



REPORT

From the office of the...
Diversity Services Director

TO: Members of the Executive Board
FROM: Mijia Murong
SUBJECT: Diversity Services Report 1
DATE: July 15, 2018

YEARPLAN UPDATE

First, after a successful hiring process, the Assistant Director of the service has been hired. Prarthna Sakhuja was the perfect candidate for the job because of her competencies and previous experiences, knowledge, and passion.

Secondly, along with the PTM's of other equity based MSU services, we are looking to strengthen, and make public, our collective position regarding the University's anti-disruption guidelines. Diversity Services, WGEN, Maccess, and Pride were approached by a McMaster student interested in studying perspectives on the guidelines as a part of their thesis, and we were asked to clarify our stance. We decided to move forward with a set of written-responses to their questions, and upon completion they will be reviewed by Michael Wooder and Stephanie Bertolo before they are shared.

Finally, conversations regarding the establishment of a "Research and Training Coordinator" position within the service have been initiated. Although we are unlikely to hire in the summer, hopefully we can use the month of August to establish the logistics of the role, such that we can open up hiring in the fall. I hope to use the upcoming year as a trial-run to understand whether such a position will be impactful. Some of the rationale behind this position is as follows:

1. Diversity Services is approached frequently regarding AOP training and other education-based workshops relating to equity and inclusion. Currently we don't have the capacity to meet these demand
2. Many more MSU services, clubs, and student groups may benefit from AOP training. Having a coordinator means we can be proactive in offering them
3. Opportunities to collaborate with WGEN and MACCESS to provide training that better acknowledges the intersectionality of equity-related topics can be explored by the coordinator

4. The Bridges Coordinator's role should be re-evaluated, presenting an opportunity to replace the position with that of the Research and Training Coordinator

SERVICE USAGE

In the next month we will be offering AOP training to Horizons and Rez-Life. Both trainings involve an updated format of delivery: we are going to try a more interactive form of training by splitting the students into small groups and having them participate in scenarios that represent instances of microaggression and discrimination which requires them to act/speak up, followed by a debrief with a trained facilitator.

PAST EVENTS, PROJECTS & ACTIVITIES

N/A

UPCOMING EVENTS, PROJECTS & ACTIVITIES

In the upcoming months, our priority is to delivery AOP training, and hire a team of executives. Executive hiring should open up in early august, with hiring taking place before the end of the month.

I've also met with the VP Education, and we (myself and interested service execs) will be working together on a policy paper on Racial, Cultural, and Religious Equity in the winter semester.

BUDGET

N/A

VOLUNTEERS

N/A

CURRENT CHALLENGES

Since Assistant Director hiring took longer than anticipated, we are faced with a relatively tight timeline with regards to Exec-hiring. Even if the exec team is chosen before the end of summer, the time to train, brainstorm, and bond with the Execs is limited. Considering the hectic nature of Welcome Week, we may also have a hard time with meetings at the beginning of the year. The best-case scenario is that all of the exec team is hired by mid-August, and 1 full-day of training is held before WW begins.

SUCCESSSES

The hiring process for the Assistant Director has shown that there are a lot of highly qualified folks interested in being involved with the service!

OTHER

N/A