



REPORT

From the office of the...

Diversity + Equity Network Directors

TO: Members of the Executive Board
FROM: Marc Gonsalves and Leilani Xue
SUBJECT: Diversity+Equity Network Report 2
DATE: July 12th, 2024

Events, Projects, & Activities

General Service Usage

Over the past month, we have placed great emphasis on internally planning on-going events for the coming year, such as peer support, in conjunction with hiring. Despite this internal focus, it seems that we have gained a significant number of followers over the past few weeks, especially considering that no posts have been made since May beyond hiring. This engagement shows a general interest in DEN and is expected to significantly increase as more posts are created throughout the year.

Projects & Events: Project 1 (Indigenous Affairs Liaison Role Discussion - Ongoing)

We were able to get into contact with Indigenous Student Services and get the discussion of the Indigenous Affairs Liaison role started. We will hopefully be meeting with them by the end of this week.

Projects & Events: Project 2 (Applications and Hiring Interviews – Complete)

Interviews, final decisions, and offers were made for all potential candidates. We are now looking into establishing a platform for general discussion among the team.

Projects & Events: Project 3 (Peer Support Planning-- On-Going and Upcoming)

We have been exploring a novel approach to peer support – essentially a combination of discussion on a specific piece of literature and relating it to personal experiences. We hope this would drive discussion on topics not frequently discussed and ultimately improve peer support engagement in comparison to DEN's previous years. We have met with Adam to discuss this concept and will further explore this concept.

Outreach & Promotions

Summary

At the moment, we have just wrapped up our hiring and are looking into the establishment of the peer support concept in a new format. A lot of promotion and outreach discussion has been regarding potential collaboration for this concept, along with creative ways to reach the student population.

Promotional Materials

No new promotional materials have been posted since the executive hiring.

Social Media Engagement since the Previous Report

We have gained approximately 40 followers since the previous EB report (2024/06/15 - 2024/07/12).

Finances

Budget Summary

We allocated \$3000 for Underground expenses.

82	6501-0317-0200	DIV - A DIV - ADV. & PROMO.	\$4,000.00		
83	#REF!	ADV. & PR Underground	\$3,000.00	Jul-24	
84	#REF!	ADV. & PROMO.			
85	#REF!	ADV. & PROMO.			
86	#REF!	ADV. & PROMO.			
87	#REF!	ADV. & PROMO.			
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89	#REF!	ADV. & PROMO.			
90	#REF!	ADV. & PROMO.			
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94	#REF!	ADV. & PROMO.			
95					
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99	#REF!	ADV. & PR TOTAL SPENT IN LINE	\$3,000.00		
100	#REF!	ADV. & PR REMAINING IN LINE	\$1,000.00		

Executives & Volunteers

We have hired most of our executive team for the year 2024-2025! We have a CEP interview scheduled for this Wednesday. We are in the works of developing a new peer circle program and will hire volunteers in a few weeks.

Successes

We were able to connect with Chrissy Dolittle, the ISS Director, to talk about involving the Indigenous Student Services with the Indigenous Liaison position.

We are almost done with our research study, scheduled to be completed at the end of July 2024! We are adding some finishing touches to our research and report for two faculty members to review and leave suggestions. Additionally, Adam has reviewed the report draft and we are currently waiting for the Communications team to be back on vacation to give the ok to release the report on the MSU DEN website. Once the report is finalized, we will send it over to Adam and Communications for a final review.

Additionally, the new peer support circle will comprise of an EDI book reading circle theme to deepen the topics participants can talk about through storytelling. This will also allow us to optimize for higher attendance as the purposes of our peer support are more clearly defined and attainable*! (*Attainable here speaks to how there are explicit themes and topics we can speak to because we are following the stories in books. Previously, the expectations of peer support were a drop in-circle, where topics were needs-based.

Current Challenges

One of our biggest current challenges is developing a final framework for peer support this year. We have a lot of ideas but are still exploring which would be most viable to develop a welcoming space for discussion. In the coming weeks, we plan to reach out to other peer support services to gain a better sense of what peer support training and discussion typically entails.

Miscellaneous

Next steps:

- Internally, we need to solidify the role of peer support, the role of volunteers and roll out the promotions/interviews for the roles.

- Develop training specific to DEN (such as a terminology sheet) for the team to read.

- Develop the Discord chat for the incoming exec team to familiarize themselves with!