



Monday, November 3, 2025



Sasha & Zamani × Zamani Land

— Combined Founding Plan (IBIS · ic3csi · 18 Founders)



Executive Summary

This single document merges the conceptual foundations of Sasha (Sasa) and Zamani with the operational plan to launch Zamani Land using a founding cohort of 18 people (echoing early Balfouria's "18"). It defines roles for the ic3 Crime Scene Investigators (ic3csi) and the ic3 Black International State (IBIS), sets out governance, safeguards, legal/tenure routes (London/UK, Kenya, Nigeria), site criteria, rotas, finance, security, community engagement, documentation, risk controls, and a 90-day launch schedule—all aligned to the Sasha→Zamani pipeline (living record → enduring archive).

1) Core Ideas: Sasha, Zamani, and Potential Time

1.1 Plain Meaning

- **Sasha (Sasa)** = the now: the living present, the recent past still held in living memory, and the near future (roughly the next few months).
- **Zamani** = deep time: the boundless past that stores everything once it passes out of living memory—ancestry, myth, and the enduring record.
- **Potential Time** = what has not yet happened, shaped by wise action in the Sasha.

Working rule: Sasha feeds into Zamani. Events are acted on, documented, and validated in Sasha; then curated into the Zamani archive (the canonical memory).

1.2 Why This Matters for IBIS and ic3csi

- **ic3csi** operates the Sasha layer: daily logs, budgets, incidents, safeguards, minutes, neighbour notes, training, audits—*what happened and how*.
- **IBIS** stewards Zamani meaning: mandate/charter, lineage, policy (RLT/JTC), canonical archives, and the long arc—*why it matters and how it endures*.

Sasha tools: rota, incident forms, receipts, training matrix, risk register, weekly dashboards.

Zamani tools: charter, MoUs, land instruments, versioned policies/SOPs, oral histories, annual reviews.

2) Organisations & Mandates

2.1 ic3 Crime Scene Investigators (ic3csi)

Scope: evidence-led community investigations and documentation. **Standing rule:** promote Reparation Liability Tokens (RLT) and operate a registry of interest (not the downstream rails). For Zamani Land, ic3csi is the documentation, governance-assurance, and audit backbone at the Sasha layer.

2.2 ic3 Black International State (IBIS)

IBIS provides constitutional mandate and policy. It is the authorising body for RLT and Justice Trade Certification (JTC) policy (JTC issuance is exclusive to IBIS). For Zamani Land, IBIS: ratifies the Charter, appoints/approves the 18, and receives formal reports (30/60/90-day and annual).

3) "18" Founders (Balfouria Echo) — Structure and Roles

3.1 Six Triads (3 × 6 = 18)

Each triad has Lead, Deputy, Recorder (Recorder ensures documentation and handover discipline).

1. Governance & Law — IBIS mandate/Charter; tenure (leases/titles/permits); compliance, minutes, data protection.
2. Finance & Supply — budgets/accounts; procurement & stock; donor logs, receipts, inventories; RLT/JTC alignment.
3. Land & Build — site layout; utilities; construction/maintenance; plans/as-builts; risk assessments.
4. Health, Safety & Safeguards (SASHA) — first aid/clinical; safeguarding & equality; H&S logs; incidents; corrective actions.
5. Community, Culture & Mediation — neighbours/stakeholders; education/training; rites & records; mediation logs.
6. Tech, Mapping & Archives — comms/IT; GIS/survey; photo/video; version-controlled repositories.

Sasha / SASHA: Here SASHA is both the *programme* (Safeguards & Health Assurance) and the *Triad 4 team*. If “Sasha” is a person, assign as Lead/Deputy in Triad 4.

3.2 Decision Rules

- Routine: triad Leads decide within policy; Deputies cover.
- Cross-triad: Council of six Leads, simple majority.
- Constitutional (Charter changes, relocation): two-thirds of all 18 after a written proposal, 48-hour reflection, recorded vote.

3.3 Code of Conduct (Core)

- Dignity, non-discrimination, zero harassment/abuse.
- No weapons; non-confrontational security posture.
- Substance policy supporting safety-critical work.
- Duty of care; confidentiality; incident reporting; sanctions.
- Conflict-of-interest register and gift/hospitality log.

4) Safeguards & Equality

4.1 Required Language for External Communications

Include the Standard Safeguards Paragraph in letters/emails to institutions (equality, disability, anti-Black racism concerns; written-only comms; audit trail; safeguards/EIA accountability).

4.2 Practice on Site (SASHA Programme)

- Mandatory induction for all 18 (safeguarding, equality & disability awareness, first aid, fire safety, manual handling, complaints/incident logging, data care).
- Weekly SASHA dashboard: training coverage, incidents, actions, audits due.

- Whistleblowing channel (documented, with option for anonymity).
 - Accessibility audits for sleeping, sanitation, circulation, signage, comms.
 - Visitor & neighbour feedback forms with response SLA (e.g., 5 working days).
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5) Legal & Tenure Pathways (Choose per Jurisdiction)

5.1 London / UK (with 41 West Green Road, N15 5BY as HQ)

- Treat the railway arch as HQ/workspace (commercial/light-industrial). Avoid residential use without specific planning consents; do not house the 18 there.
- Secure a nearby brownfield “meanwhile use” plot for the 90-day pilot living/learning component (time-limited consent/licence; align with local small-sites/meanwhile policy).
- Wrap operations in a UK delivery entity (e.g., CIC or charity) to hold licences, insurance, and contracts.
- Insurances: public liability, employers’ liability (as applicable), professional/clinical, contents/tools.

5.2 Kenya

- Use the Community Land route: map area; define membership; adopt by-laws; apply to register with the Community Land Registrar.
- Integrate county/environmental approvals; document water, sanitation, and power plans.
- Operate via a local CBO/Trust aligned to IBIS for permissions and insurance.

5.3 Nigeria

- Apply for Right of Occupancy and obtain a Certificate of Occupancy (C of O) (typically 99 years).
 - Register an NGO or Company Limited by Guarantee to hold permissions/insurance.
 - Plan for state-specific planning/environmental clearances; target serviced or service-ready sites.
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6) Site Criteria (Universal)

- Tenure: clear licence/lease/title; signed and archived.
 - Access & Utilities: safe ingress/egress; water; sanitation; hybrid power (solar + grid or solar + generator); waste contracts.
 - Safety: flood/fire/wind analysis; nearby clinical support; safeguarding of minors/visitors.
 - Community Fit: quiet hours; traffic plan; neighbour comms; nuisance avoidance.
 - Learn-Work Zoning: mapped/signed areas for sleep, cook, storage, teaching, craft, archives, clinical, mediation.
 - Expand/Exit: capacity for a second tranche of 6–12 after evaluation, or clean exit without damage.
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7) 90-Day Launch Plan (Sasha → Zamani)

T-14 to Day 0 (Readiness)

- IBIS mandate and Zamani Land Charter ratified; 18 appointed to triads.
- Tenure instrument signed (licence/lease/title); insurance bound.
- Code of Conduct adopted; SASHA training complete; initial risk register.
- Neighbour letter prepared; public contact email; documentation repository created.
- Kit purchase and asset register (sleeping, cooking, sanitation, tools, PPE, first-aid, radios, ICT).

Days 1–7 (Standing Up Sasha)

- Site handover; safety checks; fire muster/drills.
- Zone layout; temporary structures; lockable storage.
- Daily stand-up/debrief; logs start (minutes, incidents, receipts, photo/video).
- Baseline health/wellbeing checks; rota posted; open-hour plan drafted.

Days 8–30 (Stabilising)

- Micro-modules: food safety, tool safety, mediation, data care, mapping.
- Weekly SASHA audits; first neighbour Open Hour; first budget review.
- Stock-take; risk review; publish Week-4 summary to IBIS.

Days 31–60 (Running)

- Launch 1–2 micro-enterprise activities (training days, craft/service).
- Host-community joint action (clean-up/repair/garden bed).
- Mid-term review (risks/finances/relations); corrective actions logged.

Days 61–90 (Evaluating → Zamani)

- Scenario drills (medical, fire, severe weather, conflict mediation).
- External peer review (2–3 observers).
- 90-Day Report: outcomes, incidents, spend vs plan, recommendations (scale, replicate, relocate, exit).
- Canonise successful SOPs into the Zamani archive (version-locked).

8) Rotas, Minimum Staffing, and Roles

- Duty Manager of the Day (DMOD): rotates across Leads/Deputies; manages logbook and rapid decisions.
- Night Safety Pair: two awake adults overnight (rota).
- Clinician on Call: named person at all times; backup listed.

- **Safeguarding Officer:** reachable during all public-facing hours.
 - **Key Control:** documented custody; lost-key protocol.
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9) Selection, Vetting, and Training

- **Selection:** balance skills across six triads; health/availability; commitment to Code.
 - **Vetting:** references; DBS where applicable; conflict-of-interest declarations.
 - **Mandatory Training (pre-Day-1):** safeguarding; first aid; fire safety; manual handling; equality & disability awareness; complaints handling; incident logging; comms & data care.
 - **On-Site Micro-Modules:** water/sanitation; tool safety; mediation basics; documentation standards; visitor management.
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10) Finance & Procurement

- **90-day budget:** site/tenure; utilities; food; sanitation; tools/PPE; comms/IT; insurance; contingency (10–15%).
 - **Controls:** two-quote rule > £250; Treasurer countersign > £1,000.
 - **Receipts:** photographed and archived daily; monthly reconciliation.
 - **Income (if any):** logged, receipted, banked same/next business day.
 - **Reporting:** weekly spend snapshot; 30/60/90-day reports to IBIS.
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11) Health, Safety, Clinical & Welfare

- **Medical:** first-aid room/box; sharps disposal (if relevant); health declarations; local service links; heat/cold plans.
 - **Food Safety:** separate wash/prep; fridge temperature logs; colour-coded boards; pest control if needed.
 - **Fire:** extinguishers, blankets, alarms; muster; drills.
 - **Sanitation:** hand-wash points; greywater plan; toilet servicing; infection-control SOPs.
 - **Wellbeing:** quiet/reflective space; buddy system; weekly check-ins; burnout watch.
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12) Security, Complaints & Mediation

- **Security posture:** non-confrontational; no weapons; lighting/sightlines; incident logging; police liaison via written comms unless unprompted approach.
- **Complaints:** simple form; acknowledge within 2 working days; resolution target 10 working days; escalation ladder.

- **Mediation:** named mediators; neighbour/internal pathways; restorative approach; minutes and outcomes recorded.

13) Community & Culture

- **Open Hours** weekly; tours by appointment; visitor register.
- **Learning Days:** short sessions (gardening, repair, cooking, mapping).
- **Rites & Records:** respectful observance; consent-based photography; curate significant moments into the archive.

14) Documentation & Data Care

- **Core repository:** version-controlled folders (Charter, MoUs, risk register, logs, minutes, budgets, training, incidents).
- **Photo/Video:** timestamped; consent recorded; weekly curated upload.
- **Privacy:** access levels; encryption for sensitive data; retention/deletion schedules; incident response for data breaches.

15) Risk Register (Starter)

Risk	Likelihood	Impact	Mitigation
Tenure uncertainty	Medium	High	Written licence/lease; renewal checkpoints; exit plan
Neighbour complaints	Medium	Medium	Quiet hours; liaison; fast complaint handling
Injury/illness	Low–Med	High	Training; PPE; first-aid; drills; clinician on call
Fire/flood	Low	High	Layout; extinguishers; alarms; drills; weather plan
Financial overrun	Medium	Medium	Two-quote rule; weekly reporting; contingency
Safeguarding breach	Low	High	Vetting; training; supervision; audits; whistleblowing
Data breach	Low	Medium	Access control; encryption; training; incident plan

16) Site Options & Pathways (Pick One to Start)

- **London anchor:** 41 West Green Road as HQ/workspace; secure nearby brownfield “meanwhile” plot for the 18-person living/learning pilot (time-limited consent).
- **Kenya:** Community Land registration; co-design by-laws; phase water/sanitation/solar with county approvals.

- **Nigeria: Right of Occupancy → Certificate of Occupancy; staged development with clear utilities and community engagement.**
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17) Minimal Templates (Fill-Ready Outlines)

17.1 Zamani Land Charter

- **Preamble (IBIS mandate)**
- **Purpose & scope**
- **Governance (six triads; roles; decision rules)**
- **Safeguards & Equality (SASHA)**
- **Code of Conduct**
- **Documentation & Privacy**
- **Complaints & Mediation**
- **Finance & Procurement**
- **Review & Amendment**

17.2 MoU with Site Host / Landowner

- **Parties & site description**
- **Term, renewal, termination, exit conditions**
- **Permitted uses & hours**
- **Utilities & maintenance responsibilities**
- **Insurance & indemnities**
- **Safeguards, complaints, inspection rights**
- **Data sharing & confidentiality**
- **Signatures**

17.3 Code of Conduct (Bullet Set)

- **Dignity & respect; anti-harassment; zero retaliation**
- **Safety rules; PPE; tool use; substance policy**
- **Confidentiality & data care**
- **Conflicts/gifts/hospitality**
- **Reporting expectations & sanctions**

17.4 Standard Letters

- **Neighbour introduction**

- Local authority notification (with Safeguards paragraph)
- Police/Civil Services/Institutions (with Safeguards paragraph)
- Health providers liaison (contacts & escalation)

17.5 Logs & Checklists

- Daily brief/debrief sheet
- Incident form & investigation checklist
- Visitor register
- Training matrix
- Stock & asset register
- Fire/first-aid drill record
- Cleaning & sanitation schedule

17.6 Kit Lists (Starter)

- Safety: first-aid kits; extinguishers; blankets; alarms; PPE
- Structures: shelters; flooring; lockable storage; signage
- Utilities: water storage; filtration; power (solar/hybrid); cables; lighting
- Food: fridges; thermometers; prep tools; colour-coded boards; HACCP logs
- Comms/IT: radios; phones; router; encrypted drives; printer/scanner
- Documentation: clipboards; binders; tamper-evident bags; labellers

18) What to Lock In Now

1. Jurisdiction for the first 90-day pilot (London brownfield / Kenya community land / Nigeria C-of-O).
2. Name the 18 (at minimum confirm the six Leads).
3. Confirm “Sasha” as a person (Lead/Deputy in Triad 4) or retain SASHA strictly as the safeguards programme name.

Signed

John Canoe

**Mr John Canoe (IC3 – Black European)
Investigating Officer**

Monday, November 3, 2025

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IC3CSI Donation Policy

We provide free support to IC3 Black and IC6 Mixed-Black people affected by anti-Black racism trauma. Gifts and donations help us continue our work.

Each email (incoming or outgoing) requires a £66 donation. This covers the time needed to open, read, analyse, and process communication, as well as the work requested. Please make every communication count and send only carefully considered messages.






















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Communication policy (ic3csi):

ic3csi representatives will not voluntarily meet police officers, or any other entities suspected of anti-Black racism, face-to-face. All communications must be in writing (email or post) for transparency and evidential record-keeping. This policy reflects our role representing IC3 Black and IC6 Mixed-Black people and ongoing concerns about anti-Black racism and institutional racism. If officers or other parties approach us in person unprompted, that is a different matter.

**Please send all replies and official correspondence to our temporary mailing address:
IC3CSI, 23 Jersey House, 2 Eastfield Road, Enfield, EN3 5UY.**

POLICE CODES

	IC1		W1 UK White W2 White European W9 Other White	
	IC2		W9 Other White Dark European	
	IC3		B1 Caribbean B2 African B9 Other Black	
	IC4		A1 Indian A2 Pakistani A3 Bangladeshi A9 Other Asian	
	IC5		O1 Chinese O9 Any Other Oriental	
	IC6		M1 White & Black Caribbean M2 White & Black African M3 White & Asian M9 Any Other Mixed	
	IC7		NS Not Stated	

Who are you?



BIRTH PLACE



LINEAGE



APPEARANCE



STATE OF MIND



DNA

UK Government Race and Ethnicity Codes.

Are you a Racist?

 IC1	 W1 UK White W2 White European W9 Other White	 IC3	 B1 Caribbean B2 African B9 Other Black	 IC6	 M1 White & Black Caribbean M2 White & Black African M3 White & Asian M9 Any Other Mixed
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