The 2017-2018 year saw the UTM local chapter continue to evolve and increase its level of activity. While the group remains small, there are a consistent number of committed members who regularly attend meetings or contribute in other ways. A deliberate attempt was made to book meetings at locations all around campus in order to encourage increased participation.

The results of this were mixed and attendance at the meetings on the last Thursday of the month ranged from 6 people to as many as 25.

The UTM chapter continues to operate with three subcommittees:
a) Events
b) Strategy and Communications and
c) Mentorship/Career
GOALS & ACCOMPLISHMENTS

EVENTS

Under the events portfolio, C&C offered a range of lunch time talks to engage and stimulate discussion in the community. These events were well received that saw between 20-60 people at any one event.

Professor Rhonda McEwen joined us in November to discuss her work with the Black Faculty Working Groups at the University of Toronto. Toni De Mello, followed in February with a talk that focussed on her experience running for local government as a racialized woman.

Lisa Peden, a member of the UTM chapter and PhD candidate, spoke to the group in April about racial ambiguity in film. Our final speaker of the year was Cherilyn Nobleza from Strategic HR who walked attendees through the latest Employment Equity Report, answered questions and shared plans for the future.
GOALS & ACCOMPLISHMENTS

While the events have primarily been lecture style, it should be noted that in November, we also partnered with Hart House to do a "Get Crafty" session while also learning about cultural appropriation and the Day of the Dead.

More recently in July, we partnered with the Equity and Diversity Office, the International Education Centre and UTMSU for "A Touch of the Caribbean". This event consisted of a Caribbean inspired dance/fitness session followed by a Caribbean meal and cultural presentation around the tradition of "mas" or masquerade.
GOALS & ACCOMPLISHMENTS

COMMUNICATIONS & STRATEGY

In order to ensure that local activities were in line with the UTM culture and community needs, a set of local C&C priorities were created through consultation with the group members. These priorities were then formatted into a one-page handout that can be found on our webpage but is also brought to meetings for circulation to interested people.

On the communications front a Flickr account was also created to house event photos. We are exploring the use of video to share our stories and recently created one to highlight our local priorities. We are also now investigating new ways to effectively and efficiently share information with group members.
GOALS & ACCOMPLISHMENTS

COMMUNICATIONS & STRATEGY

Knowing that we are stronger when we stand with others, than when alone, we continued to reach out to form partnerships with other interested parties. More specifically, we engaged with the local Positive Space committee to discuss mutual support and future collaborations. We also partnered with Hart House to offer the aforementioned craft activity.

We also continued to work collaboratively with the local Equity Office staff to discuss topics of mutual interest. The one project that we planned for 17-18 focused on the student club/cultural club evolution at UTM, but unfortunately, data was difficult to obtain. The project was eventually put on hold so that we can revisit it at a later point in time.
GOALS & ACCOMPLISHMENTS

COMMUNICATIONS & STRATEGY

The local chapter also saw two opportunities emerge this year where we felt it was important to have our voices heard. The first involved advocating for inclusion in the new HR Director Search at UTM. As a result, we were invited to a special consultation with Erin Jackson from central HR to discuss our hopes in terms of the skills and qualities of the successful applicant. In addition, we had one member of our local group asked to serve on the hiring committee for this role.

In addition to the HR Director Search, the local chapter members also engaged in a second exclusive consultation regarding the ODLC review. Given that human resources and training and development are linked, the group was keen to provide feedback in this area as well. The session was well attended and lively and we were later told that our feedback session was one of the best the consultant had attended. Again, a member of the local group was invited to sit on the search committee for the new ODLC director.
Increased mentorship opportunities is of key interest to a number of members. As a result, the mentorship and careers committee researched the mentorship program at UTSC to determine if it was something that the local chapter might want to pursue. Once the direction of the Organizational Development & Learning Centre has been decided upon, we will look to more fully engage them in discussions about the various options for the campus and members.

**FUTURE PLANS**

As we move into the 18-19 year, the priority is to recruit a leadership team to manage the chapter, engage with the larger steering committee and develop the plan for the next academic year.
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