



REPORT

From the office of the...

Diversity + Equity Network Director

TO: Members of the Executive Board
FROM: Leilani Xue, Assistant Director and Marc Gonsalves, Director
SUBJECT: Diversity + Equity Network Report 1
DATE: June 17th, 2024

Yearplan Update

Events, Projects, & Activities

General Service Usage

With an emphasis on transitioning from the previous academic year to 2024-2025, our largest engagement with the student population thus far has been hiring through social media. We have been gauging social media engagement with our posts and answering related questions within our DMs. It seems that engagement was quite accurate to interest in the positions, with the applicant to Instagram likes ratio for each position being approximately 50%.

Projects & Events: Project 1 (Overdue POs -- Complete)

Two POs submitted the previous fiscal year (relating to gift card orders) for our research study, attendance, and social were completed.

Projects & Events: Project 2 (Applications and Hiring Interviews -- On-Going and Upcoming)

Our applications for 4 coordinator departments have closed. We are reviewing applications. Successful applicants who pass the application stage will be offered interviews scheduled to commence at the end of June. Our final decisions and offers will be made at the beginning of July 2024.

Projects & Events: Project 2 (Applications and Hiring Interviews -- On-Going and Upcoming)

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Projects & Events: Project 3 (Research study – On-Going)

We plan on continuing our previous study regarding prevalent experiences surrounding racism and discrimination on campus. With data collection being complete, we hope to continue writing the report and analyzing the information soon.

Outreach & Promotions

Summary

To promote our hiring posts, we had reached out to various MSU services in other to repost and share the opportunities. These services include, but are not limited to: MSU WGEN, Maccess and Macademics. Additionally, with the help of the MSU Underground, we were able to have these posts on screens across campus, furthering our reach with students.

Promotional Materials

Our hiring posts were the following:



Social Media Engagement since the Previous Report

The four aforementioned posts vary in likes, from 32 for the Social and Political Advocacy coordinator positions, to 57 for the Promotions coordinators. Additionally, we have gained approximately 50 followers over the first 2 weeks of June (2024/06/1 - 2024/06/14).

Finances

Budget Summary

As of June 14th, we have used \$290 to close POs of the previous fiscal year. We anticipate an upcoming cost for our Instagram post to announce the completion of our research study.

These POs were unforeseen costs as they were submitted in April 2024. Declan and Jason have approved that we can exceed our 2024-2025 budget of \$270.

101	6804-0317-0200	DIV - V DIV - VOLUNTEER RECOGNITION	\$600.00				
102	6804-0317-0200	TEER RE Amazon gift cards for research survey	\$150.00	22-May-24	22-May-24		
103	6804-0317-0200	TEER RE Amazon gift cards for 2 execs, highest attendance	\$40.00	22-May-24	22-May-24		
104	6804-0317-0200	TEER RE Amazon gift cards for 8 execs, social event	\$80.00	22-May-24	22-May-24		
105	6804-0317-0200	TEER RE Amazon gift card for 2 extra execs	\$20.00	30-May-24	30-May-24		
106	6804-0317-0200	TEER RECOGNITION					
107	6804-0317-0200	TEER RECOGNITION					
108	6804-0317-0200	TEER RECOGNITION					
109	6804-0317-0200	TEER RECOGNITION					
110	6804-0317-0200	TEER RECOGNITION					
111	6804-0317-0200	TEER RECOGNITION					
112	6804-0317-0200	TEER RECOGNITION					
113	6804-0317-0200	TEER RE TOTAL SPENT IN LINE	\$290.00				
114	6804-0317-0200	TEER RE REMAINING IN LINE	\$310.00				Can exceed \$270 (150+40+80), approved by Jason and Adam
115							

Executives & Volunteers

Currently, most of our volunteers are not working. The exception is the Research and Resources team, whose work relates to a research study that is supervised by a faculty member in Sociology. We are hiring more executives and volunteers for the 2024-2025 year!

Successes

We are almost done with our research study, scheduled to be completed in July 2024! We are adding some finishing touches to our research and report for two faculty members to review and leave suggestions.

Also, we received many applications for our positions. Many of these applicants have great experiences that align much with DEN's services!

Current Challenges

We need to research the viability of our peer support program and the Indigenous Affairs Liaison. Both positions have been met with some difficulties and we need to evaluate the efficacy of them by connecting with affiliated stakeholders (such as the Indigenous Student Services, Student Wellness Center, etc.)

Miscellaneous

Next steps:

-We need to connect with the services of the Interfaith Council and schedule a group meeting for the May-August 2024 term.

-We need to further discuss the role of peer support within DEN and its vision for the 2024-2025 year.