

COALITION PRINCIPLES AND PRACTICES

As our coalition grows we must remain cognizant of our vision and commitments to build the world we envision through our daily practice.

We are a large diverse coalition made up of groups and individuals with different cultures, experiences and political perspectives united behind a shared vision working to achieve a common cause. We seek to bring together knowledge, expertise, and tangible assets to actively support and nurture the broader community and to provide a strong collective voice, and enhance our effectiveness by expanding resources, increasing diversity, developing new partnerships and providing greater visibility and action to promote a world without empire. Our Unity Statement and Strategic Plan provide the framework and reason for coalescing.

Working in such a diverse group however is our coalition embrace the following principles for our coalition work:

- Honesty
- Respectful of self and others
- Acknowledgement self interest
- Allow conflict
- Commitment to listen as much as to speak
- Structure to ensure full participation
- Open to input
- Representative of many views
- Recap not re-decide
- Confidentiality
- Willingness to serve the interest of the broader coalition, not just individual organizational interest
- Willingness to have a unified front in the public
- Willingness to work
- Willingness to step out if the coalition is no longer meeting your organizational needs or the perspectives are so incompatible that the work does not move forward.
- Trust the group
- Willingness to compromise, let go and remain unattached to outcome

Drawing from other resources and communities before us, we also propose the following

Anti-Oppressive Organizational Practices be incorporated into our efforts

- Commit time for organizational discussions on discrimination and oppression
- Commit time to learn about each other, to share stories about our lives, our

history, our culture, our experiences

- Set anti-oppression goals and continually evaluate whether or not you are meeting them
- Promote an anti-racist, anti-heterosexist, anti-transphobic, anti-ableist message and analysis in everything we do, in and outside of activist space
- Remember these are complex issues and they need adequate time and space
- Create opportunities for people to develop skills to communicate about oppression.
- Promote egalitarian group development by prioritizing skill shares and being aware of who tends to do what work, who gets recognized/supported/solicited.
- Respect different styles of leadership and communication
- Don't push historically marginalized people to do things because of their oppressed group (tokenism); base it on their work, experience, and skills
- Make a collective commitment to hold people accountable for their behavior so that the organization can be a safe and nurturing place for all.

Meeting Practices

- It is the role of the facilitator to ensure that the space safe and welcoming for everyone and the responsibility of each groups member to contribute to this.
- Become a good listener
- Don't interrupt people who are speaking
- Be conscious of how your use of language may perpetuate racism, sexism, homophobia or ageism
- Try not to call people out because they are not speaking
- Be conscious of how much space you take up or how much you speak in a group Practice "stepping up, stepping back" so we can each contribute to equal participation.
- Be careful of not hogging the show, speaking on every subject, speaking in capital letters, restating what others say or speaking for others
- Respect different views and opinions
- Balance race, gender and age participation
- People who haven't yet spoken get priority
- It is the group's responsibility to challenge racist, sexist, ageist, homophobic remarks.

This is a start, a point for initiating discussion. That in and of itself, is valuable for our work.