IDYP (NZ) - Strategic Plan 2020-21

Purpose	The purposes of IDYP are to advance education and contribute to the strength of New Zealand's international development practice by: a. providing opportunities for development, training of skills. and capabilities; b. building public understanding, appreciation and awareness of the activities and challenges faced by individuals and organisations engaged in the international development sector in New Zealand and abroad; c. providing a credible space for young professionals and the public to hear from experts in the field of international development and to build/develop knowledge and share/develop ideas about the international development as a field of science and practice, and d. creating opportunities for young professionals to come together to debate, discuss critical issues, and collaborate on projects in order to increase the impact of their everyday work.
Values	● Autonomous/Independent ● Connected ● Diverse & Inclusive ● Evidence-based ● Influential ● Sustainable
Our Members	Young professionals with a passion for international development. Membership is for all those in the general public who want to learn more about international development..

SWOT analysis

	Strengths	Weaknesses	Opportunities	Threats
Internal factors	● Diverse set of skills represented on board; ● Experience in other young professionals	● No established funds source. ● Lack of gender/cultural diversity on Board	● Board is in a diverse range of ID organizations. ● ID organizations may be able to provide funding.	● Instability and large workload may affect board members ability to stay with board

	groups/networks ● Flexibility to rapidly respond to changes in context			● Higher turn-over of long-standing board members this year
External factors	● Big support from ID organizations ● A lot of interest in the community. ● Free space donated		● No such community exists and IDYPs are excited to engage.	● Lose attendees if they are not engaged enough. ● Lose interest and support of ID organizations if we are not meeting their expectations.

Goals and objectives

Our Goals
Goal 1 (Connect & Influence) - To convene events that facilitate learning and have impact on the ID sector Evaluative questions: Who is benefiting from IDYP events and who is not? How well are we meeting attendees' needs? Are we having a significant impact?

Objectives	Target (by 30 June 2021)	Measurement (*= disaggregated by sex, disability and sector)	Strategies

Objective 1: To host meaningful and relevant events	1.1 At least six events, with at least 2 events online
	
	1.2 80% of attendees are satisfied with events
	
	1.3 IDYP delivers events that meet event attendees' top priorities
		1.1 Indicator: # of events held
		    Baseline: 7 events
		    Data source: Events list
		1.2 Indicator: % of participants who rate their likelihood to recommend IDYP events to others as 7 or above
		    Baseline 2019-20: 95%
		    Data source: Post-event surveys
		1.3 Indicator: % of event attendees' priorities that are addressed by events
			Create an event schedule and assign to board members to organise.
			
			Target online events to the topics most suited to them

		Baseline: 73% Data source: Membership form; evaluations	
Objective 2: IDYP facilitates event participants' learning and sharing of information	2.1 80% of events are effective in enabling attendees to build knowledge and ideas	2.1 Indicator: % of event attendees who report that the event was highly or somewhat effective in building their knowledge and ideas Baseline 2019-20: 91% agree or strongly agree. 6% neutral Data source: Post-event survey	Work on getting more evaluations for online events
Objective 3: To influence approaches to ID in NZ by sharing/ learning reliable and evidence-based ideas, knowledge & emerging trends	3.1 80% of events are effective in enabling attendees to gain evidence based and reliable information	3.1 Indicator: % of attendees who rate events as somewhat effective or highly effective for gaining evidence based and reliable information Baseline 2019-20: 80% agree or strongly agree. 18% neutral Data source: Post-event survey	Work on getting more evaluations for online events

Goal 2 (Credibility) - To be an inclusive, accountable and sustainable network
Evaluative questions: Are we efficient and accountable? To what extent is our network reaching out to diverse communities?

Objective	Target (by 30 June 2021)	Measurement	Strategies
Objective 6: To increase the number and diversity of members and event attendees	6.1 Increased attendance at events 6.3 Increase the diversity of IDYP event attendees	6.1 Indicator: # of people who join more than one event; # of new attendees who join events Baseline: N/A Data source: IDYP event attendance lists 6.3 Indicator: More diversity in attendees than 2019-20	- Have an event focused on diversity and inclusion in ID - Partner with Pacific Koloa Collective for an event - Partner with Asia New Zealand Foundation for an event - Look at member's list and

		Baseline: TBC Data source: IDYP event registration data	post-event feedback to identify topics for future events
	6.4 Establish a sustainable network in Wellington	6.4 Indicators: Organising committee established; launch event held; at least one additional event held.	
Objective 7: To be financially sustainable	7.1 Events are financially sustainable	7.1 Indicator: 100% of events cover their costs Baseline: 3 out of 6 events covered their costs Data source: Event financial summary	- Open a bank account - People can try to get in-kind donations for events - Seek sponsorship options if possible - Hold a movie fundraiser once we have a bank account
	7.2 IDYP recurrent costs ($300) are covered through funds raised	7.2 Indicator: Additional $300 raised to cover recurrent costs Baseline: TBC Data source: Financial spreadsheet	
Objective 8: To fulfill legal and governance obligations in a transparent way	8.1 Registration complete and registration requirements upheld	8.1 Indicator: Registration complete and registration requirements upheld Baseline: N/A Data source: IDYP records	
	8.2 Public reporting of our results	8.2 Indicator: Results infographic published on website and shared at AGM	

FEEDBACK TO CONSIDER
Key benefits (in order of frequency that this was reported)

1. Great and new ideas
2. UNANZ connection
3. Discovering the wider ID sector

Areas for improvement
Most common areas
- Longer events for added depth
- Food
- Clarity of instructions for activities
- IT incl speakers and mic
- More collaborations
- Online events were too long
- Strengthen online presence and encourage attendees to share a vlogs of 2-3 minutes

Monitoring and evaluation
Data needed from events:
- # of people who attend the event, disaggregated by gender and sector of work (event list)
- Whether the attendee has attended past events (post-event survey)
- Attendee rating of their likelihood to recommend IDYP events to others out of 10, disaggregated by gender and sector of work (post-event survey)
- Extent to which events contributed to the following objectives: Building knowledge and ideas; Gathering evidence-based and reliable information; Developing professional skills (post-event survey - only select those that are relevant to the particular event), disaggregated by gender and sector of work
- $ summary of each event

Events in the next 12 months
Possibilities for styles of events:
- Workshop events
- Doco screenings
  - This could be a fundraiser and networking event
- Best practice sharing

- Book club
  - Seems like there's some interest in this – also articles, blogs etc
- More interactive events

Topic/ focus of events
- Diversity and inclusion in international development
- Aid vs development
- SDG deep dive
- Asian Development Bank
- Deep dive into a concept, a practice or a term in ID.
- Identifying a skill members would like to develop - organising a training around that skill.

Partners
- Co-host an event with CID
- Try to run an event with Pacific Koloa Collective and/or the Asia New Zealand Foundation