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# PREFACE

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

First, there will be an overview of the division of the Board and their functions within the Itiwana Committees. Then, there will be an overview of the internal and external contacts of Itiwana and a short evaluation of Board year 2022-2023. After that, the drafted Policy Pillars for Board year 2023-2024 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, 2023-2024. The general tasks and responsibilities of the Board Members can be found in the General Policy on the website of Itiwana ([www.Itiwana.org](http://www.Itiwana.org)).

On behalf of the XXXIth Board of the Study Association Itiwana,

Alexandre Dumez

*Chair 2023-2024*

# BOARD DIVISION

Name and Title(s)	Division of Committees and other responsibilities		
<b>Alexandre Dumez</b> Chair	Guide of the First Years Committee	Contact WDO and WOM	
<b>Iulia Lazăr</b> Secretary	ICA Committee, Cooking Committee		
<b>Feiyang Li</b> Treasurer	Survival Committee		confidential contact person.
<b>Ana Garcia-Casillas</b> Education Officer	Education Committee		
<b>Aditree Amin</b> External Affairs Officer Vice-Treasurer	AA Committee, Photo Committee		
<b>Kenza el-Mansouri</b> Internal Affairs Officer Vice-Chair	Travel Committee, Activities Committee		
<b>Yuvan Gupta</b> Communications Officer	Media Committee, Lustrum Committee		

# COMMITTEE COMPOSITION

<b>Alumni and Acquisition</b>  Aditree Amin Megan Rodrigues Saika Nishikawa	<b>Activities</b>  Kenza el-Mansouri Yuvan Gupta Ilse Zwart	<b>Cooking</b>  Iulia Lazar Dori Török Yue Lim Liselotta Emilie Jahnke Mees Visser
<b>Education</b>  Ana Garcia-Casillas Liselotta Emilie Jahnke Mees Visser Jekaterina Astafjeva	<b>First -years</b>  Alexandre Dumez(guide) Chloe Reijmer Mees Visser Bente Kamp Nina Moyes	<b>ICA</b>  Iulia Lazar Nina Moyes Eva van der Kooij Nicko Sanders Nicolas Moreno
<b>Lustrum</b>  Yuvan Gupta (Guide) Bente Heydelberg Eva van der Kooij Jelmer Spirelda Des van Binnebeke Marthe Baalbergen Samantha Kolanga Kim Meijer	<b>Media</b>  Yuvan Gupta Feiyang Li Aditree Amin Jekaterina Astafjeva	<b>Photo</b>  Aditree Amin Yue Lim Noa Smit Vince Kajzinger
<b>Survival</b>  Feiyang Li Anneke Bloem De Jong	<b>Travel</b>  Kenza el-Mansouri Dori Török Anne-Sophie Vermeulen Ilse Zwart Chloe Reijmer	

# 'FRIENDS OF ITIWANA'

<b>WOM</b>	<b>WDO</b>	<b>A-TEAM</b>
Igor Boog Sophie Fankenmolen Nadia Teunissen Merel de Schepper Margot van der Meulen Janita Sanderse Tessa Kremer Eslin Cohen Stuart Maarten Teunisse Lenne Michiels Samoa Greeve Caroline Auée Laure Lemeire Christien van de Pavert Manon Delhaas Lena Kwakman Veronie Rouschop Amber Tolboom Loes Moree Lin Hovenga Rémi ten Hoorn Char van Straten Kim Meijer Scott Leesberg Annika Krüger Marthe Baalbergen Bente Heydelberg		Char van Straten  Kim Meijer  Eva van der Kooij  Des van Binnebeke  Bente Heydelberg

# SHORT EVALUATION 2022/2023

The XXXth board of Itiwana drafted two pillars: 'Community', and 'Care'. After having heard the opinion of my fellow board members, I, Alexandre Dumez, Chair of board XXXI, will now commence a brief evaluation of board XXX's achievements regarding these pillars.

## COMMUNITY

With the pillar 'community' being drafted by board XXX the importance of Itiwana being inclusive to all students was reaffirmed. In order to reach that noble goal board XXX took very pragmatic and important measures such as the creation of activities around symbolic days like international women's day. We would like to raise a voice in the name of all the students that felt valued by board XXX's choice to make Itiwana a place where we respect the preferred pronouns of each student and how important that is to us. The goal to make Itiwana more open to international students was to us a huge success, proven by the diversity in the backgrounds of our board's members.

## CARE

Board XXX drafted the pillar 'Care' which complements their previous pillar of community in their ambition to create a healthy and warm environment within Itiwana. We believe that board XXX was successful in their ambition, with short term solutions while setting precedents in long lasting measures such as the confidential contact person, implemented by board XXIX, that we will expand on. Some of the limitations that board XXX might have felt was the first step required from members to alert us of their issues with studies or personal life. Board XXXI hopes to breach that cap the coming year.

## Policy plan Pillars

Based on the Policy Pillars of previous boards and our own experiences in committees and as members of Itiwana, we drafted the following Pillars for our Board year 'Accessibility' and 'Affinity'. To us, these pillars represent the historical goals of Itiwana as well as our ambitions, We believe that in order to have concrete results it is important to have themes that extend the work of previous years instead of rebuilding everything from the ground. That is why we recognise some overlap between our pillar 'affinity' and board's XXX pillar 'Care' ; it is not a criticism of their work, rather a collaboration.

### Accessibility

As a study association we believe it is crucial for Itiwana to be fully accessible to all students. We stand behind the idea that money, lesser presence on social networks or university timetables should not be a barrier in learning, forming a community and experiencing university life to the fullest. This Pillar is also intended to highlight the importance of accommodating the unique needs of every student such as diets or transportation throughout the year.

#### *concrete steps 'Accessibility' :*

1. The majority of Itiwana's activities will be economically accessible to all members. One of the ways this will be guaranteed is by keeping the entry price of activities lower or free while giving the option to have non compulsory expenses, such as during the Iti drinks.
2. Itiwana's activities will be easier than ever to sign up to with a centralisation of all signups for the activities to the link tree of the website making them easier to find and attend. This way members will be able to sign up to all activities the same way.
3. We will keep in mind the different timetables of all students and plan events while having exams and revision weeks in mind.
4. Itiwana will be reaching out to all students in the CADS program in order to reach a wider audience.
5. While planning out activities Itiwana will consider and help if necessary students to reach the location, especially students living in cities other than Leiden. Itiwana will provide a part of the cost of train tickets or make activities after lectures
6. Itiwana will aim to make people that are curious of the study association, while not being a member yet, aware of the events, by adding them to the whatsapp group earlier or personally reaching out to them.
7. We aim to choose as many venues that are accessible to disabled people as possible when organizing activities.
8. We will organize the Hok in such a way that it is easy to navigate with a wheelchair.
9. When showing movies we will make sure English subtitles are available to accommodate people who are hard of hearing.



## Affinity

We believe that, in order to create community, there must be an active effort. Because of this, our focus is making of Itiwana an actively welcoming and inviting place which bears a two-sided, horizontal relationship with all students. Drawing from the previous Board's pillars, we will focus on making Itiwana a safe space, to which students come to make friends and share a feeling of belonging.

10. Direct internal democracy will be used in order to make certain decisions in order to increase the involvement of members through tools like referendums for example.
11. Itiwana will create study events at the same time every week in order to give its members the feeling of reliability.
12. The cooking committee is reopened as a way to introduce some members to the kitchen. Food is also a very strong bonding experience.
13. We will continue to use the calendar in the hok to put not only the birthday of a member but also other important events that our members want displayed.
14. Printed pictures from the Photo committee will be put throughout the Hok to personify it and as a way to build a community and cherish memories.
15. The instagram account of Itiwana will have content such as cooking recipes that will particularly help first year students dive into the independent lifestyle. This has the goal to make students regularly come back to the instagram page and make it a habit to read the news.
16. In order to gain insight from activities and be able to learn from them, minutes of every activity will now specify the amount board members present and the amount of members present which are part of the committee which organized the activity.
17. We aim to provide vegetarian friendly food at all our activities.

## CHAIR

Alexandre Dumez He/Him  
Chair 2023/2024

As the chair of Itiwana for the following academic year I aim to represent its mentality as well as expand its ambition. Our board, as a collective, strongly believes that the strength of Itiwana resides in the diversity of its members, and therefore decided to try and accentuate the accessibility of Itiwana and the accompaniment of its members. It will be a priority of mine to ensure that our board continues the wonderful lineage of Itiwana for all its members to enjoy.

## Tasks

1. I will guide the First Years Committee.
2. I will be the main person of contact between Itiwana, the WDO, the WOM, and the Institute.

## ACCESSIBILITY

Concrete steps 'accessibility':

1. I will urge the First Years Committee to organize their activities in order to fit the needs of the members. I will personally train the First Year Committee chair
2. I will make sure that all Itiwana activities are economically accessible to all members.
3. I will promote the already existing structures in Itiwana such as the group study sessions and will make infrastructure that promotes Itiwana to all CADS students through pragmatic actions such as book sales.
4. I will encourage the creation of new committees from the ground up that will directly reflect our members' needs. This can take the shape of the cooking committee being reintroduced or the manifestation of a spontaneous idea from a member.

## AFFINITY

Concrete steps 'affinity':

5. I will encourage members to add decoration to the hok in order to build a long lasting relationship with the members.
6. I will act as the face of Itiwana and will be personally available, as well as reach out to members in order to personify Itiwana.
7. I will try to ease the transition from curious students to Itiwana members by making sure they are also aware of our events.

## SECRETARY

Iulia Lazăr She/Her  
Secretary 2023/2024

Being the Secretary of Itiwana, one of my main responsibilities is to become a communication link for all members of the association. I aim to do my best to be available to everyone and respond as quickly as I can to any inquiries. I will ensure to be in close contact with my fellow board members, informing them about all things that might be important for Itiwana and its members. And last, but definitely not least, I will make sure that everyone considers Itiwana a warm and welcoming place where they can feel at home around friendly and open-minded people.

### Tasks

1. I will be the chair of the ICA Committee.
2. I will be the chair of the Cooking Committee.

### Concrete steps for Accessibility:

1. I will make the contact points (emails, phone numbers etc.) of Itiwana accessible for all members by making sure they are clearly stated in the Itiweek and they are present in the Hok.
2. I will encourage the use of English in conversations when international members of Itiwana are present in order to make sure no one feels excluded and they can understand everything that is going on.
3. I will write the minutes during meetings and organize them in a clear, accessible and understandable way. I will work with the Communication Officer so that the minutes can be easily found and read on the Itiwana website.

### Concrete steps for Affinity:

4. I will be available to all Itiwana members for any questions, inquiries or if they are in need of advice. I will redirect any general member to the specific person or place that can solve any problem that they might have.
5. I will make sure the ICA and Cooking Committee are a welcoming place where any Itiwana member will feel like they can learn helpful things in a fun environment. I will efficiently communicate with the participants at the committee activities and also with the Media Committee, with which we will collaborate.

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## TREASURER

Feiyang Li She/Her  
Treasurer 2023/2024

As the treasurer of Itiwana 2023/2024 I aim to ensure that the organization will have a financially good year. To achieve this, I will make sure that I communicate regularly and transparently with my board about the current finances and future plans for expenses of the organization during board meetings. I will also schedule meetings with the vice treasurer, Aditree on a bi-weekly basis (every two weeks) to update them about the financial details of the organization. The same will be done with the chair, Alexandre, but on a monthly basis to keep him up to date about the financial details of the organization.

### Tasks

1. I will be the chair of the survival committee
2. I will be the confidential contact person of Itiwana represented in the board
3. I will have monthly meetings with the chair, Alexandre Dumez

## ACCESSIBILITY

Concrete steps 'accessibility':

1. At the end of Board XXX's board year Itiwana started to switch banks from ING to Triodos bank. As the next treasurer I will aim to provide a smooth transition as well as aim for Itiwana to have a good relationship with the new bank.
2. I will ensure that the budget allocated to all the committees, iti-drinks and hok hours will allow the organization of activities which aim to be more economically accessible to members of Itiwana. An example would be to have the Iti-drinks at someone's house making it more economically accessible. In this case the drinks will be bought from a supermarket which would make it cheaper.
3. I aim to have meetings with them monthly to make sure that there aren't any issues or questions about the budget and finances of their committee.
4. The board will be updated about the financial situation of Itiwana at every board meeting. It will also allow the board members to let me know if their activities they wish to organize is possible or if the budget needs to be adjusted.
5. I aim to ensure that as the chair of the Survival Committee that our activities will be promoted on time, economically fit for members and easy to sign up.

## AFFINITY

Concrete steps 'affinity':

1. I will ensure that all the treasurers of the different committees will have my contact information and group chat where they can contact me easily; if they have any

questions or troubles they can contact me easily. I will aim to make sure that all the treasurers will have personal training with me as soon as possible. Where they can meet and be informed about who the other treasurers of the different committees are. The treasurers of the different committees will also receive a document with the most important information on being a treasurer ahead of the treasurer training session.

2. I aim to also create a safe environment for members who wish to talk to someone or are struggling through my role as a confidential contact person. I will ensure that I am easy to contact and readily available for the members of Itiwana. I will also work with the communications officer, Yuvan Gupta to make sure that on the Itiwana website and the Itiwana Instagram that there is a space explaining what the confidential contact person is and how to contact us if a member wishes to contact us.
3. This year I plan to work with the study advisor Caro closely as the confidential contact person. I aim to have bi-monthly (every two months) meetings with the study advisor Caro through emails to keep her updated. Allowing us to ensure that the members of Itiwana will be receiving the best possible advice and help we can give them.
4. As the confidential contact person I will also be working closely together with Bente Heidelberg who will be the non-board confidential contact person.

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## EDUCATION OFFICER

Ana Garcia-Casillas

Educación officer 2023/2024

As Education officer of board XXXI, my goal is to make some aspects of the study life of Itiwana members more accessible and fun. As chair of the education committee, I want to focus on organizing activities which are both educational and aligned with the interests of CADS students while social and interactive. As a member of the education committee last year, I learned how much students enjoy educational activities when they are bilateral and practical and give them an opportunity to debate and spend time with friends. Basing all the committees work on the pillars of accessibility and affinity, I believe it is important to make sure activities are welcoming and accessible to everyone, emphasizing promotion and affordability.

Tasks:

1. I will be the chair of the education committee.
2. I will represent Itiwana in the SKG (Student Sounding Board).
3. I will be in contact with Index Books.

## ACCESSIBILITY

Concrete steps 'accessibility':

1. I will make sure all activities are affordable and easy to sign up to.
2. I will put a focus on the promotion of educational activities, making an effort to reach new students and trying to avoid being seen as a closed group of people.
3. I will keep in mind the different timetables of students.

4. I will try to make the acquisition of compulsory reading books as easy and affordable as possible.
5. I will try to organize the sale of second hand books to make it easier.

## AFFINITY

Concrete steps 'affinity':

1. I will organize activities about topics people in the study find interesting, always consulting with polls and with what other members of the committee know people have interest in.
  2. I will look to make Itiwana welcoming especially towards first years and will offer Itiwana to them as a place of trust in which they can look for help if they need it.
  3. I will always do my part, both in my hok hours and in the education committee, to make the atmosphere as relaxed, open and horizontal as possible, presenting Itiwana as a place to find friendships and to bring in one's own ideas, perspectives and experiences.
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## INTERNAL AFFAIRS OFFICER

Kenza el-Mansouri, She/Her  
internal affairs officer 2023/2024

As internal affairs officer of Itiwana 2023/2024, I will keep including and giving the right importance to the essential tasks that the function has gained, since changing from activities officer to internal affairs officer. One of these tasks being evaluation. I will make sure we as a board and our members evaluate and reflect on ourselves as a study association enough, so that we can improve effectively. I will also keep reminding my fellow board members of our chosen pillars; accessibility and affinity, throughout the entire year.

Tasks:

1. I will be the chair of the activities committee
2. I will be the chair of the travel committee
3. As vice-chair, I will support the chair; Alexandre Dumez, when needed
4. I will be responsible for organizing the hok-hours and iti-drinks
5. I will be responsible for helping everyone keep in mind our pillars, evaluation and reflection.

## ACCESSIBILITY

Concrete steps 'accessibility':

1. I will build on our previous board's efforts for inclusion, by keeping accessibility in mind during all the activities
2. I will ultimately be responsible for keeping track of the concrete steps taken for accessibility, I will check in with all the Board Members regularly to see how they are doing and will give a very short presentation at the General Assembly.
3. The evaluation sheet will include a question about accessibility

4. I will make sure all activities are accessible, for example by choosing times that work for most students, trying to keep activities low cost and seeing how we can help students with difficult financial backgrounds in activities that can be a bit more expensive

## AFFINITY

Concrete steps 'affinity':

1. I will ultimately be responsible for keeping track of the concrete steps taken for affinity, I will check in with all the Board Members regularly to see how they are doing and will give a very short presentation at the General Assembly.
  2. The evaluation sheet will include a question about accessibility
  3. I will encourage the collaboration of committees and help where needed
  4. Once a month I will try to organize an itti-dinner in collaboration with the Cooking committee, to meet people in an other way than just drinks, and to have people share food and connect through cooking
  5. I will organize supporting activities, see what members need and use that in thinking of new activities.
  6. I will organize a bonding activity for all the committees.
- 

## EXTERNAL AFFAIRS OFFICER

Aditree Amin She/Her

External officer 2023/2024

As the external officer of Itiwana 2023/2024, I will sustain relations with current sponsors while seeking to build relationships with new ones. I will also remain in contact with CADS alumni via the help of the Acquisition and Alumni Committee. While doing so, I will continuously keep the pillars "Accessibility" and "Affinity," in mind

Tasks:

1. I will be the Chair of the Photography Committee.
2. I will be the Chair of the Acquisitions and Alumni Committee.
3. I will be the vice treasurer of Itiwana 2023/2024 and meet with the treasurer Fei Yang in a bi weekly routine and offer her my support whenever it is required.

## ACCESSIBILITY

1. I will make sure the activities planned for Alumnus are accessible in regards to time and cost
2. I will try to arrange more activities for special occasions from different backgrounds for alumni, such as Eid, Christmas, Lunar new year, etc.
3. I will work together with my committees, the Photo Committee and Acquisitions and the Alumni Committee, to further on promote 'Accessibility'.
4. I will contact sponsors who correspond with the pillar of 'Accessibility'
5. I will keep in communication with current sponsors while also trying to obtain 2-3 new sponsors who are in tune with our pillars 'Accessibility,' and 'Affinity.'

## AFFINITY

1. I will make sure to contact alumni and have so that they can easily be in contact with me.
  2. I will make sure that our current sponsors are able to communicate and contact me, while also making sure that they are well aware of our pillars of 'Accessibility,' and 'Affinity.'
- 

## COMMUNICATIONS OFFICER

Yuvan Gupta He/Him

Communications officer 2023/2024

As the Communication officer of Itiwana for 2023-2024, I aim to be able to communicate the occurrence of events and other activities effectively. In order to achieve this I will be restructuring the communication processes to be more efficient and independent giving finer control to the committee promotional officers in regard to their activities. One of my main goals is to centralize the process of finding out about and registering for activities through making the website the center for all news Itiwana.

### Tasks

1. I will be the guide for the Lustrum Committee.
2. I will be the chair of the media committee.
3. I will be responsible for actively promoting all Itiwana activities.
4. I will be responsible to ensure that all communication between Itiwana and its members through the website, Instagram and newsletter is adequate in detail and correct in language and tone.
5. I will make all information and signups for Itiwana events easy to access by highlighting the events and their sign up links on the homepage of the website along with a short description.

## ACCESSIBILITY

Concrete steps 'accessibility'

1. I will make all activity information and sign ups centrally located and easy to access on the website homepage and Linktree.
2. I will try to ensure that the use of our outreach platforms are able to reach as wide of an audience as possible
3. I will try to make current outreach platforms more accessible by adapting them to our current goals and needs
4. I will try to use a more personal approach to communicate events via unique methods pertaining to the specific event context for example, using current events and humor in the promotion posts and newsletters.
5. I will reformat the website to create a better user experience while highlighting current events and Itiwana news.

## AFFINITY



Concrete steps 'affinity':

6. I will use the social media platforms to help create a more interactive environment where members can be involved in tiwana's decision making process by using polls and open ended questions posted on instagram and website.
  7. I will try to include aspects from multiple international cultures especially influenced by our member base and current events being discussed around the Hok in the promotion and communicative processes to help create an environment of safety and comfort..
-

# COMMITTEES

## ACQUISITIONS & ALUMNI COMMITTEE

The Acquisition & Alumni Committee is controlled around two main objectives - bringing new sponsors to support Itiwana activities, and remaining in contact with Alumni by sending out newsletter four times a year.

## ACCESSIBILITY

Concrete steps 'accessibility':

1. Will make alumni activities accessible and well planned for all alumnus.
2. Will send newsletter to alumnus four times a year
3. Will remain in contact with current sponsors so they are aware and have access to current Itiwana activities

## AFFINITY

Concrete steps 'affinity':

1. Will organize activities where current students and alumni can mingle and get to learn from one another. Current CADs students may be interested in what alumnus have done after graduation. Alumni may be interested in how CADs has changed - for example the introduction of the Suso and Dae tracks.

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## ACTIVITIES COMMITTEE

The Activities Committee will be organizing some of Itiwana's yearly events, such as the prom and the open mic night, among other activities.

## ACCESSIBILITY

Concrete steps 'accessibility':

1. We will make the activities as accessible, inclusive, well-promoted, and well planned as possible by continuously evaluating and improving ourselves.
2. We will organize activities that are accessible for everyone, we will motivate first years to join us in these activities while not forgetting the importance of our older years.
3. In the beginning of the year we will organize activities in which the duos are pre-made, so as not to have people that come to an activity alone, feel like they have no one and to make people mix.
4. Instead of ten we will organize seven activities, of which three will be larger, such as the prom, and four will be more low maintenance activities.
5. All sign up forms will include the question: "is there anything we need to do to make this activity accessible for you?"

## AFFINITY

Concrete steps 'affinity':

1. The activities committee will organize a few activities in which there is the opportunity to learn from each other, for example a study session.

2. We will make sure to check in with our members to see what they would need or like us to organize.
  3. As a committee we will encourage collaborations with other committees.
  4. We will keep our activities free or low in cost. At times that this is not possible we will help students that can not afford to pay for these activities so that they are not excluded.
- 

## COOKING COMMITTEE

Food is one of the many ways in which people can connect and learn about each other, and for some cooking is a beloved hobby that they enjoy doing. But this is not the case for everyone, as some can find cooking to be complicated or tedious, and students can very much fall into this category. Therefore, taking this into consideration, Board XXXI has decided to reinstate the Cooking Committee. Within the pillars of “Accessibility” and “Affinity”, we aim to teach students, especially ones who have just moved on their own for the first time, how to manage preparing meals for themselves or do groceries and meal plans, all with the goal of making cooking something enjoyable. We believe that learning about cooking in a welcoming environment can help students become more comfortable with cooking and managing food for themselves while also connecting with people with similar experiences.

## ACCESSIBILITY

Concrete steps ‘accessibility’:

1. The Cooking Committee activities signups will be open to a certain number of people, but tutorials and the recipe of the month will be posted on the Itiwana Instagram page through a collaboration with the Media Committee. This way people who did not attend the activity can also engage with it.
2. We aim to teach recipes for each type of meal in order to highlight the importance of having a healthy meal plan.
3. We will guide students on how to do groceries in a healthy and affordable way.
4. We will take into account all allergies, food preferences or restrictions of members who are participating in activities.

## AFFINITY

Concrete steps ‘affinity’:

5. We will focus on creating a warm and welcoming environment for any Itiwana member who wants to learn more about cooking, doing groceries, meal planning and any other food-related things. We will cook and eat together, which will create bonds between the members.
6. We will give members the opportunity to teach a recipe from their culture or suggest a certain recipe if they want to learn how to cook something specific.
7. Once a month we will organize an iti-dinner in collaboration with Kenza, the internal affairs officer, to let people meet in an other way than just drinks, and to have people share food and connect through cooking

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## EDUCATION COMMITTEE

The education committee is responsible for organizing educational activities related to the topics of Cultural Anthropology and Development Sociology. This can be in the form of lectures, workshops, debates and other.

### ACCESSIBILITY

Concrete steps 'accessibility':

1. As soon as the committee is formed I will try to form a meetup, preferably a lunch or dinner as was done last year, where all committee members can get to know each other in a friendly environment and discuss ideas and expectations.
2. I will make sure all activities are affordable, easy to sign up to and well promoted, and available to students with different timetables.
3. I will always try to reach out to new students and different people, making activities as open as possible.

### AFFINITY

Concrete steps 'affinity':

1. I will try to keep a friendly and cooperative attitude in the committee, presenting it not just as a place to work together but also as one to make friends and bring in your ideas, under the strong belief that this will also make the coordination of the activities and the results better.
2. I will make sure all members have an equal chance to discuss their ideas for the activities and that no one gets constantly talked over and not listened to.
3. I will continue trying to collaborate with education committees of other studies, opening an opportunity for an interdisciplinary perspective and for making friends outside the study.

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## FIRST YEARS COMMITTEE

The first year committee is a committee organized by first year students for first year students. It is responsible for many crucial events for student engagement in the study association such as the First Years Weekend, the Parent's Evening, the Teacher's Activity. The first year committee is one of if not the most important committee for the sustainability of Itiwana, as it is the starting point of many new members.

### ACCESSIBILITY

Concrete steps 'accessibility':

1. The chair of the first year committee will be in close relation to the chair of Itiwana
2. The first year committee will keep in mind the extra needs of international members, for example the parent's evening will be available online.
3. Activities such as the first year weekend will take in mind the diet of members.

## AFFINITY

Concrete steps 'affinity':

1. Internal democracy inside the first year committee will be a key concept of the first year committee as it will allow us to hear diverse and realistic needs of the students. Non members first years will be able to give their opinion in order to encourage them to become a member.
  2. Study groups for first years will be open to any student at a regular time every week.
- 

## ICA COMMITTEE

The ICA is the semi-scientific magazine of Itiwana, which connects the study of Cultural Anthropology and Development Sociology with the study association. Publishing this magazine will stimulate Itiwana members to think about anthropology related issues and various other disciplines. The ICA also functions as a platform to present Itiwana to external parties. It has two editions each academic year, both of which can be found on the Itiwana website.

## ACCESSIBILITY

Concrete steps 'accessibility':

1. Both issues of the ICA will have online editions published on the Itiwana website in order for the magazine to be accessible to everyone. Members will be able to specify through a form on the ICA Instagram if they wish to receive the second issue in hard copy form, in order to reduce the paper waste and printing costs. Copies will still be sent to some of the relations of Itiwana, such as fellow boards of our faculty's studies, teachers and the WDO.
2. When emailing authors, we will leave a link of the previous online editions of the ICA in order for them to see what the magazine entails.

## AFFINITY

Concrete steps 'affinity':

3. Committee meetings will take place weekly in order to create a strong bond between the members and ensure efficient work and communication.
  4. The ICA Instagram page will provide Itiwana members with updates on the progress of making the magazine and promote it. The page itself will also be promoted by the Itiwana Instagram.
  5. We will promote the opportunity for Itiwana members and other students of Cultural Anthropology and Development Sociology to contribute to the ICA by writing articles, submitting photographs and other pieces. Interested members will be able to contact the committee through email ([ica.itiwana.org](mailto:ica.itiwana.org)) or at the Hok.
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## MEDIA COMMITTEE

Last year, the Media committee started two new projects - the podcast and the visual library. This year we plan to continue those projects. Moreover, there was also a focus on the creation and dissemination of entertaining content on social media. This focus will continue to remain a key part of the Media committee this coming year. We will also continue with the iti-blog retaining recurring segments like “recipe of the month”. This will be alongside normal activities such as the movie nights. Our goal this year is to establish processes for all of these segments and increase community engagement with our content in order to lay the groundwork for any additional future ventures.

## ACCESSIBILITY

Concrete steps ‘accessibility’:

1. We intend to make the Podcast more accessible by releasing the podcast on the Mediawana youtube channel and the Itiwana linktree
2. We also plan to create smaller digestible “clips” from the full length podcast and upload them to social media for our members who may not have adequate time to consume the entire podcast. In order to do this, we will first get consent from the podcast guests.
3. We will also have subtitles and transcriptions available for the podcast to improve its accessibility using free softwares such as Descript
4. We will use social media and the linktree to further promote the Iti-blog and create a schedule for posts.
5. For our “recipe of the month” section, we will work together with the Cooking committee to create a tutorial for cooking it
6. All recipes on the “recipe of the Month” section will either be vegetarian/vegan or have meat alternatives listed to make sure that the recipe is easily accessible by everyone.
7. We will help kickstart the translation of the visual library to the website.

## AFFINITY

Concrete steps ‘affinity’:

1. We will try to involve the community in the podcast and blog production process by involving them in the decision making for the themes and topics.
  2. We will continually ask for feedback from the members on how to create an inclusive environment in the content that we publish.
  3. We will prioritize the creation of the visual library and make it easy to access on the website and promote it on social media to help create a sense of community.
  4. We also plan to collaborate with the photo committee to capture and immortalize moments which capture the essence of “itiwana” to thereby increase affinity.
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## PHOTO COMMITTEE

The Photo Committee became a spectate committee last year. This year the Photo Committee will try to build upon the success of the previous board and continue working alongside the Media Committee. The Photo Committee will take pictures at every Itiwana

activity to make sure there is a visual piece of memory of each activity the members of Itiwana worked hard for.

#### ACCESSIBILITY

Concrete steps 'accessibility':

1. We will take pictures of every Itiwana event and activity and make sure to capture pictures from different angles and of different people
2. We will make sure everyone in the photo community has a chance to take pictures at at least 2 Itiwana activities
3. Similar to previous years we want the Photo Committee to be accessible to all members and CADS students regarding privacy. We will ask people in the picture that is selected if they are comfortable with it being uploaded. We will be sure to be accessible in case someone wants to contact us regarding removing a photo.
4. We will make small movies with the photos collected so people who were unable to join certain activities can vicariously enjoy them through photos and videos.

#### AFFINITY

Concrete steps 'affinity':

1. Will make sure to take pictures of all Itiwana activities
2. The Photo Committee will welcome all Itiwana members who want to join
3. Will speak before hand with the media committee for any specific photos they might require

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#### SURVIVAL COMMITTEE

The Survival committee organizes and hosts a Hitchhike weekend and Survival weekend each year. During the Hitchhike weekend participants will hitchhike to the location where we will spend the rest of the weekend. It is a great time for smaller groups to get to know each other better. The Survival weekend will include sleeping in tents, preparing our own food on an open fire and enjoy being in the nature around us. It is an excellent time to have the different members of Itiwana from different years and different backgrounds to engage with each other and have fun.

#### ACCESSIBILITY

Concrete steps 'accessibility':

1. We will ensure that the prices of the activities organized by the survival committee are reasonable and more economically accessible to the members of Itiwana. To achieve that we will aim to continue with the prices of the trips from previous years.
2. We will aim to organize the activities to fit the needs of the members of Itiwana.
3. We will aim to ensure that the travel methods used during the Hitchhike and Survival weekend takes into account the needs of the members of Itiwana. This will be accomplished by asking about any needs that a member might need through the sign-up forum of the Hitchhike and Survival weekend.

## AFFINITY

### Concrete steps 'affinity':

1. We will ensure that during the Hitchhike and Survival weekend has activities that the different members of Itiwana will all enjoy. To achieve this we would have a place in the sign ups where we would ask Itiwana members what kind of activities they would like to do.
  2. For the Hitchhiking weekend we aim to have simple activities available such as card games so the members of Itiwana would have the opportunity to explore the city or do what they wish to do. For the Survival weekend we will aim to have more activities as the main goal of the weekend is to have students to have fun.
  3. We aim to have the weekends as a activity that welcomes the members of Itiwana to have fun and get to know each other.
  4. We also aim to have members of different cultures interact with each other through the different activities. This will be achieved through activities where we put the members in different groups where there could be a mix of different cultures. As well as the time they spend traveling to our destination in different groups where we encourage them to group with some people they may not know well.
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## TRAVEL COMMITTEE

Like in previous years, the Travel Committee will be responsible for organizing the annual Study Trip. In 2024 the Travel Committee will once again organize a fun and interesting study trip. As this is a lustrum year, we will make sure to make the trip a bit more extensive with the extra budget we have to spend on it. The announcement of the destination for the trip will take place in November 2023 and registration for the trip will open shortly after that. In between the destination reveal and the moment of departure, two information evenings will be organized to prepare all participants for the trip. After the trip we will organize a reunion. The goal of this trip will be to broaden our anthropological horizons by exploring another country and its culture. As there is a lot of time that needs to be spend on this trip, we will make sure the committee becomes a close group.

## ACCESSIBILITY

### Concrete steps 'accessibility':

1. We will make sure students know they can, and feel free to, come to us with requests in order to make the trip accessible to them.
2. We will try to keep the costs of the trip as low as possible, and will organize an event of which the proceeds will be used to lower the costs of the trip and possibly help pay for students that cannot afford to.
3. We will send an evaluation form to the people that participated in last years trip, and talk to the previous travelcom to see what we could improve, and what we should absolutely do the same.



## AFFINITY

### Concrete steps 'affinity':

1. As the trip is a big task and will take up a lot of time, it is important the committee is a comfortable space for the members that are putting their time in. We will therefore make sure to do some fun activities to make the members closer, and have meetings in comfortable and informal spaces.
2. We will make sure to have some things for everyone on the trip, from anthropological activities, to active ones, etc. When planning the trip we will send out a survey asking people what kind of things they would like to do on a trip.
3. We will look into possibilities to give back to the communities we visit, either through supporting local businesses or by organizing a day of volunteer work. As anthropology students we are aware that certain volunteering activities do more harm than good to a community. Therefore, we will carefully choose the activity we are going to do, making sure that it will benefit the community.
4. There will be clear and transparent communication between the Travel Committee and the travelers. We will answer all questions asked whenever we are able to disclose information regarding said question.

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## LUSTRUM COMMITTEE

For this year's Lustrum committee, we plan to organize fun, interactive, and informative activities year round. Our goal is to provide entertaining activities as well as to create a sense of togetherness and community within the Members. The Lustrum committee is encouraged to have varied activities so a larger number of members can enjoy themselves at these activities.

## ACCESSIBILITY

### Concrete steps 'accessibility':

1. We will try to organize activities that are attractive to varied audience
2. We will try to ensure that all activities are appropriately promoted in the relevant channels so they are accessible to the members.
3. We will try to make sure the activities occur at a time where people from different years can attend.
4. We will also create a theater group with the intention to get more people involved in Itiwana and showcase their interests and talents.

## AFFINITY

### Concrete steps 'affinity':

1. Lustrum members are already members that have a shared affinity with Itiwana, we will try to preserve that affinity by creating events where lustrum committee members can talk to new Itiwana members and share experiences with them.
2. The lustrum committee will have a strong internal democracy in order for all members to feel like their voice is represented. This will be done through internal feedback forms.
3. In order to bring forth affinity for the community, the Lustrum community will organize a lustrum week where we will have multiple special activities. In addition, there will also be some other activities spread across the years.

4. We will also be creating an Almanak to help spread and increase the members affinity towards Itiwana. This will cover member contributions and events throughout the year.
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# BUDGET

The Budget will be published on [www.Itiwana.org](http://www.Itiwana.org) after the General Assembly: Policy Presentation.

Go to [www.Itiwana.org](http://www.Itiwana.org) > Itiwana Report & Policy > Board XXXI, 2023-2024.