and resistance" to take place at the Native Friendship Center of Montreal on the evening of November 24. We encourage everyone to get in touch with QPIRG Concordia about anti-colonial and decolonization efforts.

Message from the Board of Directors

This board's term started with the election of 12 board members at the 2015 Annual General Meeting, 7 of whom were new, (Amal, Gregg, Kaiza, Malek, Rana, Sophia Sahrane and Stephanie) and 5 of whom were experienced board members (Laura, Otto, Shayla and Sophia Salem, as well as Sanjeevan who had joined in the middle of the previous year as an interim member). The mixing of returning and new members was a good combination in terms of carrying over institutional knowledge while bringing in new and fresh energies and perspectives. The board worked to support the staff, the working groups, QPIRG's core projects, distribute discretionary funding according to the organization's guidelines and improving the organization in general.

As part of our work, board members participated in several different committees: the Finance Committee, the Policy Development Committee, the Accessibility Committee, and the Staff-Liaison Committee which adopted a new working model this year.

Hiring and Staff-Liaison Committee

The Board participated in hiring seven new part-time staff this year, most of whom are Concordia students or alumni: Tram and Xindi were hired as Library Coordinators, Eli as Disorientation Coordinator, Annie and Sumaya as *School Schmool* Coordinators, Emma as the Social Justice Research Coordinator, and Swetha was re-hired to complete her mandate as the Grassroots Resistance Archive Coordinator. All of them did awesome work, and QPIRG was lucky to have such vibrant and creative people making things happen this year. We thank them all for their presence and energy, and hope that they will stay involved in some ways in the future.

What was done this year

The board was active on many fronts throughout the year. An ad hoc QPIRG McGill-Concordia committee was created in order to assess and solidify the relationship between the two organisations. It was also decided to close the space for two weeks over the summer, which provided the staff with a much-needed break. We recommend that such planned times for the staff to recharge be implemented in the future. Board members were instrumental in various capacities in making some core projects and events happen: the Anti-Colonial Fall Dinner, Captive Genders, DisOrientation, *School Schmool*, and a creative expressions night organized by Rana as part of the central programming, which was a great success. The Board also supported the staff in dealing with the landlord's new requirements which are putting a financial burden on QPIRG's budget. Finally, the Board was active, alongside with the staff, in training and visioning processes which are essential for preserving institutional memory while allowing for the organization to evolve and adapt.

Ongoing discussions and proposals for the coming year

With many exciting events and projects underway, the coming year promises to be exciting and fruitful for QPIRG and the social justice groups and initiatives it supports. The question of capacity remains open, and fruitful discussions that have started on that front should be continued. Discussions around invisible and visible work, recognition and care that have been initiated should also remain on the agenda. As well, strengthening the relationship between the Board and working groups, which are the core of QPIRG's activities, could help strengthening a sense of community around QPIRG.

Also, while accessibility is present in QPIRG's agenda and organizational structure, it could be reactivated as a top priority in the future.

Finally, some Board members had to leave throughout the year, and others sometimes struggled to make time in their schedule to be available for QPIRG. We would therefore recommend next year's board to tackle early on in their mandate scheduling and availability issues, and to structure early on the organization of committees, with clearly defined objectives for the year. Finding time for social events and bonding is also highly recommended!

Gratitude

Working groups are a huge part of QPIRG and we want to recognize all of the amazing things that they have done this year! We have had the pleasure of welcoming many new groups this year as well as continuing to collaborate with our numerous returning working groups.

Thank you so much to the staff this year: Adrienne, Amir, Jaggi, Lillian, Noah, Tram, Eli, Emma, Swetha, and Xindi. Y'all work so hard all the time to make this organization what it is, we are so proud of what you do and we are so happy to have been able to work with you all this past year.

As a last note, we want to pay homage to Arash, who sadly passed away in tragic circumstances. His untimely death was a huge loss for social justice movements, for QPIRG, and for those who were close to him. May he rest in power.

Message from the QPIRG Concordia Staff

The QPIRG Concordia core staff work together to maintain and nurture QPIRG Concordia and our various projects, groups and initiatives. This year was the first full year that the three of us worked together as a team, marking our Administration and Communication Coordinator's first full year at QPIRG Concordia.

QPIRG Concordia is a busy hive of activity, and this Annual Report as a whole reflects the ongoing organizing emerging from our space; this short introductory message simply shares some highlights as staff from the past year.

Our main priority as core staff is to ensure QPIRG remains transparent and accountable to its members. This is reflected in our efforts to provide institutional and financial transparency and accessibility, third party audited financial statements, minutes and institutional documentation, hassle-free opt-outs, an annual report, an updated website and social media, a constitution and other key documents that are available on our website, and more. Maintaining accountability to our members is important behind-the-scenes work that took up much of our collective time and effort in the past year. More generally, QPIRG Concordia continues to support Fee Levy Advocacy at Concordia (FLAC), and works hard to maintain transparency and accountability to all students by all fee levy groups.

One of our other main priorities as core staff is to maintain a welcoming, accessible office space for campus and community volunteers and allies. We worked and met together weekly to maintain our space and encourage its use by volunteers, students, and community members. We were satisfied this year that many different space users were able to access and make use of QPIRG's office and resources. This is a very satisfying part of our daily work.

Our work is directed by a Board of Directors, and this year we decided to organize our Board training over a period of several weeks, rather than one weekend. We continue to reflect, taking into account Board feedback, about how best to train and integrate board members in the future. We were able to undertake a successful Board Visioning this summer, and participate in a staff evaluations process. We have learned many lessons that we will try to apply in the coming year.

We would like to thank, by name, everyone who served on this year's Board of Directors: Amal, Gregg, Kaiza, Laura, Malek, Otto, Rana, Shayla, Stephanie, Sophia Sahrane, Sophia Salem, and Sanjeevan.

We had many challenges this year related to long-term sustainability, capacity and increased costs. We have undertaken much effort in the past year interacting with our landlord about operating costs. We would like to

improve volunteer outreach and retention. This year, it was decided that Study In Action should be put on hiatus. Surfacing questions about organizational capacity motivated this disruption of organizational routine, underlining the need for the initiation of a process of conscious deliberation and critical reflection. Similar to Study In Action, but of much smaller scale, QPIRG organized several Radical Research events in November 2015 and April 2016.

Due to budget constraints, we were not able to support a summer stipend this year. Likewise, we could not increase funding for working groups or for discretionary requests, despite increasing demands.

It's been almost a decade since QPIRG Concordia asked undergraduate students, our main source of funding, for a fee levy increase. After an extended period of discussion and reflection, including the Board visioning process in the summer, we decided that we would ask students for a modest 8 cent per credit increase to our funding this fall. This will be one of our main priorities in the coming months.

While there were challenges, there were other successes and satisfying moments. Importantly, one of our former core projects, the Community-University Research Exchange (CURE), successfully secured independent funding and can now properly grow and expand as an autonomous organization. Another beautiful, informative version of School Schmool was published, and we are looking forward to a new edition of the Convergence Journal. We were able to organize a successful Disorientation, as well as improve and expand both our Alternative Library and our new Grassroots Resistance Archive. As staff, we undertook training together on francisation. Throughout the year, we organized and supported many programming events, as well as supported our amazing working groups and allied community organizations. These projects and activities are described in more detail throughout this year's Annual Report.

Our core staff work and tasks are not done alone. A large part of our work this year was to secure funding for part-time jobs, as well as to train our part-time employees. We want to highlight the contributions of all our part-time, work study and contract employees over the past year, as well as our active volunteers: Jac(K) Charest (bookkeeping), Amir (off-site tech), Arash (on-site tech), Lise (cleaning), Edith (francisation), Tram, Xindi & Bronwyn (Alternative Library), Swetha (Grassroots Resistance Archive), Lillian (Convergence and Social Justice Research), Annie & Sumaya (School Schmool), Eli (Disorientation) and Emma (Social Justice Research).

Overall, QPIRG is a challenging work environment, and involves a lot of hard work and communications with hundreds of people, but it remains a stimulating and satisfying organization to work for. It's inspiring for us to meet so many amazing students and community members that in so many

different ways make important contributions to social and environmental transformation.

Again, we are especially proud of the many new faces that continue to access QPIRG and QPIRG events in the past year, and the support we are able to provide to campus and community social justice initiatives. As staff, we thrive on working in collaboration with curious, engaged and dynamic volunteers, who access our space on a daily basis. We have lots of lessons and experiences to learn from in the past year, and we are looking forward to building and improving in the upcoming year.

In solidarity,

- Noah Eidelman, Finance & Fundraising Coordinator
 - Adrienne Pan, Administration and Communications Coordinator
 - Jaggi Singh, Programming & Working Groups Coordinator
- September 29, 2016

QPIRG Mandate

The Quebec Public Interest Research Group at Concordia is a resource centre for student and community research and organizing. We strive to raise awareness and support grassroots activism around diverse social and environmental issues. Our work is rooted in an anti-oppression analysis and practice. We seek to make campus-community links and inspire social change through engaging, inclusive and non-hierarchical approaches.



QPIRG Concordia is committed to being inclusive and accessible to all. We are actively opposed to all forms of discrimination and oppression. QPIRG is a volunteer-driven, student-funded, non-profit organization that is independent from the Concordia administration and student unions. Both students and community members are welcome to make use of our space and resources as well as participate in QPIRG projects.

QPIRG History

The Quebec Public Interest Research Group (QPIRG) at Concordia has been an important link between campus and the community on issues related to social and environmental justice and progressive social change. From their origins in Canada in the early 1980s, PIRGs have provided a forum and training ground for students and non-students alike to become critical and engaged community participants.

QPIRG at Concordia started in 1981 as a club funded by the student union. QPIRG's popularity grew until a student referendum in 1989 determined that QPIRG would be funded by a student fee levy. In 2010, Concordia graduate students voted in a referendum to become members of QPIRG Concordia as well. QPIRG Concordia is an autonomous group on the Concordia campus, with both student and community membership.

In the 1980s and '90s, QPIRG, like other campus-based social justice groups, was active in solidarity with human rights movements in Central America, campaigns for nuclear disarmament and global peace, opposition to apartheid in South Africa, feminist and anti-racist organizing, GLBT rights, consumer activism, and environmental justice.

Some of the projects and activity of QPIRG in the 1980s and '90s is reflected in the working groups and projects that grew out of QPIRG, including: Right to Move/La Voie Libre; the Popular Film Series (evolved into Cinema Politica); Urgence Manif; Sustainable Concordia; Blood Sisters; Un Juste Café; Santropol Roulant; the Concordia Recycling and Composting Committee; the Vegan Lunch Program (became the People's Potato); Project Take Root (evolved into the Frigo Vert); Action Rebut; ASEED (became Equiterre); and others.



Q-PIRG members
are pro's
dealing with
the issues...

In the late 1990s, QPIRG, like other PIRGs, was active in solidarity with international self-determination and liberation movements, from Latin America to the Middle East to South Asia. This period was also marked by increasing involvement and support with indigenous sovereignty efforts on Turtle Island.

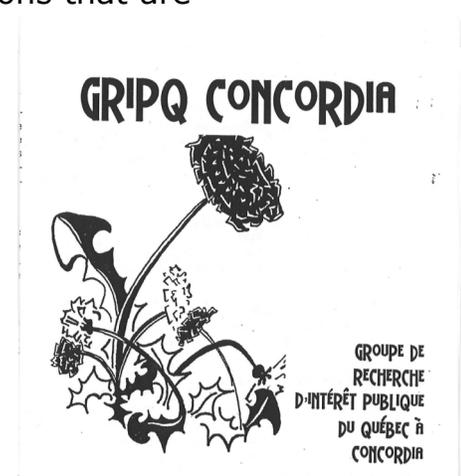
QPIRG contributed to the growing global justice movement of this period, and was associated with demonstrations and popular education work around institutions like the World Trade Organization (WTO) and the Free Trade Area of the Americas (FTAA). Our programming and working groups also increasingly reflected queer, prisoner solidarity, migrant justice, and trans struggles and self-organizing.

QPIRG Concordia has evolved from its original mandate and projects to include a wide range of community activism and research, rooted in an explicit grassroots, anti-oppression organizing framework and prioritizing consensus-based decision-making. This is reflected in QPIRG's current working groups, our core projects and publications, and our resource library as well as our support for campus and community groups through co-sponsorships, endorsements, and discretionary funding.

In the past seven years, QPIRG has specifically developed a community-based social justice research model through core projects like Study in Action, the Community-University Research Exchange (CURE), and the Convergence Research Journal.

PIRGs were set up as consumer advocacy groups in the United States in the early 1970s, but PIRGs in Canada have operated on a different model. They involve and empower students and the majority of their funding comes directly from students, unlike the NGO model of PIRGs currently operating in the US. Most PIRGs in Canada operate on a consensus decision-making model, and are directed by a volunteer board of governors composed of students and other community members. The diversity among PIRGs reflects the diversity of each group's membership and volunteer board. PIRGs in Canada communicate with each other, especially PIRGs in geographical proximity, but they are ultimately autonomous organizations that are directly accountable to their campus and community memberships.

In essence, PIRGs complement the university experience by linking theory with practice while breaking down barriers and creating links between knowledge work on campus and in the community.



QPIRG Structure

Since 2007 all undergraduate students at Concordia become automatic members of QPIRG Concordia through the 0.31\$ per credit paid with regular school tuition. Since September 2010, all graduate students at Concordia also become automatic members through the 0.50\$ per student per semester paid with regular school tuition. Membership also consists of active volunteers and members of our working groups.

Board of Directors:

At QPIRG, the board plays an integral part within the organization. With regular meetings and active participation in all aspects of QPIRG, board members set the organization's agenda and direction, and support the staff. Members gain valuable experience and training in anti-oppression, how to be an employer, community organizing, and consensus building. A new board is elected during the fall semester at QPIRG's Annual General Meeting (AGM), although new members can join with consensus from the current board at any time there is a vacant seat. The Board of Directors consists of 12 seats – 6 seats are reserved for Concordia student members, and the other 6 are reserved for Community members who may or may not be Concordia students. This reflects our mandate to create campus-community links.

For the year 2015-2016, we were proud to have on our **Board of Directors:**

Otto Buxton, Community Member

Shayla Chilliak, Concordia Student

Stéphanie Dufresne, Concordia Student

Kaiza Graham, Concordia Student

Amal Kenshil, Concordia Student

Laura Macdonald, Concordia Student (resigned March 21, 2016)

Gregg Prevost, Community Member (resigned March 1, 2016)

Sophia Sahrane, Concordia Student (resigned May 22, 2016)

Ranah Salah, Community Member

Sophia Salem, Community Member

Sanjeevan Tharmaratnam, Community Member

Malek Yalaoui, Community Member

Conflict Resolution and Complaints Committee:

At the Annual General Meeting in October 2014, the following QPIRG members were elected to the Conflict Resolution and Complaints Committee (CRCC): **Milena Gioia**, **Farhana Jumki Haque**, **Taylor Lewis**, and **Kayle Towsley**. The CRCC follows a CRCC policy to address complaints involving QPIRG members that cannot be resolved by the board of directors. The CRCC can be emailed directly at crcc@qpirgconcordia.org, though for most matters it is best to email QPIRG at info@qpirgconcordia.org.

Staff:

For the year 2015-2016, QPIRG employed a total of 3 permanent staff members, who collectively worked to facilitate the day-to-day operations and coordinate long-term planning and training of the Board.

Our permanent staff people in 2015-2016 were:

Noah Eidelman, *Finance and Fundraising Coordinator*

Jaggi Singh, *Programming and Working Groups Coordinator*

Adrienne Pan, *Administration and Communications Coordinator*

In the Fall and Winter semesters of 2015-2016, we were glad to have **Swetha Keerthi** as our part-time Grassroots Resistance Archive Coordinator and **Tram Nghiem** as a part-time coordinator of QPIRG's Alternative Library. **Swetha Keerthi** continued working with us in the summer as our part-time Grassroots Resistance Archive Coordinator in the Summer semester. Their positions are supported partially by Concordia's Financial Aid and Awards Office Work-Study Program – a program which allows groups like QPIRG to hire Concordia students.

In March 2016, we were fortunate to have an Emploi Québec grant which allowed us to hire **Lillian Boctor** as our *Convergence* Coordinator on a six-month contract.

In May 2016, **Annie Chen** joined the QPIRG team as our summer *School Schmool* co-coordinator, working on the *School Schmool* organizer in partnership with QPIRG McGill. Through a grant from Canada Summer Jobs, we were also able to employ a part-time Alternative Library coordinator, a DISorientation coordinator, and a social justice research and outreach coordinator.

QPIRG was supported by an external bookkeeper, **J. Charest**, a member of the Concordia community. In addition, QPIRG systems received the support of our network administrator and computer technician, **Amir Al-Shourbaji**, as well as our on-site IT coordinator, **Arash Aslani**.

Arash Aslani, R.I.P.

We were deeply saddened to learn of the unexpected passing of Arash Aslani in August, the result of a car accident. Arash had been QPIRG's on-site tech coordinator for the past year, as well as a core member of Solidarity Across Borders, one of our active working groups. Arash was a frequent presence in our space, taking the time to make sure our computers were functioning during the day, and supporting migrants facing removal during support work clinics in the evenings.

Arash had been involved as a volunteer at QPIRG Concordia for many years. He first began volunteering in our space in 2006, one year after he undertook a hunger strike inside the Laval Immigration Detention Center near Montreal. Arash had been detained for more than 10 months, and facing continued indefinite detention. He had previously been detained in Europe, after fleeing Iran as a political refugee. To try to end his detention, and bring attention to his situation, Arash started a hunger strike that lasted for close to one month before Canada Border Services Agency (CBSA) officials at the prison capitulated and released him. Arash would go on to secure permanent residency and citizenship in Canada.

Arash was a beautiful, intelligent, compassionate person, and we deeply miss him.



Conflict Resolution Complaints Committee (CRCC)

The purpose of the Conflict Resolution/Complaints Committee is to review complaints entailing decisions made by the QPIRG Board or Staff, or any other internal disputes, which cannot otherwise be resolved. The CRCC is voted by the QPIRG Concordia membership at the Annual General Meeting.

This year's CRCC committee, along with Board members and core staff, participated in a conflict resolution training provided by Nathalie Cohen, a former QPIRG Concordia staffer. Otherwise, this year, as in previous years, there were no complaints to the CRCC, either formally or informally.

This year's CRCC (2015-16) was comprised of Milena Gioia, Farhana Jumki Haque, Taylor Lewis and Kayle Towsley (resigned August 1, 2016)

QPIRG Concordia Board Committees

QPIRG Concordia's core Board committees are Policy, Finance, Programming & Working Groups and Staff Liaison, as well as the newer Accessibility Committee. QPIRG Board members, in conjunction with staff members, are active on the core committees (staff do not participate in the Staff Liaison Committee directly).

The **Policy Committee**, both through meetings, and through discussions at the board level, overviews QPIRG Concordia practices and guidelines, and when necessary, modifies and creates new policies. This year, the Committee was prioritized clarifying guidelines regarding board attendance.

Other groups often contact us when they are either re-visiting or drafting new policy. A few of the groups we have been in contact with this year are The Concordia University Fine Arts Reading Room, Sustainable Concordia, South Hous (Dalhousie's Sexual and Gender Resource Centre, Halifax) and Nova Scotia's PIRG.

As our last Fee Levy Increase was approximately 10 years ago, this year, the Policy Committee initiated a Concordia Student Fee Levy Increase. The referendum takes place November, and a major priority for QPIRG is campaigning for a Fee Levy increase.

Other policies / guidelines / items the committee has on the drawing board are organizational assessment processes and reviewing and updating all of our Policy & Guidelines, including the Conflict Resolution and Complaints Policy,

(Adrienne Pan coordinated the Policy Committee, with contributions from Kaiza Graham, Amal Kenshil, and Sanjeevan Tharmaratnam,)

The **Finance Committee** has the mandate is to give direction to financial decisions, advise the board on financial matters, develop transparent and accessible financial practices, and maintain a more in-depth understanding of QPIRG's financial position than is possible at the general board level. This year, the Finance Committee helped to oversee QPIRG's budgeting process and budget review. The Financial Reports section of this Annual Report provides information about our Financial Statements as well as our Audited Statements.

(Noah Eidelman coordinated the Finance Committee, with contributions from Otto Buxton, Stéphanie Dufresne, Amal Kenshil, Rana Salah, Gregg Prevost, and Sanjeevan Tharmaratnam)

The **Programming and Working Groups Committee** has the joint responsibility for undertaking and supporting QPIRG programming initiatives, as well as supporting QPIRG's core projects and working groups. Some highlights from this year's programming are included in the next section. Aside from QPIRG Programming, we supported the multifold organizing, events and projects undertaken by our 30 working groups, which are too numerous to list in this Annual Report. QPIRG Concordia's office space and related resources are an important and ongoing source of support of the diverse activities and organizing of our working groups.

(Jaggi Singh Coordinated the Programming and Working Groups Committee with contributions from Sophia Sahrane and Rana Salah)

The most active board committee for the 2015-2016 term was the SLC or **Staff Liaison Committee**, which transitioned this year to an open structure including all board members. The SLC provides board liaison-people for QPIRG staff to discuss their daily needs and challenges at QPIRG, and provides recommendations to the board that aim to address unmet needs of staff members. The SLC is also tasked with keeping track of policy and practice surrounding labour issues at QPIRG, and bringing relevant issues back to the board for discussion as necessary for discussion and decisions.

The SLC works closely with and includes significant overlap with, the SEC, the Staff Evaluations Committee, which is struck each spring to conduct staff evaluations, including self evaluations, evaluations by coworkers, and evaluations by the board. Members of the SLC recently finished the process for the 2015 staff evaluations, which were submitted approximately one year late due to delays in the process. Members of the SLC are currently wrapping up 2016 staff evaluations. The results of both processes will be a series of recommendations that are discussed and translated into action plans in tandem with the incoming board.

The creation of our **Accessibility Committee** has been one of the ways QPIRG has tried to center accessibility and issues of access in the work that

we do. Accessibility has been – and continues to be – a priority at QPIRG, and we are continually working to try and make our space and our work as accessible as possible.

(Noah Eidelman coordinated the Accessibility Committee with contributions from Otto Buxton, Stéphanie Dufresne, Amal Kenshil, Sophia Salem, Sanjeevan Tharmaratnam, and Malek Yalaoui)

Core Projects and Activities

Alternative Library



This year, much work was done on our library by a core of hardworking volunteers as well as Alternative Library coordinators.

Tram and **Xindi** both coordinated workshops hosted by our Library, signed up new members to the database, catalogued new materials, purchased a new bookshelf and reorganized the space, and continued working together with Cleve Higgins on finalizing the new Library website / database. Tram and Xindi also carried out purchases of new resources to add to the Library's collection.

With the help of **Emma Lightstone**, the Library has a newly designed bookmark.

Several upcoming initiatives that we hope to undertake in the coming year include: launching the new Alternative Libraries online database; organizing an Open House; maintaining a continuously updated website; and getting a volunteers committee active once again after a quiet period.

Thanks again for all your hard work, **Tram, Xindi, Bronwyn** and **Emma!**

(The Alternative Library this year was coordinated by Adrienne Pan with the contributions of Tram Nghiem, Xindi Li, Emma Lightstone and Bronwyn)

Community-University Research Exchange (CURE)



CURE has been a QPIRG core project for the past seven years. CURE promotes community-driven social justice research, allowing students to do research with community groups for course credit. The CURE database includes dozens of projects submitted by local grassroots organizations. One main success for QPIRG Concordia this past year was helping CURE to secure stable and increased funding via a fee levy. This process allows CURE to be independent, autonomous and grow as an organization. CURE remains an important partner

organization of QPIRG Concordia. Learn more at curemontreal.org

During the past year, CURE Concordia was supported by Jaggi Singh (until January 2016) and Cassie Smith (Subvention Salariale until February 2016)

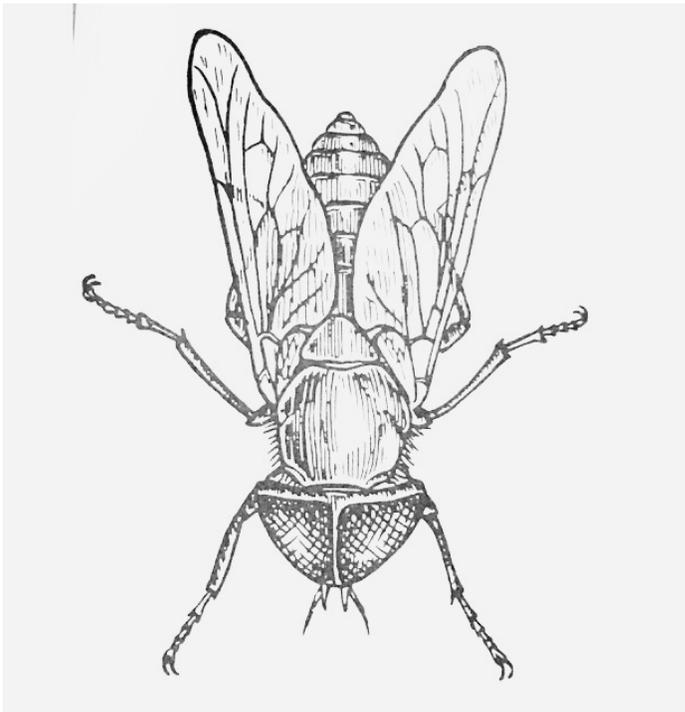
Convergence Journal of Undergraduate & Community Research

The Convergence Editorial Collective, coordinated by QPIRG McGill (Amy Darwish) and QPIRG Concordia (Lillian Boctor) has been collecting and editing submissions and working with students, community members, writers, artists and poets to put together an exciting 7th edition of Convergence 2016. The layout and final edits are happening at the moment and the journal will be launched at some point in October. This year's Convergence features pieces grounded in struggles for self-determination in Palestine, for prison abolition, and against police violence and anti-black racism. This edition also interrogates what sustains our movements: how do we care for one another, what power relations exist within organizing, who carries out the emotional labour in our spaces and how is this labour rendered invisible? In addition, it examines how music, art, and poetry fuel our organizing and create cultures of resistance. This year also marks the first edition of the Radical Research mixtape, which brings together audio interviews, music, sound art, spoken word, and poetry highlighting various forms of grassroots knowledge.



Bulletproof by Alex AbuTagiya

School Schmool Alternative Agenda



School Schmool has come out again for another amazing school year and has made its way across Concordia and McGill campuses as well as various locations in Montreal.

The agenda dates back to 1994, beginning as a bi-annual publication that brought together group profiles, articles, and practical resources of use to all students, especially those interested in environmental and social justice issues. It was resurrected as an agenda and resource book in the summer of 2006, and has been connecting together the Concordia, McGill and Montreal communities ever since.

The 2016-2017 edition of *School Schmool* aims to center and prioritize bodies and body sovereignty. The coordinators of this year's agenda were looking to explore bodies through the theme of

the grotesque, embracing the discomfort that is often elicited in thinking about bodies in this way. Although the final selection of content did not necessarily end up lending itself to exploring the theme in exactly the ways the coordinators had envisioned, they nonetheless compiled the agenda in centering creative ways to convey marginalized experiences and encourage radical thinking in accessible language.

This year's *School Schmool* aims to make an intentional shift from prioritizing written articles to including more visual and interactive work. However, as in previous years, this edition of the agenda also includes a selection of important, insightful and hard hitting written work as well as a few radical 101 pieces.

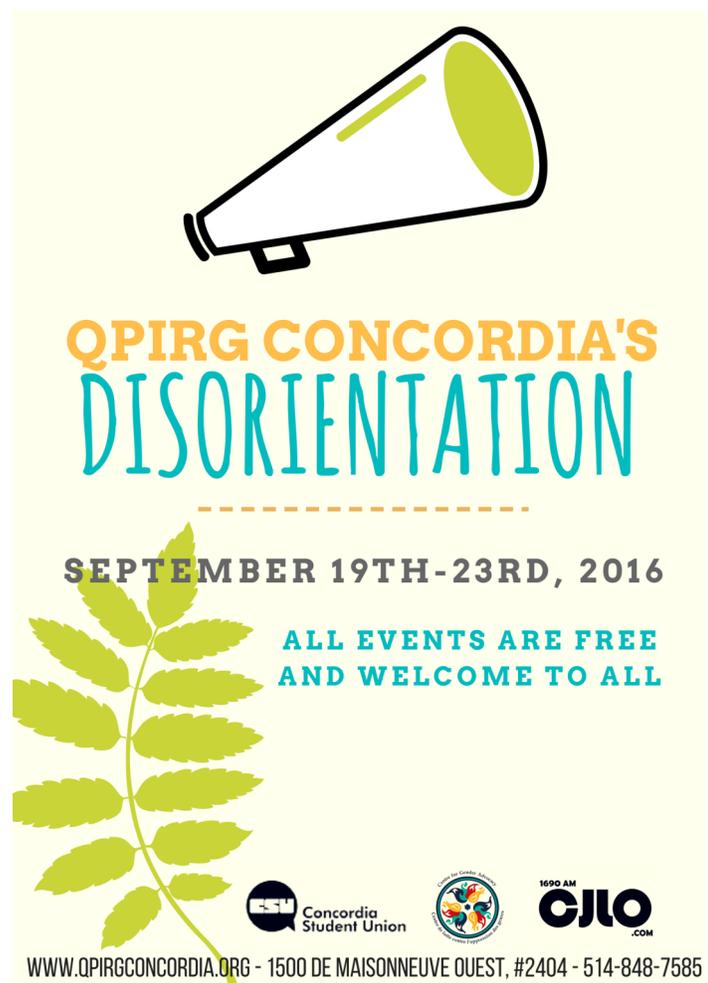
*Much of this text is taken from the introduction to this year's *School Schmool* agenda. The full text can be found in the 2016-2017 *School Schmool* agenda

(The 2016-2017 edition of School Schmool was coordinated by Annie Chen and Sumaya Ugas)

DISorientation

This year's alternative orientation program, **DISorientation**, took place from September 19th-23rd. DisOrientation is a week of events which focus on a wide range of the topics and issues at the heart of QPIRG's social and environmental justice mandate, and offers new and returning students, as well as community members, an introduction to social and environmental issues as well as a window into the types of events, resources, and volunteer opportunities they can access throughout the rest of the year.

The schedule featured a number of events including workshops, a film screening, a radical history tour of Concordia's downtown campus, an outdoor tabling fair, and a bike tour. The events were all popular and the feedback from the week was very positive. More than two hundred people participated throughout the five days of programming, which took place on the downtown Concordia campus.



**QPIRG CONCORDIA'S
DISORIENTATION**

SEPTEMBER 19TH-23RD, 2016

**ALL EVENTS ARE FREE
AND WELCOME TO ALL**

Concordia Student Union

1690 AM CJLO .COM

WWW.QPIRGCONCORDIA.ORG - 1500 DE MAISONNEUVE OUEST, #2404 - 514-848-7585

The workshops given as part of Disorientation this year were:

- * Solidarity Not Charity: Activism in Montreal
- * Community-Driven Social Justice Research
- * Trans 101 (presented by the Centre for Gender Advocacy)
- * Re-appropriating Indigenous Identity (presented by Clifton Nicholas)
- * Accessibility and Anti-Ableism
- * Bookbinding (presented by Jenny Lin)

Other highlights from this year's Disorientation included:

- * A reading and performance by Vivek Shraya and Chase Joynt
- * A panel discussion about organizing around anti-Black racism which featured speakers Robyn Maynard, Leroi Newbold, and RJ Pate, and was facilitated by Sophia Sahrane
- * "Unapologetically (q)here" a QTBIPOC performance night and fundraiser for Montréal Noir

(This year's DISorientation was coordinated by Eli Lynch with support from QPIRG full-time staff)

Other QPIRG supported Initiative and Projects

Beyond our five core projects, up to thirty working groups, board committees and ongoing programming, QPIRG Concordia also supports various initiatives and projects. We highlight three of them here:

Grassroots Resistance Archive

Since 2009, QPIRG Concordia has stored posters, flyers and publications that have been produced or posted in the space. The project has evolved and developed, with the crucial support of QPIRG Concordia staff, interns and volunteers. From storing posters and flyers into boxes, the project has become more organized; we have:

- organized the boxes of posters and flyers stored over the years;
- created a filing system with categories;
- created and maintained a website (<http://qipirgconcordia.org/posterarchive/>);
- created and updated a digital archive; maintain a physical archive (with map cases in the QPIRG C space).

All posters (QPIRG Concordia, Working Groups, Community Groups) have been digitalized. Flyers are stored physically, but could be digitalized in the future. The project has grown significantly, and recently took on an official name: The QPIRG Concordia Grassroots Resistance Archive.

The Grassroots Resistance Archive maintains physical and digital copies of the organizing by QPIRG Concordia, QPIRG Concordia Working Groups and allied Community Groups, though preservation of posters, flyers and publications (as well as banners, and potentially buttons, stickers and

patches). We aim to provide easy public access to social justice archival materials. We want to retain a memory of social struggles of the past, and ensure that these materials can be used again, and be relevant, to current struggles.

This year the Grassroots Resistance Archive has been coordinated by Concordia student Swetha Keethri, with the active support of Vince Teetart and Jaggi Singh.

Fee-Levy Advocacy at Concordia

QPIRG Concordia continues to actively participate and contribute to Fee-Levy Advocacy at Concordia (FLAC) that brings together more than 15 campus-based fee-levy groups. Last year, we successfully won a referendum and defeated an attempt to undermine the autonomy and funding of fee-levy groups. This year, we have actively outreached together on-campus, co-organizing community tabling fairs at Bethune Square, the Hall Building, the JMSB Building, the EV Building, as well as Loyola. We collaborate together to promote Concordia community via the ConcordiaCommunity.org website. Fee levy groups also collaborate together on a common opt-out period, and support each other via trainings and policy.

QPIRG Concordia Programming and Working Groups Event Highlights (2015-2016)

(Note: this is not a comprehensive list of events, initiatives and projects organized, co-organized, co-sponsored, endorsed or supported by QPIRG Concordia, just some selected highlights)

QPIRG Concordia undertakes programming year-long. In addition to core projects like DisOrientation (a full-week of events described elsewhere in this Annual Report), as well as the hundreds of activities organized by working groups, here are some selected highlights from QPIRG Concordia programming in the past year:

- Book Launch: Captive Genders (October 16, 2015)

- Indigenous Struggles in Canada and Palestine (October 26, 2016) – with SPHR Concordia

- Radical Research Week (November 9-12, 2016)

- Fall Feast: An anti-colonial evening of food, film and resistance (November 19, 2016)

- Anti-Prison Triple Launch: Certain Days Freedom for Political Prisoners Calendar 2016; Escaping the Prism ... Fade to Black, Poetry and Essays by Jalil Muntaqim; Lumpen: The Autobiography of Ed Mead (November 27, 2016)

- Israeli Apartheid Week (March 14-23, 2015)
- Community Round Table: A conversation about community organizing, grassroots knowledge and self-determination (April 5, 2016)
- Relevant, Responsible, and Radical: A Workshop on Conducting Social Movement Research (April 7, 2016)
- Solidarity in the Street! Knowing our rights & taking our power back from the police (April 16, 2016)
- Creative Self-Expression Evening, hosted by Rana Salah (April 28, 2016)
- Montreal Community Bike Tour (May 20, 2016)

This year QPIRG Concordia also actively supported the Pink Bloc, the Trans March, Hoodstock, two Black Lives Matters protests, as well as the mobilization in support of Homa Hoodfar.

Discretionary Funding and Endorsements:

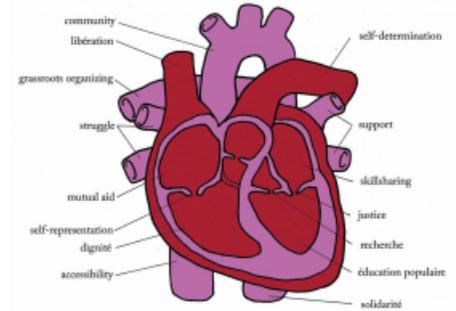
In addition to working group budgets, every fiscal year QPIRG creates a discretionary fund that is open to student and community initiatives that promote social justice in a variety of formats, from conferences and guest speakers, to demonstrations and radical art projects. This discretionary fund is accessed by making an application to the Board of Directors. The standard application form is accessible on the website (qpirgconcordia.org). Groups whose initiatives fall within the parameters of QPIRG's mandate generally receive between \$50 and \$400 per application and, if a group has more than one initiative throughout the year, it can re-apply for funding as new ideas take root. From October 2015 to September 2016, the Board of Directors made discretionary decisions usually once per month, allocating roughly \$400 per session.

In addition to discretionary funding, groups will sometime ask for QPIRG's endorsement of their event or project, meaning that they are seeking political support and help with promotion through our networks, rather than financial support. Groups can, for example, make a request to be granted access to QPIRG resources (eg., space use, photocopies, equipment loans). Below is a list of all the groups who received discretionary support or endorsements from QPIRG in the past year:

- Unist'ot'en Camp (discretionary)
- 100% Possible Climate March (endorsement)
- Prisoner Correspondence Project Annual Mailout (discretionary)
- The Dominion/ The Media Coop (discretionary)
- NYE Noise Demo Planning Committee (discretionary)
- Black Mental Health Circle (discretionary)
- Crime & Punishment: Victim's of Harper's Legacy / SCPA (endorsement)
- CKUT Homeless Marathon (discretionary)
- AGIR groupe de soutien avec migrantes LGBTQ (discretionary)
- Get to the Point! (discretionary)
- Media Co-op (discretionary)
- Stella (discretionary)
- Social Justice Days 2016 (discretionary)
- Journées de Self-Love, Politics & Care (discretionary)
- Rap Battles for Social Justice (discretionary)
- Anti-oppressive French grammar exercise book (discretionary)
- The Ex-Worker Podcast / Invisible City (discretionary)
- Riposte Feminist (discretionary)
- Paul Z. Simons Speaking Tour : "Rojava Dispatches" (discretionary)
- Film & presentation - "Women Fighting for El Barrio, the Community, and Another World" (endorsement)
- Movement for Justice in El Barrio (discretionary)
- Theoretically in the Gutter: A Manga Essay Collection (discretionary)
- Collectif pour un espace autogéré dans Saint-Henri (discretionary)
- Borders are Bonkers Theatre Action - Solidarity Across Borders (discretionary)
- Indigenous Media Panel at the Anarchist Bookfair (discretionary)
- Enfractes Festival (Anarchist Theatre) (discretionary)
- Anakbayan Montreal (discretionary)

Working Groups 2015-2016:

Working Groups are the heart of the Quebec Public Interest Research Group (QPIRG) at Concordia in Montreal. They are small groups of volunteers who organize around a specific issue, idea, project, or campaign. Groups usually organize around ongoing or long-term issues, though some focus on a particular time-sensitive theme or topic. QPIRG supports Working Groups with use of our space and resources, staff guidance, as well as an annual budget. Internally, we distinguish between Solidarity Groups, who are supported by QPIRG Concordia but do not receive a budget, and Working Groups who receive a budget.



The following were working groups at QPIRG Concordia during the 2015-2016 year:

Abundance Project

Abundance Network aims to use art to create spaces/resources that names and challenges fat phobia through visioning bodies as sites of resistance and power. *Solidarity Group; no budget from QPIRG Concordia*

Accessibilize Montreal!

Accessibilize Montreal! aims to make Montreal a more accessible place in every way: from the mindsets and interactions between Montrealers to the infrastructure that surrounds us. By holding workshops like Why Accessibilize Montreal, and Gender; Disability and Sexuality: Real Talk with Accessibilize Montreal, we challenge mainstream perceptions of disability, and through advocacy and direct action we protest transit and systemic discrimination. Join us in our movement beyond ableism and a respect of diversity!

2015-16 budget from QPIRG Concordia: \$1650

Certain Days Freedom for Political Prisoners Calendar Collective

The Certain Days Political Prisoner Calendar Committee works to support, educate about and fundraise for political prisoners through the production of a yearly calendar. The calendar is a project produced by organizers in Montreal and Toronto, with the support of 3 political prisoners in upstate New York. We work with an anti-imperialist, anti-racist, feminist, queer and trans positive perspective to help free our movement's political prisoners.

Solidarity Group; no budget from QPIRG Concordia

Collectif opposé à la brutalité policière (COBP)

Le Collectif Opposé à la Brutalité Policière (COBP) est un groupe autonome qui regroupe des personnes victimes, témoins et/ou concernés par la brutalité policière et tout abus perpétré par la police. Le COBP a pour but non seulement de dénoncer les harcèlements, violences, intimidation, arrestations et abus de pouvoirs policiers et d'informer les gens sur leurs droits face à la police, mais aussi de soutenir les victimes en les aidant par exemple à porter plainte en déontologie et à faire face à des accusations abusives.

2015-2016 budget from QPIRG Concordia: \$750

Collectif TechnoLibre

TechnoLibre (aka Free Geek Montréal) is a community centre, hardware education centre and e-waste recycling and reuse centre that's launching in 2016. For updates on the project, check out the Project Status page. At TechnoLibre we aim to change the way people relate to computer technology. The computer industry is based on planned obsolescence, a system where computers are designed to break down after a few years and new ones are bought all the time, despite the massive damage to the environment this causes and the labour exploitation this requires.
2015-16 budget from QPIRG Concordia: \$225

Contempt of Court/Outrage au tribunal

The Contempt of Court legal clinic is an initiative by and for activists whose mission is to support those having to deal with the legal system as a result of political activity or actions that fit within our principles. Our work is grounded in solidarity and is complementary to work of other support and legal defense groups and initiatives. Whether it's through our monthly or bi-monthly clinics, individual support or workshops on specific legal charges, we seek to recognize activists' legal experience and want to pool our shared experience with the judicial system, be it theoretical or practical. Our goal is to contribute to a shifting of the balance of power with regards to the judicial system that isn't simply on a case by case basis. Join us if you are facing charges or looking to file a complaint or would like to share your own experience or support.
Solidarity Group; no budget from QPIRG Concordia

Convergence des luttes anticapitalistes (CLAC)

La Convergence des luttes anticapitalistes – Montréal est un espace de convergence et de coordination pour le milieu anticapitaliste radical de la région de Montréal. La CLAC a le mandat de porter publiquement le discours anticapitaliste par l'organisation de diverses campagnes et manifestations, dont la mobilisation anticapitaliste du 1er mai à chaque année. La CLAC se conforme à un mode de fonctionnement antiautoritaire et adhère aux principes de l'Action Mondiale des Peuples. La CLAC est un espace explicitement anticapitaliste, antipatriarcal, antiautoritaire et anticolonialiste.
2015-16 budget from QPIRG Concordia: \$750

C-Uni-T (Community-University Talks)

Community-University Talks is a collective of students, teachers, and community members committed to the pursuit of accessible education informed by anti-colonial and critical race discourses. Our mission is to create spaces for dialogue in which the diversity of experiences and strengths of Black communities are centred.
2015-16 budget from QPIRG Concordia: \$900

Decolonizing Street Art

Unceded Voices: Anticolonial Street Artists Convergence is a biennial convergence of primarily Indigenous-identified and women of color street artists in Tiotia:ke (also known as Montreal). The first two gatherings took place in Tiotia:ke in the month of August in 2014 and 2015. The goal of this convergence is three-fold: to develop a network of solidarity and support between Indigenous street artists and street artists of color; to promote anti-colonial resistance through diverse street art interventions; and to foster relationships and dialogue between the collective and the broader community.

Solidarity Group; no budget from QPIRG Concordia

L'École-Libre Radicale de Mtl Rad school

The Rad School provides a space for children to pursue their own interests, explore at their own pace and participate in a democratic community. They are encouraged to learn what they are passionate about, to explore, question, discover and grow! This working group is focused on making student centered learning available to everyone, freedom in education for all!

2015-16 budget from QPIRG Concordia: \$135

Filipino Indigenous People's Organization in Quebec (FIPOQ)

FIPOQ is a non-profit grass root organization. We are in the process networking with other indigenous groups of Filipinos and non-Filipinos in the community. Our objective is to strengthen and expand network in the Quebec and around Canada so our campaigns will be more visible and more progressive and more productive.

2015-16 budget from QPIRG Concordia: \$1100

Justice for the Victims of Police Killings

The Justice for the Victims of Police Killings Coalition brings together directly affected families and friends of the victims of police killings, as well as their allies. Our main goals and purpose as a coalition are to remember the victims who lost their lives due to police violence, impunity and abuse; and to support their families and friends in any way we can. The Coalition follows from years of struggle and support for the families and friends of police killing victims. The Coalition currently involves the family members and friends of Anas Bennis, Claudio Castagnetta, Ben Matson, Quilem Registre, Gladys Tolley, Jean-Francois Nadreau and Fredy Villanueva, all of whom died as a direct result of police actions and interventions. We continue to reach out to family and friends of other victims of police killings.

2015-16 budget from QPIRG Concordia: \$470

Mad Pride MTL

We're a fabulous collective by and for folks identifying as mad, sad, crazy, hyper-emotional, mentally ill/different, psychiatric survivors/consumers and/or questioning. We meet regularly for mad hangouts and support groups, we have a mental health distro and we participate in /give workshops on radical mental health.

2015-16 budget from QPIRG Concordia: \$250

March 8th Committee Women of Diverse Origins

Women of Diverse Origins is a grassroots anti-imperialist women's network that organizes public events particularly around International Women's Day, to educate and discuss the links between global policies and the situation of women locally, share experiences of struggle and mobilize against injustice and for the right of all to live with dignity.

2015-16 budget from QPIRG Concordia: \$850

Montreal Anarchist Bookfair Collective

The Montreal Anarchist Bookfair and month-long Festival of Anarchy (May 2015) bring together anarchist ideas and practice, through words, images, music, theatre and day-to-day struggles for justice, dignity and collective liberation. The Bookfair and Festival are as much for people who don't necessarily consider themselves anarchists, but are curious about anarchism, as they are spaces for anarchists to meet, network and share in a spirit of respect and solidarity. All are welcome.

Solidarity Group; no budget from QPIRG Concordia

Montreal Childcare Collective

The Childcare Collective offers strategic childcare in response to the fact that childcare is frequently overlooked and underappreciated. We aim to assist parents, caregivers, youth and children, including but not limited to low-income communities, non-status and immigrant communities, communities of colour, and queer and trans communities.

2015-16 budget from QPIRG Concordia: \$550

Open Door Books Montreal

The Open Door Books (ODB) collective is part of an informal network of Books to Prisoners programs throughout North America. ODB seeks to support and work in solidarity with imprisoned people. We believe that prisons and the (in)justice system act as institutions of social control and oppression, further targeting marginalized people as a result of patriarchy, racism, homophobia, transphobia, classism, disableism, and colonialism.

2015-16 budget from QPIRG Concordia: \$1550

Prisoner Correspondence Project

The Prisoner Correspondence Project is a collectively-run initiative based out of Montreal, Quebec. It coordinates a direct-correspondence program for gay, lesbian, transsexual, transgender, gendervariant, two-spirit, intersex, bisexual and queer inmates in Canada and the United States, linking these inmates with people a part of these same communities outside of prison. In addition, it coordinates a resource library of information regarding harm reduction practice (safer sex, safer drug-use, clean needle care), HIV and HEPC prevention, homophobia, transphobia, coming out, etc. The project also aims to make prisoner justice and prisoner solidarity a priority within queer movements on the outside through events like film screenings, workshops, and panel discussions which touch on the broader issues relating to criminalization and incarceration of queers and transfolk.

2015-16 budget from QPIRG Concordia: \$1700

Projections Insurgées

Formed in so-called Montreal during the spring of 2014 by Medi@s Libres, subMedia.tv and Ni Québec, Ni Canada, the folks who inhabit Projections Insurgées continue to recognize the vital importance of radical independent media and still work to build places where beautiful and dangerous ideas can live. Continuing to organize screenings in various venues around the city based on anti-capitalist, anti-colonial, anti-patriarchal and anti-authoritarian principles, we recently helped to facilitate the International Anarchist Film Festival held during the 2015 Montreal Anarchist Book Fair which saw 30 films from 14 countries screened over 2 days in May.

2015-16 budget from QPIRG Concordia: \$225

Oouleur Collective

We are a grass-roots collective of artists, performers, writers and political activists based in Montreal, Quebec who have decided to volunteer our time and energy to bring awareness of racialized queer identities and experiences to the wider public. We work to bridge the gaps between communities and create an open space for voices that all too often go unheard.

2015-16 budget from QPIRG Concordia: \$1150

Québec accessible

Québec accessible is a grassroots initiative aimed at developing a strong accessibility law in Quebec in order to combat systemic disability discrimination and increase the social participation of people with disabilities. Our group educates, unites and advocates for improved accessibility in the province.

2015-16 budget from QPIRG Concordia: \$225

Queer Between The Covers

Queer Between the Covers is a volunteer collective that promotes and provides access to queer materials in Montreal. We organize an annual queer book fair, which attracts hundreds of people, and assembles both local and out-of-town authors, zinesters, independent bookstores, publishers, and community groups. The collective also runs a queer book/zine distro and organizes smaller queer-lit events.

2015-16 budget from QPIRG Concordia: \$250

RE:BODIES

RE: BODIES is a collective dedicated to supporting the well-being, bodily sovereignty, and creativity of two-spirited, queer, trans, gender non-confirming, intersex people of colour, black and indigenous folks through fostering and sharing body-centered knowledge, resources, practical skills, and community connections between and led by between members of these communities.

2015-16 budget from QPIRG Concordia: \$225

Reclaim Turtle Island / Indigenous Women and Two-Spirit Harm Reduction Coalition (IWTSHRC)

The Indigenous Women and Two-Spirit Harm Reduction Coalition is an Indigenous collective. We organize within an Indigenous feminist and Two-Spirit framework. We work in collaboration with Santé Publique and are cleared to distribute harm reductive materials in Tiotia:ke (Montreal). Examples of harm reductive materials include needles, straight shooters, and other materials for safer drug use. We also distribute sexual health materials such as pregnancy tests and safer sex materials. *2015-16 budget from QPIRG Concordia: \$1700*

Re-Con

Re-Con is a prisoner-initiated re-integration program created in 1999. The group is made up of people serving a life sentence at the Federal Training Center in Laval, formerly incarcerated members now serving their sentence on parole, and outside volunteers. It is Re-Con's main goal to establish links between prisoners and the community after a long period of incarceration and isolation. We aim to diminish the effects of institutionalization through personal development workshops and by introducing those incarcerated to community resources which may help them re-integrate into society upon their release from prison. To this end, weekly meetings that take place both inside and outside the prison focus on exploring the various services, resources, and networks available outside the prison walls.

2015-16 budget from QPIRG Concordia: \$1700

Sidetracks SScreenprinting Collective

We are a superstar screen-printing team of volunteers whose mandate is to make screen-printing accessible to projects and organizations working for social change. Sidetracks was born out of the Ste-Emilie Skillshare and works to uphold its mandate.

2015-16 budget from QPIRG Concordia: \$1000

Solidarité sand frontières / Solidarity Across Borders

Solidarity Across Borders is a Montreal-based network engaged in the struggle for justice and dignity of im/migrants and refugees. We are comprised of migrants, immigrants, refugees and allies, and come together in support of our main demands: the regularization of all migrants living with precarious status (Status for ALL!), an end to deportations and detentions, and the abolition of double punishment of migrants with criminal records. We are actively building a "Solidarity City" campaign, which aims to build networks of solidarity and mutual aid within the city of Montreal as well as demanding that essential services be accessible to everyone, regardless of their immigration status. Some of us have direct experiences with the immigration and refugee system; some of us come from immigrant backgrounds; all of us organize as part of a collective struggle for justice and dignity. For us, there is no such thing as "illegal" human beings, only unjust laws and illegitimate governments. We organize not on the basis of pity or charity, but rather solidarity and mutual aid.

2015-16 budget from QPIRG Concordia: \$1270

Soundteam/Équipe Sonore

Équipe Sonore/Soundteam provides sound services for Montreal area community groups that cannot afford to pay professional rates. We build, maintain and operate P.A. systems for community events, rallies, conferences and performances. We also strive to disseminate and democratize the technical knowledge of audio production systems. Our purpose is to support people's grassroots initiatives and act in the interests of communities and their struggles for economic and political justice.

2015-16 budget from QPIRG Concordia: \$1150

subMedia.tv

subMedia.tv is an anarchist film collective whose aim is to spread radical information and aid social struggles. We achieve this by producing high quality videos that are disseminated on the internet and through community screenings. Also we take proposals from grassroots led movements who need video to spread the word about their struggle

Solidarity Group; no budget from QPIRG Concordia

Draft Financial Statements - Unaudited

PROFIT AND LOSS STATEMENT:

October 2015 – AUGUST 2016

PLEASE NOTE THAT THE FISCAL YEAR END IS AUGUST 2016

REVENUES:

Concordia Student Fees	233,965	
Interest Revenue	0	
Programming Revenue (including Orientation)	3,350	
Miscellaneous Income and Donations	0	
Alternative Resource Publication	485	
Study In Action 2016	0	
Employment Grants	21,449	
TOTAL REVENUES:		<u>258,349</u>

EXPENSES:

Working Groups		<u>15,927</u>
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Projects

Orientation, Programming and Accessibility	6,877	
External Discretionary Fund	4,404	
Community-University Research Exchange (CURE)	610	
Alternative Resource Library	407	
Volunteer Training and Support (Board)	1,279	
Summer Stipend Program	0	
Advertising and Promotions	489	
Study In Action	0	
Publications	8,230	
Internal Initiatives (Misc.)	0	
Total Projects		<u>22,296</u>

Permanent Staff Expenses

Salaries	97,156	
Mandatory Employment Costs	10,698	
Staff Well-Being Fund & CSU Health Plan	3,724	
Vacation Pay	0	
Total Permanent Staff Expenses		<u>111,578</u>

Grant Staff Expenses

51,749

Administrative & Operational Expenses

Board Elections	501	
Employer and Staff Expenses	19	
Campaigns and Referendum	0	
Bookkeeping and Audit Expenses	6,622	
Computer Technical Support	3,410	
Photocopies & Office Supplies	6,035	

Communications Expenses	3,391	
Rent and Electricity	55,839	
Space Improvement and Maintenance	1,432	
Legal & Professional Fees	0	
Administrative Fees	2,186	
Insurance	718	
Refund Fees	158	
Petty Cash Short/Over	6	
Suspense	-452	
Total Administrative & Operational Expenses		<u>79,865</u>
TOTAL EXPENSES:		<u>281,415</u>
NET PROFIT/LOSS		<u><u>-23,066</u></u>