Operating Policy – MSU Diversity + Equity Network

1. Purpose

1.1. To build and maintain a campus that celebrates, advocates, and ensures inclusivity and equity in areas including but not limited to, race, ethnicity, culture, faith, and spirituality.

1.2. To foster a campus that:

1.2.1. Is a safe, comfortable environment in which the voices and contributions of all members are sought, welcomed, and valued;
1.2.2. Includes a meaningful representation of people from a wide variety of backgrounds and with a wide variety of personal characteristics at all levels;
1.2.3. Provides all members with the support that they need to have an enriching shared university experience;
1.2.4. Identifies respect of both assenting and dissenting viewpoints as the key concept in all interactions between individual members of the community and between the McMaster Students Union (MSU) and McMaster University;
1.2.5. Meets the needs of different groups and individuals in a proactive and affirmative fashion so that members need not feel obligated to negotiate for their needs and rights.

2. Operating Parameters

2.1. MSU Diversity + Equity Network operates under an anti-racist, anti-oppressive framework, and recognizes the state of racial and religious inequity on campus and in the larger global community and works toward the goal of a campus free from discrimination on these grounds.

2.2. MSU Diversity + Equity Network shall:

2.2.1. Create space on campus devoted to inclusiveness and diversity;
2.2.2. Awareness of issues of inclusivity and inequity;
2.2.3. Provide affirmative opportunities for the sharing of related knowledge and experience;

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2.2.4. Coordinate annual events which further the goals of an inclusive and diverse campus;
2.2.5. Advocate and lobby on behalf of its purpose and core principles on the McMaster campus and in the broader community:
2.2.6. Provide MSU representation to various bodies, including but not limited to:

2.2.6.1. The President's Advisory Committee for Building an Inclusive Community (PACBIC);

2.2.7. Endeavor in all above areas to achieve its core goals and responsibilities in conjunction and cooperation with other MSU groups, on the McMaster campus and in the broader community;
2.2.8. Endeavor to exemplify its purpose within its own operations, management structure, and community environment.

3. Personnel Structure

3.1. The Director, who shall:

3.1.1. Oversee all activities of MSU Diversity + Equity Network;
3.1.2. Perform duties outlined in the Diversity + Equity Network Director job description;
3.1.3. Be hired by a hiring committee struck by the Executive Board that shall consist of:

3.1.3.1. The outgoing Director;
3.1.3.2. The Vice-President (Administration);
3.1.3.3. One (1) Executive Board Member;
3.1.3.4. One (1) Representative from the Equity and Inclusion Office.

3.2. The Assistant Director, who shall:

3.2.1. Assist the Diversity Services Director in overseeing all activities of MSU Diversity + Equity Network;
3.2.2. Perform duties outlined in the Diversity + Equity Network Assistant Director job description;
3.2.3. Be hired by a hiring committee struck by the Executive Board that shall consist of:

3.2.3.1. The outgoing Assistant Director;

3.2.3.1.1. If the outgoing Assistant Director is the incoming Director, substitute the outgoing Director in their place;

3.2.3.2. The Vice-President (Administration);
3.2.3.3. One (1) Executive Board Member;
3.2.3.4. The incoming Diversity + Equity Network Director.

3.3. The Bridges Coordinator, who shall:

3.3.1. Be responsible for the daily operation of the Bridges Café safe space;
3.3.2. Perform duties outlined in the Diversity + Equity Network Bridges Coordinator job description;
3.3.3. Be hired by a hiring committee that shall consist of:

3.3.3.1. The incoming Director;
3.3.3.2. The outgoing Director;
3.3.3.3. The outgoing Bridges Coordinator.

3.4. The Indigenous Affairs Executive, who shall:

3.4.1. Be responsible for fostering communication with and promotion of Indigenous Students and First Nations, Inuit, and Métis culture;
3.4.2. Perform duties outlined in the Diversity + Equity Network Indigenous Affairs Executive job description;
3.4.3. Be selected by the MSU Diversity + Equity Network Director and Assistant Director through an application and interview process.

3.5. The Promotions Executive, who shall:

3.5.1. Be responsible for promoting all aspects of the Service through different avenues, including but not limited to:

3.5.1.1. Social media;
3.5.1.2. Promotional materials; and
3.5.1.3. Advertising social events/campaigns;

3.5.2. Perform duties outlined in the Promotions Coordinator job description;
3.5.3. Be selected by the MSU Diversity + Equity Network Director and Assistant Director through an application and interview process.

3.6. The Research and Resources Coordinator, who shall:

3.6.1. Educate the McMaster community on equity-related issues through building and curating the resource hub of the Diversity + Equity Network;
3.6.2. Develop different forms of media to present educational diversity- and equity-focused material;

3.6.3. Perform duties outlined in the Research and Resources Coordinator job description;
3.6.4. Be selected by the MSU Diversity + Equity Network Director and Assistant Director through an application and interview process.

3.7. The Events Coordinator, who shall:

3.7.1. Create events that build community and solidarity amongst marginalized groups;
3.7.2. Supervise the programming committee;
3.7.3. Work closely with the Social and Political Advocacy Coordinator;
3.7.4. Perform duties outlined in the Events Coordinator job description;
3.7.5. Be selected by the MSU Diversity + Equity Network Director and Assistant Director through an application and interview process.

3.8. The Social and Political Advocacy Coordinator, who shall:

3.8.1. Create and implement campaigns that seek to educate and raise awareness of equity-related issues to the McMaster community;
3.8.2. Supervise the programming committee;
3.8.3. Work closely with the Events Coordinator;
3.8.4. Perform duties outlined in the Social and Political Advocacy Coordinator job description;
3.8.5. Be selected by the MSU Diversity + Equity Network Director and Assistant Director through an application and interview process.

4. Committees

4.1. The Community Events Committee shall:

4.1.1. Create events that build community and solidarity amongst marginalized groups.

4.2. The Social and Political Advocacy Committee shall:

4.2.1. Create and implement campaigns that seek to educate and raise awareness of equity-related issues to the McMaster community.