



# REPORT

*From the office of the...*

## Diversity Services Director

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TO: Members of the Executive Board  
FROM: Ryan Deshpande  
SUBJECT: Diversity Services Report 1  
DATE: September 27, 2016

### **UPDATE**

This is Diversity Services' first report of the academic year, and a lot has happened over the last 4.5 months! The summer was spent setting up for the year, making changes to the service structure, and developing ourselves as a training resources for Anti-Oppressive Practices (AOP) training. As of right now, volunteer hiring is under way, and we just finished our first event *Stories for the Soul* last week.

### **SERVICE USAGE**

#### Summer

Over the summer, we experienced relatively low engagement with the general student body since we did not host any events or run any campaigns. Our primary interactions have been with student groups on campus who have requested AOP training. Between May-September, we had delivered AOP to over 500 volunteers, both MSU and non-MSU.

#### September

In September, our usage increased dramatically. Our Facebook reach is 19,000 people (352% more than the previous month), and we have gained 150 likes in September alone. This is due to both increased promotions through tabling as well as online engagement. In addition, we held *Stories for the Soul* last week, which had around 40 attendees over the course of the event.

### **PAST EVENTS, PROJECTS & ACTIVITIES**

#### Anti-Oppressive Practices Training

Lilian and I have worked with the Training Resources Research Assistant, Shruti, to develop new training models for services who request AOP training. Specifically, we have developed a multi-level AOP model, allowing for variability of training student volunteers receive.

#### Stories for the Soul

This is an annual coffeehouse about identity exploration and story sharing. Traditionally run by our former Multiculturalism pillar, it is now run by the Events Coordinators and supported by the executive. This event took about 2 weeks of planning, and took place in

Bridges – our own space. Major logistical requirements included securing performers, budgeting time, and securing food.

Bridges Café

Bridges bookings have opened and clubs are continuously booking it as a free space for events. We have promoted Bridges through the MSU website, Facebook, and through the Clubs department. Term 1 bookings are actively filling up, with over 25 bookings as of last week. We have split booking into terms to give people a fair opportunity to book for term 2.

Service Organization and Restructuring

At the end of last year, Diversity Services underwent a complete executive restructuring. This year, we restructured our volunteer committees to follow this new executive structure. Two new volunteer positions were passed in the beginning of September and we are currently hiring volunteers for this position. We have also spent the summer training our executive and planning the year ahead. Each executive has also submitted a year plan in order to organize their sub-projects within the service.

**UPCOMING EVENTS, PROJECTS & ACTIVITIES**

We have several new projects and activities coming up. We will be conducting volunteer interviews and training our volunteers over the next few weeks. We also have campaigns lined up, specifically a campaign about cultural appropriation during Halloween, as well as an educational campaign about voluntourism after reading week. The very first planning steps of Diversity Week have started, as we have booked the MUSC atrium for the week of January 9-13.

**BUDGET**

Below is our budget summary as of July 2017.

	<u>Current</u>	<u>Current</u>
	<u>Month</u>	<u>YTD</u>
	<u>July</u>	<u>2016-17</u>
All:		
3301-0317 DIV - EVENT REVENUE		
3801-0317 DIV - DONATIONS/MISC		
5003-0317 DIV - OFFICE SUPPLIES		27.12
5101-0317 DIV - TELEPHONE		
5201-0317 DIV - PHOTOCOPYING		
6102-0317 DIV - ANNUAL CAMPAIGNS		193.80
6103-0317 DIV - PANGAEA EXPENSES		
6501-0317 DIV - ADV. & PROMO.		477.95
6804-0317 DIV - VOLUNTEER REC	67.53	67.53
7001-0317 DIV - WAGES	1,414.29	1,433.54
7101-0317 DIV - BENEFITS	78.77	93.90
8001-0317 DIV - DEPRECIATION EXPENSE	283.93	283.93
Total All	<u>1,844.52</u>	<u>2,577.77</u>

Major expenditures include a purchase of volunteer t-shirts, food for events, and food for training.

### **VOLUNTEERS**

As mentioned previously, we are currently hiring volunteers after passing two new job descriptions – a Social & Political Advocacy Committee volunteer, and a Community Events & Planning Committee volunteer. As a service, we spent a great deal of time coming up with volunteer application questions and JDs in order to give students a realistic preview of what being involved with Diversity Services is like.

We have also trained the executive over the summer. We are very lucky have a cohesive team which is comprised of individuals with excellent ideas and skills, and who are taking ownership of their roles.

### **CURRENT CHALLENGES**

Being an equity-based service does not come without its challenges. When dealing with concepts such as privilege and oppression, not everybody is receptive to conversations (and by extension, jokes) about these topics. We have had some negative social media interactions as a result of this. I met with Shaarujaa and Wooder to discuss how to mitigate the effects of this negative attention and how to move forward, and we have been dealing with it through meeting with concerned individuals. On my end, the team is planning an event where people can get to know what Diversity Services really stands for. In addition, I have had several conversations with the team about the nature of our service and how we want to be represented. These conversations have all been productive and being self-reflective has helped us ground ourselves and move forward.

Aside from this, something we didn't anticipate was the amount of work that would have to go into restructuring our volunteer committees. While a lot of time was spend at the executive level, getting things to follow the MSU standard took longer than anticipated due to many voices being involved, and we have pushed back volunteer hiring by two weeks as a result.

### **SUCSESSES**

We have had great promotional material this year and an excellent promotional team, putting hard work into optimizing our social media presence. In addition, our Events Coordinators put on a very successful event, and informal feedback from participants of *Stories for the Soul* indicated they wanted more events such as that one from us in the future.

### **OTHER**

I am very excited for the year ahead and can't wait to have a full team! Please promote volunteer applications to people who you think are interested in the service – applications are due September 28 at 11:59pm.