



Universiteit
Leiden
Instituut Bestuurskunde

ITIWANA

Policy 2025–2026

Study Associations CADS

Study Association Itiwana

Cultural Anthropology and Development Sociology, Faculty of Social Sciences, Leiden University

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Preface

You are about to read the Policy of the Study Association Itiwana. We appreciate your interest and involvement with the Association. In this document, the annual policy of the XXXIIIrd Board of Itiwana will be presented.

First, there will be an overview of the division of the Board and their functions within Itiwana committees. Then, there will be an overview of the internal and external contacts of Itiwana and a short evaluation of board year 2024-2025. After that, the drafted policy pillars for board year 2025-2026 will be explained and every board member will individually elaborate on the concrete steps they will take. The committees and their plans will also be presented.

All the ideas in this Policy are plans drafted specifically for this year, 2025-2026. The general tasks and responsibilities of the Board Members can be found in the *General Policy* on the website of Itiwana (www.itiwana.org/reports-and-policies).

On behalf of the XXXIIIrd Board of study association Itiwana,

Oliwia Ryngiel

Chair 2025-2026

Board division

Name and function	Committee responsibilities	Additional responsibilities
Oliwia Ryngiel (she/her) Chair (Partial) communications officer	First Years' Committee Media Committee	VerO KleVer Contact person with WDO and WOM
Laura Smallegange (she/her) Secretary (Partial) communications officer Vice Treasurer	ICA Committee	Member of Student Sounding Board
Costanza Di Muccio (she/her) Treasurer	Travel Committee	Internal Confidential Contact Person Member of StOP committee: Internationalisatie
Fay Timmer (she/her) Internal Affairs Officer	Activities Committee Outdoor Committee	Member of LaSSa Member of StOP committee: Interfaculty party
Dea Zukanovic (she/her) External Affairs Officer Vice Chair	Alumni & Partnership Committee	
Áron Tóth (he/him) Education Officer	Education Committee Cooking Committee	Member of LaSSa

Committee Composition

Alumni & Partnership Committee Chair: Dea Zukanovic	Activities Committee Chair: Fay Timmer
Education Committee Chair: Áron Tóth	First Years' Committee Guide: Oliwia Ryngiel
ICA Committee Chair: Laura Smallegange	Media Committee Chair: Oliwia Ryngiel
Travel Committee Chair: Costanza Di Muccio	Outdoor Committee Chair: Fay Timmer
Cooking Committee Chair: Áron Tóth	

Friends of Itiwana

WOM	WDO	A-team
<p>Igor Boog, Sophie Frankenmolen, Simone de Boer, Bregje Schreunders, Sanne Hogesteeger, Nadia Teunissen, Merel de Schepper, Ruben Reus, Lizet Wesselman, Margot van der Meulen, Janita Sanderse, Tessa Kremer, Jemma Middleton, Eslin Cohen Stuart, Maarten Teunisse, Lenne Michiels, Samoa Greeve, Caroline Auée, Laure Lemeire, Christien van de Pavert, Manon Delhaas, Lena Kwakman, Veronie Rouschop, and Amber Tolboom, Charlotte van Straten, Scott Leesberg, Donna van Uffelen, Annika Krüger, Eva van der Boog, Kim Meijer, Marthe Baalbergen, Des van Binnebeke, Eva van der Kooij, Bente Heydelberg, Nóra Pátrovics, Liselot Voordouw, Alexandre Dumez, Iulia Lazar, Feiyang Li, Ana García-Cassilas, Kenza el-Mansouri, Aditree Amin, Yuvan Gupta.</p>	<p>Mees Visser Holly Zijderveld Des van Binnebeke Nicko Sanders External Hengyue Zou</p>	<p>Char van Straten Eva van der Kooij Bente Heydelberg Kim Meijer Alexandre Dumez Kenza el-Mansouri Iulia Lazar</p>

Short Evaluation 2024-2025

The XXXIInd board of Itiwana drafted two pillars, inclusivity and connectivity. After having heard the opinion of my fellow board members, I, Oliwia Ryngiel, Chair of board XXXIII, will now commence a brief evaluation of board XXXII's achievements regarding these pillars.

Inclusivity

The XXXIInd board was committed to building a friendly, welcoming and open-minded atmosphere, aimed to establish and maintain active participation across a broad student demographic. The pillar of inclusivity has been largely upheld through a diverse array of events and accessible pricing. As mentioned in the seventh concrete step, the consistent use of English has significantly enhanced the integration of both Dutch and international students. However, limited collaboration with other associations and insufficient feedback mechanisms suggest missed opportunities for broader engagement and responsiveness. Nevertheless, the organised activities were always welcoming and inclusive. In brief, inclusivity could've been improved further through steadier platform use and a greater spread of awareness of existing resources, such as the reading materials in the HOK.

Connectivity

The pillar “connectivity” stresses the importance of meaningful ties among individuals from diverse backgrounds through effective information-sharing, consistent reflection on the activities and the initial goals, and promoting bonds within and between associations, university administration, and the broader community. To reflect, the XXXIInd board demonstrated endeavours to fulfil their concrete steps, however the determination decreased over time. Their initiative to employ multiple communication platforms aligned with their third concrete step. However, inconsistent media engagement limited members' sense of connection. A notable achievement was the introduction of the Inter Faculty Gala, a tradition aimed at strengthening bonds between study associations. Overall, while the board made valid efforts in enhancing connectivity, the execution of connectivity remained uneven, presenting room for deeper and

more sustained engagement.

Policy Pillars

Consistency

The pillar ‘consistency’ will be central in the XXXIIIrd board year. Consistency fosters trust and reliability, it is the cornerstone of success. By delivering on our promises, committing to the pre-set deadlines and maintaining the same enthusiasm throughout the year, members will perceive Itiwana as dependable, trustworthy and hardworking. In turn, this helps in crafting stronger connections with our members and professional partners.

We believe that retaining consistency in our events, promotion and communication, will elevate Itiwana to a more dynamic, engaging and entertaining study association. Our primary emphasis lies in ensuring consistency in event planning, which entails clearly outlining expectations, announcing activities well in advance and minimising cancellations. Being consistent will not only promote trust and anticipation among members, but also lays the foundation for long-term growth, including increased membership and a strengthened reputation.

Concrete steps

1. We will be holding standard HOK hours, which are announced on the website and in which always at least one board member will be present.
2. We will post on Instagram at least twice a week on Monday and Wednesday.
3. We will publish a monthly calendar on Instagram, Whatsapp and in the newsletter in which all the activities are presented for the upcoming month.
4. We will plan activities that are fun and engaging but also realistic to plan in order to deliver on our promises.
5. We will organise a standard monthly activity.
6. We will be more consistent in promotion for becoming a member of Itiwana by promoting it throughout the whole year.
7. We will be more consistent in promotion of events by revealing them earlier and giving the information on time. We will promote big events three weeks in advance, and smaller events two weeks in advance.
8. We will minimise the occurrence of cancellations of events, and if possible always reschedule them for a later period of time.

Community

In the coming board year, our foremost objective is to create a vibrant community where all members feel genuinely welcomed, supported and empowered. We regard 'community' as the cornerstone of meaningful connections, a sense of belonging, and enduring engagement. Recognising that such a sense of connection can be particularly challenging to find, especially for international students, we aspire for Itiwana to transcend its role as a study association and become a space where members find joy in participation, form cross-cultural friendships, and feel safe expressing their authentic selves. A key priority will be to actively engage with the diverse groups and individuals within our association, shifting from passive involvement toward a more dynamic and inclusive environment.

To achieve this goal, the Itiwana Board XXXIII will increase engagement through interactive moments like polls, Q&As and informal check-ins. We will focus on organising diverse, well-planned events that reflect the interests of our members. By doing so, we aim to build trust in the Itiwana Board and among the Itiwana members, strengthen connections and create a community people are proud to be part of.

Concrete steps:

1. We will organise the HOK in a way that represents us as a study association; it will exude a warm, friendly and welcoming energy.
2. We will foster a safe and inclusive environment by having an internal and external confidential contact person available for everyone.
3. We will use inclusive language on our social media channels so everyone feels welcomed.
4. We will create predictability and engagement through regular media posts, weekly Instagram polls and timely sharing of pictures post events.
5. We will host monthly potluck dinners as a way to actively and informally bond with the community members.
6. We will actively involve members in activity planning by collecting feedback and ideas, inviting volunteers for co-organisation and holding forums to discuss.
7. We will expand and promote a diverse range of committees that reflect the varied interests of members, encouraging participation and deeper involvement in the association.
8. We will organise activities across different committees.
9. We will feature a "Member Spotlight" post monthly on Instagram to share individuals' stories, cultures and contributions to make members feel seen and appreciated.
10. We will work with local NGOs and anthropologists to create opportunities for members to learn, volunteer and connect through community focused events.

Policies of Board Members

CHAIR

Oliwia Ryngiel (she/her)

Chair of Board 2025/2026

Commitment Statement

As the Chair of Itiwana, I am committed to promoting an authentic and welcoming image of Itiwana through consistent, positive engagement with the community. The pillars of community and consistency will be upheld not only in words but through deliberate action. I will ensure a healthy and respectful environment where individuals feel free to express themselves, share ideas, and contribute openly. This approach will strengthen our collective identity and establish Itiwana as an association defined by its core values.

Tasks:

1. I will be the contact person between Itiwana, the institute, the WOM, the WDO and other stakeholders.
2. I will guide and support the First Year's Committee.
3. I will lead weekly board meetings.
4. I will serve as the representative and public face of the association.

CONSISTENCY

Concrete steps:

1. I will ensure all board members and contributors follow the guidelines, as stated in the contract.
2. I will assign deadlines and check-ins for each platform (e.g., blog post due by 15th, newsletter by 25th).
3. I will update the chair guide to ensure a correct and seamless onboarding of the next chair.
4. I will use a shared task manager, google sheet, to track progress and accountability.
5. I will consistently send the next day's agenda, at least 24 hours in advance.

COMMUNITY

Concrete steps:

1. I will conduct biannual reviews of all platforms for alignment and quality.
2. I shall collect feedback from board members on clarity and reliability of communication.
3. Twice a year, I will send surveys to measure member satisfaction and gather suggestions. After personal and Board evaluation, I will share results transparently and act on them.
4. I will acknowledge board members' achievements in newsletters or posts, and celebrate them openly.

SECRETARY

Laura Smallegange (she/her)

Secretary of Board 2025/2026

Commitment Statement

As the Secretary of Itiwana, I will be the main contact person of Itiwana since I am responsible for correspondence through our main email. I will facilitate the work of the board members through documentation by keeping account of the digital archive and communicating all the necessary information.

Tasks:

1. I will be handling the correspondence via the main email and will be forwarding messages to the correct board members.
2. I will be sharing the meeting minutes within two working days in the digital archive.
3. I will be responsible for keeping the digital archive clear and tidy, and for granting access to people when necessary.
4. I will add events and deadlines to the board's shared calendar within two working days.
5. I will update the physical calendar in the HOK.
6. I will be the chair of the ICA Committee.
7. As the vice-treasurer, I will support the treasurer, Costanza Di Muccio, in any necessary matter.

CONSISTENCY

Concrete steps:

1. I will be setting up a digital archive in which meeting minutes, official documents and everything related to board roles and committees are stored in a shared, clear-labelled location.
2. I will be consistent in the convention of naming the documents in the digital archive.
3. I will standardise the meeting minutes template.
4. I will support structured decision-making by creating action points during meetings and following up on them.
5. I will be in close-contact with the chair in order to keep her updated on all relevant information, agenda points and emails.

COMMUNITY

Concrete steps:

1. I will send each new member a welcoming email with practical information about events, the committees, the social media and fun facts.
2. I will send out surveys or small polls on WhatsApp to learn what members want or need to create a more inviting structure.
3. I will write organised meeting minutes to help everyone from the board feel included and up to date if they were not available for the meeting.

TREASURER

Costanza Di Muccio (she/her)

Treasurer of Board 2025/2026

Commitment Statement

As the Treasurer of Itiwana, I am committed to overseeing the financial matters of the association, including managing budgets, monitoring expenditures and preparing financial reports. I will work closely with the Vice Treasurer and the committee's treasurers to ensure financial stability and transparency, keeping the Chair informed about our finances as well. In addition to these responsibilities, I will also serve as the Internal Confidential Contact Person, offering my support and availability to members when needed.

Tasks:

1. I will manage all financial records of the association responsibly, accurately and transparently, especially by presenting clear, concise, and relevant financial reports.
2. I will make sure that all activities comply with applicable laws, regulations and the association's general policy.
3. I will make the financial statements for the Midterm Assembly and the General Assembly.
4. I will maintain regular contact with the Chair, Oliwia Ryngiel, and the Vice Treasurer, Laura Smallegange, keeping them informed of our financial status through monthly updates.
5. I will present the budget at the final board meeting of each month and provide an evaluation of the monthly finances, including an income statement, balance sheet, and cash flow statement.
6. I will be the Internal Confidential Contact Person.
7. I will chair the Travel Committee.

CONSISTENCY

Concrete steps:

1. I will track expenses weekly by settling every debt and ensuring that accounts remain balanced.
2. I will maintain a consistent method for the transactions, like refunds and payments, in order to prioritise an organised, clear and efficient bank account.
3. I will keep in constant contact with the committees' treasurers through monthly check-ins and reports, and offer my support with any issues.
4. I will upload the treasurer's guide throughout the year, to make it ready for the future treasurer of next year.

COMMUNITY

Concrete steps:

1. I will ensure that the prices of events and activities remain reasonable and cost-efficient, making participation accessible to as many members as possible.
2. I will implement the difference in activities' costs between members and non members.
3. I will assign enough money and a reasonable budget for every committee, depending on their needs.
4. I will make sure to be available both in person, during HOK hours, and through virtual means. In this way I hope to stimulate my approachability as the Internal Confidential Contact Person.
5. I will work to create an engaging, inclusive and interesting trip that strengthens our sense of community as an association, as chair of the Travel Committee.

INTERNAL AFFAIRS OFFICER

Fay Timmer (she/her)

Internal Affairs Officer of the Board 2025/2026

Commitment Statement

As the Internal Affairs Officer of Itiwana, I will create events for the members of our association to attend by being the chair of the Activities Committee. As the year progresses, I will encourage our board and community members to reflect and evaluate how things are going and how we can improve. While reflecting, I will remind everyone of their concrete steps that belong to our chosen pillars: consistency and community.

Tasks:

1. I will chair the Activities Committee and Outdoor Committee.
2. I will be a board member of the LaSSA (National Cooperation of Anthropology Students) network.
3. I will be organising HOK hours and Itidrinks.
4. I will be responsible for reminding everyone of our chosen pillars: consistency and community.

CONSISTENCY

Concrete steps:

1. I will create events that can be repeated (bi)monthly and keep promoting them throughout the months.
2. I will organise an event on top of the HOK hours and Itidrinks once per month.
3. I will make sure the HOK duties are well-organised and done consistently and create a welcoming environment for our members to study/chill at the HOK.
4. I will update the Internal Affairs guide and the guide that belongs to the Survival Committee.
5. I will organise the decorations that are used by the Activities Committee and stored in the HOK and try to make sustainable choices when it comes to handling supplies.
6. I will keep reminding everyone of our chosen pillars and board members of their concrete steps by checking in with them and giving a presentation to evaluate the board's common goals and pillars.

COMMUNITY

Concrete steps:

1. I will plan events that are engaging members from all years.
2. I will craft a basis for collabs beyond the Activities Committee, by creating and organising events so that the ideas can be used by next board members of both Itiwana and LaSSA.
3. I will plan monthly board dinners to connect our board on a personal level, at the dinners we will not talk about Itiwana to allow ourselves to connect more informally.
4. I will organise events for members of the Activities Committee to get to know each other and build our personal bonds.
5. I will organise Committee days by the idea of Board XXX to build a community across committees.

EXTERNAL AFFAIRS OFFICER

Dea Zukanovic (she/her)

External Affairs Officer of Board 2025/2026

Commitment Statement

As External Affairs Officer of Itiwana, I will be in regular contact with current partners and sponsors, as well as CADS alumni alongside the Alumni & Partnership Committee. I will also reach out to potential new partners and sponsors.

Tasks:

1. I will be the chair of the Alumni & Partnership Committee.
2. I will stay in contact with current partners and sponsors, as well as alumni.
3. I will get in contact with new partners and sponsors.
4. I will continue the quarterly alumni newsletter.

CONSISTENCY

Concrete Steps:

1. I will reach out to sponsors and partners willing to work with us for more than one year, building a consistent relationship between us.
2. I will extend current contracts between Itiwana and sponsors.
3. As Vice-Chair, I will check in with Chair Oliwia Ryngiel weekly to discuss Itiwana, asking for feedback and offering aid if needed.
4. I will update External Affairs Officer guide.

COMMUNITY

Concrete Steps:

1. I will be transparent with sponsors, partners and alumni, creating an atmosphere that is welcoming for questions and opportunities.
2. I will plan events that connect current CADS students with alumni and vice versa.
3. I will feature interviews with current CADS students of all years in the quarterly alumni newsletter, so alumni can get first-hand insights from students to current events in CADS.



COMMUNICATIONS OFFICERS

This year, we have decided to divide the Communication Officer's role among two people.

Oliwia Ryngiel (she/her)

Partial Communications Officer of Board 2025/2026

Commitment Statement

As the Partial Communications Officer of Board 2025/2026, I will ensure the frequent and consistent communication of all activities and updates on Instagram and Facebook. My main aim is to boost media engagement among members and to strengthen bonds between associations.

Tasks:

1. I will be responsible for actively promoting all Itiwana activities through Instagram and flyers
2. I will ensure the adequate and detailed promotion of all Itiwana activities, in an understandable and warm way.
3. I will rename the WhatsApp group chat to reflect each upcoming event, ensuring members remain informed without the need to join multiple separate chats.
4. I will make all information and signups for Itiwana events easy to access by highlighting the events and their sign-up links on the Instagram stories and posts.
5. I will chair the Media Committee.

CONSISTENCY

Concrete Steps:

1. I will use consistent branding across posters, social media, and announcements to reinforce recognition and professionalism.

2. I will consistently update people on the coming events via social media, specifically Instagram posts, stories, reels and flyers, making sure that the content is well spread and clearly communicated.
3. Together with Laura Smallegange, I will update the communication officer's guide to ensure a smooth training and onboarding process of the future communication officers.
4. I will plan and execute weekly posts for Instagram, which will be either informative, engaging or serve as a reminder (e.g. to sign up for an event).
5. Every Monday, I will post a motivational story on Instagram: "Monday Motivation with Itiwana".

COMMUNITY

Concrete steps:

1. I will use interactive features (polls, quizzes, Q&As) on Instagram stories, to level up on the engagement through interactive polls and stories.
2. Together with Laura Smallegange, I will create the year plan, which will be later shared with the board, to ensure transparency and predictability, and ensure that the Itiwana members are reminded of it.
3. I will respond to comments and DMs promptly and warmly.
4. I will create and spread the monthly calendar on all WhatsApp groups, Instagram post and stories, and print it to maximise the visibility of the upcoming happenings.
5. Every 17th day of the month, I will create a submission form on Instagram for members to suggest content or events, boosting their engagement and their sense of contribution.
6. I will post event recaps with photos and quotes to promote the Itiwana membership and make it more attractive for new members.

Laura Smallegange (she/her)

Partial Communications Officer of Board 2025/2026

Commitment Statement

As Partial Communications Officer of Board 2025/2026, I will communicate all necessary information about Itiwana and our events on our website and through the newsletter. My main aim is to increase engagement with the newsletter.

Tasks:

1. I will send out the monthly newsletter which includes the monthly calendar, an evaluation of the past month, information about the upcoming month and an interview with a professor.
2. I will create the sign-up links for the membership, newsletter subscription and Itiwana events.
3. I will make all information and sign-ups for Itiwana events easy to access by making it available on Instagram, WhatsApp and the website.
4. I will manage and update the website.

CONSISTENCY

Concrete steps:

1. I will publish the newsletter consistently on the first Monday of the month.
2. I will consistently promote our activities on the website and the newsletter by publishing the monthly calendar.
3. I will keep the promotion corner in the HOK clean and provided with up-to-date information.

COMMUNITY

Concrete steps:

1. I will fix the problems with mailchimp so that everyone will get the newsletter, which will be a good way to create engagement with the members.
2. I will change up the newsletter by adding funny interviews with professors and photos of past events to increase the engagement with the newsletter.
3. I will publish parts of the newsletter on the Itiblog on the website to make it available to people who are not part of the membership database anymore.

EDUCATION OFFICER

Áron Tóth (he/him)
Education Officer of Board 2025/2026

Commitment Statement

As the Education Officer of the XXXIIIrd Board, I will continue to facilitate access to readings and other study materials while also organising informative events for our fellow CADS students.

Tasks:

1. I will chair the Education Committee.
2. I will chair the Cooking Committee.
3. I will represent Itiwana in LaSSa.
4. I will liaise with Index Books regarding book sales and other activities.

CONSISTENCY

Concrete steps:

1. I will regularly inform board members regarding LaSSA events and discussions.
2. I will make sure students are regularly updated about the required readings and I will continue to keep in contact with IndexBooks to facilitate access to discount codes.
3. I will update the Education Officer Guide to ensure a seamless transition for the next board.

COMMUNITY

Concrete steps:

1. When it comes to events and activities, I will aim to involve students across the years to strengthen the CADS Community. To achieve this, I will strive to coordinate them with the schedules of both first and second years, while also promoting the events for them separately.
2. I will make sure to listen to the demands of students and keep them in mind when planning events.



Committees

Alumni & Partnership Committee

The Alumni & Partnership Committee is responsible for connecting current Itiwana members with Itiwana alumni, as well as handling communication with current and prospective partners. It contributes to Itiwana's mission by organising events for alumni to share their experiences after university and furthering the connections Itiwana has with different partners.

CONSISTENCY

Concrete steps:

1. We will remain in regular contact with Itiwana alumni and partners, representing Itiwana as a reliable and accountable association.
2. We will plan at least two events with either Itiwana alumni or partners, such as the Alumni Forum from the previous year, so current Itiwana members can gain insight to what it means to obtain a CADS degree.

COMMUNITY

Concrete steps:

1. We will include interviews with CADS students in the alumni newsletter.
2. We will plan events with partners that are beneficial to all students, regardless of what year of their studies they are in.

Activities Committee

The Activities Committee is responsible for organising engaging events for our members. It contributes to Itiwana's mission by establishing relationships among members of different years. We are organizing yearly Itiwana events, for example the Halloween party and Prom.

CONSISTENCY

Concrete steps:

1. We will repeat activities to form a line of traditions. We will do so by organising another Halloween party, Prom and Sip&Paint.
2. We will keep detailed accounts and evaluations of organised activities in the digital archive. Therefore, activities that worked out well can be repeated easily and consistently.
3. Events will be promoted 3 weeks in advance and on all platforms to reach all of our members well in advance.
4. We will plan an extensive meeting at least once a month to plan ahead for the next month and have brief meetings every week to check in on upcoming deadlines.

COMMUNITY

Concrete steps:

1. We will centre all activities around engagement between members. We will organise accessible and approachable activities such as Sip&Paints as well as parties for interaction among a larger group.
2. We will ask our members for suggestions of events they would like to attend, for example, via our Instagram.
3. As a Committee, we will collaborate with other Committees to engage people across committees and among our members.
4. We will meet as a Committee apart from our assigned meeting to build a relationship as a Committee at the start of the year, beginning of semester two and have an appreciation drinks at the end of the year

Cooking Committee

The Cooking Committee is responsible for planning and organising food related activities (e.g. themed dinners), while also preparing dishes for events organised by other committees. It contributes to Itiwana's mission by creating opportunities for informal bonding and helping students acquire practical cooking skills.

CONSISTENCY

Concrete steps:

1. We will organise monthly iti-dinners and potluck dinners.
2. All events will be announced on Instagram at least two weeks prior.
3. We will keep track of the popularity of themes that have been featured at the themed dinners for future reference by looking at attendance and collecting feedback through Google Forms.

COMMUNITY

Concrete steps:

1. We will organise dinners that encourage students to bond in an informal atmosphere.
2. We will host workshops to guide students through the making process of certain dishes.
3. We will post additional tips and recipes on Instagram (for example on where to buy what, or what to make with certain ingredients).

Education Committee

The Education Committee is responsible for organizing presentations, discussions and excursions of varying themes. It contributes to Itiwana's mission by catering to students' interests through participatory discussions and informative excursions.

CONSISTENCY

Concrete steps:

1. We will organise at least one event every month.
2. All events will be announced two weeks prior on Instagram.
3. Materials and discussions presented at events will be stored and organised for future reference. A brief recap of each event will be made available for Itiwana members.

COMMUNITY

Concrete steps:

1. We will invite guest speakers to present on topics related to anthropology, through which students can gain insight into the work of anthropologists.
2. In collaboration with the Media Committee, we will use polls to inquire about what topics are students the most interested in.
3. We will seek collaboration with other committees as well, for example, the Outdoors Committee and the Cooking Committee.
4. During events, we will encourage members to share their thoughts and participate in discussions to the extent they are comfortable with.
5. Since we would like the members of our committee to be on good terms with one another, we will organise at least one team building activity early in the year.

First Years' Committee

The main goal of the First Years' Committee is to effectively engage the first year of their academic journey. Through organising events and activities with the committee members, the first years shall gain a deeper sense of contribution and belonging next to their curricular activities. In this way, the First Years' Committee contributes to Itiwana's mission.

The Committee is chaired by Chair of the Board, Oliwia Ryngiel, whose responsibility it is to provide initial training and later advice, and be a channel of communications between the Board and the Committee. I, the Chair, Oliwia Ryngiel, will ensure clear communication by setting the boundaries of my role at the formation of the committee.

CONSISTENCY

Concrete steps:

1. We will organise consistent and diverse events for the first years CADS students.
2. We will help creating the year plan with clear goals and expectations, to optimise the quality and timely plan of events.
3. We will consistently check in with the members to ensure activity satisfaction, inclusivity and a seamless execution of the planned events.

COMMUNITY

Concrete steps:

1. The committee will actively seek opportunities to collaborate with other groups within Itiwana, reinforcing a sense of unity across cohorts and disciplines.
2. We will plan events that will reflect the diversity of the student body, ensuring all first-years feel welcomed and represented. Each initiative will emphasise openness and accessibility.

ICA Committee

ICA is the semi-scientific magazine of Itiwana, it stands for the Institute for Cultural Anthropology. The magazine gives anthropology students a platform to explore ethnographic writing and publication. Furthermore, ICA serves as a platform to connect Itiwana members, alumni, official partners and non-members from our study. Therefore, it contributes to Itiwana's mission by creating more engagement with everyone connected to Itiwana.

CONSISTENCY

Concrete steps:

1. We will create a year plan with clear goals in order to deliver on our promised deadlines.
2. We will ask for advice from the previous chair of the committee and seek inspiration from the previous publication to ensure consistency across the multiple publications.
3. We will publish the ICA in January and June to ensure consistency with previous publications.
4. We will update the ICA committee guide along the way to ensure clear instructions and consistency for the upcoming years. This will provide clear, accessible instructions to new and returning members, ensuring smooth continuity and effective, future collaborations.

COMMUNITY

Concrete steps:

1. We will organise a meeting every two weeks with the committee members to create a safe and welcoming space for everyone involved. These meetings will focus on collaborative decision-making and mutual support.
2. We will initiate cross-committee collaboration by teaming up with the Activities Committee to organise a celebration event for publication of the magazine.
3. We will include a photo gallery and other multimedia in the magazine to attract people with other interests than writing for joining the committee.
4. We will use the magazine as a tool for connection through posting highlights

and teasers on Instagram and in the newspaper.

Media Committee

The Media Committee plays an important role in advancing Itiwana's mission to foster a sense of belonging by organizing consistent, high-quality events. Through informal and low-key gatherings, the committee creates accessible opportunities for members to connect, build friendships, and maintain social bonds. These recurring activities offer a relaxed environment where individuals can choose to engage at their own pace, reinforcing the values of inclusivity, continuity, and community that define Itiwana's blueprint.

CONSISTENCY

Concrete steps:

1. We will continue organising movie nights at the HOK.
2. We will spread more awareness about the other media platforms, such as the Iti blog and newsletter, consistently sharing updates on Instagram.
3. We will cultivate a stronger sense of belonging within the Itiwana community by strategically leveraging our communication platforms, as instruments for dialogue, visibility, and shared identity. These communication platforms entail the blog, social media channels, and newsletter.
4. We will update the Media Committee guide to provide the future board and committee members with clarity, which will ultimately allow them to start their year on a well-informed note.
5. We will share the taken pictures within 5 working days in the WhatsApp group chat.
6. We will meet consistently in low-key environments, for instance cafés and the HOK, so that we have regular collective working moments, in which we can brainstorm and exchange ideas.

COMMUNITY

Concrete steps:

1. Before hosting the movie night, we will share a poll on Instagram to include the members' opinion regarding the movie choice.
2. Every month, we will arrange low-pressure meetups like coffee chats, game nights, or themed walks that encourage spontaneous interaction and bonding.
3. I will empower members to organise peer-led events, for instance the movie nights and other, giving them a sense of agency, which will also encourage group interaction.
4. We will work closely together with the Communications Officers, Oliwia Ryngiel and Laura Smallegange, to use visual social media platforms such as Facebook and Instagram to promote our events, blog and newsletter.
5. We will ensure a seamless spread of pictures, so all the members can enjoy and appreciate them.

6. We will collaborate with all the other committees, so they are up-to-date with the pictures. This networking will not only strengthen the bonds between committees, but also create a sense of transparency and community, due to the easy and quick access to the pictures.

Outdoor Committee

The Outdoor Committee organises camping trips and outdoor activities. The camping trips are for those interested in short trips in the Netherlands in smaller groups to create a sense of belonging among members. Outdoor activities will entail events such as hiking, rafting or boating to foster relationships in new environments.

CONSISTENCY

Concrete steps:

1. We will organise at least one camping trip this year.
2. We will keep account of activities and locations used, so events can be repeated easily and consistently in the next few years.
3. We will organise an outdoor activity at least once every two months.

COMMUNITY

Concrete steps:

1. We will build member relationships by encouraging teamwork during camping organisation, set-up and activities.
2. We will organise all trips in a new location each time somewhere in the Netherlands to build a sense of Dutch community.
3. We will collaborate with the Activities Committee to engage both committee members and people across interests.
4. We will meet as a committee to build our bond outside of meetings and events.

Travel Committee

The Travel Committee is responsible for the organisation of the annual Study Trip, which is one of the oldest traditions by now. The committee will plan the trip to be an engaging, inclusive and affordable event that fosters community and educational experiences. The Travel Committee will coordinate the logistics of the trip such as accommodation, transport, activities and budgeting. The goal is to contribute to Itiwana's mission of creating a family oriented community by offering an educational and social opportunity for members to connect.

CONSISTENCY

Concrete steps:

1. We will post trip advertisements, teaser hints, and important information with sufficient notice, in close coordination with the communication officers.
2. We will maintain clear and consistent communication with participants before and during the trip, ensuring they receive necessary information and updates and reminders of key deadlines.
3. We will have consistent communication within the committee, holding check-ins meetings at least every two weeks to track progress, share tasks updates and maintain accountability.

COMMUNITY

Concrete steps:

1. We will organise at least one information session and a casual get-together before the trip to foster the sense of community among participants.
2. We will create a supportive and collaborative atmosphere within the committee by starting meetings with small check-ins, encouraging open dialogue and ensuring mutual respect. A positive environment will build a sense of belonging and engagement, which reflects well on the overall organisation of the trip.
3. We will consider different interests, dietary needs and budget constraints to plan where everyone feels welcomed and comfortable. This helps foster the idea of a united community.

Budget

The budget will be published separately.



Acknowledgements

Lastly, on behalf of Board XXXIII, we would like to thank the previous board for their dedication, insight, and commitment to our association. Board XXXII laid a strong foundation, and their work continues to inspire us as we take on the responsibility of guiding Itiwana through the coming year. Their contributions have shaped Itiwana in meaningful ways, and we are grateful for the legacy they leave behind.

We also want to express our excitement about working closely with all committee members. Your creativity, energy, and passion are the lifeblood of Itiwana, and we look forward to collaborating with you, learning from you, and supporting your ideas and initiatives. Together, we hope to create and maintain a vibrant and inclusive environment where everyone feels empowered to contribute.

Now, it is our turn to carry the torch. As the XXXIIIrd Board, we are committed to continuing the tasks entrusted to us, while also developing new ways to strengthen our community and consistently celebrate the richness of cultural anthropology. We are eager to hear your thoughts, feedback, and visions for Itiwana because - as the pillars already say - this association thrives when we build it together as a community.

Thank you for reading our policy. We're honoured to be your board, and we look forward to a year of growth, collaboration, and shared purpose.

Yours truly,

The XXXIIIrd Board of Itiwana 2025-2026