



# MEMO

*From the Office of the...*  
**VP Admin & DEN Director**

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**TO:** Members of the Executive Board  
**FROM:** Mitchell German (VP Admin) and Arash Aria (DEN Director)  
**SUBJECT:** Peer Support Coordinator Role  
**DATE:** September 16<sup>th</sup>, 2022

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Dear Executive Board,

Diversity + Equity Network (DEN), previously known as Diversity Services, was established as a Peer Support Service by the MSU in the 2020-2021 year. However, despite this change in scope documented in the Operating Policy, DEN currently lacks a Peer Support Coordinator role within the Executive Team to implement this function. Without a Peer Support Coordinator to train DEN Volunteers on how to appropriately provide peer support to the populations it serves (predominantly BIPOC populations), DEN is unable to carry out this new function.

As a result, it is being proposed that this new Peer Support Coordinator role is added to the DEN Executive Team to ensure we can continue to provide adequate support to the BIPOC populations who study at McMaster. This position (or similar ones) currently exist within all Peer Support Services of the MSU, and including this in DEN would help to ensure consistency in its structuring and operations when compared to other MSU Services. It will also ensure that all DEN Volunteers are able to provide high-quality peer support for the populations they serve, which would be guided by current evidence-based best practices (in collaboration with the Administrative Team Research Assistant).

The creation of this JD was largely based off the Peer Support Coordinator role within the Student Health Education Centre (SHEC), recognizing that this is the longest-standing Peer Support Service of the MSU. However, slight modifications were made to reflect that this role is specific to DEN (BIPOC-focused), as opposed to SHEC.

We would encourage you to consider passing this JD for the position of Peer Support Coordinator within the DEN Executive Team as it will ensure consistency between the OP and DEN's day-to-day functioning, and will help to support students at McMaster through BIPOC-specific peer support.

If you have any questions, please don't hesitate to reach out, or ask during EB.

Sincerely,

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