

# REPORT

From the office of the...

# Diversity + Equity Network Director

TO: Members of the Executive Board

FROM: Ayesha Zahid

SUBJECT: Diversity + Equity Network Report #1

DATE: June 29<sup>th</sup>, 2023

# **Yearplan Update**

The service is getting started once again, given its hiatus. DEN has sought to make sure that underrepresented minorities and historically neglected issues are highlighted this year. As per the overarching vision in the Yearplan, BIPOC issues neglected on campus will be highlighted. To achieve this, DEN has begun interacting with more clubs and established greater connections with partners.

# **Events, Projects, & Activities**

### General Service Usage

DEN's service usage cannot be gauged accurately as we are in the process of hiring our executives who will aid in overseeing this. In addition, DEN has not posted anything beyond hiring posts, as well as sharing requests from other MSU-related services. Tracking DEN's use at this point, will not serve as useful.

#### Projects & Events: Project 1

There are two significant events in the process. DEN is currently reviewing applications for its executive committee. The decisions will be finalized by the end of June, with onboarding occurring in July. We also hope to host socials so as to ensure our team is familiar with each other.

#### Projects & Events: Project 2

Also, we have partnered with the Student Success Centre (SSC) to host an event for "The Festival of Belonging". DEN is in the process of purchasing supplies for this event, while also planning the logistics with the SSC.

#### Projects & Events: Project 3

As part of DEN's third initiative, we are hoping to set up the Bridges Space prior to the start of the school year. We are hoping to stock the space with snacks and drinks to ensure the space can be a safe(r) space for our community. We have encountered challenges regarding this as the position of Bridges Coordinator requires restructuring.

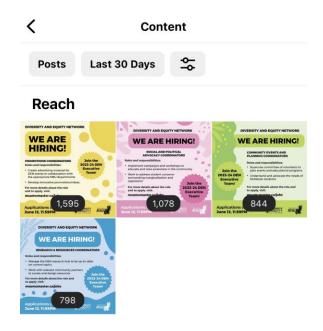
#### **Outreach & Promotions**

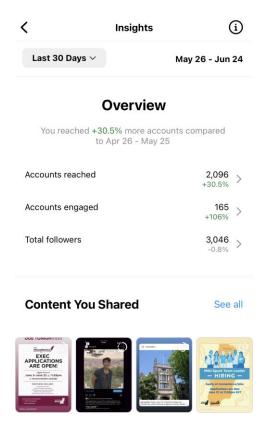
#### Summary

Instagram has been the primary platform through which Direct Messages have allowed DEN to promote its hiring initiatives. Asking other MSU-related clubs has allowed DEN to promote its hiring while ensuring DEN is doing the same for other services.

#### Promotional Materials

DEN has largely relied on Instagram to promote its hiring. The posts have each received many views. Rather than using other social medias, we used Instagram as the rest of our Executive responsible for the social media accounts has yet to be hired. The attached posts showcase the increase in views by 30% when hiring was announced, as well the posts use to hire.





# Social Media Engagement since the Previous Report

Using only Instagram as of right now, our views have gone up significantly, as well increasing the accounts engaged by 106%.

#### **Finances**

# **Budget Summary**

DEN has finalized its Budget Tracker. The largest challenge of this was ensuring an accurate estimate of costs but also ensuring that there were sufficient funds left over to cover extra expenses. However, as of right now DEN has not made any purchases although some are expected soon.

Diversity Services EXPENDITURE PLAN Summary											
						TOTAL BUDGETED DISCRETIONARY SPENDING			\$12,770.00		
						TOTAL ACTUAL DISCRETIONARY SPENDING			\$10,458.98		
REMAINING DISCRETIONARY SPENDING			\$2,311.02								
ACCOUNT CODE		ІТЕМ	BUDGET/COST	DESCRIPTION	TIME FRAME						
5003-0317-0	DIV - OFFI	DIV - OFFICE SUPPLIES	\$ 1,000								
003-0317-020	OFFICE SUPP	Snacks and drinks for the Bridges Space - Fall 2023	\$400.00	For the drop-in space in Bridges	s (September - December)						
		Snacks and drinks for the Bridges Space - Winter 2024	\$400.00	For the drop-in space in Bridges	4 months (January - April						
	OFFICE SUPP	PLIES		The second secon							
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003-0317-020		TOTAL SPENT IN LINE	\$800.00								
003-0317-020		REMAINING IN LINE	\$200.00								
		DIV TELEPHONE	A 270								

#### **Executives & Volunteers**

This section is not relevant yet as DEN is currently hiring. However, applications have closed, and there have been very strong applications. Many of DEN's volunteers have applied for Executive positions. We have yet to establish a team, as we continue to review applications.

#### Successes

My AD and I have finalized our vision for the year. This was a major acheivement as we held much of the same vision. During the planning stages of events often times conflicts can arise due to differing visions and wishes to prioritize certain events over others. We were able to effectively communicate our needs and priorities, which led to a very successful draft of our Yearplan.

# **Current Challenges**

Ensuring the Bridges Coordinator role is set has been the greatest challenge. As we hope to open the space in the Fall, we require that an individual is able to oversee the space to ensure it remains safe and accessible. The hiring is unable to be conducted by DEN and will be delegated to another MSU-service to prevent various issues. As we wait for this process to finalize, DEN cannot open its space.

#### Miscellaneous

Peer support is another important aspect of DEN's purview, this is going to be piloted this year. This will require a nuanced discussion with the Equity and Inclusion Office to ensure race-based peer support is well reflective of our community. This is not necessarily a challenge, rather a point of importance.