

RYAN WALTERS

For President

**REBUILD
RENEW
RESTORE
RECLAIM**



DEMOCRATIC LABOUR PARTY

THE PRIORITIES FOR THE DEMOCRATIC LABOUR PARTY

My fellow Comrades,

For 68 years, the Democratic Labour Party has been at the forefront of social, economic, and political development in Barbados. Our Party has made significant contributions to the livelihoods of our citizens and the progress of our nation. Although time does not allow me to list our achievements, I am certain you are aware of our Party's sterling work. However, the past five years have been a challenging time for our Party, and I, like many of you, am hurting from the losses we have faced. But we cannot allow ourselves to dwell in sorrow, for the people of Barbados need us now more than ever.

It is time for us to learn from our mistakes, take responsibility for our shortcomings, and redirect our path towards a brighter future. We cannot go back to the past, or continue on our current path to nowhere. Enough is enough - it is time for us to look forward and work together to Rebuild, Renew, and Restore our Party. To this task, that I offer myself in service to you as your next president and I hereby ask for your support and vote.

My unwavering commitment, experience and vision are necessary to lead our Party to greatness once again. With your support, together we can rebuild our Party and reclaim the trust and faith of the people of Barbados whom we are called to serve.

Thank you for your continued dedication to the Democratic Labour Party, and I look forward to serving as your next President.

Sincerely,

Ryan Walters



As a manager of business and people for over 15 years, Ryan Walters knows that many organizational issues need to be addressed simultaneously while novel issues arise from day to day. It never ends. The Democratic Labour Party is no different and we need to do what experienced and successful managers, businesses and organizations do, PRIORITIZE.

To retrieve our rightful place as the leading political Party in Barbados, we must renew our commitment to the core principles of the Party, rebuild and renew the organs and membership of our great institution and we absolutely must restore and regain the confidence of our supporters and the public at large.

As your leader, Ryan is committed to prioritizing our issues by aggressively addressing six key pillars that will allow us to REBUILD our membership, refresh and RENEW the Party, RESTORE the confidence of our membership and wider Barbados, and RECLAIM our space in the hearts and minds of communities, households, and people across our beautiful country.

These six key pillars are:

1. Strengthening Party Governance
2. Revitalizing Our Membership
3. Empowering Our Women
4. Empowering Our Youth
5. Strengthening the Party Finances
6. Reclaiming Our Rightful Place in the Hearts of Barbadians



1. Strengthening Party Governance:

Governance speaks to the act or process of overseeing the control and direction of something. The Democratic Labour Party must adopt an approach that significantly improves how it governs the Party and treats its elected officers, organs, and members. Regaining the trust and confidence of our membership is paramount.

As your new President Ryan Walters will:

- Strengthen the role and importance of all elected officers of the Party.
- Increase transparency and improve decision making for the office of the President by ensuring key decisions are sanctioned by the elected officers of the Party before presentation to the other councils.
- Appoint an auditor to review the record keeping functions of the Party, namely accounting and membership.
- Encourage participation of members in the decision-making process of the Party by enforcing Rules 23 and 25 of our Constitution relating to the Executive and General Councils.
- Promote inclusiveness, transparency, and accountability in all Party processes through regular communications with branches.
- Strengthen the resilience of the branches of the Party by appointing training officers to sharpen and develop specific skills of the branch executives through training and development.
- Maintain an inclusive and transparent candidate selection process that includes participation by each branch.
- Address the concerns surrounding the issue of the political leader.
- Appoint a Council of Distinguished Elders. This carefully appointed council will reflect the full range of our diverse membership. They will act in an advisory capacity with policy development. Members of the council will use their vast knowledge, education, and experience within the Party and from ministerial and other civil service experience to guide and aid in the formulation and articulation of ideas.



2. Revitalizing Our Membership:

Our members are our greatest asset. We have a rich and proud history and legacy that spans over 60 years. Ryan intends to utilise the skills, knowledge, and experience of our membership in an organized and effective manner. Every single member has worth, value and will be allowed to contribute to the rebuilding effort.

As your new President Ryan Walters will:

- Appoint membership officers to work with each branch to keep updated membership lists and associated members data.
- Organise the educational skills and experience within the Party by creating a skills and an intellectual bank/database of our membership to be able to fully utilize their potential in enhancing our political presence and contributions.
- Improve engagement with rank and file members by providing direct access to the President and Officers of the Party through the use of technology.
- Create a robust annual calendar of events aimed at creating camaraderie among members' while encouraging engagement with our supporters, well-wishers and wider Barbados.
- Enhance brand DLP by making Party paraphernalia available across all constituencies and organs of the Party. Ryan will make sure that the Democratic Labour Party becomes visible again.



3. Empowering Our Women:

Women are an important cog in any organization. The Democratic Labour Party is no different. While our ladies at the Party are more than happy to contribute with fundraising, planning, and executing events, I believe that they have so much more to offer. Females have earned their “seat at the table.” We need them to contribute to the advancement of innovative ideas, different perspectives, and strong policies for the Party as we shape a new path together.

As your new President Ryan Walters will:

- Broaden the participation of women in the Party at all levels. This includes advocating for one of the elected posts of Vice President to be held by a female as a matter of right. This post will be called Lady Vice President and shall carry a similar status as the other three Vice Presidents.
- Broaden participation of women in the Party by mandating a seat on the Executive council of the Party to the President of the League of Women
- Support the League of Women within the Party and in the wider community and aid them to help drive membership and promote advocacy on key national issues affecting women and families.
- Adopt the international gender quota of at least 33% of candidates seeking office in general elections be female candidates.

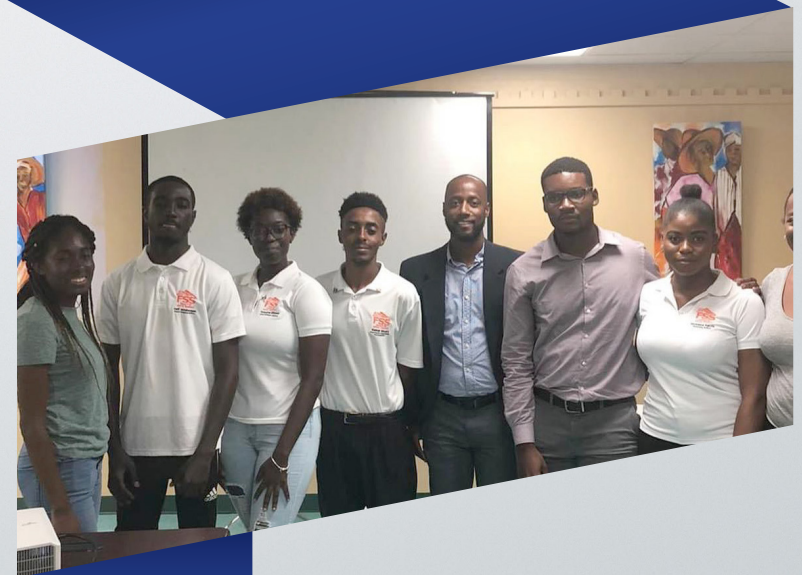


4. Empowering Our Youth:

Since we stand by the notion that our children are the future, it is only sensible to have a strong youth arm of our Party. Our Young Democrats have a strong legacy of promoting continuity and creating succession planning in the Party. We need to return to our former years of glory by paying attention and giving support to this special team of talented young men and women.

As your new President Ryan Walters will:

- Elevate the voice of the youth by mandating that the President of the Young Democrats has a seat on the Executive Council of the Party as a matter of right. The youth's voice will be heard within the Party and in national conversations.
- Grow membership in the Young Democrats by introducing the post of Youth Officer as an added post to be elected as part of the branch executive at their Annual General Meetings. The holder of this post will effectively canvass communities and encourage new and young members into the branches and subsequently into the youth arm.
- Develop the youth membership arm of the Party by exposing them to major political happenings in the Party, for example, chairing or speaking at meetings on key issues affecting citizens.
- Build confidence in the Executive and membership of the Young Dems by encouraging their involvement and helping with developing Youth Policy and other areas of strategic focus.
- Create a caucus of young professionals to aid the Party in building out a robust technological framework to not only modernize our electioneering machinery but to enhance our presence, brand, and image in the social media space as well.



5. Strengthening the Party Finances:

Like everything else, financing is crucial to the Party's operations and programs. Without the subvention from the government, Ryan will work with the councils and branches to find creative ways to improve the financial position of the Party.

As your new President Ryan Walters will:

- Build a strong financing policy that promotes sustainability and efficiency.
- Develop a robust financial management plan that is grounded in proper budgeting and cash management.
- Fully use the revenue-making potential of the Party's auditorium.
- Find suitable and legitimate ways to invest and raise funds.
- Form sustainable relationships with political and corporate stakeholders to ensure and secure funding to carry out the Party's business.



6. Reclaiming Our Rightful Place in the Hearts of Barbadians:

As a mass-based political party, we must remain committed to the uplifting of all our people. Although we were unsuccessful in the last two general elections, the Democratic Labour Party is still the main opposition and must act as a government-in-waiting. We shall rebuild and regain the trust of the electorate again.

As your new President Ryan Walters will:

- Engage in town hall meetings and public consultations that evoke frank discussion between Barbados and the DLP. Discussions can cover both Party and national issues and will be held at both Party central, the branches and in communities.
- Select candidates for all constituencies in the shortest possible time.
- Create a Parliamentary Forum / Shadow Cabinet to address the issues of the day and to keep the government accountable..
- Improve our public engagement by
 1. Appoint a Public Relations Officer who will be versed in managing all aspects of public and media relations.
 2. Engaging in an effective communication strategy that connects with Barbadians through social and other media and promoting the Party as a force for positive change.
 3. Developing our message(s) and presenting them in a manner to ensure that they resonate with the citizens.



About Ryan

Ryan Walters grew up in Ferniehurst, Black Rock, in the parish of St. Michael after moving there with his mother, older sister, and stepfather in the year 1990.

As a young boy attending Queen's College, Ryan was always keen on sports, representing the school every year in track and field and football, both achievements of which he is immensely proud. He played basketball for the Deacons Basketball Club and was always up for an evening game of football on the pasture, a game of road tennis, or a game of dominoes or cards by the various shops in the neighborhood.

His passion for business started from an incredibly early age when he attended The Barbados Community College and earned an Associate Degree in business studies. His personal circumstances, however, led him to choose the pursuit of job opportunities over going to the University of the West Indies directly after Community College. So very soon after leaving college, he landed his first job in the tourism industry as a Sports Coordinator at a hotel on the south coast. Soon thereafter he was offered the opportunity to work at a commercial bank, followed by a role as an Accounts Assistant at a leading credit card processing company.

Ryan's extensive professional career was bolstered by his employment in the International Business Sector where he worked for 10 years in various roles. Ryan gained qualifications in Training and Marketing and also attained a Masters in Business Administration (MBA), with a specialty in Finance. Over the years in this sector, Ryan has worked extensively in accounting, compliance, audit, forecasting and budgeting, mergers, and business acquisition. Over his career he collaborated with several high-profile clients in the financial services sector, leading audit teams, identifying and mitigating risk and ensuring internal controls were effective.

Ryan currently holds the position of General Manager of Restaurant Associates (Barbados) Ltd, a local franchisee for an International Quick Service Restaurant (QSR). He held this position since 2014. Over the years, Ryan has developed and led a team that has grown that Brand in Barbados while other similar brands failed. He is quite proud of his achievements in building out the business by establishing all departments and functions as well as moving its staff complement from around thirty employees to over

two hundred employees today. Additionally, he has recently been given the responsibility to build yet another International Quick Service Restaurant Brand from scratch. This will increase the number of employees under his watch to close to two hundred and seventy five in total. A challenge he graciously accepts.

Ryan's success story in the private sector will be one of the hallmarks of his contribution to the economy of Barbados.

Ryan is the proud father to four children: two handsome young men and two beautiful daughters. His love for his children is undeniable and he is at the forefront of their lives. He has his hands full coaching and mentoring two teenage boys and nurturing two girls who still attend primary school.

Beyond his professional and personal commitments, Ryan still finds time to be in the community. This passion and love for people has led to his involvement in elective politics. As a member of the Democratic Labour Party, Ryan has been a national voice on behalf of the citizens of the country, speaking on issues relating to small business, entrepreneurship, cost of living and other national issues.

Currently, he is the 2nd Vice President of the Democratic Labour Party. Ryan's down-to-earth and approachable personality is what endears him to many, and he is often seen chatting and laughing with friends and community members.

His love for community led him to become involved in various community initiatives over the years, such as offering mentorship to young people in his neighborhood and sponsoring local sports teams. Ryan's passion for community involvement is a big part of what drives him in his professional and political career, and he remains committed to giving back to his community, his Party and country, in any way he can.



Ryan Walters remains a committed and accomplished multi-faceted individual who has excelled professionally, personally, and politically. His extensive experience in business and leadership, dedication to community involvement, and passion for public service make him an ideal candidate to preside over the Democratic Labour Party and help it reach and retain the greatness it can achieve.

Through the six key pillars of strengthening Party governance, revitalizing membership, empowering women, and youth, strengthening party finances, restoring public confidence, Ryan has put forth practical initiatives that will address the critical issues facing the Party.

Under his leadership, the Democratic Labour Party will embrace transparency, inclusiveness, and accountability, all the while prioritizing the needs of its members, the Party, and the wider public.

It is with great optimism and confidence that the DLP can look to a future full of promise and opportunity, led by Ryan Walters, your next President.