



REPORT

From the office of the...

Diversity Services Director

TO: Members of the Executive Board
FROM: Sara Tamjidi
SUBJECT: Diversity Services Report 1
DATE: June 8, 2020

Year plan Update

This month we will be transitioning our executive team for their roles. Also, we have chosen to hire an additional Promotions executive since we will not be hiring a Bridges coordinator and want to have a smooth transition to online programming. There are a number of challenges associated with the transition to remote operations, however, we see this as an opportunity to enhance our online engagement to make our service more effective even when we return to in-person operations. We will also be holding meetings with groups of interest. This is largely important because the effectiveness of our organization largely depends on our connection to the community. Maintaining working relationships with these groups allows us to better serve the community by being in tune with current needs.

Service Usage

Given the recent events surrounding anti-black racism, our service has received an increasing amount of engagement on our social media. Though we did receive some concerns from students we were able to address most of them successfully or appropriately redirect them as necessary. Since most of the current topics being highlighted align with our service's mandate, we expect to continue to see an increase in our social media increase. So we have been mindful of staying updated on current race-related issues (specifically relating to McMaster), so we can remain informed as students continue to address concerns. At the moment, our Facebook page has 1800+ follower and 1700+ like, and our Instagram has 1900+ follower and is steadily increasing (we have seen ~200+ increase over the last few weeks)

Past Events, Projects, & Activities

We began the process of hiring execs and will begin hiring volunteers soon. We decided to do it earlier in the year to anticipate challenges that may arise with remote operations. We are also hiring an additional promotions executive (1) to compensate for the heavier demands; avoid burnout (2) and take the place of the Bridges Coordinator

Upcoming Events, Projects & Activities

We are currently working on a document compiling some educational resources in anti-black racism and calls to action; we have yet to get this document reviewed and are hoping to get more people to look over the document before we post it for students. We are also looking at ways to give students limited by COVID-19 restrictions or financial

barriers access to materials and resources (e.g. providing digital copies of books through McMaster libraries or finding free alternatives). Additionally, we are operating on limited peer support opportunities for students such as "Taking Up Space". We will begin looking into expanding our peer support by doing research and conferring with other MSU Peer-Support Services, as well as other interest groups.

Currently Working On

Firstly, since there will be MSU-wide AOP training this year, we have been looking at ways we could modify our service-specific training material. In the past, AOP content has made up most of our material. In an effort to avoid redundancy, we are looking for ways to make our training more nuanced and complementary to the EIO AOP training our exec/volunteers will be receiving. Additionally, we are exploring ways to make virtual training engaging and effective. Training will give us important insight that can be translated to the future virtual programming.

Secondly, we are in the process of contacting interest groups to maintain our previous relationships and foster new ones. We are hoping this will familiarize new leadership with our service and make it easier to touch base in the future about potential collaborations. The ability of our service to adequately represent and serve our diverse student body heavily relies on our connections to these groups.

Budget

We have not received information regarding our budget for the year. We have not spent any money thus far.

<i>ACCOUNT CODE</i>	<i>ITEM</i>	<i>BUDGET / COST</i>
	TOTAL SPENT IN LINE	
	REMAINING IN LINE	
	TOTAL SPENT IN LINE	
	REMAINING IN LINE	
	TOTAL SPENT IN LINE	
	REMAINING IN LINE	
	TOTAL SPENT IN LINE	
	REMAINING IN LINE	
<i>TOTALS</i>		
TOTAL BUDGETED DISCRETIONARY SPENDING		
TOTAL ACTUAL DISCRETIONARY SPENDING		0.00
REMAINING DISCRETIONARY SPENDING		

Volunteers

We are hoping to release the volunteer applications over the next week (June 10-12). Volunteers hired will make up the SPA (Social Political Advocacy) committee and CEP (Community Events Planning) committee. The interviewing, selection and hiring of volunteers will be carried out by the SPA and CEP coordinators with help from the Director and Assistant Director. The exec team will also be responsible for putting together and providing volunteers with service-specific training with help from the Director and Assistant Director.

Current Challenges

One challenge we are currently facing is finding the balance between remaining relevant and active on social media while transitioning and planning for the upcoming year. This, coupled with the presentence surrounding remote operations has presented a number of its own difficulties. Additionally, the uncertainty surrounding Winter 2021 has also made it difficult to plan for the entire year. Finally, transitioning to OneDrive has been a bit slow since neither of us has experience using it. Treading through these unfamiliar territories has definitely left us feeling unprepared at times.

Successes

Our own transition into the service as Director and Assistant has been smooth thus far. Social media growth has happened exponentially over the last little while. We've increased followers by over 200+ in just over a week! Exec hiring is almost finished and we are so proud of our team and excited to see how everyone works together!

Other

We as a service feel the gravity of the current world we live in, and wish to acknowledge our positionality in standing with the Black community on campus, off-campus, and around the world. We will work to listen, adapt, and contribute to uplifting the voices of marginalized folks, namely Black and Indigenous communities here in Canada. With that said, we understand our work cannot continue without the support of our student unions and feel that it is imperative that we speak on this issue. We hope that the MSU chooses to do the same, not in what is said, but what is done. The systems of oppression that continue to marginalize and hurt students of Colour are no strangers to the inner workings of our student union. Working to do may start with standing in solidarity with students online but should continue beyond that and address and repair maladies present in the framework of the student union.