

MSS ACTION PLAN

With the goal to better support our BIPOC community, we've developed an Action Plan in collaboration with both student groups at Mac, as well as your feedback through our BIPOC Feedback Form. This is an ongoing project that we'll continue to add upon as we receive feedback from the community, so please don't hesitate to fill out the feedback form if you do have any suggestions, comments, or concerns.

OUTREACH

Amplifying Black and Indigenous Student Voices in Science

- Plan at least 1 social media takeover a month with Black and Indigenous student groups in science
- Spotlight more Black and Indigenous leaders through our Scientists at Mac series, as well as work to highlight more BIPOC leaders in the series
- Promote opportunities for Black and Indigenous students from other clubs/groups on our social media pages
 - Commit to amplifying a minimum of 3 posts a month from Black and Indigenous student groups
 - Outside of promotions on social media, these opportunities will also be posted in the "BIPOC Resources" tab on our website, acting as a hub specifically for BIPOC individuals

Black History Month

- Collaborate with the Black Students' Association (BSA), Blackspace, and other Black student groups during Black History Month on programming to celebrate Black voices

Racism in STEM/Racism in Healthcare Series

- Develop a new informational campaign to be posted on our social media streams, educating students on the history of racism in science, with a focus on academia and healthcare
- Schedule discussion sessions at the end of each month, to give students a space to discuss these topics with peers
 - Connect with Black medical professionals and bring them in as speakers/guests to give students an opportunity to discuss the current presence of anti-Black racism in healthcare

Intentionally reaching out to Black and Indigenous student groups and communities when promoting opportunities and events within the MSS

- Commit to promoting our opportunities and events in BIPOC spaces

- Reaching out to the student leaders via email or social media to discuss potential opportunities first, and then working to increase outreach together
- A strategy for navigating resources will be discussed between the MSS and the involved student group(s), to ensure that BIPOC students can easily access these opportunities
- Ensure that elections and hiring information is communicated to BIPOC science student leaders, and work to ensure it's promoted in BIPOC spaces
- Work with Black and Indigenous student leaders to make MSS events a safe(r) and inclusive space for BIPOC individuals

SUPPORT

Building opportunities for more BIPOC student groups within MacSci

- Develop the MSS Clubs Department to support more student groups and give more opportunities for students to be a part of the MacSci community; this will also provide space for the MSS to fund and support BIPOC student groups within the Faculty of Science

Hosting check-ins for students to share experiences

- Hold mediated discussions on a monthly basis for students to discuss their experiences with racism in STEM and in MacSci alongside peers
 - Three pilot sessions would be run first: one session specifically for Black students, one for Indigenous students, and then one for all BIPOC individuals
- Discussions would be mediated by BIPOC student volunteers and one MSS representative

Developing support for high school outreach programs which target Black and Indigenous communities

- Highlight groups within the Hamilton community which target and support BIPOC students and connect them resources, such as a potential grant
 - Through the grants, provide financial support and outreach for the groups which apply, allowing them to reach the MacSci audience
 - When striking the review committee for the application, mandate that the majority of reviewers are BIPOC
- Help high school outreach groups recruit volunteers by advertising their opportunities through our social media channels

ADVOCACY

Advocating for mandatory Anti-Opressive Practices (AOP) Training for professors and TAs

- Advocate that AOP training be mandatory for professors and TAs, and pushing for this to be included in professor/TA contracts with the university

Advocating for increased representation of Black professors, TAs, and staff within the Faculty of Science

- Advocate for increased representation of Black professors, TAs, and staff within the Faculty of Science when in discussion with Faculty members
- Work to ensure that TA job postings are being promoted directly to BIPOC communities and raise more awareness about potential opportunities within the Faculty

Advocating for increased representation within the MSS, Program Societies, and Science Welcome Week Representatives

- Work with Program Societies on identifying gaps within their departments and developing safe(r) spaces for BIPOC
- Facilitate collaborations between Black student groups on campus and Program Societies
- Work with the Welcome Week team to ensure that programming includes events/resources specific to BIPOC students

TRANSPARENCY & ACCOUNTABILITY

Releasing an updated Action Plan + long-term Action Plan for the MSS

- Post updates on our progress in regards to this Action Plan in February of 2021
- Require an update to the Action Plan each year, to be posted both on our Website and our social media streams

Collecting better feedback to improve MSS services

- Release a BIPOC Student Feedback form to collect information about how the current climate for BIPOC individuals in MacSci, as well as how the MSS can support BIPOC students
- Release an anonymous feedback form to collect thoughts and ideas on how to improve our Action Plan
- Implement better advertising for our general anonymous feedback form on the MSS website, to highlight a space for people to leave comments and concerns for the MSS

Hiring of an Equity and Inclusion Officer

- The MSS will hire an Equity and Inclusion Officer under the Internal portfolio in 2021. This position will be permanently added to the MSS Executive through amending our Executive Policy, and their role will be to enforce equitable practices throughout the MSS

Mandatory AOP Training for MSS Executives and Program Societies

- At the moment, AOP training isn't mandatory, but merely suggested as training for each executive. Moving forward, the MSS will mandate that all MSS Executives receive formal AOP training, as well as mandate that Program Societies also receive access to AOP training for their executives