



AFRICAN CANADIAN ASSOCIATION OF OTTAWA (ACAO)

ACAO STRATEGIC PLANNING COMMITTEE

REPORT ON

ACAO 5-YEAR ACTION PLAN

**General Meeting
Saturday, October 13, 2018**

AFRICAN CANADIAN ASSOCIATION OF OTTAWA



Background:

- **General Meeting – November 2017**
- **Launch of Strategic Planning Committee – January 2018**
 - Total of 10 members
- **Committee weekly meetings starting July 2018**
 - Discuss and review ACAO's vision, mission statement and objectives
 - Redefine the vision, mission and objectives
 - Develop action plan for ACAO for the next 5 years.
- **Action Plan report – September 2018**

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ACAO's Action Plan:

- **New Vision:**
 - A Strong, United Voice for the Peoples of African Descent in the National Capital Region (NCR).
- **Updated Mission Statement:**
 - Uniting people of African descent in the NCR and building the capacity of our organizations to support and promote community engagement and participation.

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ACAO's Action Plan (cont'd.):

- **Key Objectives and Priorities:**
 - Key focus areas for development of ACAO
 - Objectives and activities to be further developed and implemented by committees.

1.
ACAO
Visibility
and Growth

2.
Business,
Economic &
Financial
Support

3.
Culture and
Identity

4.
Settlement
&
Integration

5.
Democratic
& Political
Engagement

6.
Anti-Racism
and
Discrimination
Support

7.
Resource
Development
&
Management

8.
Health and
Education

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ACAO's Action Plan (cont'd.): Committees

1. ACAO Promotion Committee
2. ACAO Business Committee
3. Culture Awareness & Events Committee
4. Settlement, Integration & Careers Committee
5. Democratic & Civic Engagement Committee
6. Equity & Solidarity Committee (Addresses Anti-Black Racism & Discrimination)
7. ACAO Resource Development Committee
8. Health and Education Committee

Other:

- ☐ Executive Committee
- ☐ Advisory Board i.e. Elders' Council of advisors

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ACAO Committee Mandates:

1. ACAO Promotion Committee:

- ACAO Governance Structure and Outreach Strategy i.e. including ACAO Elections
- ACAO Membership i.e. membership rules and expectations
- Advocacy
- Oversight of ACAO Committees – in collaboration with the Executive Committee
- Media and Communications
- Dispute Resolution Management – in collaboration with the Elders' Council/Board.

2. ACAO Business Committee

- Wealth creation i.e. establishing a robust network that will support the creation of wealth for the community e.g. ACAO Chamber of Commerce
- Establishing strategic business and trade relationships with companies, governments, and other associations e.g. Ottawa Chamber of Commerce etc.

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ACAO Committee Mandates (cont'd.):

3. Culture Awareness & Events Committee

- Cultural Education promotion i.e. youth knowledge of African culture and history and diversity of communities
- Launch of an African Community Centre in the NCR
- Events and Festivals – for cultural showcase and celebration in the region.

4. Settlement, Integration & Careers Committee

- Career/Professional Support i.e. develop a mechanism for professional development support e.g. education and career mentorship programs for youth
- Providing immigration, settlement support and guidance to members
- Seniors & Elder Support
- Emergency Relief Support i.e. such as from natural disasters, death in family etc.

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ACAO Committee Mandates (cont'd.):

5. Democratic & Civic Engagement Committee

- Promotion of civic (democratic) education and engagement i.e. not just during elections but also through volunteering for MP offices etc.
- Supporting and promoting African Canadian candidates in elections.
- Establishing strategic relationships with governments and successful “non-African” associations e.g. the Chinese, Indian, and Filipino associations.
- Developing and/or influencing an African Policy in Canada.

6. Equity, Equality & Solidarity Committee

- Education i.e. how do we hold the Gov’t accountable AND how are we as a people holding ourselves accountable on this?
- Complaint mechanism and support network.
- Justice system.

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ACAO Committee Mandates (cont'd.):

7. ACAO Resource Development Committee

- Volunteer Coordination & Management
- Funding i.e. including developing and implementing fundraising strategies and activities

8. ACAO Health and Education Committee

- Mental Health education and promotion
- Collaborate with research communities to address health issues affecting the community.
- Address some of the issues of Social Determinants of Health not covered in other committees.

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Next Steps

1. Committee memberships open – ALL (leaders and members)
2. Environmental scan and Research of each objective
 - Identify specific issues
 - Who is already doing work on this? Any specific organizations?
3. Solutions
 - Strategies
 - Resources
 - Partnerships i.e. which organizations can we join?
4. Action Plan for each committee objective.

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Suggestions & Feedback from General Assembly

1. ACAO Membership:

- Need to eliminate the word “Black” from definition of “member” to promote and ensure inclusivity while reflecting the true reality of diversity in our communities’ racial and ethnic backgrounds
- There should be a Membership Coordinator role in the Executive Committee.

2. Committee Memberships:

- There needs to be oversight of committees to ensure productivity and effectiveness – led by both the Executive and ACAO Promotion committees
- Each Committee should have a Coordinator who will be the subject matter expert on the respective key mandates
- Diversity should be highly considered in onboarding new members
- Develop “Terms of Reference” document including strengths & qualifications
- Committees are expected to report to General Assembly twice (2) per year.

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Suggestions & Feedback from General Assembly (cont'd.)

3. ACAO Leadership:

- Next meeting should be held soon to elect new members of the Executive Committee
- Need to develop mandate for the Executive Committee – members also expected to report to General Assembly twice (2) per year.



QUESTIONS? COMMENTS?

Thank you!