

Coalition Building for Tolerance and Non-Discrimination

A Practical Guide

Coalition building is about individual organizations amplifying their voices by working together. Anti-Semitism, intolerance and discrimination are deeply embedded across the OSCE region and addressing them requires the combined efforts of many communities and organizations. It cannot be accomplished in any large measure by just one group acting on its own. By bringing together groups with different skills, experiences, resources and connections, coalitions can be powerful ways to bring about large-scale, enduring changes to address issues of discrimination.

ODIHR's new guide offers community leaders and civil society organizations in the OSCE region a human rights-based approach and practical basis for building successful coalitions aimed at addressing discrimination and fostering more tolerant and peaceful societies. By providing multiple resources and good practices, tips for gender mainstreaming and step-by-step instructions, this guide serves as a starting point not only for civil society organizations and communities setting out to create successful coalitions that strengthen responses to intolerance and discrimination, but for all members of civil society who wish to create coalitions to advance their goals.

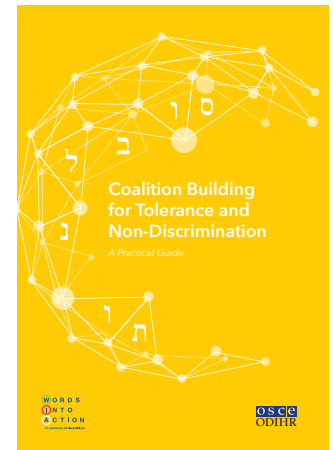
More specifically, the publication:

- Introduces coalitions as structures for collaborative endeavours and describes some of the traits shared by successful coalitions;
- Reviews the reasons to form a coalition and provides examples of some of the activities that coalitions undertake;
- Addresses the steps that should be taken prior to launching a coalition, with a focus on identifying who should be involved in the coalition, developing strategies to recruit them and determining what to do if they decline to join;
- Describes the steps to plan a first meeting that sets the right tone for the coalition, allows both women and men to participate equally and leaves people feeling energized, focused and ready to work together;
- Explains the operational and structural decisions that coalitions need to make, and considers how those choices shape and reflect the values of the coalition as a whole;
- Provides an outline for a coalition planning meeting, discusses the elements of a plan and offers an alternative process for planning;
- Discusses steps that can be taken from the earliest stages to help sustain the coalition, its programmes and its benefits for the community;

- Offers strategies for dealing with conflict, retaining members, ensuring that both women and men are developing leadership, and addressing other common challenges;
- Describes a variety of processes and methods to track the coalition's progress and evaluate its impact; and
- Includes worksheets and step-by-step instructions to make it as easy as possible for coalitions to walk through the processes recommended in the Guide.

Examples of ways that coalitions address discrimination and intolerance include:

- Working to pass laws or policies that address hate crimes or discrimination;
- Advocating for state and local governments to take more concrete action to address discrimination and hold government authorities accountable for doing so;
- Educating the public – in schools, at community events or with communications strategies that engage online and traditional media;
- Co-ordinating the activities of multiple organizations working towards a common goal;
- Engaging in strategic communications that help re-shape public opinion about tolerance, non-discrimination and targeted groups;
- Partnering with law enforcement agencies to implement best practices in protecting vulnerable communities and accurately tracking and reporting hate crimes;
- Mobilizing communities to take co-ordinated action; such as facilitating community healing in the aftermath of a hate crime, including by bringing people together for a candlelight vigil, a march or a forum that expresses community concern for the targeted population; and
- Providing direct support for under-served constituencies.



Tel.: +48 22 520 0600
Fax: +48 22 520 0605
E-mail: WordsintoAction@odhr.pl
<http://www.osce.org/project/wia>

More information:

For detailed information about ODIHR's resources and publications to promote tolerance and non-discrimination, please visit: www.osce.org/odhr/tolerance

OSCE Office for Democratic Institutions and Human Rights

ul. Miodowa 10
00-251 Warsaw, Poland
wordsintoaction@odhr.pl

