



REPORT

From the office of the...

Diversity + Equity Network Director

TO: Members of the Executive Board
FROM: Arash Aria
SUBJECT: Diversity + Equity Network Report #3
DATE: 14/09/2022

Yearplan Update

Overall, MSU DEN is progressing with momentum through the year plan. Each committee as part of the service has completed a year plan that indicates their interests. Subsequently, a collated year plan has been formed in order to sync everyone's activities and encourage collaboration. One of the events we wanted to focus on is Indigenous Truth and Reconciliation Day that takes place on September 30th. We have planned campaigns on different topics corresponding to the theme of Truth and Reconciliation during the week of. The major initiative we are working to implement is a mural in PGCLL, painted by an Indigenous artist. We have gone through the planning stages, and have received a wide spread of support from the Indigenous Services Office, McMaster Museum of Arts, and the Health Sciences faculty. We are currently at the final stages of this project, and the mural will be created on the 26th or 27th of September.

Additionally, the executives have been able to coordinator within their committees and set a strong foundation for the school year. They were tasked with meeting and running through a list of questions that were designed by the AD and D to ensure communication, expectations, and responsibilities are transparently communicated. The next step is hiring Volunteers for the Social and Political Advocacy committee, and the Community Events Planning committee. All the required information, which consists of the application itself and the promotional component has been completed. We are anticipating the release of the applications on HR's side soon.

To ensure executives feel supported, we have planned for a monthly committee specific meeting which will be coordinated and lead by the AD. This will be an opportunity to communicate any concerns and needs. Additionally, we have determined a weekly meeting time for the school year. Every month, one of the weekly meetings will be open for all the volunteers to attend in order to increase cross communication. The executives have attended a collective hangout (social) in person that allowed for bonding and team cohesion. An important component of DEN is to also support one another from within as the BIPoC community. The

AD and D both have set up anonymous feedback forms where executives can communicate any concerns if they may arise.

Events, Projects, & Activities

General Service Usage

MSU DEN has spent the past month in planning mode. This has looked like Volunteer hiring, event planning, year planning, and developing a strong foundation as a unit. The interaction and service usage has staged consistent, however we are anticipating an influx with our first series of events commencing this month.

Projects & Events: Project 1 (Upcoming)

As mentioned above, the executive team with SPA as the lead has coordinated a series of campaigns and events for last week of September. The theme is Indigenous Truth and Reconciliation. The mural that is planned to be displayed at PGCLL is currently in the final planning stages. The current focus is securing funding for the artist to be paid in full. There is contribution from the McMaster Museum of Art, Faculty of Health Sciences, and Indigenous Services Office. A portion of the cost will come from the events budget of DEN; however we are outsourcing for sponsors in the meantime.

The general tasks have consisted of developing connections and navigating the bureaucracy in order to implement this project. It has been a great learning experience and the SPA team has done an excellent job with the communication and planning.

This project will also include a guest speaker that will be interviewed about their experience as an Indigenous student/ faculty/ staff at McMaster.

Projects & Events: Project 2 (Upcoming)

To promote MSU DEN, we are planning to set up a display and host an ongoing info session at a MUSC Booths. This will allow us to engage with the first-year community as well as the rest of McMaster. At this event, we will be hosting a raffle that will be connected to a social media giveaway. This giveaway will consist of items made by the BIPoC community. Additionally, we will be giving away old merch with the MSU Diversity Services Logo. This will promote conversation about the rebranding as well as develop awareness about a Diversity oriented service existing in the MSU.

The promotions team will be working to promote this and execute the giveaway. The RnR team will be responsible for researching the nature of MSU DEN previously, which will first be presented to the rest of the executive team and then spoken to at the booths. This will allow MSU DEN to reset to the mission statement, while also promoting the changes that have come with time. The CEP and SPA committees will be contributing by assisting with the planning that is led

by the AD. This is meant to take place on the last week of September as well in order to promote the events and campaigns we will have released.

Projects & Events: Project 3 (Completed)

A pivotal component of DEN is the network that exists within. The executives and the (future) volunteers are also encouraged to develop a community. This community is important to be able to discuss and have a safe(r) dedicated to the executives who are invested in advocacy work.

To facilitate this space, we hosted a social that took place in person. All the executives were able to attend, and connect with one another. We spent time doing activities, painting, and discussing our experiences as BIPoC at McMaster University. We look forward to conducting more of these with the volunteer teams hired and with the greater McMaster community.

Outreach & Promotions

Summary

MSU DEN has established a relationship with other MSU Services to revolves around staying up to date about events as well as promoting using our platforms. This has been impactful for reaching a bigger audience, as well as learning from other services. We are looking forward to leveraging this relationship in the coming months where our events will set off.

Promotional Materials

The promotional material that has been released has been oriented around cultivating a positive space on DEN social media. We have posted a photo of our full team meeting where we discussed our visions for the year, as well as a bigger project we will be working on as a collective.

Additionally, the promotions team has worked hard to stay connected and share anything that would be valuable to the DEN followers. This may look like other posts from services, or clubs at McMaster as well as advocacy posts.

Social Media Engagement since the Previous Report

The social media engagement has slightly increased as there are more familiar faces on the feed. However, we are looking forward to an effective influx in the next few weeks.



Finances

Budget Summary

The budget has not yet been utilized, however planning and designing merch has commenced. We will be ordering MSU DEN gear that we are able to wear and give away during different events. There is a component of the budget that will be allocated towards the Indigenous Truth and Reconciliation events we have planned; however, the amount will be determined by the number of sponsors.

Additionally, we are looking to purchase a new banner with the new logo, which will be supported by Wooder and the Underground Team.

Executives & Volunteers

The morale and the engagement from the executive team has been incredibly impressive. There is a genuine interest in the team's mission statement as well as forming connections. Volunteers will be hired in the next month.

We are looking to push forward the Peer Support function of DEN by hiring a Peer Support Coordinator. The JD and the Memo can be found together with the EB report submitted.

Successes

The team has been very effective with their planning and communication. The AD and Director has also been able to support one another and lead the team effectively.

Current Challenges

We are currently looking for funding/ sponsors for the mural that we have planned. The cost exceeds the budget plan that would make sense for our events. Thus, a current challenge is outsourcing and finding funding for this – a bulk of it has already been accounted for.