

IDYP - Strategic Plan 2021-2022

Purpose	<p>The purposes of IDYP are to advance education and contribute to the strength of New Zealand's international development practice by:</p> <ul style="list-style-type: none">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; andd. 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	<ul style="list-style-type: none">● Autonomous/Independent● Connected● Diverse & Inclusive● Evidence-based● Influential● Sustainable
Our Members	<p>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.</p>

SWOT analysis

	Strengths	Weaknesses	Opportunities	Threats
Internal factors	<ul style="list-style-type: none"> • Diverse set of skills represented on board; • Experience in other young professionals groups/networks • Flexibility to rapidly respond to changes in context 	<ul style="list-style-type: none"> • No established funds source. • Lack of gender/cultural diversity on Board • Lack of established membership base in Wellington 	<ul style="list-style-type: none"> • Board is in a diverse range of ID organisations. • ID organisations may be able to provide funding. • DIA grant for charities 	<ul style="list-style-type: none"> • Instability and large workload may affect board members ability to stay with board • Loss of knowledge from valuable board members departing
External factors	<ul style="list-style-type: none"> • Big support from ID organisations • A lot of interest in the community. • Free space donated - such as MFAT in Auckland 		<ul style="list-style-type: none"> • No such community exists and IDYPs are excited to engage. 	<ul style="list-style-type: none"> • Lose attendees if they are not engaged enough. • Lose interest and support of ID organisations 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 November 2022)	Measurement	Strategies/Opportunities
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 Baseline: 73% Data source: Membership form; evaluations	Create an event schedule and assign to board members to organise. Set objectives for each event: Participants get something out of it more than just connections, learn about something new or interesting or figure out the answer to a question <ul style="list-style-type: none"> - What is the objective - What is question we are trying to answer? - What value does it add to our members? Target online events to the topics most suited to them

			Opportunity: establish relationships with other organisations and increase collaboration
Objective 2: IDYP events facilitates 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 receiving more 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 receiving more evaluations for online events.
Objective 4: To increase participation of young professionals	4.1 Take part in at least one advocacy event or activity, such as a campaign	4.2 Indicator: # of campaigns/advocacy events IDYP participated in or gave IDYP members an opportunity to participate in. Another indicator is to meet outcomes	- Increased involvement with other organisations in the sector that run campaigns/advocacy events and encouraging IDYP members to

in the ID sector	or bringing awareness to a petition relevant to the ID sector	determined prior to launching each campaign or advocacy event (to be set prior to each event). If the outcomes are met, the event will be considered as successful. The measurement for success of objective 4 is to have at least one successful advocacy event/campaign.	participate. - Speak to other organisations' advocacy leads (or equivalent) to identify opportunities (such as events and opportunity for collaboration etc.) - Analyse data collected from members' sign up information on their interests to determine relevant campaigns/advocacy events.
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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 November 2022)	Measurement	Strategies
Objective 5: To increase the number and diversity of members and event attendees	5.1 Increased attendance at events	5.1 Indicator: # of people who join more than one event; # of new attendees who join events Data source: IDYP event attendance lists	<ul style="list-style-type: none"> - 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 post-event feedback to identify topics for future events
	5.2 Increase the diversity of IDYP events and event attendees	5.2 Indicator: Increased diversity in events held and event attendees Data source: IDYP event registration data	

	5.3 Establish a sustainable network in Wellington	<p>Indicator to measure diversity:</p> <ol style="list-style-type: none"> Representation- from/fields (such as professional or academic backgrounds; NGOs, public sector or private sector) Cultural background of speakers and attendees Range of topics and events that will attract or encourage a more diverse audience. At least 5 different areas/topics covered in our events and blog posts throughout the year. <p>5.3 Indicator: aim for an addition of 20 Wellington based members and aim to achieve an event attendance rate of 20% of Wellington based members. Data source: IDYP event attendance lists and membership database.</p>	<p>5.2 predetermine the topics/areas/themes of blog posts and ensure it is diverse (at least 5 different areas/themes). Membership Co-Chair will analyse IDYP membership data to measure the diversity of members (in terms of the background/sector of members) and their interests. Reviewing the membership statistics can help highlight any shortfalls/areas of opportunity.</p> <p>Ensuring our events are accessible for all members through considering the ticket pricing, time of event, platforms and other relevant factors.</p>
Objective 6: To be financially sustainable	<p>6.1 Events are financially sustainable</p> <p>6.2 IDYP recurrent costs (\$300) are covered through funds raised</p>	<p>6.1 Indicator: 100% of events cover their costs Baseline: 3 out of 6 events covered their costs Data source: Event financial summary</p> <p>6.2 Indicator: Additional \$300 raised to cover recurrent costs Baseline: TBC Data source: Financial spreadsheet</p>	<ul style="list-style-type: none"> - Bank account has been opened. Balance as of 2021 December 5: \$151.42 - People can try to get in-kind donations for events - Seek sponsorship options if possible - Application of DIA grant - Link to the IDYP Give a little site

			on the website for donations - Potentially host a fundraising event such as a film night - Switching to a different event processing system
Objective 7: To fulfil legal and governance obligations in a transparent way	7.1 Registration complete and registration requirements upheld	7.1 Indicator: Registration complete and registration requirements upheld - Charities annual reporting Data source: IDYP records	Complete Charities Services performance report and annual return on time
	7.2 Public reporting of our results	7.2 Indicator: Results infographic published on website and shared at AGM	Create and update infographics on IDYP website

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 and other ID organisations that we can establish a relationship with
- Identify opportunities to run an event with Pacific Koloa Collective and/or the Asia New Zealand Foundation