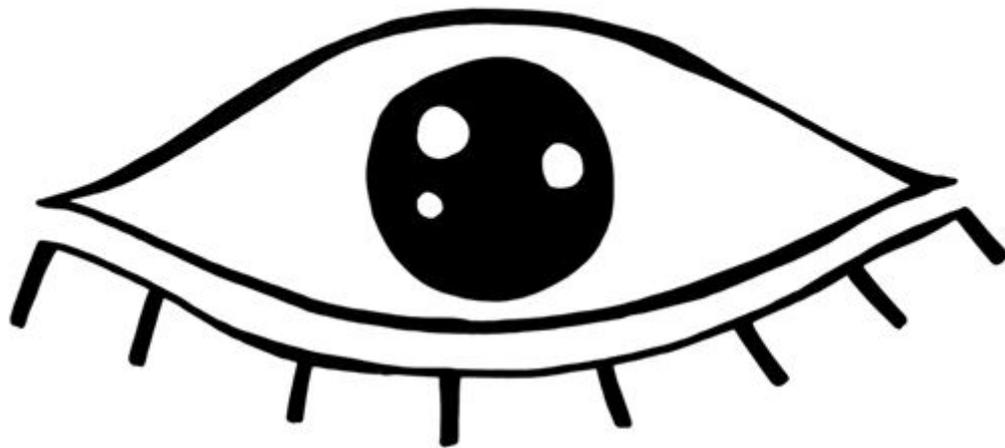


Policy Plan A.S.V. Kwakiutl

2020 - 2021



KWAKJUTL

studievereniging culturele antropologie

34th Board

Veronique Bon	Chair
Iris van Dockum	Secretary/Coördinator of Internationalization
Marijn Broek	Treasurer/ Coördinator Study Trip
Moena Geddi	Coördinator of Study
Marijn Groeneveldt	Coördinator of Social Activities

Content

1. Introduction
2. Goals
 - 2.1 Focus point 1: Kwakiutl for their members
 - 2.1.1 Internationalization: Connection between our national and international students
 - 2.1.2 Safety for our members: What are can we do against sexual harassment?
 - 2.1.3 Link between years
 - 2.1.4 Corona:
 - 2.2 Focus point 2: Collaboration
 - 2.2.1 Collaboration between Kwakiutl and other institutions
 - 2.2.2 Collaboration between students and lecturers
3. Goals per function
 - 3.1. An overview of tasks by function, partition of committees and wallets.
 - 3.1.1. Chair: Veronique Bon
 - 3.1.2. Secretary: Iris van Dockum
 - 3.1.3. Treasurer: Marijn Broek
 - 3.1.4. Study trip coordinator: Marijn Broek
 - 3.1.5 Coordinator of study: Moena Geddi
 - 3.1.6 Coordinator of Social Activities: Marijn Groeneveldt

1. Introduction

Dear members,

With pride we as the 34th board of Kwakiutl want to present the policy plan of the year 2020/2021. In this policy plan we want to present our focus points, which we want to abide by. These focus points will have our main attention throughout the year. Next to these focus points we've drawn up the personal visions of the board members. *'We will feast when our hearts desire to feast'* is the motto of Kwakiutl and we want all our members to know. A membership at Kwakiutl should be an unforced happy time you can look back on as one big party. Basically a whole new year filled with new experiences, challenges and new people to meet. We hope you are going to enjoy this year as much as we will!

Lots of love,
The 34th board

2. Goals

2.1 Focuspoint 1: Kwakiutl for our members

We, as the 34th board of Kwakiutl, really feel like the members make the association. Therefore, one of our prior focus points will, of course, be our members. We will try to give them as much attention and trust as we possibly can. How we are planning on doing this, is divided into two subcategories: 1) Internationalization, Kwakiutl for the members and 2) Safety for our members. We will specify these subcategories a bit more in the next part.

2.1.1 Internationalization: Connection between our national and international students

This year we especially want to make sure our international new members blend in and socialize with our national and current members. We want to make our international students feel welcome and give them the opportunity to meet new people and make Amsterdam feel like home. To achieve bonding, not only between our first year members, but between all years, we want to focus on organising a variety of social events for our members to mingle and get together. We will thrive to organize two social events and one study related event every month. At the beginning of the first semester, to really give the first years the opportunity to make friends and settle down, we want to organize active events outside the UvA like volleyball tournaments, bicycle tours and beer tastings. This could also give them the opportunity to bond in an informal environment and get to know Amsterdam a bit better.

Of course we don't want to focus too much on our new members and also want to focus on keeping our current members involved. This by making them enthusiastic for our committees, and by not only focussing on creating introductional events but also to pursue the old, popular, traditional events we all know and love. But, to keep them interested, we will try to shake up the study related events as well as the social events a bit where needed. By this balance of offering some new events and remaining our most successful events we hope to keep and maintain the interest of all members.

One of our most successful events; the Borrel will take place at a big location for the first month and will continue at a smaller location depending on the attendance. We think the Borrel is the easiest way for our members to connect with fellow members. Former boards have taught us the borrel location is key. Therefore, with a new fresh location, promotion and fun Theme Borrels we hope to keep the Borrels a big success. Last year we sadly saw a bit of drop in the attendance of our members at the Borrels so we hope to keep our members excited for our Borrels with our new location close to the UvA to make it easy to attend.

In addition to our focus on internationalization, Iris will occupy the function of coördinator internationalization to give our internationals someone to contact with any question related to internationalization. Apart from being a contact person she will thrive to have a smooth mingling between nationalities by organising events focusing on internationalization.

Lastly, to focus on not only making our international students feel at home but to pursue this feeling of trust and to create a safe space for all members, we will attend a trust person this year; Marijn Beer. In the next subcategory we will specify this function a bit more.

2.1.2 Belonging & Inclusion; more attention to boundaries

As Kwakiutl we want to make sure our members feel safe enough to speak up about anything. To make sure this happens and improve the communication and create a safe environment we have assigned a trust person for our following board year. This trust person is Marijn Beer, treasurer of Kwakiutl. This person will be a point of contact within our association and will guide a person in need to take possible next steps.

We also want to assign another trust person from another board. This to make sure that if students don't feel comfortable speaking up to any of us, they have another point of contact, externally, who they know we also trust.

To raise awareness for consent culture, we want to hang posters at our boardroom and borrel location with information about helplines and the importance of consent and voicing your boundaries. Furthermore, we want to incorporate the debate about consent culture in one of our events in the coming year.

As Kwakiutl we always want everyone to feel included so in previous years this has always been a point of attention. Because this year is the first year we're going to have international students, a big focus point for us is to create events that make everyone feel connected, whether they are international or not.

To improve a smooth transition to becoming an international study association, we have already translated everything into English and will continue to do so in the upcoming year. Furthermore, we want to make sure we make the obvious Dutch standards and norms; untranslatable words, typical dutch habits that are otherworldly to outsiders, accessible to the internationals. We want to communicate this through our socials.

Because we have a lot of international students next year we realize that in other cultures open communication about boundaries and sexual harassment are not as common as is in The Netherlands. We therefore want to focus on making sure that everyone understands that talking about our boundaries is very important and that we will always listen. We want to achieve such open communication by presenting our study association as a safe environment for everyone. The posters

mentioned before will also help with this. Other than that we will create an email address for the trust person so that students can always send an email with a worry or concern. With this new philosophy we want to achieve inclusion and belonging for everyone!

2.1.3 Link between years

This year it will be extra hard for members from different years to connect with each other. As before we had the boardroom where everybody could come by for some coffee and a chat, now we have endless zoom meetings separated from each other. It is not possible for them to meet in a non formal setting on the UVA like we had the previous years, so we have to play a matchmaker between all the students in order for them to meet. First of all we're going to make sure that at the borrel there is enough space for students from different years to connect with each other and try as much as we can to encourage this. Secondly we are going to use the common room as a second boardroom where we can hang out with members after lectures or just for fun. We will make sure to promote it equally between first year and older year students so we have a very mixed group. Thirdly we're going to make sure that we have very diverse events throughout the whole year, so there is something fun/interesting for everybody. These events will be organized mainly by committees, which we will also try to fill with a divergent group of students.

The last thing that will help between building a bridge between the years is the buddy system. This is a system in which older year students will become student mentors of first year groups. In the first semester they will help them adjust to the new life of an anthropology student at the UVA. They will answer any questions the students may have but also plan a class outing or maybe even multiple. This will definitely ensure older and first year students get more connected.

2.1.4. Corona

As you have all noticed this year has been different than any other. With COVID-19 turning the beginning of 2020 upside- down we all don't know what we can expect. At the start of the year we want to organize as many on site events as possible. This is because we want to give a space where our members can have on site social interactions when these are harder to find.

With planning on-site events we still want to keep our members safe. This is why we are strictly following the rules applied to us by the Dutch government. We will also keep a close eye on any changes by the government and try to quickly anticipate on these changes. Because of these uncertain times we want to anticipate potential changes. Therefore when restrictions sharpen we want to switch our focus from on site activities to online to keep our members entertained through these difficult times.

But because of this worldwide pandemic, sadly it is not possible for all students to follow onsite education. This means that some students won't be in Amsterdam this year or even in the Netherlands. For these students life can feel isolated and we as a board we also want to do as much as we can for these students to make them at least experience some taste of the anthropology student life. Of course it is a realistic possibility that the COVID- 19 measurements will get stricter again and that all of our events have to take place online again. For these reasons we will also focus on online activities from the start of this academic year. We have several ideas on how to achieve this. First of all we will make sure that all T.O.P. events / lectures are live streamed and students will be able to join in with a debate or questions via zoom. This will be the same for the convention. Besides this we will make these events available online afterwards, so even people from different time zones can watch them as well. For our movie nights the film / documentary that's on the schedule for that evening will be announced beforehand so people at home have time to stream it. After watching the movie we will have a small online discussion. We will do this in a really relaxed environment, kind of like a pubtalk. This will help engage the students who might not be able to be there in real life.

2.2 **speerpunt 2:** Collaboration

2.2.1 Collaboration between Kwakiutl and other institutions

As the 34th board of Kwakiutl we want our collaboration with other institutions to be as good as possible. Therefore we think it is very important to build a strong connection with the other associations of the FMG, but also our sister anthropology associations and anthropological organisations. By working closely with other associations we will try to create a connection between our members. With this collaboration we can achieve more when discussing possibilities with other organizations. Also when collaborating with other associations we can organize bigger events where more people can come to. Thus creating a stronger bond between our members.

The ASVA student union has helped Kwakiutl a lot in recent years, and want to keep working together this coming year. The 34th board will follow courses provided by ASVA to start the year prepared and to keep on learning board related matters throughout the year.

Kwakiutl has been working together with ANCA, Amsterdam Alumninetwork for Cultural Anthropologists, for a long time. Our coordinator of study will be a student member of ANCA to keep the collaboration going. ANCA will be involved in our academic activities as well as be invited to our Namgis convention. Thus creating an opportunity for our students to create a network possibility with alumni.

Kwakiutl has been working with LASSA, a national collaboration between anthropology students, for a long time and we want to keep this strong bond this year. The secretary of the 34th board will be a member of this association as well as a general member of kwakiutl. We want to actively organise different activities in collaboration with the LASSA. We want to look at the possibility to organize our convention with the LASSA when restrictions sharpen.

When we have to do our convention online it would be interesting to organize a convention with the study associations of different cities.

Lastly we've been collaborating with SEC since being in the 'spinhuis' together. We've had all our weekly borrels together and organized 'the other perspective'. Due to covid-19 we've both decided that having our borrel would be too much of a hassle organizing them. Even though we are not 'borreling' together we still want to keep collaborating on other projects. This is why we will keep working on 'the other perspective' together. We also want to organize 4 open-mic nights together so our members can meet each other in a social atmosphere as well as an academic one.

2.2.2 Collaboration between students and teachers

We have noticed that the department of anthropology is filled with teachers who are very open to contact with students. Last year the junior teachers were really involved with their students and we would like to keep it this way. We are curious to see what will happen this year with all the extra students and how much time the teachers still have to give all the students personal attention. One of the things that will help with personal connections between the junior teachers and the first year students will be the buddy project. As mentioned before the buddy project, is a project where older year students will become student mentors to first year classes. During this project the student mentors are strongly encouraged to do activities with the first years outside of the UVA, for example have a picnic. We will try to include the junior teachers in these events as well, this will create a close bond between the junior teachers and the students.

Besides these junior teachers we also have the professor student relationship. This isn't something that is easy to achieve. The professors, just as the students, can be very busy and don't always have time to come in contact with each other. So this year, just like last, we will try to invite professors, as well as the teachers, to our events and borrels. An event like a movie night or a T.O.P. (the other perspective) would be a great opportunity for teachers/professors and students to meet in a less formal environment and maybe even involve them in the planning of it.

And we also want the teachers and professors to have a better understanding of who we are as Kwakiutl and what we organize for the students. If they would have a more clear picture of this maybe we could use them or their network more in the organisation of study related events.

3. Goals per function.

	Chair	Secretary	Treasurer	Coördinator of study	Coördinator of social activities
Commission			Audit Committee Travel Committee Acquisition Committee	-Convention committee -LT committee (lecture and T.O.P.) - Film committee	Social committee Party committee
Wallet	-Fv-FMG -Studieadviseur -GMM -PC -FSR-FMG -Hunsel -Booksale -Application committee	-LaSSA -Newsletter -Website -Promotion -Year agenda -NarrowCasting -Coordinator promo	-Financial -Annual Budget -Fv-FMG: activity -Study trip	-Elective information -T.O.P. -CUL -ANCA -Exam training - Career event	First Year's weekend Citytripweek. Fv-FMG: party
Second	Coördinator of study	Treasurer	Coördinator of social activities	Secretary	Chair

3.1. An overview of tasks by function, partition of committees and portefeuilles.

3.1.1. Chair: Veronique Bon

I am very humbled to be leading the board of Kwakiutl this year as my position as chair. To make this upcoming year a successful one I strive to be a good leader for my board.

My vision on a good leader is to know what your board is going through. This is why I want the communication between the board to be open and to feel like there is nothing we can't say to each other. I will ask all my board members individually how they are doing each week so I know how busy they are and I will always try to see if there is anything I can do to help. We were already friends before we started this board year. This is on one hand a good thing because we already know each other well enough to know how to work with one another. On the other hand I want to keep our friendship a bit separate from the board activities, so it doesn't feel like we are only working together. By seeing my board members in a non-working environment I hope we can have a good balance between board members and friends. I also want to guard that we as a board will still be approachable for new members and no-one to feel like we know each other so well it is difficult to come into contact with us.

I want to become very approachable for everyone around me, so that I as the chair will be an intermediary between the uva and our anthropology students. With Covid-19 being a great factor in changes around campus and our education I want to let my members know any news I hear from the uva. So that members feel appreciated and know how their school year will turn out. I want to be in good contact with not only the other associations of our faculty at the UvA but also the other anthropology study associations of other cities. With keeping in contact with all of them I hope we can exchange information how to handle all the uncertainties that corona may bring.

Last year the board had an "open door" policy with the boardroom. Due to corona I don't know if members will be able to even come to the board rooms but I don't want this to be in the way of getting to know all the members. This is why we as a board want to find a place near the Roeterseiland complex where we will often be so you can still visit us and ask questions or just have a little chat.

Lastly this will be the first year that we will be accepting international students and for them I want to be extra welcoming so they can find 'a home away from home' in our association.

3.1.2. Secretary: Iris van Dockum

I'm very excited and proud to become the secretary of the 34th board of kwakiutl. I'm looking forward to making this year a successful year with my fellow board members.

As secretary I will assure a smooth and clear communication between our board and other associations and sources. To achieve this I will take care of our e-mail, newsletters and social media. Besides this I will provide a complete and up to date membership base . My goal is to be really active on our social media platforms to reach our members to keep them involved and up-to-date. My plan is to not make a seperate commission because I think it's fun if people organize events they provide the promotion for the events. Besides this I think it's important if there is only one who keeps the overview of the social media platform and keeps it structured. Aside from promotion on social media platforms, I will send a monthly newsletter to our members with an overview of our events, news and setted dates to keep people informed about everything that's going on within our association.

Besides my function as secretary I will focus on assimilation of our new international members. I want to make sure everyone can find a place at our association and feels welcome and safe. I want to make sure kwakiutl is a place where they feel at home and a place where they can meet new people. Apart from this, as a coordinator internationalization I want to be someone where international students can come to with all kinds of questions and someone they can just hang out and drink a cup of coffee. With events I want to make sure the contact with our national and international members will go smoothly. I hope all nationalities will mix together and no one feels left out in any way.

Not only focusing on international students but in general, I hope that with my fellow board members I can make people feel welcome. I hope they see us as a group of people where everyone is welcome and where they can always drink a cup of coffee or a beer with. Especially because we are already a close group of friends. I think it's important to involve people if I see there is a need in this.

Besides being a board member of kwakiutl I will be a general member of the LaSSa with Merijn Olij. I hope the contact with other anthropological study associations will give us new ideas and inspiration. Together with Merijn I hope to be a valuable addition within the Lassa to organise fun activities and interesting events for anthropology students in The Netherlands.

In addition to the focus points above, with my board I want to focus on openness, cosiness and safety and new insides

Secretary 2020-2021 Iris van Dockum

3.1.3. Treasurer: Marijn Beer

As Treasurer of Kwakiutl's 34th board 2020-2021 I will be in charge of the financial wellbeing of our study association Kwakiutl. I will achieve this by keeping all our finances in order in the accounting program Conscribo and I will make a new realisation at the end of every month and every big event, like travels for example. I will make smaller realisations together with the board member that is in charge of the event, so eventually they can do it themselves. I will make a weekly update on our income and expenses so that I can keep an overview and there won't be any chaos. The Audit committee will help me with this by checking my accounting history monthly. I intend to build a good relationship with my Audit committee as they will help me to do my job right.

In the beginning of the year I will draw up a budget for the whole year, in consultation with the other board members. In this budget there's an overview of all the income and expenses that we expect this year. I will meet with the Audit committee to check the budget and adjust if necessary.

This year I want to focus the most on making sure I, as treasurer, will not be a 'lone wolf', a role that can be assumed as did the previous treasurer. He warned me that such a thing could happen and I want to prevent that by associating myself more with other board members and their activities, helping them with their events as is needed. I will also achieve this because I'm partly the coordinator of travels; I am in charge of the big study trip in may and this will mean I'll be more in contact with other students, as I will lead the study trip committee.

Last year there wasn't a committee for acquisition but I would like to assemble one again this year, preferably with another board member. With this committee, I want to make the first steps in acquisition, which means I want to figure out how to approach companies and ask for sponsoring and such. Besides that I also want to pay attention to ngos, charity and protests/petitions and inform/activate our members of these through our social media. I think it's important as Anthropology students to be informed about what is happening in the world, how we can help and what can be learned about it.

Back on the finances, I want to continue the use of 'Tikkies' (payments made through a payment request on the phone) as the last treasurer had introduced last year. This way of paying is facile and easy to check. I will keep all the expenses in a folder where they can be declared. Furthermore, I want to explore all the softwares I'm supposed to use as the treasurer, and find out their value and if they can be discarded in the future. I want to do this because I feel that I have to use a lot of softwares that isn't necessary anymore and I want to make my job as treasurer as easy and functional as possible.

Because I also have responsibility for the big study trip, I will apply for those necessary grants and also keep an eye on other grants that our board has to apply for throughout the year.

This concludes my policy,

Treasurer - Marijn Beertje Broek

3.1.4 Coordinator of Travels: shared function

This year I will have, besides my function of treasurer, a split function as coordinator of travels. The other travels will be divided between the other board members, meaning each member will hold responsibility for one of the travels. Also, this year we will not organise a citytrip, because with COVID-19 we can't guarantee a safe and responsible trip.

The study trip will be my responsibility organisatory and financially wise and I will assemble a committee to help with the organisation at the beginning of the study year 2020-2021. I will hold application interviews and select a committee that I think will help me organise an amazing study trip!

I want to build a good relationship with this committee and to do that I will hold fun activities with the committee regularly. Because this year I will have almost two full functions I will assign a vice-chairman to make sure I won't collapse under pressure and can divide all duties between me and the vice-chairman, and between the other committee members.

Lastly I want to talk with the committee members privately, regularly to evaluate the progress and process of the committee. This way, I want to make sure everyone is comfortable with the committee and that there aren't any frictions between committee members.

Also, we will at all times keep an eye on corona and how it will influence our travels. We want to make sure everyone feels comfortable with our planned trip and we will always take in account the then applicable guidelines and measurements for corona.

This concludes my policy,

Shared function: coördinator of travels - Marijn Beertje Broek

3.1.4. Coordinator of Study: Moena Geddi

This year I am the lucky one who gets to claim the position of coordinator of study activities in the 34th board of Kwakiutl. My first year of anthropology has got me even more excited about our study than when I first started. It has shown me that anthropology is in everything and I can't wait to share my excitement about our amazing study with all of you. I am going to do this through multiple divergent events throughout this academic year. My plan is to provide a broad range of events and topics, so there is something interesting for everybody. I plan to form a few committees to help me with this.

Besides these tasks I will also help coordinate the buddy system. In the buddy system older year students become mentors for the first year students. They will help them at the start of the journey as a new anthropology student in Amsterdam. This will simultaneously make the gap between older year and first year students a lot smaller.

The committees that will help me to make this year an amazing one are:

Career committee

As an anthropologist (in the making) you will definitely have to prepare for the question: so what kind of job can you get as an anthropologist?" I would like to try to make it a bit easier to answer that with this commission. This year I'm going to organize field trips to company's where an anthropologist could work, to give a clear look of what you can achieve with our study. Because of the broadness of the study I will make sure we try contrasting fields of work.

The T.O.P. and lecture committee

This commission will be responsible for organizing our biannual TOP (the other perspective) and also lectures. It is important to me that the people who join the committee can organize events about topics they find interesting and have their own autonomy to choose how these events take shape. Anthropology is a broad study so I would like to try to ensure we touch on a lot of different subjects and think outside of the box. The previous years we have hosted the T.O.P. solely with SEC, this year I would like to try to include another association. During the T.O.P. it is all about looking at things from a different perspective, since SEC's study field is relatively close to anthropology's discipline it doesn't always give a different perspective. I would like to include another association with a completely different academic backgrounds. I think it's interesting to get a completely different outlook on a topic appose of how an anthropologist would look at it.

Film committee:

This year I have decided to split up the film, lecture, and T.O.P. commission into two different ones. I have noticed a lot of anthropology students are interested in film / documentary making, just like me. There are a lot of courses in which documentaries are part of the curriculum. The UVA even offers visual anthropology as an elective, minor, and, master. This made me want to focus more on film and documentaries outside of classes. I'm going to do this by hosting a film night every two months and even a (small) film festival!

Conference committee :

Every year Kwakiutl organizes a big conference. It has a different topic and set up every year. Last year the conference ,sadly, had to take place online due to Covid 19, this year I'm going

to try my hardest to make it happen in real life. I'm also going to attempt a closer relationship with LASSA, to try to collaborate on the conference.

These are the main events I'm going to be busy with in the upcoming academic year. It is going to be filled with difficult challenges but I promise I'm going to try my hardest to make this year an amazing one, filled with education and fun!

Coordinator of Study 2020-2021 Moena Geddi

3.1.5. Coordinator of Social Activities: Marijn Groeneveldt

I am very excited to be the coordinator of social activities next year. Even though Kwakiutl is all about anthropology, getting together and socializing is also a key factor in our association. This year is the first year Kwakiutl is going international and therefore this year is going to be a new, fun, challenge.

Because of this, I really want to focus on helping our new international members feel at home and getting along with our other Kwakiutl members. This could be through having a beer together, dancing your feet away or maybe through swapping clothes or having a typically Dutch Sinterklaas lunch together.

Last year I've noticed that sometimes different activities attract different groups of people. Therefore this year I would like to organize a variety of social activities to provide everyone with something that gets them excited. To make this happen, this year I am going to rearrange the former Social Committee and Borrel Committee into this year's Party Committee and Social Committee.

The Party Committee

Together with this committee we will focus on organising parties and borrels. This can be together with other associations of the FMG such as last year's gala, but also Kwakiutl only-parties. Of course there is also a weekly borrel to be organized, themeborrels and the end of the year party. In this committee we will brainstorm about cool new locations, themes, nice associations to collaborate with and exciting activities to provide at the events. We hope to organise parties and borrels that get all our members excited and give everyone the opportunity to get to know each other and have fun together.

The Social Committee

But of course Kwakiutl isn't only about partying. There are many other social activities Kwakiutl organises every year. This year, the Social Committee is going to focus on organising those activities. Think of last year's clothes-swap event, but also the christmas dinner, Sinterklaas lunch, charity event or active members present. Through these events we are aiming to help our new members get to know each other, our city, our other members and Holland ofcourse. Besides that we are of course aiming to get our older members to have fun and hang out with each other.

Besides these two social committees I am also going to organise the First-years weekend with Veronique. I really hope to organise a beautiful event that will create many good memories for our new members.

During organising events this year there is going to be an obvious obstacle that needs to be considered. The measurements necessary due to the current coronacrisis are going to be a big challenge to be held account with. Together with my committees, this year I am going to try to organise as many coronaproof activities as possible. We will try to adapt traditional activities to the measurements, but we will also try to come up with new, creative social distance proof activities.

Lastly, the safety of our members is going to be a focus point of our board this year. During the summer I have attended a course to learn more about ways to provide this and to raise awareness. Thus therefore, personally, another focus point this year is going to be raising awareness and making our new members feel at home. With many international students joining our union this year, I can imagine coming to a new country can make you feel vulnerable at times. When our members, international or not, new or old, feel that way, I hope as the board of Kwakiutl this year we can give them a safe space where they can vent their stress.

Having said that, I am looking forward to an incredible, unique, educational and fun year.

Coordinator Social Activiites 2020-2021 Marijn Groeneveldt