



# REPORT

From the office of the...  
Diversity Services Director

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TO: Members of the Executive Board  
FROM: Sofia Palma Florido  
SUBJECT: Diversity Services Report #4  
DATE: October 20<sup>th</sup>, 2021

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## Year plan Update

The last few weeks have focused on establishing rapport with the volunteers and strengthening the external responsibilities of the service (outreach and support of equity-deserving groups on campus, interfaith council planning, PACBIC, etc.) We have leaned further into the re-brand and are hoping to have a proposal ready with a new name and logo for the end of the semester.

## Events, Projects, & Activities

### *General Service Usage*

Since community circles and virtual events have not begun yet (we'd been waiting MSU training before beginning), our service usage has been limited to asynchronous virtual spaces like Instagram stories, reels, and posts.

### *Projects & Events: Re-brand (Upcoming)*

Ilziba and I had a conversation with Mike Wooder and after several conversations with our executive team, we are moving forward with the rebranding of Diversity Services. The proposed name is "Diversity & Equity Network". We are moving forward with Underground soon to design a new logo for the Service. Once this is all done, a formal proposal will be presented to the Executive Board.

### *Projects & Events: Finding Physical Space (On-going)*

Our search continues for a physical space. Any help, guidance, and advice are welcome – PLEASE! The purpose of this is to establish continuity for the Service at the executive level but also in the campus fabric. Even if we don't get to use the space this year, we'd love to have something in place for the years to come.

### *Projects & Events: Halloween Campaign (Upcoming)*

Our SPA committee is putting on a cultural appropriation campaign, supported by the RnR executive. We are hoping to have a few posts disseminated on the various platforms regarding "Myths or Facts", "Appreciation vs Appropriation", and "Effects of Cultural Appropriation".

### *Projects & Events: Community Circles (Upcoming)*

A collaboration with Maccess and WGEN is being planned for hosting a Disability in Colour community circle and a community circles closed to first generation immigrants.

### *Projects & Events: Podcast Episode (Upcoming)*

SPA volunteers are planning a Listen Up! podcast episode (~20-30 minutes in length) on the theme of accessibility and inclusion. We have narrowed down our focus and are hoping to potentially interview an executive from Maccess and collaborate with the MSU University Affairs standing committee. We are still ironing out a few minor details and hope to bolster our efforts on this as soon as we wrap up with the social media campaign.

## **Outreach & Promotions**

### *Summary*

We have focused our energy on Instagram engagement; however, we will be starting to use Twitter to increase our reach and provide support to causes that align with our mandate.

Because our volunteers are still getting initiatives out, our promotional team has focused on using stories (Instagram and facebook) to share resources and relevant content. This has also been a small but noticeable way of engaging and supporting other services as well as organizations and clubs on campus.

## Promotional Materials

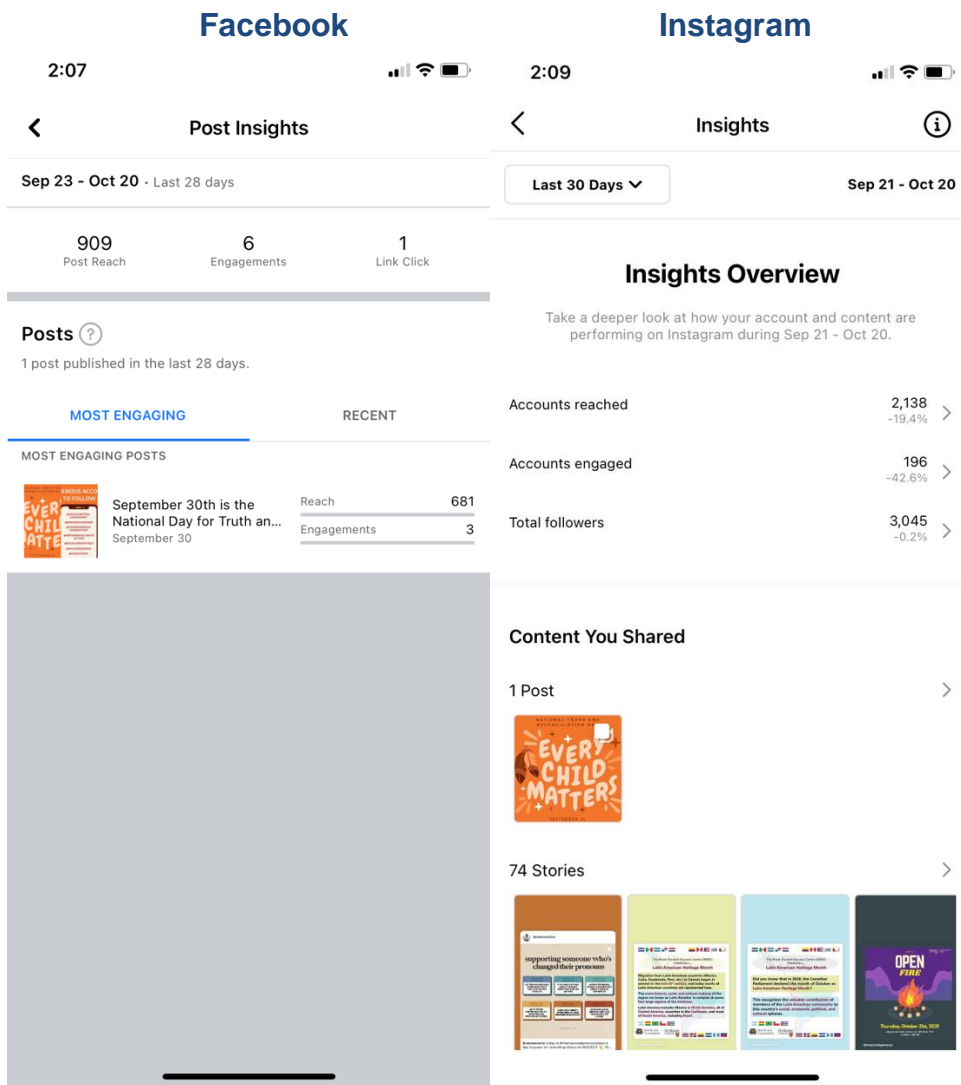
We shared a post for National Truth and Reconciliation Day on September 30<sup>th</sup>:



We made our first reel!



## Social Media Engagement since the Previous Report



## Finances

### Budget Summary

Nothing has changed on this front since our last report. That is since most of our expenses go towards the standing tab we have with Underground.

ACCOUNT CODE	ITEM	BUDGET / COST
	TOTAL SPENT IN LINE	
	REMAINING IN LINE	

<i>TOTALS</i>	
<b>TOTAL BUDGETED DISCRETIONARY SPENDING</b>	
<b>TOTAL ACTUAL DISCRETIONARY SPENDING</b>	
<b>REMAINING DISCRETIONARY SPENDING</b>	

**Executives & Volunteers**

We are having difficulty relaying information over to volunteers through executives and hearing back so we are creating spaces for full team conversations. This will be new from last year’s established dynamic which I am excited to explore.

Our executives are excited and are feeling empowered in their roles. They are communicating very well among themselves and feel a sense of community that was absent in last year’s executive team.

We recently amicably removed an executive that is a co-op student in order to better tend to the needs of the Service, we encouraged them to volunteer again in future years.

**Successes**

Interfaith Council meetings have begun and there is great excitement for collaboration and support. We have involvement from the Muslim Students Association, Hindu Students Association, Hillel, Bahai Students Association, CISSA, Spiritualists, Open Circle, among other groups. We’re off to a great start!

**Current Challenges**

MSU training engagement and registration was difficult for myself and my volunteers at all levels of the service. It was difficult for them and myself to find and relay links. Last minute changes and emails made it even more difficult to relay the details over to them in a professional and respectful manner. Because of this, many felt discouraged from registering since communication was unclear and poorly timed. This was recently addressed in an email which is appreciated but the general inaccessibility of an accessibility training is frustrating.

I’m also not finding a lot of clarity on how to find a physical space for the Service. It has been made clear that the MSU has no space to offer but alternatives or acquisition protocols have not been made clear.

**Miscellaneous**

I’m finding it difficult to track hours appropriately, I find that I am way over my lieu hours and that since I scatter my hours throughout the day our hour trackers are not set up to efficiently track our work hours.