



REPORT

From the office of the...

Diversity Services Director

TO: Members of the Executive Board
FROM: Mijia Murong
SUBJECT: [MSU Diversity Services] Report [5]
DATE: [November 06, 2018]

YEARPLAN UPDATE

Volunteers have been hired! We trained our full team of 18 volunteers on November 4th in Bridges, and have begun the process of setting up weekly meeting times for the committees. In the past month, we've hosted one full even and one full campaign, in addition to an additional smaller campaign and a collaboration event with PCC during pride week. Our service review is also underway; the service review has helped us tremendously in terms of creating a survey for our service as a whole, as well as an additional survey to review the impact of Anti-Oppressive Practices training.

SERVICE USAGE

We are continuing to provide AOP training- including that of SWHAT, Hillel, MSA, and our own service. We are looking to collaborate with the EIO in some future AOP's to standardize our training.

Our social media campaigns have also been used by students to share as a reminder to their peers and social networks. Our post recognizing the origins of Thanks giving received 16 shares, and our My Culture is Not a Costume campaign received 14 shares in total.

Finally, we've hosted 10 events in Bridges in the month of October, and are looking for 19 more events in Bridges in the month of November.

PAST EVENTS, PROJECTS & ACTIVITIES

During our first event of the year, "Video on Trial: Horror Edition", students came to bridges to participate in a night of insightful discussions on harmful stereotypes portrayed in popular horror films. Later in the month, we collaborated with Pride Community Center to put on Resistance & Existence: PoC, Pride, & Police in LRW, which turned out to be a successful guided exploration of the relationship between LGBTQ+ folks and police across history and in the present day.

We also took the opportunity of Thanksgiving and Halloween to run educational campaigns across social media platforms and through physical posters around MUSC. From unpacking the history of the Canadian Thanksgiving to relaunching My Culture's Not a Costume for another year, our goal was to remind students to be mindful of their actions and intent during the holidays. This effort seemed to be well received, and we hope to continue making the effort to unpack the history and social implications of various holidays throughout the year, and their associated traditions.

Finally, we also have been developing new materials for AOP training. Some of the new concepts, resources, and media pieces were launched for the first time in our volunteer training. We hope to incorporate these new pieces into future trainings as well.

UPCOMING EVENTS, PROJECTS & ACTIVITIES

We are hoping to spend the next two weeks allowing the volunteer committees to bond and generate ideas for the rest of the year. We will also be hosting another social to provide additional training and brain-storming sessions for the volunteers.

In terms of future events, we are looking to host an event on anti-Semitism in collaboration with McMaster Hillel for Holocaust Education Week. In addition, we are hoping to host a coffee house sometime before the semester ends, possibly in collaboration with the inter-faith council. However, we believe that more event proposals will surface within the next several weeks, after the volunteers have had the chance to meet and discuss their ideas.

Finally, we are looking to expand upon last year's voluntarism campaign. This may take the form of a story campaign featuring local volunteering opportunities, a resource on the deeper social implications of working abroad in general (doing research, helping out with an organization, etc.), or an event in which we collaborate with a campus organization that brings students abroad to some capacity.

BUDGET

<i>ACCOUNT CODE</i>	<i>ITEM</i>	<i>BUDGET / COST</i>
6804-0317	Volunteer Training - Food	82.74
	TOTAL SPENT IN LINE	217.29
	REMAINING IN LINE	182.71
6804-0317	Volunteer Training - AvTEK	50.05
	TOTAL SPENT IN LINE	232.76
	REMAINING IN LINE	167.24
5003-0317	Office Supplies	20.00
	TOTAL SPENT IN LINE	20.00
	REMAINING IN LINE	80.00
TOTALS		
TOTAL BUDGETED DISCRETIONARY SPENDING		

TOTAL ACTUAL DISCRETIONARY SPENDING	
REMAINING DISCRETIONARY SPENDING	

**I will* include the costs of our My Culture’s Not a Costume campaign and Halloween Event in my next EB report, as I was away during the weeks in which these initiatives were arranged, and have not had the opportunity to track down their exact spending.

VOLUNTEERS

Volunteers have been hired! We received 35 applications in total, and took in a total of 16 volunteers to fill 2 committees. All volunteers were extremely engaged during training, and brought great ideas that we hope to carry out this year. Volunteers will begin meeting weekly as soon as possible, and we are expecting the committees to collaborate on their first projects in late November.

CURRENT CHALLENGES

One current challenge that we are facing is bringing an indigenous and decolonizing perspective to our anti-oppression work. Without an indigenous affairs liaison, we are struggling to find the best way to collaborate with indigenous communities on campus even though so much of our initiatives are related to the projects of colonization in some way shape or form. This is something we are actively trying to change, I hope to host meetings with MISCA and CISSA and other folks in the Indigenous Studies program sometime in the upcoming weeks.

I am also finding it challenging to create time to chair the Interfaith Council meetings. Although I think this is an amazing perspective, I also feel like I do not have the capacity or support to help this committee reach its full potentials.

SUCSESSES

One situation that I think really deserves some applause is the smooth role-transition that my assistant director and I managed to work through, after I needed to take an emergency trip back to China for some family affairs. Within a span of 1 day, I managed to hand over to her all of my responsibilities that I couldn’t attend to in person, while also making sure that she had the support, resources, and knowledge to carry them forward. Despite the last-minute notice and having responsibilities of her own, Prarthna was unhesitant about supporting me and taking on the additional work-load. Despite that week being one of the busiest we have had in our terms, we used effective teamwork skills and communication strategies to ensure that volunteer hiring, 2 events, and 1 campaign were carried out as planned. In the near future, we will be working out the change in our pay for those two weeks.

Another success is having an extremely successful volunteer hiring cycle. I was excited to see the level of engagement with our volunteer hiring campaign

(more Facebook engagement than any post that we've had in years). In addition, our team made the wise decision to re-open hiring after realizing that our promotional material was not shared with certain cultural and religious clubs. We made this decision in order to uphold one of our services' goals for the year: to have a wider outreach and to bring in a stronger "faith and spirituality" perspective to our work. I felt that this was a successful decision because it was well-informed and took in multiple perspectives (I approached my team, the Interfaith Council, Kristina, and Michael), and led to a more diverse pool of applicants to select from.