



# 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 #5  
DATE: February 14<sup>th</sup>, 2023

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### **Year plan Update**

At this point in time, the service is getting ready for the transition into next year's team, while also finishing up any projects that are still in the works. There are a few big events that are happening, and we are currently having conversations about what Diversity week will look like on the MSU DEN side of things. The team has worked really hard, and we are excited to embrace their hard work with some initiatives the Assistant Director and I will be implementing.

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

#### *General Service Usage*

During the month of January, we have had hiring campaigns that have brought attention to our social media page. There has been a slight increase since the January numbers, however we are excited to be more interactive with more DOTS and posts coming. The service itself is event based as of right now, thus the events that will be running in the coming weeks will produce the most service usage.

#### *Projects & Events: Halloween Night (Complete)*

The CEP team arranged an event for Halloween in order to bring the BIPOC community together and develop a safe(r) space. Festive activities were planned and there was a great turn out. Additionally, we released an Instagram post that was outlining cultural appropriation along with disability awareness. This was the first in-person event that CEP planned and executed which was a great learning opportunity.

#### *Projects & Events: Diversity on the Streets (On-going)*

The SPA team has creatively developed an Instagram reels series that highlights the voices of McMaster University students. This series has an executive go around the university and ask questions to students pertaining EDI. There have been 2 episodes released that have increased our engagement and allowed for

students to understand what the service does. This is set to continue for the entirety of the school year and will operate with themes.

This term we are focusing on having topic-based conversations with students at McMaster. We will be speaking on matters related to DEN with students and gaining their perspective.

#### *Projects & Events: Alumni night (Upcoming)*

This project is still something that is upcoming: The SPA team has been working very hard these past couple months to arrange an alumni night where alumni from all faculties will be attending a conference to share their experiences. This will be a good networking opportunity for students and a great way to empower the BIPOC community.

#### *Projects & Events: Open Mic Event (Upcoming)*

Stay woke, McMaster Unspoken and MSU DEN hosted an event on November 18<sup>th</sup>, where McMaster students are able to come and share any poetry, music, art with an audience. This event will be taking place again this term. Update: the event has set a date and time and will take place early March. We are going to be running this event without a collaboration, and we are excited to host.

## **Outreach & Promotions**

### *Summary*

The MSU Services have developed a supportive community where we share events and posts on one another's social media accounts. Additionally, we are working to collaborate with SHEC and PCC on two separate events. In general, the peer support services collectively had exam care packages that MSU DEN was involved with. Additionally, the PCC prom is something we are working to support.

### *Promotional Materials*

The major promotional material used in the past month have been those produced by the MSU for hiring purposes. This has allowed to promotions team to work hard on the Black History Month post that will soon be released as well as the promotional material we need for the Alumni night. Below you can see posts that were made in the month of January and February.



### *Social Media Engagement since the Previous Report*

Although the social media engagement has declined when it comes to event based – we still do receive our typical questions in our DMs as well as role inquires. We have received messages about interest in next year’s team. The usage will soon change with different Black History Month campaigns coming from CEP, Promo, and RnR. The SPA team will also be posting a video on the topic of Black History Month that will increase engagement further.

## **Finances**

### *Budget Summary*

The budget has been a place of concern and a lack of knowledge when it comes to spending. There has been no activity since, however a meeting with VP Finance will be held in order to clarify things and ensure we are ending off the school year on a good note.

## **Executives & Volunteers**

The Peer Support coordinators are currently in the process of hiring their volunteers. This process has been lengthy, and we have found that it may not be worth setting up peer support entirely. Thus, the volunteers that have applied will be used as a source of advice to properly reflect what students want to see in the

service. With that said, they have integrated really well with the rest of the team and there are activities coming up that will incorporate the entire team.

### **Successes**

The committees are very well equipped with knowledge and the process for executing events. They have been able to execute leadership skills by facilitating discussions and having independent meetings. I have conducted one – on – ones with all executives to get an idea of what they want their experience as part of the team to look like and for any areas of improvements that can be implemented.

### **Current Challenges**

We are currently struggling to align everyone's schedule to meet once a week which might obligate us to do biweekly meetings. We have decided to go with two meetings, one run by me and one run by Angela. This allows us to meet with the team weekly, however it has made cross team communication a challenge. This is something we are working through.