

Dotmocracy Activity

Abstract

This exercise was designed to identify priorities for the NAJC moving forward into the future. Data was organized into nine distinct themes (Education, New Immigrants, Community Development, Identity, Youth, Cultural Maintenance, Organizational Planning, Togetherness, and Funding). Themes are listed below according to priority, the first themes listed being of high priority for the 2016 National Association of Japanese Canadians (NAJC) AGM attendees (excluding the Japanese Canadian Young Leaders), the latter themes being of lower priority. This data is representative of a small sample of Japanese Canadians and is not reflective of an overall community sentiment or set of priorities.

Methods

In this “dotmocracy” exercise, participants (NAJC AGM attendees, excluding the Japanese Canadian Young Leaders) were asked to arrange themselves in pairs and complete three separate and consecutive rounds of a reflection task, finding a new partner for each round. Faced generally with the question *Ten years from now, what will your community look like?*, participants then completed Reflection Task #1, which concerned demographics; Reflection Task #2, which concerned your community’s challenges; and Reflection Task #3, which required participants to identify one BHAG (big, hairy, audacious goal). For each Reflection Task, participants were given post-its to identify major points of reflection.

As participants generated these post-its with their major points of reflection, the Future Direction Team collected all post-its and arranged them into themes according to their content. (These themes emerged organically out of the content on the post-its and were not preconceived categories). The themes included: Education, New Immigrants, Community Development, Identity, Youth, Cultural Maintenance, Organizational Planning, Togetherness, and Funding.

Once all the post-its containing participants’ major points of reflection were arranged and displayed according to theme, participants were given six blue dot stickers and asked to place these stickers where they felt there should be a strong priority for the NAJC moving forward into the future. Participants were given roughly 15 minutes to submit all six of their dots. The results are summarized below on the subsequent pages.

Terms

Total dots is the sum of *theme dots* and *post-it dots* and expresses the total number of individual votes submitted for a given theme in this “dotmocracy” exercise. *Theme dots* expresses the number of individual votes submitted for a given theme which did not specify a particular idea within said theme (i.e. dots which were adhered to the blank space of a theme sheet as opposed to one particular post-it on the theme sheet). *Post-it dots* expresses the number of individual votes submitted to particular post-its within one given theme.

Appendix A: Dotmocracy from Future Planning Session (Sept 2016)

Post-it	Bilingual opportunities yet newcomers do not necessarily welcome this	n/a
Post-it	Growing community; newcomers (i.e. from Japan) taking on more activity in organization i.e. leadership; focus strong i.e. folk festive active participation	n/a
Post-it	Engage new immigrants: buddy system - new immigrants and "old friend" (language communicator); moms/kids - once/week	n/a
Post-it	More services support for newcomers	n/a
Post-it	New immigrants (language barrier); more bilingual events; getting them to participate e.g. on the Board	n/a
Post-it	More new immigrants coming; already the new immigrants are separate; 3 sections: a) nikkei pre-WW2 and their offspring, b) 1967? immigrants, c) working holiday, "halfs"	n/a
Post-it	Engage new Japanese immigrants	<input type="checkbox"/>
Post-it	New Canadians: integrate into community/programs; offer programs/inclusivity	<input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/>
Post-it	More programs to attract Japanese new immigrants to programs at Centre	<input type="checkbox"/>
Post-it	Engage new immigrants: Japanese language newsletter/website; heritage days (JC history); provide support network to supplement social/medical services; facilitate this	<input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/>
Post-it	Invite new immigrants to bring their new cultural activities (Itagami, Wire ant, Japanese mahjong) and let them flourish and grow	<input type="checkbox"/>

Appendix A: Dotmocracy from Future Planning Session (Sept 2016)

Post-it	Cold calls come in from disparate sources, with disparate needs; we need a more effective referral process	n/a
Post-it	Newer immigrant NAJC hat connects with core NAJC	<input type="checkbox"/>

Theme #3: Community Development

Total dots: 20
 Theme dots: 10
 Post-it dots: 10

Post-it / General	Post-it Content	Dots
General	n/a	<input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/>
Post-it	A Centre to disseminate Japanese culture to Canadians in general	<input type="checkbox"/>
Post-it	A change in community associations; a change to a focus more on cultural identity	n/a
Post-it	The need is maintaining cultural identity; fostering activities that promote culture	n/a
Post-it	Integrate the generations with programs that include all generations and new immigrants	<input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/>
Post-it	Overcome geographical boundaries and facilitate access to centres in new ways (physically or digitally)	<input type="checkbox"/>
Post-it	Pathways: impact a) starting from scratch in “who are we?”, b) continue our work now in “how to engage” “who are we?”	n/a
Post-it	Create more programs to serve <i>all</i> the Japanese Canadians	n/a

Appendix A: Dotmocracy from Future Planning Session (Sept 2016)

Post-it	Mixing of Asian culture, intermarriage, mixed race kids	n/a
Post-it	Know they are Canadian; proud to say Asian, Japanese, Chinese, and show culture; proud in culture	n/a
Post-it	Pathways - many to the future; be aware now and take action <i>now</i> in recording elders' stories	n/a
Post-it	More Asians predominantly Asian	n/a
Post-it	Need: examine and identify multiracial identity in JC value context	n/a
Post-it	Inter-racial marriage will further diminish Japanese heritage	n/a
Post-it	More mixed (mixed race people/kids now adults); a resurgence of identity by the mixed race adults	n/a
Post-it	More mixed-race people; awareness and pride in being Canadian	n/a
Post-it	Pride in being Asian not just specific Japanese	n/a
Post-it	Resurgence of identity i.e. pride in being "Asian" - not just specific Asian e.g. Japanese	n/a
Post-it	Inter-racial marriage discussion at future AGM	n/a
Post-it	Expose younger generation (and more than just the younger generation but all ages who haven't been exposed to Japanese Canadian culture) to the Japanese and Japanese Canadian culture; goes beyond ethnic boundaries	n/a
Post-it	Many more mixed marriages missing middle age 25-55 <i>greater</i> number of Judusha	n/a
Post-it	Attracting families of mixed marriage	<input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/>

Appendix A: Dotmocracy from Future Planning Session (Sept 2016)

Post-it	One big event where everyone participates for some purpose (to celebrate Nikkei)	<input type="checkbox"/>
Post-it	More mixed race children; proud to be Asian; reach out to other ethnic communities; celebrating our identities within Canadian mosaic; utilize other cultures; give youth opportunities etc.	<input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/>
Post-it	Japanese Canadian Associations in every school/university/post secondary	n/a
Post-it	Japanese Canadian Prime Minister; support JC to be politically active	<input type="checkbox"/>
Post-it	Asian Cultural Festival to reach outside JC community	n/a

Theme #5: Youth

Total dots: 18
 Theme dots: 12
 Post-it dots: 6

Post-it / General	Post-it Content	Dots
General	n/a	<input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/>
Post-it	Youth involvement	n/a
Post-it	Finding new and younger leaders (succession planning)	n/a
Post-it	Programs for younger members	n/a
Post-it	Youth involvement	n/a
Post-it	Succession planning	n/a
Post-it	Older seniors will be gone and middle age group will be taking over organisation	n/a

Appendix A: Dotmocracy from Future Planning Session (Sept 2016)

Post-it	Youth engagement; school outreach of organizations to raise awareness to JC youth of the possibilities to engage with their communities	n/a
Post-it	More youth; activities for youth to get together and get to know each other; games; socializing; funding for youth programs; needs a leader to guide them	<input type="checkbox"/>
Post-it	Need to engage active commitment of 4th/5th generation	<input type="checkbox"/>
Post-it	Youth; develop ongoing discussions with youth	<input type="checkbox"/>
Post-it	Yonsei generation not fully aware of Japanese heritage	<input type="checkbox"/>
Post-it	Attract younger board members and new immigrants	n/a
Post-it	History of JCs must be preserved to pass on to younger community members	n/a
Post-it	Unless we develop and encourage newer members with children and participate, there will be few people young to middle aged in 10 years	<input type="checkbox"/> <input type="checkbox"/>
Post-it	Focus changed; losing clarity of identity and purpose; work and other groups both Japanese and non-Japanese group to participate in common activities	n/a
Post-it	Space for youth to teach (non-youth) about them, who they are, what they see in their future	n/a

Theme #6: Cultural Maintenance

Total dots: 16
 Theme dots: 7
 Post-it dots: 9

Appendix A: Dotmocracy from Future Planning Session (Sept 2016)

Post-it / General	Post-it Content	Dots
General	n/a	<input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/>
Post-it	a) Pre-WW2 immigrants and their offspring aging rapidly, b) under 35s who show up as participants in events (drive their parents to events), c) new immigrants and we don't know them	n/a
Post-it	Needs: important to maintain Japanese culture and promote through cultural, educational events for the general public	<input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/>
Post-it	Pessimistic; concern with now; losing seniors; no middle; busy membership; youth out there x not participating; future needs	n/a
Post-it	Promotion of Japanese Canadian; JC celebrity e.g. poster that would go to Japan and promote JC	n/a
Post-it	Japanese Canadian Television Network Media	<input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/>

Theme #7: Organizational Planning

Total dots: 13
 Theme dots: 3
 Post-it dots: 10

Post-it / General	Post-it Content	Dots
General	n/a	<input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/>
Post-it	Needs: grassroots participation low on bureaucracy and don't tell people what to do; recognize human rights base of NAJC; be open to other ethnic groups	<input type="checkbox"/>
Post-it	Clear vision	n/a
Post-it	Diverse programming	<input type="checkbox"/>

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Post-it	What is needed; communication connection	n/a
Post-it	Improve our social media to become a community of interest	<input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/>
Post-it	Make one organization with NAJC organization and culture organization as one member organization (e.g. Toronto has a NAJC Association and Culture Centre), be together	<input type="checkbox"/>
Post-it	Opportunity for dialogue	n/a
Post-it	Do differently? Join with other community organizations to maintain our identity	<input type="checkbox"/>
Post-it	Ramp up our affiliation amongst existing independent organisations	<input type="checkbox"/>
Post-it	Fewer issei and nisei - transition to next generation (future leaders); finding creative ways to engage them: a) grandparents bring grandchildren, b) provide funding to youth committee for action	n/a
Post-it	Identify and discuss the preconceived boundaries and divisions we have placed in our own community, e.g. ijusha versus sansei	n/a
Post-it	Bottom up not top down; Susanne: Vancouver is different; solution: stop controlling people! That's how grassroots develops and that's what's going on in Vancouver	n/a
Post-it	Suggest to the [Nikkei National Museum and Cultural Centre?] Board to have a conference to decide a future direction	n/a
Post-it	Move beyond bureaucracy and support grassroots! Bottom up not top down	<input type="checkbox"/> <input type="checkbox"/>
Post-it	Creating/hosting a Canadian Taiko Conference	n/a

Appendix A: Dotmocracy from Future Planning Session (Sept 2016)

Theme #8: Togetherness

Total dots: 7

Theme dots: 3

Post-it dots: 4

Post-it / General	Post-it Content	Dots
General	n/a	□ □ □
Post-it	"People identify with one another based on <i>values</i> , not only <i>race</i> "; sometimes we are radicalized; "Toronto used to hate Vancouver"; Vancouver is very robust → no trend to indicate lack political	n/a
Post-it	Individual interests versus collective needs	n/a
Post-it	Activism <i>but</i> it may not come from organized group	n/a
Post-it	Building bridges accommodating different needs: Canadian-born JC; older Immigrants; newcomers (more and more coming)	n/a
Post-it	What is needed? Coming together, because otherwise, shrinkage will be a problem	□ □
Post-it	Nisei passing on - who/how carry on legacy? Plan?	□ □
Post-it	10 years: more individualistic; multiracial; yearning to connect with Japanese	n/a
Post-it	10 years from now looks like: diversified; non-NAJC people/creatives/young will be doing more interesting things	n/a
Post-it	Moving beyond looking for commonalities and starting to acknowledge and appreciate difference e.g. finding similarities in family history - camps	n/a

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Post-it	Equal mix of 3 levels of experience: seniors provide stability and wisdom; middle get things done; youth have energy	n/a
Post-it	Celebrating “Canadian”-ness”; sharing cultures	n/a
Post-it	Chain reaction: reach out to one JC person not involved in JC community to come to an event - picnic, baseball game, etc.; that person sends invitation on and so on; hopefully some of the show up to a fun plus informative (your choice of info) afternoon/night/day	n/a

Theme #9: Funding

Total dots: 3

Theme dots: 3

Post-it dots: 0

Post-it / General	Post-it Content	Dots
General	n/a	□ □ □
Post-it	Backlash from non-Asian community (monetary, power)	n/a
Post-it	Do differently: break open our savings account and fundraise with it as well as <i>doing</i> something new	n/a
Post-it	\$ reserve gone = community gone; integrated community 150; newcomers; business 50/60	n/a