5 Year Strategic Plan

2017 - 2021

African Canadian Resource Network

The Preamble

African Canadian Resource Network (ACRN) is a Saskatchewan based collaboration of community organizations and individuals of African descent. ACRN was founded in 2014 as follow-up to two years of community collaboration coupled with research and consultation on how to establish an enduring organization. While 2015 community conference identified critical areas of needs, 2016 conference focussed on historical and persisting barriers to integration for Canadians of African descent in Saskatchewan province. This conference noted that although there were recorded settlers in late 1890s, integration has been limited with people moving to other provinces, such as Alberta.

Our strategies for establishing an enduring organization are directly related to establishing an integrated and enduring community that is equitably engaged and contributing to all aspects of society in this province. We are committed to achieving this goal by advancing Saskatchewan's positive values, policies and initiatives that build on the provincial motto – *From many peoples strength*, and by addressing historical and persisting barriers and challenges to full participation and integration.

Our strategic plan assists the African Canadian Resource Network in focusing its efforts to fulfil our mission and achieve our vision.

Our strategic plan encourages and promotes a pro-active, results-oriented approach, helps to balance short-term pressures with long-term thinking and permits flexibility to adapt to change.

Our strategic plan enhances the African Canadian Resource Network's capacity to generate new ideas and options, encourages a team approach to strategic decisions and provides a systematic approach to decision-making, accountability and evaluation of progress.

Our Future Vision

Our vision reflects the preferred future state for the African Canadian Resource Network. The vision inspires people to work collectively towards achieving that future and creating outcomes that members and others can support.

We imagine a province where Canadians of African Canadian descent have equitable opportunity to be participating and contributing members of society. The African Canadian Resource Network is recognized as a lead capacity development organization and a united voice for member communities and individuals.

The Mission Statement defines the organization's purpose and primary objective. The Mission informs the key measures of the organization's long-term objectives and the goals it works towards.

The mission of the African Canadian Resource Network is to serve as an umbrella organization and a collaboration that addresses the unique challenges and needs of Canadians of African descent, specifically those related to immigration, integration and full participation in Saskatchewan.

The African Canadian Resource Network is committed to the following fundamental guiding principles. The principles or values guide our organization's behaviours, decision-making processes, actions and the programs and services we provide.

- **Inclusivity**– We believe in one human race and value diversity; we recognize and reject racism and all forms of discrimination.

- **Unity** – We promote unity through collaboration within the African Canadian communities and between the African Canadian community and the broader community.

- **Family** – centered – We acknowledge the importance of family in building individuals and communities.

- **Professionalism** – We are transparent, accountable and committed to establishing a positive legacy.

Our Strategic Priorities

Five interrelated, mutually supportive strategic priorities are at the heart of the strategic plan for the African Canadian Resource Network.

These five Strategic Priorities are as follows:

- Building a strong organization
- Branding and public awareness of the Network
- Mobilizing and developing capacity of individuals and member organizations
- Serving as a voice for the African Canadian community
- Establish a functional physical presence of this community in Saskatchewan

African Canadian Resource Network Strategic Plan (Approved by Nov. 28,2016 Board Meeting)