



# REPORT

*From the office of the...*

## Diversity + Equity Network Director

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TO: Members of the Executive Board  
FROM: Arash Aria  
SUBJECT: Diversity + Equity Network Report #1  
DATE: 08/06/2022

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### **Yearplan Update**

Diversity + Equity Network currently has an Assistant Director, and Director. We are working collaboratively to create an effective year plan while simultaneously hiring executives. A portion of our year plan is still being worked on; however, we are super excited to host in person events for BIPoC folks to attend. As part of the rebranding, we are hoping to officially introduce Peer Support as a part of our Service. Along with this, will come with introducing a new role to the service, Peer Support Coordinator. This is still in the planning stages, but we think it would be great for a pair of students who have had peer support experience lead the implementation of peer support in MSU DEN. In previous years, we have hosted many campaigns, podcasts, events, and discussions which we are hoping to continue and evolve with.

### **Events, Projects, & Activities**

#### *General Service Usage*

We are currently in the process of hiring executives. In total, we are looking for 10 executives as of right now, which would be 2 in each role available. The roles are Research and Resource Coordinator, Community Events Planning Coordinator, Social and Political Advocacy Coordinator, Indigenous Affairs Executive, and Promotions Coordinator. In previous years, although the Indigenous Affairs Executive was a part of Diversity services, it was never acted upon, and we are excited to have Indigenous representation this year. The hiring posts that we have put up have gotten a lot of engagement. There is has been a total of 200 posts saves! We have also increased in followers during hiring and hope to do the same with our executive team developed. The target of the service is BIPoC students, and we are hoping to expand our reach through promotional tactics this year.

#### *Projects & Events: Project 1 (Upcoming/On-Going/Complete)*

### *Projects & Events: Project 2 ( )*

### *Projects & Events: Project 3 ( )*

Unfortunately, at this point there have no events been planned. We were excited to be part of May@Mac and found it to be really engaging. Furthermore, we are hoping to have an event during Welcome Week in some nature so that representation can be advocated for. I think it is important for the Year Plan to be a collection of the entire team's vision and hopes for the year. Thus, I am looking forward to hiring the team and have vision board/ planning meetings where we discuss not only committee-based events but also events we host as an entire team.

The Faculty of Science will be hosting a conference in February on the topic of EDI in Science, and we will be working closely with them to produce this conference. Although this is in the works, things are slowly getting approved on the faculty side and I will bring forward this topic of discussion when time permits.

Another idea the Assistant Coordinator has mentioned is a virtual seminar with SHEC to discuss health inequalities. These ideas will be further explored in the Year plan, and I will include them in the next EB report!

## **Outreach & Promotions**

### *Summary*

For hiring, we have reached out directly to other coordinators of other MSU services to promote our posts and events. In doing so, we have set up an exchange based relationship where we share things they want to promote, and they share ours. I have also attempted to use my own connections and relationships to promote DEN by asking folks to post it on their personal accounts. This has helped enormously in getting folks to pay attention. We have also communicated with other clubs, and groups at McMaster in hopes of expanding our reach.

We look forward to introducing TikTok this year to promote and educate on the topic of DEN.

## Promotional Materials



**DIVERSITY AND EQUITY NETWORK**

# WE ARE HIRING!

**INDIGENOUS AFFAIRS EXECUTIVE**

Roles and responsibilities:

- ◆ Raising awareness of First Nations, Inuit and Métis issues
- ◆ Organize events and/or campaigns with the understanding of Indigenous needs on campus

Join the 2022-23 DEN Executive Team!

For more details about the role and to apply, visit: [msumcmaster.ca/jobs](https://msumcmaster.ca/jobs)

Applications close  
**June 3, 11:59PM**

MSU DIVERSITY + EQUITY NETWORK MSU



We have posted 5 posts pertaining hiring, along with photos of the incoming and outgoing director!

## Finances

### *Budget Summary*

The budget was introduced to us recently (24 hours), this will be addressed in the next EB report.

## Executives & Volunteers

We are currently hiring! Applications are due today, and we are excited. The Assistant Director, Angela has been phenomenal to work with, and I think we make a great team!

## Current Challenges

The main challenge now is not having a team established. Since we are currently doing hiring, it is difficult to incorporate the incoming team's vision in the Year Plan, and EB reports. However, I look forward to having the team developed within the next week!