



kind

Strategic Plan

2017 - 2019

kindspace.ca/strategic-plan

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A Kind Journey

Kind is a community of storytellers: a group of folks eager to share our histories, our experiences, our goals, and our story.

This strategic plan is part of Kind's story.

2016 was a year of excitement, change, and growth for Kind. We grew as an organization, took on a new name - having rebranded from our old identity of Pink Triangle Services, and began a new partnership with our friends Planned Parenthood Ottawa, with whom we now share a new location at 222 Somerset.

It was also a year where we reflected on what makes us who we are and what sets Kind apart from other non-profits in Ottawa. Kind's core strengths have always been the peer-to-peer structure of our programs, the enthusiasm of our volunteers and clients, the sense of community generated by our events, and the broad spectrum of identities that we serve. Kind is a space that promotes inclusion, anti-oppression, restorative justice, and active healing; these elements make us unique in Ottawa. But the challenges ahead of us are clear: we need strong anti-racism stances and increased visibility for queer/trans people of colour, a plan to maintain our financial stability, and a more accessible space, so that our space remains open to individuals of many different backgrounds, identities, abilities, and ages.

Suite 404 is a space where we come together to tell each other about the journeys we have taken, together and individually, and the challenges we still have before us.

We hope you will follow us on our journey.

Creation

Timeline: 2017-2018

At Kind, we love the idea of creation, whether it is creating something completely new or putting a new spin on something classic. Our focus on creation in this strategic plan will foster more financial consistency and stability long term into the organization and implement strategies and systems to ensure Kind is equitable, committed to justice, and actively engaging in difficult conversations.

Financial Consistency

We plan to:

- Seek sustainable long-term funding sources not limited to major grant-giving organizations
 - Ex. crowd funding, social enterprise, community events, etc.
- Maintain and build new relationships with members of LGBT2SQIA+ communities and community organizations in Ottawa in an effort to share/exchange resources
- Maintain relationship with our accountant to ensure the maintenance of financial documents
- Recruit and train grassroots fundraisers (ABC's of organizing)
- Improve donor relationships, communication and appreciation
- Increase the accessibility of current financial information.

Internal Revolution

We plan to:

- Review and update existing policies
- Implement decolonization initiatives
- Implement anti-racist initiatives
- Implement harm reduction policies
- Update and implement human resource and volunteer policies.

- Incorporate a more structured approach to emotional, healing, and restorative practices into the organization
- Improve training on intersecting oppressions and social justice such as ableism, racism, transmisogyny, biphobia, sexism, xenophobia, etc. for staff and volunteers.

Connection

Timeline: 2017-2019

The heart of the organization has been and will always be facilitating connection, whether it is in self-discovery or building a network of friends and communities of care. Our focus on connections in the strategic plan will re-introduce the education and outreach programs that center the needs of our communities.

Education

We plan to:

- Provide skills training specific to our communities
- Food prep
- Conflict mediation
- Suicide prevention, intervention, and postvention
- Mentorship/leadership development
- Non-violent communication
- Event organizing
- Building and maintaining communities of care

Outreach

We plan to:

- Increase visibility and promotion through non-traditional communication mediums
- Attend more social justice, and allied community events
- Establish a community-generated online resource directory

- Increase secondary and post-secondary outreach and support
- Increase outreach and support for public servants
- Increase outreach to areas of Ottawa outside of the downtown core
- “I Am Kind” network of professionals

Collaboration

Timeline: 2018-2019

In order to do the best we can for our communities, we aim to work with a variety of different organizations and community groups to offer the best possible resources and programs we can. Our focus on collaboration in the strategic plan will ideally create various networks of care focused on community healing and deeper alliances with community partners and other social movements.

Community Healing

We plan to:

- Community garden & kitchen program
- LGBT2SQIA+ mediation network
- Healing Meals
- Create pathways for talking about Intimate Partner Violence within LGBT2SQIA+ communities
- Mentor network

Alliance Building

We plan to:

- Build better relationships with First Nations, Metis, Inuit, & Indigenous communities
- Create better relationships with media outlets
- Align and show our solidarity with other social movements
- Build more community partnerships
- Establishing and re-establishing connections

- Mapping resources in Ottawa

Conclusion

Kind has gone through big changes this year. Our mission is, as ever, to provide an inclusive space for learning, sharing, and being. We strive to be adaptable and practice humility so that we evolve alongside our community, and continue to provide the best education, counselling, and health resources to LGBT2SQIA+ folk in Ottawa. An anti-oppression framework and a dedication to accessibility will inform planning of our programming and policies, so we can consistently work to remedy the causes of people's marginalization.

Our strategic process is a little different this year. We want to keep you informed of the goals and objectives we're working towards and all the ways you can be involved in. With every step we take together, we are more committed than ever to serving you better. It has been 33 years since we started this journey, but our story has only begun!