

Year Plan

2021–2022

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# Introduction

Hello,

My name is Sofia Palma Florido, and I am elated to be taking on the responsibility of being the Director of Diversity Services this coming year. The existence of Diversity Services has been a beacon of light in my undergraduate experience. It has guided my growth and learning (and unlearning) as a racialized woman and leader. The role that the Service plays in the greater McMaster community is something I have always wanted to partake in since the beginning of my time at the university.

The Service’s heart for advocacy and change is guided by its “by us, for us” structure. Its events, campaigns, workshops and programming are created by those with lived experience in the matter. This ensures that everything that we do and put out into the community is intentional and relevant. For this reason, it is my goal to rebrand the Service to represent what it is with specificity and intentionality.

The plan below is merely a skeleton of what we expect the Service to be for the year since our team is still incomplete. I am excited to hire a team that will bring a new and sharper meaning to what the Service is and stands for.

I look forward to a year of growth and healthy change.

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Sofia Palma Florido

# Vision for MSU Diversity Services

Our vision for the diversity services is for it to be a space of intention and place within McMaster University. Further details will be fleshed out when our executive and volunteers are hired. We want to leave as much room as there can be for each of their creative drives to guide our year. With that said, our year will focus on three pillars, specificity, place, and advocacy.

“Diversity”, as a term, lost its meaning at least half a decade ago. Therefore, we wish to rebrand our service. We want to be intentional about our work, who it is by and who it is for. The mandate of Diversity Services is one for racial and religious justice. Within this falls the fight for spaces of equity for those commonly “othered” cultural, ethnic, racial, faith, spiritual, and religious backgrounds. We want this to be clear.

Diversity Services is a place that will advocate for change in the name of the marginalized populations at McMaster and that will hold the institution accountable for spearheading and enacting those changes. It will also hold the university accountable for doing so collaboratively with the students affected. We understand that as a student-run service the Director and Assistant Director, as well as the incoming executives and volunteers, hold a great power to make change – we “share a seat at the table”. However, we also understand that we cannot and should not be tasked with building the table.

Everything outlined in this document can and will only manifest with the support and enablement of the MSU and McMaster University. However, while having these events, seminars, and collaborations planned and executed, we will continue to hold the university and student union accountable for their role in making and keeping McMaster University spaces safe and equitable for all McMaster community members. This is all to say that the existence of Diversity Services is not an absolution of the responsibility that the university and the student union have to its racialized and marginalized populations.

# Projects/Events

## Continuous Activities

**Service goal/ objective:** Updating vision and branding.

**Purpose** to ensure intentionality and accuracy.

**Challenges** time and unanimity

**Partners** Underground, Michael Wooder

**Service goal/objective:** Food justice guide

**Purpose** Informational

**Challenges** Working with the UG to produce a cohesive theme.

**Partners** Underground, McMaster Food Collective Service

## Repeating Projects/Events

**Service goal/ objective:** Community Circles

**Purpose** Pilot peer support

**Challenges** Training, logistics, branding, promotions

**Partners** WGEN, PCC, SHEC, Maccess, Underground,

## Annual Projects/Events

**Service goal/ objective:** Training material update

**Purpose** Accuracy and relevance of training materials

**Challenges** Scope, relevance, accuracy

**Partners** EIO

**Service goal/ objective:** Non-Western approaches to healing and wellness seminar series

**Purpose** Build inclusivity

**Challenges** Scope, accuracy, finding speakers.

**Partners** SHEC

## Other Projects/Events

**Service goal/ objective:** Liaison with different community partners

**Purpose** Building relationships

**Challenges**

**Partners** McMaster Indigenous Health Movement, PANGEA, OPIRG, Blackspace McMaster, ACFAM McMaster Indigenous Student Community Alliance (MISCA)

# Project/Events Timeline

## Spring/Summer Term

**Service goal/ objective:** Hiring

**Purpose** Team formation

**Challenges** Not enough application

**Partners** Underground, HR

**Service goal/ objective:** Training material update

**Purpose** Accuracy and relevance of training materials

**Challenges** Scope, relevance, accuracy

**Partners** EIO

**Service goal/ objective:** Liaison with different community partners

**Purpose** Building relationships

**Challenges** lack of operation in the summer = no contact

**Partners** McMaster Indigenous Health Movement, PANGEA, OPIRG, Blackspace McMaster, ACFAM McMaster Indigenous Student Community Alliance (MISCA), etc.

**Service goal/ objective:** Promo the service

**Purpose** Introduce MSU Diversity Services to the McMaster Community

**Challenges** Having enough engagement.

**Partners** Executive team

## Fall Term

**September**

**Service goal/ objective:** Meet the Services.

**Purpose** Introduce MSU Services to the new students.

**Challenges** Engagement

**Partners** With other peer support services

**October**

**Service goal/ objective:** Cultural garb breakdown (diving deeper into the WHY of my culture is not your costume)

**Purpose** Highlighting issues surrounding cultural appropriation.

**Challenges** Engagement

**Partners** N/A

**November**

**Service goal/ objective:** Diversity, Culture, Faith & Disability campaign

**Purpose** To explore and discuss the intersections of identity amongst disabled religious/faith-based/spiritual people.

**Challenges** Engagements

**Partners**  Maccess and InterFaith Council

**December**

**Service goal/ objective:** plan for in-person programming

**Purpose** To be prepared.

**Challenges** Logistics

**Partners** N/A

## Winter Term

**January**

**Service goal/ objective:**  Diversity in Colour Campaign

**Purpose** To highlight racialized disability justice activists’ work.

**Challenges** Engagement

**Partners** Maccess

**February**

**Service goal/ objective:** Love and Queerness in Colour and Faith

**Purpose** To discuss love and queerness through a racialized and religious, spiritual, faith lens.

**Challenges** Engagement

**Partners** PCC

**March**

**Service goal/ objective:** Non-Western Approaches to Healing and Wellness

**Purpose** To explore health and wellness from a non-western perspective.

**Challenges** Accuracy and scope

**Partners** SHEC

**April**

**Service goal/ objective:** Transition into new AD & D

**Purpose** To ensure that the new AD & D will be comfortable in their roles.

**Challenges** Applications and availability

**Partners** EB and Hiring Committee