



YEAR END REPORT

From the office of the...

Emunah Woolf, Maccess Director

TO: Members of the Executive Board
 FROM: Emunah Woolf, Maccess Director
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 DATE: March 24, 2022

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Year Plan Update

As mentioned in Maccess' Year Plan, the past couple years have had Maccess operating in a "crisis mode" because of the way disabled students are particularly impacted by the COVID-19 pandemic. However, we were able to stick to our values, meet community needs, and offer amazing services and events over the year.

Vision for Maccess

As an executive team, we returned to our vision a few times throughout the year to ensure that our programming was in conversation with our vision. Our vision included focusing on disability pride as opposed to disability awareness or inclusion, increasing focus on intersectionality and BIPOC disabled folks, taking a stronger advocacy focus alongside peer-support and community building, increasing communication between and across levels of Maccess, and offering leadership and skill-development opportunities for executives and volunteers. I see these themes threaded throughout our activities over the course of the year, outlined below.

Projects and Events

We completed the vast majority of projects laid out in our year plan, as well as holding additional events that were thought of throughout the year. The aspects that we did not complete include skill sharing workshops, a mutual aid channel in the Discord, peer support guidebook development, and a Maccess rebrand – most of which were included in a section outlining additional goals we would tackle if we had extra time. Although many of our timelines were pushed and goals reworked, all other projects and events laid out in the Year Plan were accomplished in one way or another.

Events, Projects, & Activities

General Service Usage

This year, our services were offered primarily over Discord, with one-to-one peer support offered through additional mediums, and events. Our Discord Space was used consistently with around 3 people active per hour that we were open. We were open from September 23 until December 8 (10am-4pm) and January 19 until April 12 (11am-5pm). The space was set up as follows:

- Welcome

- o This category was only able to be typed in by the Director and Assistant Director. All other members saw this as "read only".
- o **Our services**
 - An explanation of what Maccess offers, and who our space is for
- o **Guidelines**
 - General safe(r) space rules, guidelines, and expectations

- This section also covers limits to confidentiality
- When new users join the Discord, they are directed to read the guidelines before participating in the space
- o **Accessibility notes**
 - Notes on how to keep the Discord as accessible as possible
 - Tips on setting up a transcript for voice channels
 - Web content accessibility guidelines
- o **Who to contact**
 - How to contact a facilitator and when one might want to do so
 - How to contact a member of the exec team and when one might want to do so
- o **Announcements**
 - A space for announcements from the Maccess team, including notices about Discord closures, event and community group reminders, and anything else
- o **Resource hub**
 - Information about various resources available
 - These are divided into sections including
 - McMaster and Student Services
 - o Medical
 - o Academic
 - o Other
 - o MSU
 - Off-campus Resources
 - o Crisis
 - o Other
 - Identity-specific support
 - We also, at times, added new resources suggested by community members or the exec team

- Drop-in

- o This category was accessible by community members during open hours to message and read.
- o **Text chat**
 - The general space for text-based conversations and group peer support
 - This space was opened 10-4 in the Fall term and 11-5 in the Winter term, based on community feedback
 - Messages in this space are deleted after 2 hours to maintain confidentiality
- o **Voice chat**
 - An audio-version of the text chat space
- o **Co-working voice chat**

- Similar to the voice chat, this is a voice channel folks could join if they wanted to work in the same virtual space as one another, without necessarily chatting
- This is commonly useful for neurodivergent folks, but open to all community members

- Who's in this space?

- o **Exec team**
 - This served as a space for exec members to introduce themselves, and for community members to find exec members Discord names
- o **Introductions**
 - This channel originated in response to fears engaging in a faceless peer support space, to allow folks to introduce themselves. However, it was not utilized by community members.

- Other services and supports

- o This space operated as a read-only location to promote Maccess events, campaigns, and groups
- o **Community groups**
 - This housed the titles, times, criteria, and zoom links for community groups
- o **Maccess events**
 - Here we promoted and reminded folks about Maccess events.
- o **External events and links**
 - Here we linked any external event or link that we thought might be useful to the community, that was not a resource

- Just for fun

- o These channels were lighthearted themed alternatives to the text chat. Messages in these channels deleted after one week because the nature of these messages was less confidential, and more just for fun!
- o **Memes**
 - A place for any disability community related memes.
 - We had a pinned message reminding folks to add image descriptions, and the exec team would help out where needed
- o **Plants and pets**
 - Places to put pictures of pets and plants
- o **Food**
 - Food wins and images
 - Could also function as a place to crowdsource accessible cooking tips

- o **Art**
 - Folks could share art created at a Maccess community art circle, or other art they felt like sharing
- o **Gratitude**
 - A space to show gratitude for anything that has come up lately in community member lives

- **Volunteer channels**

- o This section is only visible to volunteers, not general community members
- o **Volunteer resources**
 - Important information for volunteers including exec-on-call contact info, instructions for beginning of shift, end of shift, and the service usage trackers.
- o **Volunteer chat**
 - A place for volunteers to chat, if they need or want to discuss things privately, especially pertaining to ideas for the Discord
- o **Shift changes**
 - A quick and easy location to update the team when a volunteer cannot make a shift, and for other volunteers to offer coverage
- o **Updates**
 - A place for the Director or Assistant Director to provide updates to volunteers about schedule changes, opening and closing dates, new features, or volunteer appreciation activities.
 - This appears as read only to the volunteers
- o **Volunteer bubbles**
 - This was the initial idea for creating volunteer bubbles, as channels within the discord
 - Instead, we made each volunteer bubble its own mini group chat outside the Discord
- o **Volunteer voice chat**
 - Similar to the volunteer text chat, but using audio

Executive Team Hiring and Onboarding (Complete)

We hired eight members onto our executive team which included collecting applications, reviewing them, offering interviews, and giving offers to join the team. We had meetings with each executive member to determine strengths, interests, and access needs. We also met with both members of any roles where two executives are hired (Social and Political Advocacy, Training and Development). We then developed and facilitated executive team training in July, as two sessions with information about the MSU, Maccess, Disability Justice, peer support, safe(r) space, and other relevant topics. Our executive team

participated, with some members opting to give small sections of the training on topics they felt comfortable with.

Building Relationships with Other Services (Complete)

We spent time over the summer and throughout the year building relationships with the Directors of the other peer support services (PCC, SHEC, WGEN, Diversity Services, others). This enabled the services to collectivize concerns and utilize our strengths. It also enabled us to align our goals and visions with one another and host collaborative events throughout the year. We also maintained a conversation thread where we offered each other support, assistance, training opportunities, and resources.

Summer Drop-In Groups (Complete)

The Maccess community experienced increased levels of isolation over the summer given the continuity of COVID-19 and the lack of disability community usually available during the school year. We ran two weekly 1-hour drop-in groups in July and August to help community members cope with isolation. Our Tuesday group, Summer Support, was focused on addressing the isolation disabled folks may feel when disconnected from their disabled community on campus over the summer. We had an average of 4 attendees in this group. Our Thursday group, Meeting Maccess, was aimed at those who wanted to connect with Maccess community before the year began in order to build friendships and reduce anxiety associated with accessing our service. We had an average of 3.7 attendees at this group.

Meet the Execs Instagram Story Series (Complete)

Given the fact that our services were offered online, we decided to create an Instagram story series (and story highlight) showcasing the members of our executive team. This allowed community members to attach faces to Maccess and feel more personally connected to the folks running the service. We collected information about each executive member, a picture of their choosing, and created the story posts. This series was posted whilst our volunteer applications were open, hopefully helping potential volunteers feel seen and encouraging engagement with our service.

Connecting with External Ontario Disability Student Groups (Complete)

As outlined in our year plan, we wanted to connect with the disability student groups at various universities across Ontario to share what Maccess is doing, learn from and be inspired by them, and help folks build a broader disability community outside of Maccess, and with disabled university students in their hometowns. As part of this effort, we participated in a National Educational Association for Disabled Students panel on August 20th with the directors of four disability student groups in Canada discussing their services, impacts of COVID-

19, and accessibility on campus. This began to build these relationships and provided an educational opportunity for Maccess community members to attend.

Welcome Week Events (Complete)

As part of Welcome Week, Maccess was involved in two events. First, we participated in the Meet the Services event in collaboration with SHEC, PCC, WGEN, and Diversity Services. This served to promote and explain the purpose of each peer support service to first year students. It resulted in a recorded version of the event for students who could not attend and a write-up in the Silhouette providing further information for each service.

Maccess also ran our own event, a trivia night focusing on disability in pop culture. This event was attended by 7 people and we were able to give Campus Store gift cards to the winners of the trivia game. It served to provide more information about disability representation in the media and introduce Maccess to first year students in a fun and engaging manner.

Volunteer Hiring and On-Boarding (Complete)

Our volunteer hiring process included a written application (reviewed by executive team members and Directors) and an interview conducted by two people on the team (always including a Training & Development Coordinator or Director). We completed hiring in two rounds.

Volunteer training was created by the executive team, with most content created by the Directors and Training & Development Coordinators. All other executive team members except one also produced training material in areas they felt knowledgeable in. It was important to us to make training accessible, so we ran it in 5 hours, including a 1 hour break in the middle and two 10 minute breaks near the beginning and end. We also recorded the training and had it available asynchronously. For volunteers that chose the asynchronous option, we held a mandatory 1 hour Zoom call to discuss any questions or concerns and go over situational questions to ensure training was watched.

Lastly, we sent out Volunteer Welcome Packages to thank our volunteers for their time and welcome them to Maccess. These included a letter written by the executive team, a button reading "Accessibility > Accommodations" with the MSU Maccess logo, and a Maccess info card. We found this to be important in a year where it is difficult to get to know and adequately thank our team for the time they dedicated to Maccess.



Pet, Plant, and Pals Party (Complete)

As part of the Maccess Discord Safe(r) Space launch, we held a Zoom launch party. This served as a place where volunteers and community members could come together at the end of the first day of the Discord space to talk, laugh, and show off any pets, plants, or art that they had around. It was a relaxing and enjoyable environment with 7 attendees.

Community-Based Suicide Intervention Training (Complete)

[Carly Boyce](#) was hired to provide community-based suicide intervention training to the executive team and volunteers. The team was provided with an asynchronous webinar and zine to work through at their own pace, as well as an optional watch-together Zoom session. Afterwards, Carly came and facilitated a one hour Q&A and discussion. I received overwhelmingly positive feedback about this training, with folks saying that all MSU services should hire Carly, and that we should invite them back in future years. It seemed to address an important gap in training identified by previous and current volunteers.

Community Groups (Complete)

This year we held seven community groups:

Title	Collaboration	Attendees per session
Depression & Anxiety		No data
ADHD Chats / Neurodivergence		1-3
Dating & Disability	SHEC	1-4
Queer, Trans, Disabled	PCC	No data
Disability in Colour	WGEN, DS	No data
First Up	WGEN	0-3
Disability in Grad School	GSA	2-5

A total of 43 people signed up to receive the Zoom links for one or more of these groups. They were offered over Zoom and each lasted one hour per week (November 3 – December 8 and January 24 – April 12). This list of groups was in line with our community’s desire to move away from more medicalized ideas of disability, and from focusing only on diagnoses for community topics. It also

aligned with our desire to focus on intersectionality and to collaborate with other groups on campus.

Queer & Disabled Art Circle with PCC (Complete)

Maccess collaborated on the PCCs 2STLGBQIA+ History Week through a Queer & Disabled Community Art Circle. The PCC provided paint, brushes, a canvas, and a palette to whoever needed, and a representative from Maccess and from the PCC facilitated discussion and a calm space to paint or craft. There were four people in attendance, and good feedback following the event.

Volunteer Bubbles (Complete)

This year we piloted a “volunteer bubbles” initiative, where small groups of volunteers opted in to be matched with an executive member as a first point of contact and, hopefully, somebody to build community with. There were volunteer bubbles specifically for neurodivergent volunteers and one for BIPOC volunteers, along with some general groups. Executive members reported engagement and enjoyment with this system, noting that it filled the gap between execs and volunteers that arose in the online environment.

Return to Campus or Return to Ableism? (Complete)

Maccess ran a social media campaign, “Return to Campus or Return to Ableism?”, focused on the impacts of COVID-19 and the return to campus on disabled folks. The executive team worked together to collect information for the campaign, and the Underground provided the graphics. It was received incredibly well with many students sharing posts to their Instagram story, commenting, and engaging with polls and question boxes on our Instagram story. This was one of the highest engagement periods on our social media accounts during the year. The posts resonated with many students - we had direct messages discussing the posts and received confirmation that the AVP Equity and Inclusion read our posts. This also increased our social media presence and followers.

December 3 Events (Complete)

We participated in running a three-day event week in celebration of December 3, the International Day of Disabled Persons. On December 1st, Maccess co-sponsored a day of flash presentations about Critical Disability Studies. There were 13 presentations throughout the day from faculty, staff, and students. This both highlighted the disability-related work being done on all levels of the university, but also helped to push forward our ask for a Disability Studies Minor. An executive team member and a volunteer both presented as part of this symposium.

On December 2nd, the Food Collective Centre, Equity & Inclusion Office, and Maccess collaborated on “DISability DIScussions: The 3 Fs of Food (In)Accessibility”. This event included a 30-minute presentation exploring the nuances of food inaccessibility and insecurity for McMaster students through an intersectional lens focusing on financial, faith-based, and food allergy barriers.

The presentation provided some context and stories of lived experience and was open to all. We then opened the floor to a guided discussion closed to those experiencing disability and/or food inaccessibility. Everybody who attended the guided discussion received a gift card to Uber Eats or the grocery store to begin to combat food inaccessibility of attendees.

Lastly, on December 3rd there was a panel of folks who use Assistive Technology. They discussed their uses, and the importance they have had on businesses and broader society, demonstrating how some of their AT works. The Maccess team was not directly involved in this presentation.

Our events celebrating the International Day of Disabled Persons were a fantastic success, with turnout beyond what we could have imagined. Partnering with so many other bodies within the university and MSU worked to our advantage, allowing us to reach many more pockets of students than we usually do. Our symposium was partially attended by the Vice President, Research. Our food (in)accessibility event allowed us to begin conversations about intersectional barriers to accessing food on campus and to provide attending students with food gift cards. The assistive technology panel was also well attended and was followed by a community debrief/celebration of the three events hosted by the Employee Accessibility Network.

Winter Wonder Care (Complete)

Maccess and SHEC collaborated with Student Wellness Centre to provide self- and community-care themed prizes to students in an exam care package giveaway. We gave away some large prizes, such as an Amazon Echo and a SAD lamp, as well as smaller prizes including fidget toys, fuzzy socks, and gift cards. This brought some joy to our community members and provided tangible support in taking care of oneself and one another during a busy and stressful time of year. This increased social media interaction for both accounts, and allowed us to meet student needs.

Volunteer Appreciation Movie Night (Complete)

Right before exam season, we hosted a volunteer appreciation movie night where we watched Elf and celebrated the end of a successful term. We were also able to provide interested volunteers with \$5 Starbucks cards to enjoy a hot chocolate or cozy drink of their choice with the movie.

Discord Re-Launch Community Art Circle (Complete)

On January 19 we launched our Discord for the term. After the open hours, we held a community art circle around the theme of using art to convey emotions that many disabled and neurodivergent people find they cannot usually express. We had six attendees and all suggested that we run more events like this one.

Disability and Mad Pride Week: Caring Through Crisis (Complete)

Our team ran a phenomenal 12 events that comprised our Disability and Mad Pride Week over March 14-18. These included speakers, workshops, discussions, socials, and a movie night. Each executive member led at least one event and the team helped one another out to pull this together. We are so grateful for its success and thankful to the other services and organizations that partners with us to make it a possibility. The events (other than the booth outside MUSC) were held over Zoom and we were able to hire CART captioning for four of the events.

The events are as follows:

COLLAB	TITLE	AUDIENCE	DESCRIPTION
The Partnership for Inclusive Disaster Strategies	Climate Change, Environmental Activism, and Disability Justice	Open 18 attendees	With disabled people at the front lines of the climate crisis, policies frequently fail to evoke meaningful change. While climate plans are created, care for disabled folks is not adequately considered. Join Maccess and The Partnership for Inclusive Disaster Strategies to better to better understand the impacts of climate change through the tenants of disability justice, in order to create sustainable movements that protect all people.
PCC Spectrum	Boundaries are Beautiful	Disabled and/or 2SLGBTQIA+ 13 attendees	Join Maccess, the PCC, and Spectrum for a workshop focusing on building and establishing healthy boundaries to care for ourselves and others. While the event is about all kinds of boundary building we will have a special focus on setting boundaries in the context of COVID-19 and 2SLGBTQ+ identities.
Of Unsound Mind	Mad Pride 101 The Mad Lab	Open speaker 8 attendees Mad/MI/ND discussion	For as long as the concept of madness has existed, individuals deemed mad or diagnosed with psychiatric disorders have sought ways to care for themselves outside of dominant medical or political spaces created for them. Join Maccess and Sasha Warren from Of Unsound Mind who will introduce some of these alternative spaces and practices along with the concepts and theories that animate them. Maccess is on a mission during Disability & Mad Pride Week to fight for peace, justice, and equity. All individuals who identify as mad, mentally ill, neurodivergent, and/or having any

		9 attendees	sort of mental health concerns are invited to a discussion event where we search for solace, community, and discover the key to caring for one another through the many crises in the world. Come as you are in your rad mad scientist attire. We cannot wait to see you in the mad lab!
	Care Webs: Building Compassionate Support	Open 7 attendees	Join Maccess for a cozy social and ~light~ info session on how to create intentional support and care systems that work for you. Comfy clothes and warm drinks are encouraged!
RyeAccess (Ryerson), CDAC (Carleton), WUSA A&D (Waterloo)	University Disability Townhall	Disabled 9 attendees	Join Maccess, RyeAccess, CDAC, and WUSA A&D for a cross-Ontario disabled student townhall. Through a moderated townhall-style discussion, we will share stories, collectivize disabled student wisdom, and give each other pointers on how we care for ourselves and disabled community on each of our campuses.
WGEN	Self-Care & Cinema	Open movie, disabled discussion 7 attendees	Join Maccess and WGEN for a cozy disability-centred movie night to watch the Fundamentals of Caring! This will be followed by a thought-provoking discussion about disabled representation in the media and accessible self-care. All are welcome to join for the movie, but the discussion will be closed to folks identifying as disabled*.
SHEC	Disabled People Fuck	Open 10 attendees	Join Maccess and SHEC for a presentation by Crippling Up Sex with Eva titled Sex and Disability 101. Eva is a disabled author and sex educator, who has been in the sex-ed field for over 15 years. Come learn how disability and sex intersect and how accessible sex can be a way to care for ourselves and others.
FCC	Accessible Cook-Along	Open 3 attendees	Afraid of sharp knives? Have trouble opening jars? Food is vital for self- and community-care but can pose accessibility barriers for many people. Join Maccess and FCC for a cook-along workshop focusing on tips and tricks for accessible cooking!
HESN DJNO	Disability and Housing	Open 10 attendees	Join Maccess, the Hamilton Encampment Support Network, and the Disability Justice Network of Ontario for a thought-provoking information session and panel about the impact

			of the Hamilton housing crisis and navigating the search for accessible housing as a disabled student. Adequate and safe housing is necessary for care and wellbeing – but how can we access it?
	Disability & Mad Pride Booth	Open	Stop by the Maccess booth outside of MUSC to say hello, talk about disability pride, ways of caring for ourselves and others, and learn more about our campaign week!
	Disabled BIPOC Community Circle	BIPOC and disabled 3 attendees	Join Maccess for a Disabled BIPOC community circle - a space to discuss our pride, joy, experiences, and challenges going through life as disabled people of colour. We will guide a lightly facilitated discussion, leaving room for all of your stories to be heard.

	MON 14	TUES 15	WED 16	THURS 17	FRI 18
daytime	2:30-3:00: Disabled People Fuck	3:00-4:00: Climate Change, Environmental Activism, and Disability Justice	11:00-12:00: University Disability Townhall 2:00 – 3:30: Boundaries are Beautiful	4:00-5:00: Accessible Cook-Along	12:00-2:00: Disability & Mad Pride Booth
evening	6-7:45: Self-Care & Cinema Screening 8-9: Self-Care & Cinema Conversation	6-7: Mad Pride 101 7:30-8:30: The Mad Lab		6:00-7:00: Care Webs: Building Compassionate Support	7:00 – 8:00: Disabled BIPOC Community Circle

In-Person Resources (On-Going)

We just launched our in-person pick up and drop off system for necessary resources such as clear masks, hand sanitizer, blue light glasses, ear plugs, and canes. This began as a response to the mandated return to campus and trying to mitigate risk for disabled community members. We have a sign-up form for pick up and drop off to arrange an outdoor, masked, safe exchange between a volunteer and the community member in need. We hope that this structure will be utilized in future years to continue offering what our community members need.

Work on Disability Studies Minor (Ongoing)

Over the course of the year we were involved in efforts to push for a Disability Studies Minor to be offered at McMaster University. This work included revising a proposal for this minor which was begun in 2014, meetings with members of the Equity & Inclusion Office, and the aforementioned symposium on December 1. While there is not a Minor available as of yet, we hope that this contributed to the groundwork which will make it possible in future years.

Empowered Bodies Event with SHEC (Upcoming)

We are in the middle of planning a final event to be held with SHEC on empowering various marginalized bodies such as fat, disabled, and racialized bodies. Details of this event will be confirmed in the near future.

Outreach & Promotions

Summary

Our most active social media platform this year was our Instagram, and we recently reached our goal of gaining 1000 followers. We also utilized Facebook and Twitter, collaboration with other services, and cross-promoting with other McMaster University offices.

Promotional Materials

Many of our promotional materials have been included in past EB Reports but here I have attached the promotional material for our recent campaign week.

MACCESS PRESENTS

Disability & Mad Pride Week: Caring Through Crisis

March 14-18

All events held over Zoom

For more information or any accessibility concerns, please email maccess@msu.mcmaster.ca or DM our social media accounts.

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MACCESS PRESENTS

Disability & Mad Pride Week: Caring Through Crisis

March 14-18

MONDAY MARCH 14
 3:00pm - 4:30pm: Disabled People Fuck
 6:00pm - 7:45pm: Self-Care & Cinema Screening
 8:00pm - 9:00pm: Self-Care & Cinema Conversation

TUESDAY MARCH 15
 3:00pm - 4:00pm: Climate Change, Environmental Activism, and Disability Justice
 6:00pm - 7:00pm: Mad Pride 101
 7:30pm - 8:30pm: The Mad Lab

WEDNESDAY MARCH 16
 11:00am - 12:00pm: University Disability Townhall
 2:00pm - 3:30pm: Boundaries are Beautiful!
 6:00pm - 7:00pm: Disability & Housing

THURSDAY MARCH 17
 4:00pm - 5:00pm: Accessible Cook-Along
 6:00pm - 7:00pm: Care Webs: Building Compassionate Support

FRIDAY MARCH 18
 12:00pm - 2:00pm: Disability & Mad Pride Booth
 7:00pm - 8:00pm: Disabled BIPOC Community Circle

All events held over Zoom

For more information or any accessibility concerns, please email maccess@msu.mcmaster.ca or DM our social media accounts.

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MACCESS PRESENTS

Disability & Mad Pride Week: Caring Through Crisis

MONDAY MARCH 14

3:00pm - 4:30pm: Disabled People Fuck
 Join Maccess and SHCC for a presentation by Crispian Lip Sax with Eva Stiel Sea and Disability 101. Eva is a disabled author and sex educator who has been in the sex-ed field for over 15 years. Come learn how disability and sex intersect and how accessible sex can be a way to care for ourselves and others. This event is open to all. With SHCC

6:00pm - 7:45pm: Self-Care & Cinema Screening
 Join Maccess and WGMU for a cozy disability-centered movie night to watch the Fundamentals of Caring. This will be followed by a thought-provoking discussion about disabled representation in the media and accessible self-care. All are welcome to join for the movie, but the discussion will be closed to folks identifying as disabled. With WGMU

8:00pm - 9:00pm: Self-Care & Cinema Conversation
 Discussion is open to disabled folks.

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MACCESS PRESENTS

Disability & Mad Pride Week: Caring Through Crisis

TUESDAY MARCH 15

3:00pm - 4:00pm: Climate Change, Environmental Activism, and Disability Justice
 With disabled people at the front lines of the climate crisis, policies frequently fail to evoke meaningful change. While climate plans are created, care for disabled folks is not adequately considered. Join Maccess and The Partnership for Inclusive Disaster Strategies to better understand the impacts of climate change through the lenses of disability justice. In order to create sustainable movements that protect all people. This event is open to all. With

6:00pm - 7:00pm: Mad Pride 101
 For as long as the concept of madness has existed, individuals deemed mad or diagnosed with psychiatric disorders have sought ways to care for themselves outside of dominant medical or political spaces created for them. Join Maccess and Sasha Warren from Of Unsound Mind who will introduce some of these alternative spaces and practices along with the concepts and theories that animate them. With

7:30pm - 8:30pm: The Mad Lab
 Maccess is on a mission during Disability & Mad Pride Week to fight for peace, justice, and equity. All individuals who identify as mad, mentally ill, neurodivergent, and/or having any sort of mental health concerns are invited to a discussion event where we search for justice, community, and discover the key to caring for one another through the many crises in the world. Come as you are in your mad scientist attire. We cannot wait to see you in the mad lab! This event is open to folks identifying as mad, mentally ill, and neurodivergent.

For more information or any accessibility concerns, please email maccess@msu.mcmaster.ca or DM our social media accounts.

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MACCESS PRESENTS

Disability & Mad Pride Week: Caring Through Crisis

WEDNESDAY MARCH 16

11:00am - 12:00pm: University Disability Townhall
 Join Maccess, RydsAccess, CDCAC, and WUSA ASD for a cross-Ontario disabled student townhall. Through a moderated, townhall-style discussion, we will share stories, collect ideas, and discuss student wisdom, and give each other pointers on how we care for ourselves and disabled community on each of our campuses. This event is open to disabled folks. With

2:00pm - 3:30pm: Boundaries are Beautiful!
 Join Maccess, the POC, and Spectrum for a workshop focusing on building and establishing healthy boundaries to care for ourselves and others. While the event is about all kinds of boundary building, we will have a special focus on setting boundaries in the context of COVID-19 and 2SLGBTQ+ identities. This event is open to folks that identify as disabled and/or 2SLGBTQIA+. With PRIDE

6:00pm - 7:00pm: Disability & Housing
 Join Maccess, the Hamilton Encampment Support Network, and the Disability Justice Network of Ontario for a thought-provoking information session and panel about the impact of the housing crisis and navigating the search for accessible housing as a disabled student. Adequate and safe housing is necessary for care and wellbeing...but how can we access it? This event is open to all. With

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MACCESS PRESENTS

Disability & Mad Pride Week: Caring Through Crisis

THURSDAY MARCH 17

4:00pm - 5:00pm: Accessible Cook-Along
 Afraid of sharp knives? Have trouble opening jam? Food is vital for self- and community-care but can pose accessibility barriers for many people. Join Maccess and FCC for a cook-along workshop focusing on tips and tricks for accessible cooking! This event is open to all. With Food Collective Centre

6:00pm - 7:00pm: Care Webs: Building Compassionate Support
 Join us for a cozy social and "light-info" session on how to create intentional support and care systems that work for you. Comfortable and warm drinks are encouraged! This event is open to all.

For more information or any accessibility concerns, please email maccess@msu.mcmaster.ca or DM our social media accounts.

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MACCESS PRESENTS

Disability & Mad Pride Week: Caring Through Crisis

FRIDAY MARCH 18

12:00pm - 2:00pm: Disability & Mad Pride Booth
 Stop by the Maccess booth outside of MUSC to say hello, talk about disability pride, ways of caring for ourselves and others, and learn more about our campaign week! This booth is open to all.

7:00pm - 8:00pm: Disabled BIPOC Community Circle
 Join Maccess for a Disabled BIPOC community circle - a space to discuss our pride, joy, experiences, and challenges going through life as disabled people of colour. We will guide a lightly-facilitated discussion, leaving room for all of your stories to be heard. This event is open to folks that are BIPOC and disabled.

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Social Media Engagement since the Previous Report

Twitter

TWEET HIGHLIGHTS

Top Tweet earned 3,098 impressions

Maccess presents – Disability & Mad Pride Week: Caring Through Crisis.

Registration: linktr.ee/maccess

We are beyond excited to announce our upcoming campaign week. Events (March 14-18) will focus on how we can take care of ourselves and our communities amidst crises. pic.twitter.com/DnO6yrAstq



Top mention earned 19 engagements

Disability Justice Network of Ontario
@djontario · Mar 9

Check out Disability and Made Pride Week: Caring through Crisis being hosted by @MSU_Maccess We're excited to be on the Disability and Housing panel on March 16, with our pals at @HamOntESN! [twitter.com/MSU_Maccess/st...](https://twitter.com/MSU_Maccess/status/1506888888888888888)

👍 4 ❤️ 5

[View Tweet](#)

Top media Tweet earned 1,827 impressions

Wednesday's DMPW events include University Disability Townhall, Boundaries are Beautiful, and Disability & Housing. You

MAR 2022 SUMMARY

Tweets
23

Tweet impressions
10.6K

Profile visits
728

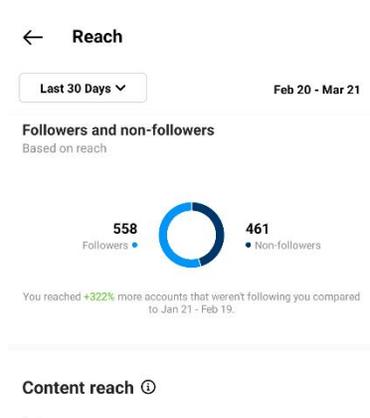
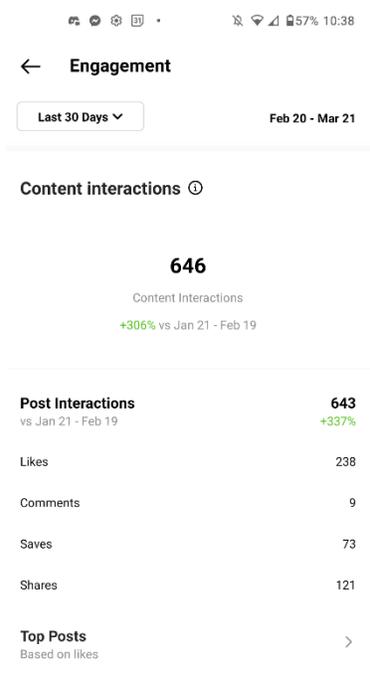
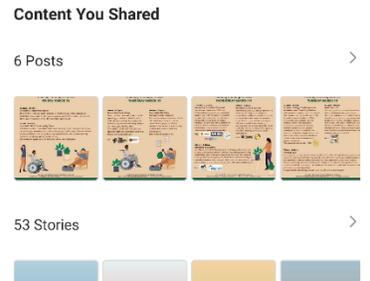
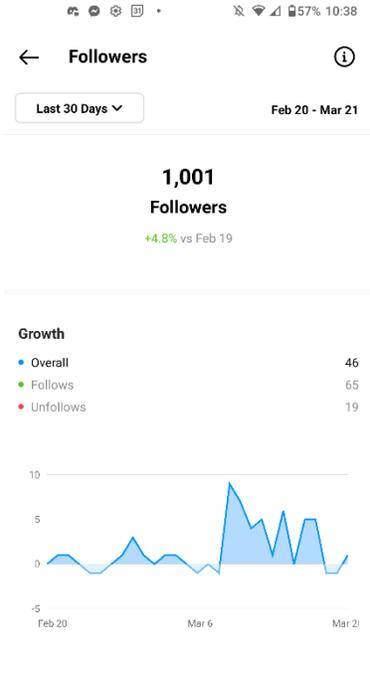
Mentions
2

New followers
11

Facebook

Published	Post	Type	Targeting	Reach	Engagement
03/18/2022 10:05 AM	Friday's DMPW events include the Disability & Mad Pride Booth and			82	1 2
03/17/2022 9:46 AM	Thursday's DMPW events include Accessible Cook-Along and Care			218	2 10
03/16/2022 9:11 AM	Wednesday's DMPW events include University Disability Townhall,			93	7 2
03/15/2022 10:46 AM	Tuesday's DMPW events include Climate Change, Environmental			35	0 1
03/14/2022 10:18 AM	Monday's DMPW events include Disabled People Fuck, Self-Care &			207	14 5
03/09/2022 10:01 AM	Maccess presents – Disability & Mad Pride Week: Caring Through Crisis.			1K	89 9

Instagram



Finances

Budget Summary

Below is our budget as it currently stands, although we do have a few purchases we hope to make before the end of the year.

ACCOUNT CODE		ITEM	BUDGET / COST
5003-0118	MACCESS - OFFICE SUPPLIES		\$100.00
	TOTAL SPENT IN LINE		\$0.00
	REMAINING IN LINE		\$100.00
6102-0118	MACCESS - ANNUAL CAMPAIGNS		\$2,800.00
	Welcome Week event prizes		\$50.00
	IDPD CART and event costs		\$330.00
	Winter Wonder Care prizes		\$497.52
	Sasha Warren speaker fee		\$300.00
	PIDS workshop fee		\$640.00
	Cripping Up Sex With Eva Fee		\$385.00
	Disability & Mad Pride Booth		\$51.70
	CART		\$780.00
	Winter Wonder Care DONATION from SWC		-\$450.00
	Support from SHEC		-\$200.00
	Support from Diversity Services		-\$200.00
	Support from Macademics		-\$100.00
	TOTAL SPENT IN LINE		\$2,084.22
	REMAINING IN LINE		\$265.78
6494-0118	MACCESS - VOLUNTEER RECOGNITION		\$750.00
	Volunteer welcome package pins		\$70.00
	Volunteer welcome letters		\$3.92
	Volunteer welcome tea		\$10.05
	Volunteer welcome stamps and mailing		\$41.58
	Volunteer thank you Starbucks cards		\$115.00

	Exec coffees for Maccess booth	\$19.00
	TOTAL SPENT IN LINE	\$259.55
	REMAINING IN LINE	\$490.45
MACCESS - TRAINING EXPENSE \$500.00		
6804-0118	Carly Boyce training	\$260.00
	Conference tickets	\$80.00
	TOTAL SPENT IN LINE	\$340.00
	REMAINING IN LINE	\$160.00
MACCESS - ADVERTISING & PROMO \$1,700.00		
	Volunteer hiring promo	\$125.00
	Space launch promo	\$125.00
	Community group promo	\$125.00
	COVID social media campaign	\$440.00
	Community group promo updating	\$25.00
	DMPW Promo	\$275.00
	DMPW Posters	30
	TOTAL SPENT IN LINE	\$1,120.00
	REMAINING IN LINE	\$580.00
MACCESS - SPECIAL PROJECTS \$750.00		
6603-0118	Clear masks	\$108.55
	Clear masks	\$44.90
	Sunglasses + earplugs	\$105.00
	Migraine glasses	\$26.00
	Eye shields	\$66.95
	2 canes	\$54.67
	TOTAL SPENT IN LINE	\$406.07
	REMAINING IN LINE	\$343.93

TOTALS	
TOTAL BUDGETED DISCRETIONARY SPENDING	\$6,600.00
TOTAL ACTUAL DISCRETIONARY SPENDING	\$4,209.84
REMAINING DISCRETIONARY SPENDING	\$1,940.16

Executives & Volunteers

Overall, my executive and volunteer teams were wonderful supports throughout the year, seemed to enjoy working on the Maccess team, and grew in their roles. In October and January, morale took a hit when the Maccess AD took a leave of absence and subsequently quit her role. The team had to be flexible and create space for team communication to renegotiate how we worked as Maccess and what we could achieve. Ultimately, we came together as a team and completed the year strong.

From the beginning of the year, I have dedicated 15+ minutes at the beginning of our weekly executive team meetings to check-in and give personal updates to the team, if anybody wishes to do so. This has created a community environment and made meetings feel like less of an obligation and include an element of team-building. At one point, our executive team noted a lack of closeness and we then intentionally made time to talk this through and come to solutions together. As we continued to work together on various projects, the closeness resumed.

With a large team (8 executives and 26 volunteers) it was difficult to personally build relationships with all the volunteers. This was exacerbated with the loss of our Assistant Director who initially was supposed to be the one directly managing the volunteers. However, our volunteer bubbles worked to address the volunteer need to connect to the Maccess execs and one another by creating a structure for volunteers to build relationships and have smaller community conversations. Volunteers also enjoyed the various volunteer appreciation gifts and events throughout the year.

Successes

Our social media campaign week and two event weeks were all incredible successes. The social media campaign and December 3 weeks were discussed in previous reports, but our Disability & Mad Pride Week just finished. We ran 12 events, with each event led by a different member of the executive team. We partnered with four other MSU services, four other university disabled student organizations, and four external organizations. We ran speeches, workshops, socials, discussions, and a movie so that there would be something for everybody. There were events open to all, only open to disabled folks, and a BIPOC and a 2SLGBTQ+ specific events. All the events focused on caring for ourselves and others through crisis, a vital skill for our communities during these times. I'm incredibly proud of the entire Maccess team that made these weeks happen.

Challenges

Although we accomplished a great deal, this year was not without its challenges. As a disabled run student service, we experienced immense inaccessibility throughout the year. From the Director hiring process before I got this job all the way through the year, the MSU has a great way to go in achieving accessibility. The main areas that were difficult for our team are as follows:

1. Hiring processes
 - Many of our team members found the standard MSU hiring processes for Director and executive roles to be inaccessible. We had to develop our own hiring process for executives and volunteers, doing a lot of the work to create accessibility. This concerns us, as there should be disabled folks involved in all services, not only in the disability specific service. The MSU as a whole should be easier for disabled folks to get involved with.
 - In addition to this, Maccess received very few applications to the Director position for next year, and none from current Maccess members. I have been told by executive members and volunteers that this is because the job seems inaccessible in the tasks and time commitment it requires. I have proposed a shift to the job structure, relying on two co-directors instead of a director and assistant director to split the labour and create more accessibility and flexibility in these roles. I hope that this can be achieved moving forward. It is disheartening to hear my volunteers say that they would love to run Maccess but cannot do it because of their disabilities, when Maccess is supposed to be an accessible and ethical space.
2. Policy consultation
 - Throughout the year Maccess was consulted on some policies that had to do with disability or accessibility. In each case, we were asked to review the policy a few days before the deadline, so that disabled folks would have a voice. While we appreciate the chance to review policies for accessibility, disabled voices should be involved in policy making conversations from the beginning, throughout the entirety of the process. Merely consulting at the last moment does not constitute disability-informed policy.
3. Training
 - We are quite concerned about how volunteer training was rolled out this year. AOP was never delivered and the other modules had Zoom links sent out just days in advance. In addition to this, the training for Directors on budgeting did not include captioning. Training must be delivered, accessible, and on a timeline that enabled folks to attend and understand the content.
4. Timelines and communication

- Throughout the year many things were asked of our service with little to no time to work on them. As the Director of a disabled team, I have a responsibility to operate on flexible timelines to accommodate disability-related needs. It was incredibly difficult to meet arbitrary deadlines while also creating that accessibility for my team. In addition to this, we had a hard time with communication from various MSU folks – whether that was different communication from different people, no communication at all, or communication at the very last minutes, all of these are inaccessible for the Maccess community.
5. COVID-19
- Throughout the year, the mixed messaging on COVID-19 related policies was confusing, particularly when the MSU Instagram account announced that all peer support services would be returning in-person during the winter semester. Our community is very concerned about COVID-19 changes in the MSU looking toward next year. We urge the MSU to listen to disabled voices and allow for hybrid or online options for neurodivergent, immunocompromised, disabled, and other students who may be unable to come to campus. This goes for Maccess especially, but also applies to other services that disabled folks would like to be involved in.
6. Overtime hours
- As mentioned in other reports and by other services, this job required many overtime hours throughout the year. This, again, creates inaccessibility, requiring me and the former Assistant Director to work in ways that we often cannot and may be unpaid for. This also led to our AD leaving her position, putting even more work onto the shoulders of me and the executive team. In future years, the contracts should be changed to add more hours per week to the jobs, add additional paid staff, or include less responsibilities. It is impossible to run the entire service on the timelines that are outlined in the job descriptions right now.
7. Budget
- Our budget did not include a line for accessibility related costs, so when we received a request for CART captioning, we needed to partner with three additional MSU groups at the last minute to cover the costs. This kind of cost should be anticipated in the budget and there should be a budget line for ASL interpretation, CART, and other accessibility related costs that are bound to come up. This goes for Maccess, but also all other services – we all have a responsibility to be accessible.
 - Additionally, I would recommend a budget line specifically for disability related resources. Especially in the context of COVID-19, disabled folks need many items such as clear masks, sensory support, and canes that were difficult to find a place for within the current budget structure.