



Strategic Plan

B I C A S

2020-2025

BICAS
2001 N 7th Ave Tucson AZ 85745
520-628-7950
www.bicas.org

Celebrating the past...
...planning for the future.

Dear Tucson,

In 2019, while celebrating 30 years of work in Tucson, the BICAS Collective sat down together and made this plan for the future. After settling into our new building, it is time to imagine what is next.

Here we lay out for you our hopes and dreams and hope to share our inspiration. We couldn't have come this far without your support. Thanks for being by our side on this journey.

Love, Peace & Bicycle Grease,

The BICAS Collective

BICAS is a worker self directed nonprofit 501(c)(3). Tucson's bicycle recycle and education center.

Through advocacy and bicycle salvage, our mission is to participate in affordable bicycle transportation, education, and creative recycling with our greater Tucson Community.

We believe in the bicycle as accessible transportation for all and do our best to make it so.

BICAS is committed to...

Community

Creating an environment that is inclusive and accessible, where we can engage in mutual learning and growth

Empowerment

Supporting one another through a Do-It-Yourself/Do-It-Together model of knowledge sharing

Sustainability

Reusing/recycling old bike parts to build affordable bikes, reimagine everyday objects, and create art

Justice

Holding ourselves accountable by striving for anti-oppressive spaces and transformative practices in our collective, in our shop, and in our community

Inclusivity

Welcoming all people to bicycle riding, mechanics, and art-making, while acknowledging obstacles individuals may be facing

Collectivism

Collaborating as a group of equals, building a space of open dialogue

Strategic Goals

Building and Infrastructure Improvements

- Increase accessibility
- Prioritize family friendly spaces
- Complete building renovations and improvements
- Upgrade shop equipment

Shop Organization and Flow

- Improve efficiency of BICAS recycling program
- Improve organization and labeling of parts
- Create bilingual labeling in English and Spanish

Opportunity for Leadership

- Increase staff engagement in BICAS Shop Committee
- Explore new opportunities for leadership and responsibility
- Offer Advanced Mechanical Trainings for Staff

Growth of Volunteer Program

- Define structure of Volunteer program
- Diversifying our pool of volunteers
- Offer more opportunities for volunteers
- Expand community outreach and participation in community events

Community Tools



Education



Strategic Goals

Classroom Improvements

- Expand youth programming workshop space
- Revamp our classroom with organization and murals
- Develop a multi-use second classroom space

Program Definition and Growth

- Outline plan of incremental program expansion
- Build program leadership and structure

Youth Leadership Development

- Extend Youth Drop-In opportunities
- Establish a Youth Internship program
- Explore youth run spaces and shop services
- Provide Job Skills Training for youth

Advanced Mechanical Classes

- Develop new curriculums for continuing and advanced students
- Increase number and variety of classes for public

Fundraising

- Seek annual funding through grants, donors, and events

Strategic Goals

Leadership Opportunities

- Reactivate the Art Committee with updated roles and responsibilities

Community Programming

- Increase on and offsite adult and youth art classes featuring community artists and teachers
- Promote classes and art events in the community
- Increased networking with local artists
- More recognition for contributing artists via our social media
- Support growth of public art in Tucson through partnerships, commissions, and participation in community events

Organization and Infrastructure

- Upgrade BICAS "Art Area": recycled art materials, classroom, and gallery

Fundraising

- Continue to improve our annual Art Auction
- Schedule regular fundraisers and gallery shows
- Secure new arts grant funding
- Increase gallery and art merchandise revenue

Art



WomenTrans*Femme



Strategic Goals

Organization

- Increase WTF leadership opportunities through coordinator roles
- Define Committee role in BICAS collective
- Improve workshop materials

Workshop Evolution

- Re-envision WTF program and services
- Prioritize building community
- Evolve the language used for programming and workshop nights

WTF Community Events

- Increase creative opportunities for community building beyond mechanics and bicycles
- Celebrate the skills and leadership in the WTF network

Fundraising

- Seek annual funding through grants, donors and events
- Increasing WTF financial literacy and annual budget setting