

Goals:

- **Set new expectations for anti-racism among CIRCA and its members**
- **Then, enable interested members to conduct work against racism**
- **Make CIRCA a more welcoming and approachable organization**

Sub-goals:

- Elevate CIRCA members conducting anti-racist work
- Elevate marginalized voices within CIRCA and their stories
- Applaud and interact with good work being done within the Columbia community
- Acknowledge CIRCA's mistakes when they happen and advocate for change when needed
- Prominently feature all CIRCA's resources on all platforms for easy access
- Transparently communicate the work that CIRCA and its executive board are doing

Means:

- Shareable Instagram slides to communicate relevant information for CIRCA, the Columbia community, or the Model UN circuit
- Establish a more active Facebook and Instagram presence
 - Using CIRCA's platforms to promote the events of other groups that relate to CIRCA's mission as well
 - Maintain both the public FB page and the private FB group with up-to-date information that is easily accessible to both CIRCA members and those looking to join
 - Review requests to join the FB group on a timely basis and encourage branch members to join this at meetings like the newsletter is promoted
 - Give all E-board members access to manage this
- Star of the Week in the CIRCA newsletter
 - Use this platform to highlight a new CIRCA member every week (excluding E-board members) and their interests, accomplishments, and contributions to CIRCA. To be nominated by branch heads or general members.
- Community Spotlight for Facebook and LinkedIn
 - Highlight current and alumni CIRCA members doing impressive work in the field of international relations or similarly related fields. Not a weekly post, but rather saved for when we receive submissions from current or alumni members.
- Weekly "What We're Consuming" media curation of submissions from E-board and general members of interesting articles, songs, art, movies, books, or other forms of media they recently engaged in that they would like to share with the CIRCA community. Intended to diversify the media CIRCA members engage in and recreate the flow of ideas and culture that we would experience in a non-virtual semester.

- Calendar/Events on social media and website to highlight when branch and E-board meetings are occurring for transparency and encouraging members and potential members to participate or try different branches.
- Post weekly E-board Meeting Minutes on the website between each meeting