



**Universiteit
Leiden**

Institute of Cultural
Anthropology and
Development Sociology

ITIWANA
Policy 2024–2025
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 XXXIInd 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 2023–2024. After that, the drafted policy pillars for board year 2024–2025 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, 2024–2025. 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 XXXIInd Board of study association Itiwana,
Dorottya Török
Chair 2024–2025

Board Division

Name and Function	Committee Responsibilities	Additional Responsibilities
Dorottya Török (she/her) Chair	Guide of the First Years' Committee	Contact with the WDO and WOM VerO LaSSA Merch
Herrie van Rooy (he/him) Secretary	ICA Committee	Merch
Maks Graczyk (he/him) Treasurer	Survival Committee	
Chloe Reijmer (she/her) Internal Affairs Officer	Activities Committee Travel Committee	
Julia Ferenczi (she/her) External Affairs Officer Vice-Chair	Alumni & Partnership Committee Photo Committee	Member of InFaGa
Athena Thang (they/them) Education Officer Vice-Treasurer	Education Committee Cooking Committee	Member of the Student Sounding Board Confidential contact person 1
Iga Siemieniec (she/her) Communications Officer	Media Committee	

Committee Composition

Alumni & Partnership Committee Chair: Julia Ferenczi	Activities Committee Chair: Chloe Reijmer
Education Committee Chair: Athena Thang	First Years' Committee Guide: Dorottya Török
ICA Committee Chair: Herrie van Rooy	Media Committee Chair: Iga Siemieniec
Photo Committee Chair: Julia Ferenczi	Survival Committee Chair: Maks Graczyk
Travel Committee Chair: Chloe Reijmer	Cooking Committee Chair: Athena Thang

Friends of Itiwana

WOM	WDO	A-team
<p>Igor Boog, Sophie Frankenmolen, Simone de Boer, Bregje Schreuders, 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</p>	<p>Mees Visser Holly Zijderveld Des van Binnebeke Nicko Sanders External Hengyue Zou</p>	<p>Des van Binnebeke Char van Straten Eva van der Kooij Bente Heydelberg Kim Meijer</p>

Short Evaluation 2023–2024

The XXXIst board of Itiwana drafted two pillars, accessibility and affinity. After having heard the opinion of my fellow board members, I, Dorottya Török, Chair of board XXXII, will now commence a brief evaluation of board XXXI's achievements regarding these pillars.

Accessibility

The XXXIst board was committed to providing equal chances not only among Dutch and international students, but also for students with disabilities and from all economic backgrounds. Their commitment was especially visible by providing the visa for a student for their trip to Morocco. As it was mentioned in their policy, they helped find locations by walking together and giving instructions. The events were planned with different timetables in mind, avoiding clashes with exams and revision weeks. These initiatives reflect Itiwana's commitment to creating an inclusive environment where all students, regardless of their circumstances, can engage, connect, and enjoy university life to the fullest.

Affinity

The pillar 'affinity' emphasises creating a community of CADS students by making them feel welcomed, valued, and involved. The key initiatives declared by the XXXIst board aimed to provide a safe environment where members can find friends and belonging. We believe that personalising the HOK (for example, with pictures from events) helped to create a more inviting atmosphere. We are convinced that the previous board invested effort in reaching students with diverse interests due to the variety of their events (such as crocheting, movie nights, and the hitchhiking weekend). Moreover, the Cooking Committee was reorganised and their events showed their care for the environment and inclusion to students with vegetarian and vegan diets (meat-free recipes).

Policy Pillars

Inclusivity

As a study association, we aim to be welcoming towards individuals of all backgrounds and identities who are interested in Itiwana. Access to social media platforms or different cultural backgrounds should not create a difference between CADS students. Our goal is to make Itiwana known for being a place which includes everybody no matter their gender, culture, religion, etc. and where people can make friends similar or different to themselves.

Concrete steps 'inclusivity':

1. We will organise different types of events, including different people's interests, building towards a diverse community.
2. We aim to utilise multiple channels (such as Instagram, WhatsApp, and the website) to promote our events, so that communication is not limited to those on any one platform.
3. We will keep cultural and gender diversity in mind in our decision-making to cater to different and complex needs and preferences, decreasing the chance of excluding or hurting members.
4. We will assist students from all economic backgrounds or with disabilities if they need it, such as providing access to reading materials in the HOK, sharing our events on several platforms and making sure that our event locations are not excluding anyone.
5. We will regularly ask for feedback from members, especially on topics such as what events they would like to attend, what time slots would be suitable for them, and how we should develop as a study association.

6. We will collaborate with at least two other study associations to broaden perspectives and engage with diverse communities both within and outside Leiden University.
7. We will keep English as our language of communication to include non-Dutch students in the community and make them feel welcome.

Connectivity

This policy pillar aims to enhance collaboration, communication, and the overall effectiveness of our association by clearly defining roles, expectations, and methods for maintaining strong relationships among all members, as well as with other associations, university administration, and the broader community. These connections provide opportunities for collaboration, learning, and expanding our impact.

Our goal is to bring together individuals from diverse backgrounds, providing equal treatment to all members, and ensuring that all voices are heard, valued, and can contribute equally to the community.

We will ensure that all activities are well-coordinated, effectively communicated, and align with our stated goals. This includes making expectations clear to each member, promoting coherent decision-making where every voice is heard, and enhancing productivity and links between committees, activities, and members. Strong connectivity within the association fosters collaboration, information-sharing, and the alignment of activities with our goals, allowing us to work as a cohesive unit.

Concrete steps 'connectivity':

1. Regular, scheduled meetings for the Board to discuss ongoing projects, activities, and updates.
2. Supporting the initiatives of board members and committees through facilitating the sharing of resources, information, and feedback in regular, scheduled meetings and informal interactions.

3. Using multiple communication platforms (e.g., WhatsApp groups or Instagram) for easy information sharing and connection.
4. Cooperation with other associations to facilitate collaboration and learning.
5. Providing opportunities for all members to share feedback through surveys or open discussions.



Policies of Board Members

CHAIR

Dorottya Török (she/her)

Chair of the Board 2024/2025

As the Chair of Itiwana, I am committed to fostering a positive, inclusive, and engaging environment for all members. I will embody and uphold the values and principles that the university represents, especially according to their values towards acceptance, equality, and inclusivity.

Tasks:

1. I will serve as the representative and public face of the association.
2. I will be the contact person between Itiwana, the Institute, the WOM, and the WDO.
3. I will facilitate weekly meetings with the board.
4. I will publish the agenda of the following board meeting two days in advance on our shared Drive folder.
5. I will be the guide of the First Years' Committee.
6. I will represent the association in LaSSA.

INCLUSIVITY

Concrete steps 'inclusivity':

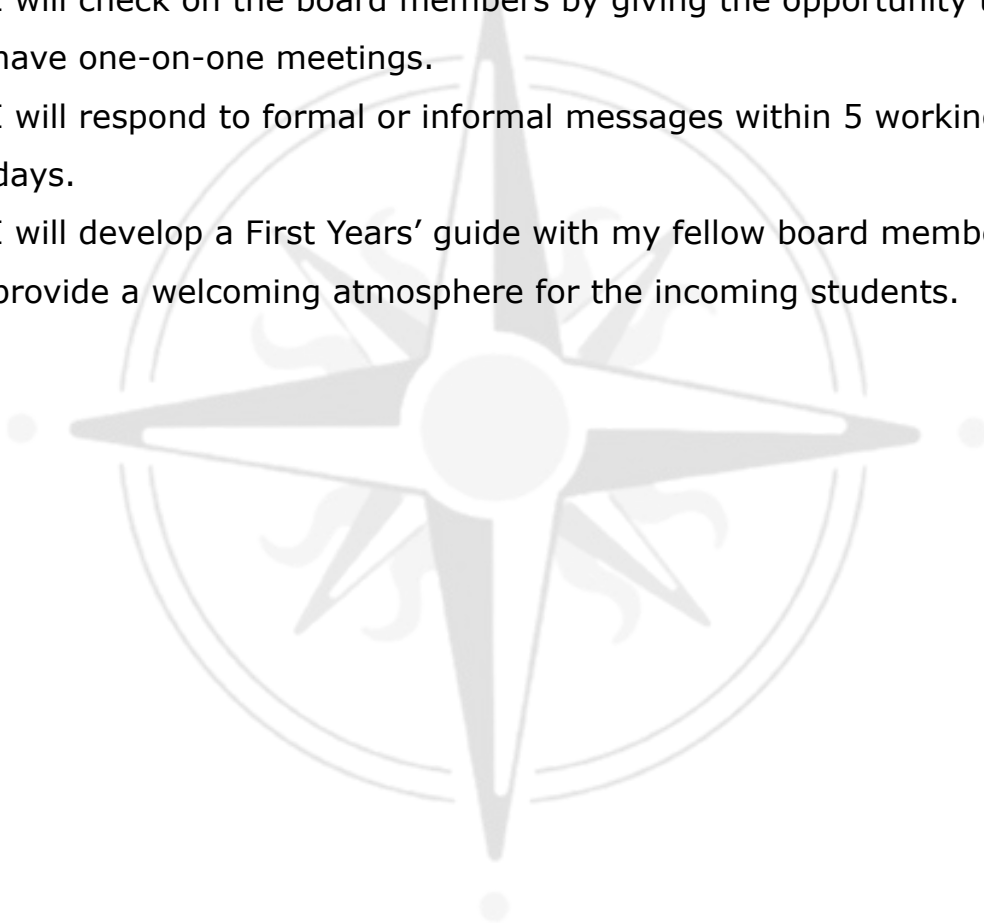
1. I will ensure to create and perform our presentations by taking into account the audience we have (manner of speech, style of presentation, etc.).
2. I will promote understanding and awareness of diversity and equality among all members (specific posters, events that target these topics).
3. I will pay attention and ensure that my fellow board members use the appropriate pronouns for everyone.

4. I will include every member who is interested in creating personalised decoration for the HOK through a HOKhour dedicated to paint or draw pictures.

CONNECTIVITY

Concrete steps 'connectivity':

1. I will have bi-weekly meetings with the Treasurer, Maks Graczyk, and the Secretary, Herrie van Rooy.
2. I will check on the board members by giving the opportunity to have one-on-one meetings.
3. I will respond to formal or informal messages within 5 working days.
4. I will develop a First Years' guide with my fellow board members to provide a welcoming atmosphere for the incoming students.



SECRETARY

Herrie van Rooy (he/him)

Secretary of the Board 2024/2025

As the secretary of Itiwana, I will facilitate the work of my fellow board members through the documentation of our work and communication with members and non-members. I will work to format documents we share accessibly, acknowledging that people have diverse and complex needs to read comfortably.

Tasks:

1. I will share the action points from meetings with the Board within two working days, and the full minutes within three working days.
2. I will add events and deadlines to the board's shared calendar within three working days of being informed about them.
3. I will inform my fellow board members of any communication I receive that impacts the whole of Itiwana at the next board meeting or within three working days, whichever is sooner.
4. I will be the chair of the ICA Committee.
5. I will support the Chair, Dorottya Török, in any necessary way, coordinated through a meeting with her and the Treasurer, Maks Graczyk, every second week, when necessary.

INCLUSIVITY

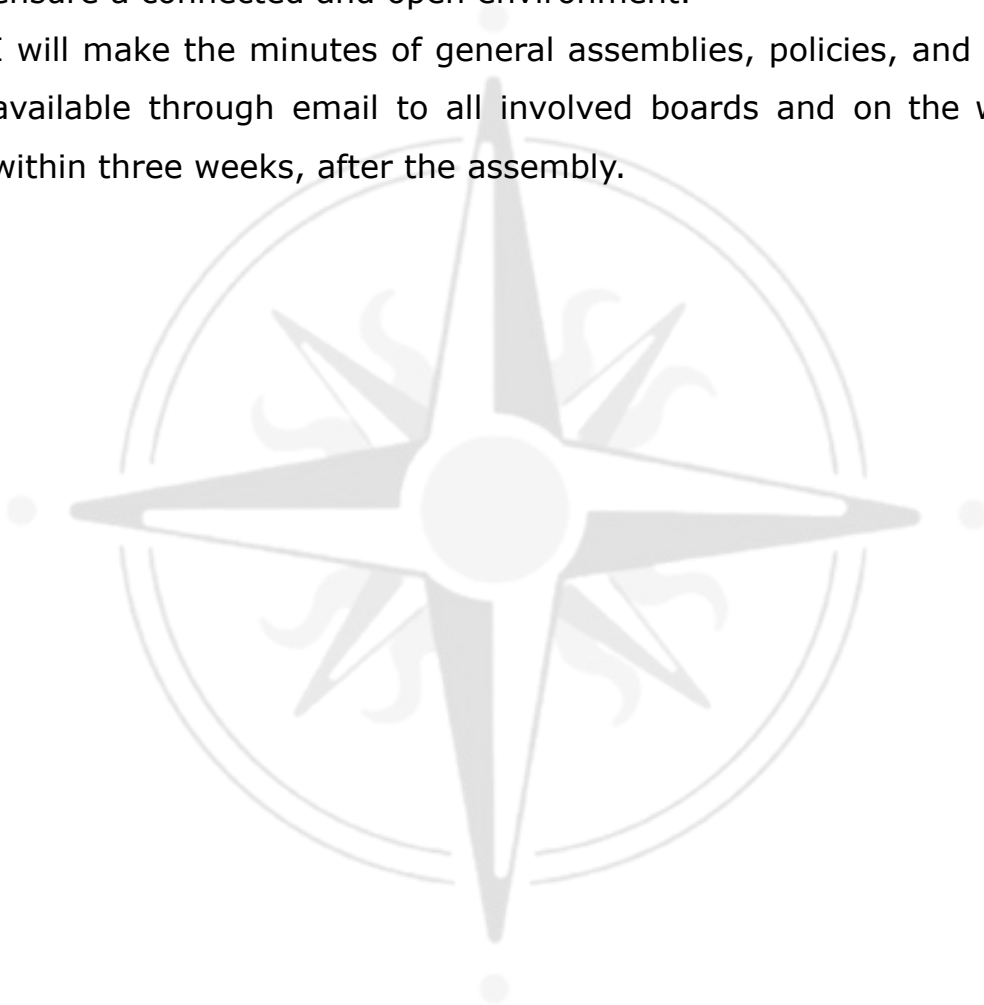
Concrete steps 'inclusivity':

1. I will use simple and understandable language in all my communications so that everyone can understand them. I will rely on simple fonts that are readable and understandable, in at minimum 11-point font size.
2. I will refer to people by their preferred pronouns and enforce this in my official capacity to the best of my ability.

CONNECTIVITY

Concrete steps `connectivity`:

1. I will reply to communications received by Itiwiana within three working days, or within a week if I need to discuss the answer with my fellow board members.
2. I communicate clearly and effectively with all board members and ensure a connected and open environment.
3. I will make the minutes of general assemblies, policies, and reports available through email to all involved boards and on the website within three weeks, after the assembly.



TREASURER

Maks Graczyk (he/him)

Treasurer of the Board 2024/2025

As Treasurer of Board XXXII, my primary goal is to ensure that Itiwana has a designated person to check and take care of financial matters. This policy applies to all financial activities conducted by the Association, including budget management, financial reporting, and expenditure approval.

Tasks:

1. I will accurately, efficiently, and transparently manage all financial records of the association in a manner that supports our goals, especially through 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 be regularly informing the Chair, Dorottya Török, of our current financial status, as well as, the Vice Treasurer: Athena Thang.
4. I will make a financial statement to be presented in front of the general assembly.
5. I will maintain regular communication with the treasurers of all committees.
6. I will present the budget during the final board meeting of every month to provide an evaluation of the monthly finances, including an income statement, balance sheet, and cash flow statement.
7. I will chair the Survival Committee.

INCLUSIVITY

Concrete steps 'inclusivity':

1. I will ensure that all events and activities are affordable and economically accessible for all members.
2. I will create a safe space for open discussions where all members feel comfortable to express themselves (for example, during HOKhours).

CONNECTIVITY

Concrete steps 'connectivity':

1. I will organise financially affordable and regular events to foster relationships among members, such as collective drinks, trips, movie nights, gaming events, where anyone can feel safe and included, while interacting with others.
2. I will work closely with committee treasurers to allocate funds for all their activities.
3. I will seek opportunities to engage with diverse study associations, such as Labyrinth (psychology), SPIL (political science), and Emile (pedagogical sciences), to share ideas and skills and seek broader opportunities.

INTERNAL AFFAIRS OFFICER

Chloe Reijmer (she/her)

Internal Affairs Officer of the Board 2024/2025

As internal affairs officer of Itiwana 2024/2025, I will organise events for our association to enjoy, ensuring that we have a memorable year. I will make sure that our board and members reflect on and evaluate how we are doing as a study association, what we do effectively, and how we could improve. Throughout the year, I will constantly remind my board members to adhere to our chosen pillars: inclusivity and connectivity.

Tasks:

1. I will be the chair of the Activities Committee
2. I will be the chair of the Travel Committee
3. I will be responsible for organising the HOKhours and ItiDrinks on alternating weeks
4. I will be responsible for helping everyone keep in mind our pillars, inclusivity and connectivity

INCLUSIVITY

Concrete steps 'inclusivity':

1. I will build on our previous board's efforts for accessibility by keeping inclusivity in mind during all the activities, this will be achieved through organising a range of different activities so that everyone can enjoy an activity suited to their interests.
2. As I am responsible for keeping track of the concrete steps taken for inclusivity, I will regularly check up on all the board members to see how they are doing with their steps and give a small presentation at the general assembly.
3. I will make sure all the activities are inclusive by encouraging members to bring non-member friends to build our community with

a small price difference. In cases of free activities, non-members will be asked for a donation of between €1- €5

4. The evaluation sheet will include a question about inclusivity.
5. I will create a form that will allow people to send in requests for activities they would like to see.

CONNECTIVITY

Concrete steps 'connectivity':

1. I will place more emphasis on itidrinks every two weeks by collaborating with the Communications Officer, in hopes that more people are aware of them and attend regularly to strengthen our sense of community.
2. I will organise frequent dinners for the board so that we can come together to connect and bond outside of our responsibilities.
3. As I am responsible for keeping track of the concrete steps taken for connectivity, I will regularly check up on all board members to see how they are doing with their steps and give a small presentation at the general assembly.
4. I will encourage the collaboration of committees and help where needed. Additionally, I will organise an event for all committees to participate and connect with each other.
5. The evaluation sheet of activities will include a question about connectivity.
6. I will make sure that activities are open to all year groups so that CADS students can meet across the years.

EXTERNAL AFFAIRS OFFICER

Julia Ferenczi (she/her)

External Affairs Officer of the Board 2024/2025

As the external officer of Itiwana 2024/2025, I will remain in contact with current sponsors while seeking to build relationships with new ones. I will also remain in contact with CADS alumni with the help of the members of the Alumni & Partnership Committee.

Tasks:

1. I will be the Chair of the Alumni & Partnership Committee.
2. I will be the Chair of the Photo Committee.
3. I will keep in touch with previous sponsors and aim to gain more.
4. I will keep the alumni community informed about Itiwana events through our quarterly alumni newsletters and organise events for them as well.
5. As the vice-chair of Board 32, I will support the chair, Dorottya Török, in any necessary way.

INCLUSIVITY

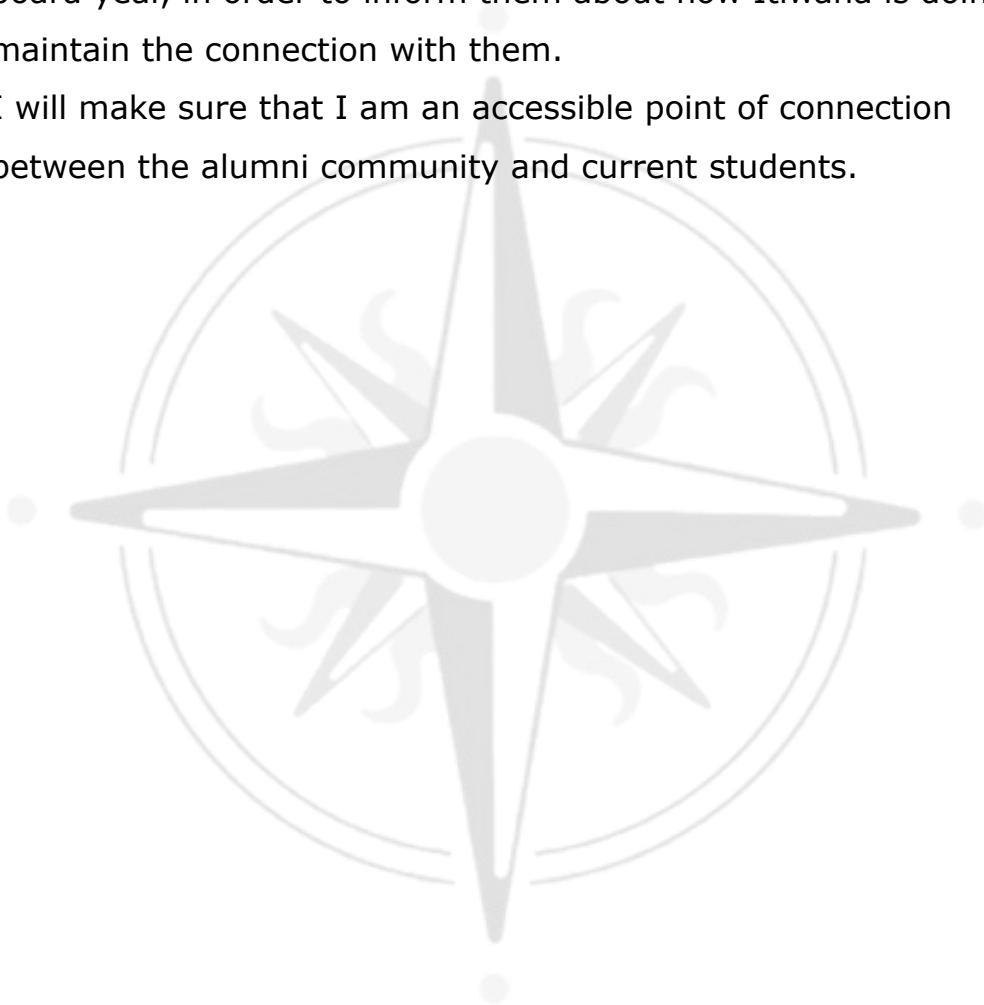
Concrete steps 'inclusivity':

1. I will organise alumni events where current students can also participate, so that they can be inspired by the career paths available with the CADS degree.
2. I will make sure that in the alumni events there is a representation of Dutch as well as international people.
3. I will contact sponsors who correspond with the pillar of inclusivity.
4. I will work together with the Alumni & Partnership Committee to organise activities which are inclusive to non-member students and previous students as well.

CONNECTIVITY

Concrete steps 'connectivity':

1. I will maintain contact with current sponsors while also finding two new sponsors or partners who suit our pillars of 'inclusivity' and 'connectivity'.
2. I will send out newsletters for all the alumni four times during the board year, in order to inform them about how Itiwana is doing and maintain the connection with them.
3. I will make sure that I am an accessible point of connection between the alumni community and current students.



COMMUNICATIONS OFFICER

Iga Siemieniec (she/her)

Communications Officer of the Board 2024/2025

As the communication officer of Itiwana for 2024-2025, I will communicate all information about our events and other interesting university activities effectively. In order to achieve this, I will structure the communication processes to be more inclusive and connected to students. Therefore, I will use multiple channels for promotion.

Tasks:

1. I will be the chair of the Media Committee.
2. I will be responsible for actively promoting all Itiwana activities.
3. I will make all information and sign-ups for Itiwana events easy to access by putting the events and sign-up links on the linktree of our Instagram, in our WhatsApp group chat and on our website.
4. I will manage and update the website.

INCLUSIVITY

Concrete steps 'inclusivity':

1. I will communicate actively on WhatsApp, email newsletters and the website alongside Instagram to inform students and alumni about all the events happening and include everybody with correct information. The shared information will be easily understandable, and in English.
2. I will send out monthly newsletters with our events, so previous members can stay up to date as well. The newsletter information will be related to the past events, as well as for the upcoming ones. I will include segments, such as: interviews, committee information and insights into the board's life.
3. I will work with the Media Committee to represent all kinds of people in our media platforms. The collaboration will encompass

teamwork regarding promotion materials, newsletters, and movie nights activities. At the same time, I will enable the members to present their ideas on activities.

CONNECTIVITY

Concrete steps 'connectivity':

1. I will use the social media platforms to create a closer and friendlier connection between the board and the members, by using polls and posting Q&As about what event they would like to see from us.
2. I will work with the Media and Photo Committee to facilitate on-going communications between the committees.
3. I will post pictures of our events on Instagram, with the consent of students, so people who were not present can also connect to the community.
4. I will make a watermark for the photos we will post, therefore Itiwana can use that for promotion in forthcoming years as well.

EDUCATION OFFICER

Athena Thang (they/them)

Education Officer of the Board 2024/2025

As the Education Officer of Itiwana's XXXIInd Board, I am responsible for broadening access to learning materials and educational activities, while making it fun for all. As Education Officer, I will foster a strong sense of community and connection among members and friends of Itiwana. I am excited to support their academic pursuits and create opportunities for meaningful engagement by providing clear, accessible and informative resources.

Tasks:

1. As vice-treasurer, I will support the Treasurer, Maks Graczyk, when needed.
2. I will chair the Education Committee.
3. I will chair the Cooking Committee.
4. I will serve as Itiwana's confidential contact person, and will be working closely with study advisor Caro Aalderink, non-board confidential contact person Iulia Lazăr and Communications Officer Iga Siemieniec.
5. Representing Itiwana in the Student Sounding Board (SKG).
6. Liaise with Index Books in regards to book sales and other activities.

INCLUSIVITY

Concrete steps 'inclusivity':

1. I will build upon the previous board's efforts to ensure that learning materials are distributed affordably and sustainably, and continue organising secondhand book sales.

2. I will liaise with faculty and staff to ensure that the listed compulsory texts are up to date, and create more opportunities for students to connect with faculty, staff and other students.
3. As Itiwana’s representative in the Student Sounding Board, I will actively participate in monthly meetings to ensure that student perspectives are well represented in faculty policy decisions, especially in ensuring that building facilities remain accessible to students.

CONNECTIVITY

Concrete steps ‘connectivity’:

1. I will create a safe environment for members of Itiwana, especially as Itiwana’s confidential contact person, by ensuring that I am easy to contact and readily available.
2. As vice-treasurer, I will conduct bi-weekly meetings with treasurer Maks Graczyk such that I remain well-informed.
3. When requested, I will contact study advisor Caro Alderink and non-board confidential contact person Iulia Lazăr through email, to ensure that they remain well-informed regarding any potential issues that members and friends of Itiwana require help for.

Committees

Alumni & Partnership Committee

The Alumni and Partnership Committee is going to keep contact with current sponsors and help the External Officer to get new financially beneficial connections or partnerships in order to improve Itiwana's activities. Furthermore, they maintain relationships with the alumni community by sending out newsletters about activities four times a year.

INCLUSIVITY

Concrete steps 'inclusivity':

1. We will send newsletters four times during the year to ensure close relationships with alumni and keep them updated on our progress during the board year.
2. We will maintain contact with previous and new sponsors, therefore they can be included in current Itiwana events.
3. We will organise the Iti-market to include commodities which show the diversity of our course and study association.

CONNECTIVITY

Concrete steps 'connectivity':

1. We will organise alumni events in a way that members and non-members can both connect and network with previous students.
2. We aim to find sponsors who help improve the community events more, thus students are able to connect with each other on a deeper level.
3. We aim to acquire sponsors which help Itiwana connect with the students community easier, such as a printing sponsor.

Activities Committee

The Activities Committee is going to organise some of Itiwana's yearly events, such as the prom and the open mic night, as well as organise other activities for people to enjoy.

INCLUSIVITY

Concrete steps 'inclusivity':

1. We will make the activities as inclusive as possible through constant evaluation and improving ourselves by focusing on good planning, promotion and accessibility.
2. We will organise activities that are inclusive so that it encourages first years to participate while still including our beloved older years.
3. Our events will be open to all students, regardless of if they are members or not and if they study CADS or not; however there will be a discount for Itiwana members as we still want to encourage people to join Itiwana.
4. There will be a form on instagram, asking what activities people would like to see happen this year to ensure people know that their ideas are valued.

CONNECTIVITY

Concrete steps 'connectivity':

1. We will organise activities every month, aiming to have atleast eight activities this year, and will encourage people to bring non-member friends to grow the connections of our community
2. We will make sure to check in with our members, through surveys and feedback forms, to see what they would like us to organise or need us to organise in order to feel connected.
3. As a committee, we will encourage collaborations with other committees.

Cooking Committee

The Cooking Committee aims to provide a platform for members and friends of Itiwana to explore the cultural aspects and ethnography of food. Beyond looking at the larger anthropological context of food, we aim to support Itiwana's activities by providing food when necessary. Building upon the previous board's efforts to introduce cooking to new students, we aim to create a sense of belonging by celebrating diverse culinary traditions.

INCLUSIVITY

Concrete steps 'inclusivity':

1. We will choose recipes that represent a variety of cultures and dietary preferences, including vegetarian and allergen-free options.
2. We will keep our activities low in cost, where attendees can choose to pay a nominal fee in order to cover the cost of materials used.
3. We will respect cultural practices and traditions when planning and hosting events, ensuring that a wide variety of cultural holidays, such as Chinese New Years, Eid, etc. are represented and celebrated.

CONNECTIVITY

Concrete steps 'connectivity':

1. We will organise an Iti-dinner once a month, such that attending members can share food and connect through cooking.
2. We will collaborate with other committees to organise joint events that combine cooking with other activities, such as movie nights or game nights.
3. We will foster a sense of community through shared cooking experiences, and encourage members and friends of Itiwana to share their culinary knowledge and experiences with others.

Education Committee

The Education Committee is responsible for organising educational activities related to anthropology, primarily in the form of lectures, workshops, and excursions.

INCLUSIVITY

Concrete steps `inclusivity`:

1. We will keep our activities low in cost, easy to sign up to and well-promoted, and remain available to students with different timetables.
2. For events not conducted at the Faculty, we will ensure that the venues meet the attendees' prerequisite accessibility needs (e.g. wheelchair accessibility and elevators for attendees with limited mobility, no flashing lights for photosensitive attendees, etc.).
3. We will conduct student polls, and ensure that the events and activities planned cater to students' interests and preferences.
4. We will offer a wide variety of events, ranging from more formal, educational events (e.g. workshops, learning journeys) to informal events ensuring that members and friends of Itiwana with different interests feel included and engaged.

CONNECTIVITY

Concrete steps `connectivity`:

1. We will organise an informal meeting bi-monthly (once every two months) to foster a closer-knit community.
2. We aim to collaborate closely with other committees within Itiwana, as well as other study associations in order to connect students beyond the Education Committee.

First Years' Committee

The First Years' Committee is a dedicated platform for first-year Itiwana members. Activities focus on creating a bond among first-years and between them and the association.

The Committee is chaired by Chair of the Board, Dorottya Török, 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, Dorottya Török, will ensure clear communication by setting the boundaries of my role at the formation of the Committee.

INCLUSIVITY

Concrete steps 'inclusivity':

1. We will organise the Parents' Evening in a hybrid environment (with a video call) to open it to parents who might live abroad;
2. We will ask about dietary requirements before meal-centred events and provide appropriate options (First Years' Dinners);
3. We will choose accessible locations for activities, whether in a university building or elsewhere;
4. We will organise at least one activity for discussing experiences as international and Dutch first-year students, looking at the similarities and differences to make people who might not face certain difficulties more mindful of them and to collaboratively find ways to connect to a new community, feeling at home in a new setting, and dealing with homesickness.

CONNECTIVITY

Concrete steps 'connectivity':

1. We will encourage and enable first-year students who are not members of the committee to share their activity preferences (for

example, through polls on social media) and feedback (primarily in person, as feedback polls are often ignored);

2. We will prioritise simple, informal, low-structure activities (such as dinners) where first-years can focus on learning about each other;
3. We will host a First Years' Weekend reunion;
4. We will recommend for a committee member to join the Student Sounding Board to amplify first-year voices in the faculty;
5. We will organise at least one informal meeting for committee members to foster good relationships among them.



ICA Committee

ICA is the semi-scientific magazine of Itiwana, published twice a year. It has the dual goals of creating a space for members to write and/or read about anthropology-related issues and to represent the Association to non-members. As ICA serves as a platform for CADS students to explore ethnographic writing and publication, our primary responsibility of inclusivity is to beginner writers. Further, the Committee has to connect 1) committee members to each other; 2) all members to the Association; 3) all readers, but especially Itiwana members and CADS students, to cultural anthropology and forms of ethnographic writing and media creation.

INCLUSIVITY

Concrete steps for 'inclusivity':

1. We will have a dedicated meeting about constructive feedback practices to foster an environment of safe development in skills;
2. We will publish a diverse and inclusive publication that is understandable and respectful.

CONNECTIVITY

Concrete steps for 'connectivity':

1. We will organise at least one informal meeting for the committee to get to know each other;
2. We will organise a celebration for the release of a new issue with the committee, contributors, and general Itiwana members;
3. We will consider and try new, long-term ways of fostering an active writing community of CADS students and alumni around ICA. For example, sharing short writing prompts on social media or organising activities and/or sharing advice to support people through the writing process.

Media Committee

The Media Committee is going to continue the Iti-blog and carry on doing the traditional movie nights. Besides, we are going to make photos more accessible to non-member students to increase participation in Itiwana by showing visual items.

INCLUSIVITY

Concrete steps `inclusivity`:

1. We will continue the Iti-blog on the website and post monthly recipes, so all students can make it at home and not exclude anybody with a special diet.
2. We will work together with the Cooking Committee to present the monthly recipes visually with a short video, for those who are still learning to cook.
3. We will work with the Photo Committee together to make TikTok videos and include ourselves in trends that we like.

CONNECTIVITY

Concrete steps `connectivity`:

1. We will work together with the Cooking Committee to post the videos on social media channels and connect with a new layer of students.
2. We will foster collaboration within the Media Committee and with other committees by maintaining clear communication channels, ensuring regular updates on projects, and encouraging teamwork on shared initiatives like photo accessibility and engaging media content, strengthening ties across the association and beyond.

Photo Committee

The Photo Committee will take pictures on Itiwana events to make sure that members have a visual memory of the activities they've done with the association. To take over last year, the committee will continue the TikTok account.

INCLUSIVITY

Concrete steps 'inclusivity':

1. We will take pictures of Itiwana events and activities, and make sure to capture pictures from different angles and of different people.
2. We will make sure that every member of the committee no matter their professionalism or access to cameras has a chance to take pictures.
3. We will take privacy issues into account when posting the pictures together with the Media Committee to avoid conflicts and discomfort.

CONNECTIVITY

Concrete steps 'connectivity':

1. We will continue the TikTok account that was started in the previous year and connect with students better on the platform that this generation mostly uses.
2. We will work together with several committees to post the videos on TikTok and connect with a new layer of students.

Survival Committee

The main goal of the Survival Committee is to organise hitchhiking weekend and survival weekend to foster relationships between members, sense of community, and to promote teamwork and collaboration in challenging environments.

INCLUSIVITY

Concrete steps 'inclusivity':

1. We will aim for all trips organised by the Survival Committee to be open to individuals regardless of their gender, physical abilities or socio-economic background.
2. We will ensure that all activities are affordable and accessible to all members.
3. We will recognise and respect the diverse cultural backgrounds of all participants. This includes us being mindful of various dietary preferences, and religious beliefs.
4. We advocate for zero tolerance for discrimination, bullying, or any type of harassment. Participants are encouraged to support one another, by creating a welcoming atmosphere.
5. We will make sure that all voices and opinions of the Survival Committee are considered when making decisions on various matters in the committee.

CONNECTIVITY

Concrete steps 'connectivity':

1. We will emphasise activities that foster collaboration, teamwork, and trust. This is paramount when going on trips where collectivity in problem-solving and mutual support are key.
2. We will encourage shared leadership, with participants taking turns in guiding specific aspects of the trip, e.g., navigation, setting up camp or food preparation.

3. We will make sure that safety is the top priority by analysing potential risks and being equipped with a first aid kit.
4. We are obligated to inform members of all necessities and details about the trip or activity, so all decisions are made wisely. This will be done by informing members through group chats.



Travel Committee

The Travel Committee will carry on the tradition of organising the annual Study Trip. In 2025, the Travel Committee will once again organise an enjoyable and memorable study trip. The announcement of the destination for the trip will take place before the Christmas break and the registration for the trip will open around then. Between the destination reveal and moment of departure, there will be two information evenings held to prepare all participants for the trip. After the trip, a reunion will be held. The aim of this trip is to explore another country to deepen our anthropological horizons and understandings.

INCLUSIVITY

Concrete steps 'inclusivity':

1. We will ensure that every student feels welcome to participate in the trip, regardless of background, experience, or financial situations.
2. The trip will be made as inclusive as possible by considering different perspectives, dietary needs, and special accommodations. The Travel Committee will aim to address any issues with solutions early on.
3. To lower the financial barrier, we will keep costs as low as possible and plan fundraising events so that the proceedings will help reduce the trip's cost.

CONNECTIVITY

Concrete steps 'connectivity':

1. As organising the trip requires significant time and effort, we will focus on building strong bonds within the committee so that they feel like they can rely on each other in times of stress or when events don't go to plan. To build these bonds, we will try to meet at cute cafes and have dinners together so that we get to know each other outside of university and Itiwana.

2. The trip will offer a wide variety of activities to connect students with each other and the place we visit, ranging from physical activities to anthropological experiences.
3. Clear and consistent communication between participants and the Travel committee will be prioritised. The Committee will ensure transparency and make it easy for participants to ask questions.



Budget



Acknowledgments

