



Association of Wolaita and Allies in North America (AWANA)

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2018- 2023 Strategic Plan Summary

Approved on May 29, 2018

Mission

As a civic organization, AWANA's mission is to contribute towards the wellbeing of the people of Wolaita region of Ethiopia and the North American diaspora of this region through civic engagement, giving back, mutual support and working with other Ethiopian organizations, the broader African diaspora, and public and private organizations in North America.

Vision

Our vision is to see a society without poverty and injustice.

Values

1. Unity
2. Equality
3. Inclusiveness
4. Awareness
5. Empathy
6. Collaboration
7. Empowerment
8. Integrity
9. Transparency
10. Accountability

Goals, Strategic Objectives and Specific Actions

Goals	Strategic Objectives	Specific Actions
1. Contribute to improving the livelihoods of people in Wolaita region of Ethiopia	1.1. Improve access to quality Education	1.1.1.Support grade schools 1.1.2.Support disadvantaged students 1.1.3.Support institutions of higher learning and vocational/technical training in the region
	1.2. Improve access to health care	1.2.1.Support provide culturally informed care especially for the elderly, women and children 1.2.2.Support raising community educational level may have positive effects on their health standards, which in turn may improve their productivity 1.2.3.Support locally relevant research infrastructure and reproductive health programs
	1.3. Improve access to clean Water	1.3.1.Support villages/ rural communities to access clean potable water
	1.4. Promote sound natural resources and environmental management	1.4.1.Help improve land and landscape management 1.4.2.Support soil erosion protection activities 1.4.3.Enhance farmers' ability to make a living in an economically, ecologically, and socially sustainable manner 1.4.4.Promote environmental knowledge & skills sharing 1.4.5.Support efforts to preserve the natural resource stocks
	1.5. Promote economic growth and poverty alleviation	1.5.1.Promote inclusive growth and poverty reduction through supporting small businesses. 1.5.2.Improve food security through efforts that enhance agricultural productivity. 1.5.3.Support poverty reduction efforts. 1.5.4.Support youth and women in business.
	1.6. Improve access to renewable energy	1.6.1.Encourage community to invest on solar energy
	1.7. Support personal and Social Empowerment strategies	1.7.1.Support vulnerable children through efforts to ensure provision of basic needs. 1.7.2.Help strengthen community based organizations to build the capacity for the community members to develop democratic representation and good governance

2. Mobilize and coordinate support for Wolaita immigrants in North America.	2.1. Provide job search support and soft-skills training	2.1.1. Provide job hunting related support to new immigrants; 2.1.2. Provide soft-skills training to new immigrants
	2.2. Provide socio-cultural orientation and support to new and not-so-new immigrants	2.2.1. Provide cultural orientation to new immigrants from the Wolaita region 2.2.2. Provide social support to new immigrants from the Wolaita region 2.2.3. Provide information related to scholarships, financial aid, and other resources for the educational and/or training advancement of immigrants from the Wolaita region.
	2.3. Engage in community building and networking	2.3.1. Develop a database of immigrants from the Wolaita region. 2.3.2. Organize social and cultural festivals and events. 2.3.3. Organize online as well as in-person discussion events/forums. 2.3.4. Facilitate other `social networking opportunities 2.3.5. Support new immigrants to connect with/integrate with the society here in their new home
3. Build partnerships, alliances and strong collaborative networks	3.1. With Non-profit organizations	3.1.1. Identify and collaborate with Ethiopia-based civic organizations that have goals similar to that of AWANA. 3.1.2. Identify and collaborate with Ethiopian-diaspora organizations that have goals similar to that of AWANA. 3.1.3. Identify and collaborate with North-American non-profit organizations that have goals similar to that of AWANA.
	3.2. With governmental agencies	3.2.1. Work with relevant Ethiopian federal, regional and local government agencies. 3.2.2. Work with relevant agencies in the US and Canadian federal, state/provincial, county and city governing bodies 3.2.3. Create networks and connections that will help immigrant job seekers 3.2.4. Invite public servants working in relevant agencies in the US and Canadian federal, state, county and city governing bodies to serve on AWANA board of trustees
	3.3. With Private Corporations	3.3.1. Identify and solicit support from private business organizations that also engage in philanthropic activities that support immigrants. 3.3.2. Connect immigrants from our region to corporate employers. 3.3.3. Invite corporate leaders to AWANA board.

4. Improve civic participation, awareness and advocacy	4.1. Promote knowledge of Wolaita culture and history	4.1.1. Help production and distribution of written materials on Wolaita culture, history and social life 4.1.2. Support and promote cultural activities such as children's art, cultural music, dance and sports
	4.2. Promote creation of more inclusive and tolerant community	4.2.1. Organize periodic in-person as well as online community events 4.2.2. Encourage honest and open critical dialogue on difficult issues 4.2.3. Produce and/or disseminate informative posters, online posts and lengthier written pieces 4.2.4. Organize/provide trainings in peaceful resolution of conflicts.
	4.3. Promote volunteerism	4.3.1. Create Volunteers database. 4.3.2. Create opportunities for volunteer activities.
	4.4. Promote civic engagement and advocacy	4.4.1. Increase media engagement. 4.4.2. Organize activities that support promotion of human rights and social justice. 4.4.3. Organize support for victims of human rights violation. 4.4.4. Increase the participation of Wolaita Diaspora in Ethiopian (in particular) and African diaspora civic activities.
5. Promote Cross-cultural Exchange Between people of Wolaita region of Ethiopia and North America	5.1. Educational	5.1.1. Facilitate student exchange visits. 5.1.2. Recruit professional volunteers. 5.1.3. Create partnership with Wolaita Soddo University and education bureaux in Wolaita zone and other universities and colleges as appropriate.
	5.2. Socio-Cultural	5.2.1. Help promote tourism to the area 5.2.2. Enhance exchange of cultural ideals and ethical values