



**MCMASTER  
ENGINEERING  
SOCIETY**

# **MES-NSBE ACTION PLAN**

Update: February 2021



## **FEBRUARY UPDATE**

In July 2020, we released an action plan in conjunction with McMaster's chapter of the National Society of Black Engineers (NSBE) with the intentions of improving the representation and support of our Black community. Today, we are giving an update on the progress that has been made and what is yet to be done.

Our first area of interest was Outreach & Awareness. We have helped promote NSBE's social media posts through our own accounts and increased our financial support by putting funding towards its precollegiate initiative. Additionally, this February will be the first month of the MES Student Showcase; a monthly feature of students and alumni within our community to celebrate the multiculturalism and diversity present in the field of Engineering. Lastly, we have made a \$500 donation to the StemHub Foundation and created a landing page on our website regarding our response to racism in our community.

The second area of interest was Academic Support. Within our MES Mentorship program, we introduced a NSBE stream for our mentors and mentees. We also have provided NSBE access to our course leads for NSBE academic help sessions.

The third area of interest was Advocacy with our VP External being a part of the provincial-wide ESSCO anti-black racism task force.

The final area of interest was Transparency & Accountability. We have implemented a training from our Equity and Inclusion Officer regarding implicit bias in our selection processes and continuously ensure that progress with this action plan is being made.

There are still many issues to be addressed to improve the representation and support of our Black community. Our next initiatives include advocacy to the Faculty of Engineering regarding hiring practices/advertising, increasing the diversity in the catering offered at our events, and putting guidelines in place to make the Lounge a more safe and inclusive space. We look forward to continuing our work with NSBE and Engineering students in making our McMaster community more inclusive and equitable.



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