

CARYC Quarterly Plan: Fall 2021

Introduction

Hello CARYC,

Over the past ten months, we have been able to engage with one-another in conversations about multiculturalism, anti-racism, and inclusivity. Our voice in multiculturalism has been amplified through politics, media, and even in our communities. However, despite our reach, we have had many learning barriers in our leadership, and we are constantly striving to create a more efficient, effective, and enjoyable group to be a part of. Over the past few months, individuals have reached out expressing suggestions, concerns, and issues; I am incredibly grateful for your voices. As such, I have addressed your suggestions, concerns, and questions here. Should you have any more questions or concerns, feel free to use the ticket system on Discord to contact all execs, or at any time, feel free to contact me anytime through Discord for general questions, ideas, or concerns.

#OurFutureOurImpact -- Every action we take to combat racism shapes a more inclusive and multicultural society. Thank you for being a part of the action. It is our future and we must work towards a transformative society of inclusion, multiculturalism, and acceptance.

Thank you for your patience and understanding as we try to navigate the most efficient and effective communications.

Yours sincerely,

Hailey Chen
CARYC Executive Director

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Solutions:

1. Lack of opportunities for ambassadors

- a. Over the past few weeks, I have heard your concerns surrounding the lack of engagement for ambassadors. Therefore, I have compiled a list of possible ways you can be engaged within CARYC. Hopefully this condensed version will bridge the lack of transparency and communication regarding the opportunities you have to be leaders of conversation within your communities.

Quarter 1 Opportunities

What?	When?	Who do I contact to be involved?
<p>Ambassador Projects</p> <p>There are four principle projects:</p> <ul style="list-style-type: none"> - Ambassador led workshops - Collective and collaborative art - Cultural showcase - Workshops 	<p>Right now! The projects will be further explained during the October meeting and everyone will get a chance to work on it.</p> <p>Deadline: mid-November.</p> <p>Following the deadline, we will compile everyone's pieces into a mural, digital artwork, etc and we can collectively brainstorm ways to use this project as a means of spreading conversation. Perhaps we can start a fundraiser with these art pieces; perhaps we can share them with community centres and schools, and initiate conversations from there, etc.</p>	<p>Ping @NancyT on discord. Although everyone should be in a group!</p>
<p>Initiating a chapter club</p> <ul style="list-style-type: none"> - Participants have a leadership team within the club and three main projects all chapter clubs take on during the year 	<p>Now!</p>	<p>Ping @FizaR on Discord. There's an extensive guide to the projects clubs can take on and additional resources to initiating conversations within your school community.</p>

CARYC Quarterly Plan, Q1 2021 || Quarter 1: September 1, 2021 to December 31, 2021
Ambassadors

<p>Blog</p> <ul style="list-style-type: none"> - Great way to be engaged through sharing topics you care about 	<p>Initiative has been shared; everyone can contribute for the second edition (end of Nov--at the latest). The first edition is a trial run with past informative posts and articles to ensure all goes smoothly!</p>	<p>Ping @KenzieK on Discord.</p>
<p>Possible leadership opportunity to initiate a town hall within your community</p> <ul style="list-style-type: none"> - We are hoping to offer \$500-\$1000 grants to individuals who would like to organize town halls surrounding anti-racism, multiculturalism, and inclusivity in their communities. 	<p>More information to come in late-October... should grant be successful! Only within BC unfortunately, as they are the only province we have heard with this grant opportunity.</p>	<p>TBD</p>

For Quarter 2, we're looking at, perhaps, starting some fundraisers where we donate all of the money raised to various organizations. Additionally, there will be a yearly event planned by everyone within CARYC that will start this year. More information can be found below.

2. Lack of transparency

- a. The year will be split into four quarters, and before/during the first month of each quarter, a document surrounding the organization's projects and how ambassadors can become more involved will be sent to all ambassadors.
 - i. See document [for quarter dates here](#)
- b. Ambassador meetings will be more interactive. We will aim to have tangible projects that we all work on during the meetings rather than solely the announcement of various projects.
- c. How are execs elected?
 - i. Opportunities to become elected are often posted on the leadership channel.
 - ii. When an exec turns 20, another director aged 15-18 must be serving with them in the position that they hold to ensure we maintain the differing generational 'youth' identities and ideas of CARYC.
 - iii. All execs can hold their positions until they are 23 years of age; at this point, they would be required to be a board of director or resign; execs can resign at any age as well. However, all execs can also be terminated, with a majority executive vote. Contact Noah to access our charter for more information.

3. Lack of direction/vision

- a. Separation of Quarters
 - i. Quarter 1 will be focused on finishing the projects we started in Summer 2021.

1. Additionally, we will search for mentors, aged 18+, who can also serve as formal Board members. The legal non-profit documents and applications will be submitted.
 - ii. Quarter 2 will be a transition period, where small projects, such as starting a fundraisers will occur, and the ambassador projects will conclude. The blog project, podcast, social media posts, ambassador meetings, outreach projects, etc. will continue. Additionally, a Code of Conduct will come out, indicating the exact roles and responsibilities of each team. Addressing questions such as: what's the difference between Marketing and Media? What responsibilities do I have as an Outreach Specialist?
 1. We will also begin brainstorming for our main CARYC annual event.
 - iii. Quarter 3 will be centred around planning/executing the main, annual event.
 - iv. Quarter 4 is TBD
 - b. Every year, CARYC will have an iteration of an event. It will be centred around anti-racism and create a direction for the organization's future.
- #### 4. Disorganized
- a. A document entailing projects the organization is focused on and ways ambassadors can get involved will be sent at the start of each quarter. As such, it creates a clear indication of the roles and responsibilities of sectors and coordinators.
 - b. Ambassador meeting dates will always be the third Sat & Sun of the month for Q1, Q2, and Q3. For the Q4 (Summer), ambassador meeting dates are the third Sat & Mon. The agenda and meeting links will be sent out a few days in advance.
 - c. If there are ever any issues, questions, or concerns, use the ticket system on Discord; alternatively, DM Hailey on Discord.
- #### 5. Other Feedback/Accountability
- a. At the end of Q1, I'll send a form surrounding general satisfaction, feedback, and ideas.