



**MCMASTER
ENGINEERING
SOCIETY**

MES-NSBE ACTION PLAN

Version 1: July 2020



OUTREACH & RAISING AWARENESS

- **Supporting NSBE's pre-collegiate initiative**
 - The MES will provide the necessary financial support to NSBE needed to effectively organize and execute pre-collegiate initiatives focused on Black students in STEM.
 - Sharing insights from and resources within the MES to help facilitate workshops for their various initiatives.
 - The MES will use its various social media channels to raise awareness for NSBE's pre-collegiate work and opportunities to get involved.
- **Black History Month**
 - Share multiple spotlights of nominated Black students within the MES and Black faculty within McMaster on the MES' social media and in the Frequency.
- **Breaking the stigma**
 - Within our advertising efforts ensure we spread the message that NSBE is a club for all individuals within the MES.
 - Utilize the MES Equity & Inclusion officer to teach and promote allyship within our community.
- **Extra effort to advertise to Black undergraduate students in the Faculty of Engineering**
 - Increased focus on promoting the events and opportunities NSBE offers on our social media channels.
 - Increase efforts to share the opportunities (MEC, FYEC, applications, etc.) within the MES with our Black community by sharing the information with clubs like NSBE.
 - Building a stronger relationship with NSBE to promote more direct and efficient communication between members.
- **Increased diversity in the catering offered at our events**
 - Reach out to local catering companies to bring a more diverse set of food to MES events.
- **Netflix viewing parties followed by discussion**
 - Organize a Netflix viewing parties to watch educational movies on the topic of Black history and experience
 - The film will be followed by an open discussion with the participants to share our thoughts on the film and lessons that can be learned from it.
- **Supporting Black associations in Hamilton**
 - The MES will be donating \$500 to STEMHub Foundation, an organization focused on providing STEM education to females, visible minorities, and underserved youth. They have been a major partner of NSBE McMaster.

ACADEMIC SUPPORT

- **Supporting NSBE study sessions and academic initiatives**
 - The MES will advertise NSBE academic initiatives through its own social media platforms.
 - Sharing of best practices and resources regarding the running of study/prep sessions.
 - Having the course leads on the MES Academic Services Committee be available for NSBE study/prep sessions.
- **Including a NSBE option for mentees and mentors in the MES Mentorship form**
 - Allowing MES student mentors to identify themselves as a part of NSBE and for MES student mentees to request a NSBE mentor.
- **MES donation to the NSBE scholarship**
 - The MES will provide a financial contribution to the NSBE McMaster Most Valuable Member award. This is for a member of the club who showed outstanding commitment towards the club throughout the academic year

ADVOCACY

- **Advocating for increased representation of Black professors, TA's, and staff within the Faculty of Engineering**
 - Advocating for increased representation of Black professors, TA's, and staff within the Faculty of Engineering.
 - Looking into where job postings are listed, and which communities are being reached out to during the hiring process.
- **Advocating for greater focus on diversity within ESSCO and CFES**
 - Working to create resources to share with Engineering Societies in Ontario through the ESSCO's anti-Black racism task force.
 - Directing ESSCO to partner with a more diverse set of organizations.
 - Contributing and learning from discussion with the CFES Black Lives Matter action plan team.

TRANSPARENCY & ACCOUNTABILITY

- **Release an updated action plan**
 - An updated action plan will be released in February 2021 as a follow up to this one, outlining what the MES did to achieve these goals.
- **Being proactive to control implicit bias throughout our hiring processes**
 - Ensuring that proper equity & inclusion training is given to the MES executive by the Equity & Inclusion officer before the hiring process for appointed positions.
- **Google form for anonymous comments on the Action Plan**

- The MES will release an anonymous Google form for ideas and thoughts on this Action plan to improve it.

FUTURE INITIATIVES

- **Improve the Lounge, make it more inclusive**
 - Work with the lounge coordinators to renovate and reimagine the lounge as a more inclusive space.



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