



## Post-2015 Women's Coalition Strategy Meeting: Entering Our Second Phase

Final Report

11-12 March 2016

Glen Cove, New York

### Background

In its first phase, the Post 2015 Women's Coalition aimed to focus on feminist movement building within and beyond the Post-2015 development agenda process to ensure that multi-sectoral priorities related to gender equality, women's rights and women's empowerment were influencing and framing discussions and debates at all levels. The mission, structure, and activities of the Coalition filled many gaps in stakeholder participation and analysis in the Post-2015 development agenda process by: successfully including feminists and organizers who would not normally have access to international advocacy spaces; sharing timely and relevant information related to international development processes; and lobbying across thematic issue areas from a diversity of regional perspectives. 2016 marks a unique opportunity to shift our long-term vision and ways of working together in order to have meaningful impact on the ground. Thus, as the new phase of the Sustainable Development Goals (SDGs) begins—implementation and accountability—the Post-2015 Women's Coalition seeks to address the urgent need for a strengthened feminist movement for sustained, nuanced, participatory and inclusive feminist engagement at multiple levels and issue areas.

The main aim of the meeting was to lay the foundation for implementation and accountability of Agenda 2030, vis-à-vis other human rights instruments at the local and national levels. Our work together is in service of the urgent need for a strengthened feminist movement for gender equality, women's rights and women's empowerment.

### 1. PROPOSED OUTCOMES

- Sharing Perspectives on the 2030 Agenda and what's in it for women, lessons learned from the Post 2015 development agenda process, what's needed for implementation and accountability.
- Taking Stock of Our Collective Expertise: What tools and frameworks have members found to be useful for advancing their organization's or constituencies' issues? What existing alliances and movements can be utilized? What is NOT being addressed and which gaps still need to be filled?
- A vision for what will look different in our countries and communities, if we are successful in our work to influence the SDGs.
- A 2 year work plan moving forward

During the two days of the meeting, participants engaged in visioning and feminist standard setting, highlighting women's inherent rights and dignity and utilizing existing international frameworks – such as the Beijing Declaration and Platform for Action (BPfA), the Convention on the Elimination of all Forms of Discrimination Against Women (CEDAW), and United Nations Security Council Resolution 1325 – to frame Agenda 2030 implementation and monitoring of the SDGs.

Participants discussed critical issues faced by women in their regions, the gaps within 2030 Agenda and the SDGs, and between the SDGs, the BPfA, CEDAW and 1325, among others, useful tools and partnerships, as well as key upcoming opportunities for strategic intervention in their regions and recommendations on the training, resources, and other support needed.

## 2. Preparatory Process

### Selection of participants

The diverse group of participants included national and regional strategists, groups working on various priority issues, young feminist leaders, as well as representatives from the Women's Major Group, human rights organizations based in the U.S., and organizations of indigenous women and persons with disabilities.<sup>1</sup>

**There was an open-call to attend, where participants were invited to apply based on the following criteria:**

- Proven strategists
- National or regional agenda
- Willingness to engage at international level on advocacy and policy development
- Representing their constituency
- Open to adopting a human rights framework
- Have institutional backing

Over 140 applications was received through this application process. The list of applicants was assessed and selected in accordance with the criteria and ensure thematic and regional diversity.

### Participant Needs Assessment

Prior to the meeting, participants completed surveys to determine their priorities for the strategy session (such as an operational plan, a new leadership structure, understanding the SDGs), questions and concerns, and assess collective understanding of human rights instruments and the post-2015 development process. This input guided the creation of the agenda and outcomes for the meeting.

### Steering Committee Meeting

Steering Committee members held a full 1-day meeting on March 10, 2015 to assess current realities and draft proposals for the way forward. They discussed the evolution and current status of the coalition, noted gaps in representation and thematic issues, and developed proposals for a revised

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1 Annex 1: Full Participants List

coalition structure based on feedback from the past year, as well as upcoming opportunities for advocacy and movement building.

## Setting the Stage: Who is the Post-2015 Women’s Coalition?

The meeting commenced with an overview from the Post-2015 Women’s Coalition Global Coordinator and Steering Committee Members, outlining the Coalition’s origins and present iteration. This overview provided participants with an understanding of how the objectives and strategies were developed and implemented, and the responsibilities and shifting representation in the three committees (Steering, Advocacy, Communications).

The Post-2015 Women’s Coalition was formed out of a New York based advocacy group that was working on an advocacy campaign to form UN Women (GEAR Campaign). Informally, this group kept meeting after UN Women was formed, and the Coalition emerged from these initial informal gatherings.

In 2013, the Center for Women’s Global Leadership (CWGL), as a member of the GEAR campaign advocacy group, was invited by the Ford Foundation to apply for a grant to formalize the Coalition’s work. The grant was awarded with the objective of strengthening regional work; enhancing international advocacy space for regional networks and those from the Global South, and increasing access to the global space. In 2014, a formal Steering Committee was formed, comprising representatives from women’s and social justice organizations covering different geographical regions and thematic focus areas<sup>2</sup>. The Advocacy and Communications Committees were established through an open call process in consultation from the GEAR Campaign Members and underrepresented groups within the Coalition.

CWGL has had a permanent role on the Steering Committee, with the following responsibilities: raising funds and liaising with donors; maintaining fiduciary responsibility for management of the funds (as required by grant stipulations and US tax law); administration and for operationalization of the Coalition’s work as overseen by the full Steering Committee and hosting the Coordinator and Communications consultant at CWGL headquarters.

The Coalition consists of over 600 members representing over 100 international, 50 regional and 180 national organizations as well as over 200 individuals in their own capacity. Coalition members are based in several different regions of the world, including Africa, Middle East, Europe, Asia, Pacific, Latin America, Caribbean, and North America. For more information on the membership, including geography and expertise, please visit [this page](#).

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<sup>2</sup> The initial Steering Committee members were FEMNET (Africa); Karama (MENA); ARROW(Asia & the Pacific)); Articulaci3n Feminsita Marcosur (Latin America); WPP (Europe), Education International (global); AWID (international), CWGL (international), Huairou Commission (International); and WILPF (international). After the initial appointment process, the representatives from AWID and Articulaci3n Feminsita Marcosur stepped down from the Committee.

# The Post-2015 Women's Coalition Strategy

## A. Inside Strategy:

- When the Coalition started, it focused on tracking the UN Secretary General's process around the evolving post-2015 development agenda, and ensuring that women from the Global South were represented in the UNPGA events and Open Working Group sessions. In 2015 when the IGNs began, the Coalition monitored the process and ensured that members were aware of how the policy processes were unfolding at the international level. The Coalition also facilitated nomination processes for civil society participation beyond the post-2015 process, including the annual sessions of the CSW, the UNSCR 1325 Anniversary, and ECOSOC panels.
- We attempted to bring the concerns and priorities of national and regional members to these international spaces, in particular using open calls to nominate speakers for civil society representation. Nomination processes were developed through the Steering Committee, circulated through the general listserv as well as through regional and national platforms.

## B. Outside Strategy:

- 2 Regional Meetings have been hosted by the Coalition (Africa and MENA)<sup>3</sup> to facilitate discussions with women to develop priorities and produce policy briefs and advocacy statements. Open calls were circulated throughout the region and via relevant listservs.
  - FEMNET was the local host organization for Africa, where participants on inputs to the Financing for Development Conference, and that resulted in 5 participants of the meeting attending the FFD Conference in Addis Ababa in July 2015. FEMNET also raised additional funds for the meeting to allow more participants to attend to supplement the funds of the Coalition.
  - Karama was the local host organization for MENA region, where participants focused on linking the SDGs to UNSCR 1325, highlighting gender-based violence, education, participation, and macro-economics in their advocacy statement.

## C. What is next?

### 1. Reorganization and Expansion

A key priority of the Steering Committee Meeting in March 2016 as well as in open discussions with participants to the strategy meeting was to identify and remedy gaps in representation, and collect feedback and recommendations on how to increase the transparency, accountability, and diversity of the Coalition.

In preparation for the strategy session and as one of the options available to advance the work of the collation, CWGL held consultations and discussions with all Steering Committee Members and some advocacy members who were instrumental in initiating the coalition to assess how to move forward

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<sup>3</sup> All participants for these meetings, conferences, and speaking positions were chosen via open calls to Coalition members, not selected directly by the Steering Committee or staff

with the Coalition's work, now that we are truly 'post-2015', and entering the SDG implementation phase. **Three issues were identified:**

- **Regional issues:** on the lack of adequate representation of all regions in the SC and the lack of focus of the North America region in line with the other global regions represented within the coalition
- **Clarity:** on the role of CWGL and the leadership of the Coalition (i.e. the Steering Committee)
- **Consistency, clarity of focus, transparency:** Moving forward, what is the Coalition's niche, and how will we complement other movements and groups working on the SDGs and women's rights at both regional and international level?

## 2. Relationship and Distinction between the Women's Major Group and the Coalition

Organizing Partners of the Women's Major Group (WMG) attended the Strategy Session and provided an overview of their work and the collaboration between the WMG and the Coalition since 2012. The strategies have been complementary, with the WMG's taking a formal seat within UN processes, while the Coalition has provided strong, independent feminist analysis from the outside. The joint push on UN Women to establish a working group on the development of indicators and enhance their presence in the IGNs and other related processes such as the FFD are some of the positive example of this complementarity. Moving forward, both the Coalition and the WMG hope to continue to work in parallel without duplicating efforts.

A Coalition strategy that monitors other tracks for gender mainstreaming and feminist standard-setting (UNSCR 1325, CSW, ICPD etc.) to complement the work of the WMG within Agenda 2030 would be helpful. Additionally, the Coalition has the potential to support capacity building, (feminist) indicator development, and monitoring of the feminist standards at the national level, via regional organizers and networks towards the implementation and monitoring of the SDGs.

Two years ago an agreement was reached to co-ordinate the work between the Coalition and WMG through a group of members belonging to each group; revising this agreement to support collaboration moving forward would be a productive next step.

## 3. What's next? March- August 2016

- Regional Meetings in the Coalition proposal and budget lines (Asia-Pacific, Europe, Latin America) before August 2016
- Development of a process for clear communications and responsibilities/commitments of members and working groups
- Restructuring of the Coalition to address gaps
- Membership vetting and responsibility process

## Thematic Issues and Mechanisms

### A. Overview of the SDGs: the process and evolution of Agenda 2030, its outcomes and implications for women's human rights and systemic change.

Over the course of the meeting, Steering Committee Members provided participants with a brief overview of the SDGs, as well as potential tools that can be used to enable organizations to monitor implementation of Agenda 2030. There was a consensus around the need for an approach that looks beyond the SDGs, since they are not the sole (nor the most progressive) framework for realizing women's empowerment and human rights.

**2030 Agenda and its Focus:** Participants at the Strategy Session agreed that Agenda 2030 should be viewed as a complementary tool that can be used in addition to existing women's rights instruments such as the BPfA, the ICPD Framework for Action, CEDAW, 1325 and regional instruments (e.g. in Africa Agenda 2063 and Maputo Protocol). The measurement of the SDGs presents an opportunity for the work of the Coalition to hold our governments accountable through the use of oral history or more qualitative data in the shadow-reporting system.

#### Collectively Identified Gaps and Opportunities in Agenda 2030

1. **Measurement:**

- The UN has a working group on big data, which does not take into account the challenges of big data assumptions, or women's right to privacy, which impact on the conclusions big data comes to, and the effects on women living in developing countries.
- Measurement of the SDGs is an opportunity for us: mechanism for us to hold our governments accountable.
- There are irregularities in measurements and definitions of VAW.
- No accurate reflection of a feminist agenda and priorities
- What tools are members using to take advantage of the SDGs i.e. groups making their own indicators to take to governments to make sure that measurements are localized

2. **Media:**

- SDGs mention improved use of ICTs, but not regulation of media content or representation of women in editorial boards/ownership of media houses

3. **Human Rights:**

- Language is missing throughout the document, especially in terms of how accountability mechanisms will be structured to frame governments as duty bearers with obligations to their constituencies and to civil society.

4. **Feminist Analysis:**

- Women peace and security, among other thematic issues, needs a more feminist analysis to address systemic issues that propagate violence and discrimination.

## B. World Café and Consensus on Key issues

### The context we work in and the challenges we face:

- Increasing political and religious fundamentalism
- New types of isolation in the work we're doing and the spaces that are available
- New laws restricting civil society organizations
- Emergence of new CSOs that are very linked to power/private sector
- North-south divide on interests, sovereignty and how money is being spent
- Exclusion of feminist groups from their governments' discussions
- Democracy deficit and shrinking civil society space
- Funding for feminist and women's rights organizations and defenders

### Structural factors:

- Macro-economic inequalities
- Unequal global economic and social order
- Unchecked power and convergence and creep into civil society spaces by transnational corporations
- Welfare surveillance and persecution in the guise of security
- Funding for women and feminist organizations: how do we educate and negotiate with donors about what kind of support and enabling environments are needed for our movements? And when these actors do know the situation, how do we generate collective power to change their paradigms?

### Thematic Priorities

- **Human Security & Safety** (Violence against women, Gender Based Violence, Public Private Violence, Cyber violence, Violence against women human rights defenders)
- **Climate Change**
- **Peace & Security**
- **Displacement, Migration, Refugees**
- **Education**
- **Health** (HIV/AIDs, mental health, fertility, sexual and reproductive rights)
- **Land, Property and Resources** (Access, control, ownership, Homelessness, Informal settlements)
- **Decent work and the right to an adequate standard of living** (Universal social protection and labor rights, Pension rights, Informal economy, Gender wage gap, Vulnerable workers)
- **Participation at all levels and in all spheres** Public life and decision making, Urban planning and design, Budgeting and finance
- **Governance & Accountability** (Strengthen ideas of governments being accountable to people especially in relation to increasing private involvement, Lack of structures for participation and information sharing, Corruption, Access to justice)

### C. Feminist Standard Setting and their application to Agenda 2030<sup>4</sup>

The SDGs talk about issues, and posits the solutions to the issues in quantitative terms. This begs the question: How can we arrive at some feminist standards for SDGs based on existing tools?

#### Using existing instruments:

- What does the instrument say is the STANDARD/GOAL?
- What does the instrument say that GOVERNMENTS ARE OBLIGED TO DO?

#### Local indicators

- There are so many indicators that governments are collecting data on. We are collecting information on multiple sets of indicators, not just the SDG indicators. This can help build a narrative about the situation of a woman in that country. Developing a set of stories to show that governments ARE leaving people behind in specific ways.
- Outcome and process indicators: what are all these targets for?
- Human rights frameworks can help us identify systematic gaps and widespread discrimination and intersectional inequalities.

### D. Overview of the Dignity Index: potential steps toward feminist standard setting and intersectional implementation of local indicators

- Creating Leadership: bring community members together that you want in the process and whose lives you'd like to change
- Assessing Conditions: relates to the three questions of visioning & standard setting; and what do we have now and what do we need to change?
- Developing an Index, outcomes, and indicators: Based on the qualitative outcomes that we want, what are the feminist indicators that will get us to demand what we're holding the government accountable to?
- Implementing Strategy: once communities develop vision, standard setting, outcomes, and feminist indicators what is the strategy we will use to address this (at any level)? Is it a behavior we are trying to change or a policy? Is it about leadership, representation, resources? Strategies are based on desired outcomes not just what indicators are in place.
- Measuring Progress: baselines will be compiled and a list of context specific outcomes and necessary indicators will be developed to monitor over time

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<sup>4</sup> This presentation will be turned into a formal tool to be circulated and used as a first step in mapping Coalition priorities, as well as a potential preparatory exercise for those who will be participating in Regional Meetings.



## Future of the Coalition

The Post-2015 Women's Coalition Vision Statement of 2015, signed by over 150 networks, organizations, and individuals, identified the following objectives and urged governments to take concrete steps to realize these standards.

### A. Vision

#### **We work towards:**

- Towards a world free of poverty and inequalities
- Towards women and girls' healthy lives, holistic knowledge, and inclusive participation
- Towards a just world with a development model that works for everyone
- Towards environmental sustainability
- Towards peaceful, safe and participatory societies and just institutions

#### **At the Strategy Meeting, participants reaffirmed these visions, noting that our feminist standards for the world we want include:**

- Envision a world in which all people have equal access, choice, voice and control in an inclusive society
- See a world with equal opportunity for all, through freedom of movement and zero discrimination, so we can all enjoy human security through social and health protection systems. A world that protects all from violence: domestic, economic, organized crime, warfare systems, and protects the environment.
- We want a world without inequalities, a world with social, economic and environmental justice.
- The world we want has equitable distribution of power, resources and opportunities. There is recognition of power and privilege in movement building and redistribution; respect for human life, dignity, and self-determination; there is accountability to communities on the ground; there is environmental justice, and justice, rights, and law apply to all people, spaces and institutions. There is freedom from discrimination, and there is laughter.
- We see peace and security, a non-militarized security. We see sustainable and inclusive global communities; free, equal and resilient peoples with VOICE.
- It is a world free from all forms of patriarchy and fundamentalism. There are equal citizens in family before the law and in institutions. It is a world that is sustainable, free from all forms of violence, including structures that promote over consumption and production at the expense of communities and the planet. It's world where the inequality gap has been bridged between and within countries.

#### **To that end, we will continue to hold governments accountable to this vision as well as retain our inside-outside approaches to women's empowerment and realization of human rights for all.**

- We will frame and define our own priorities in a feminist lens, not in terms of the SDG agenda. It is not a question of how we fit our work into the SDG architecture, but how to identify the value added of the SDGs for our existing work and movement building.

- We will increase and enhance our intersectional approach and analysis of our collective objectives.
- We are guided by bottom-up not top-down strategies, driven by our constituencies and those most impacted by development agendas, and remain strongly critical and watchful of the growing influence of corporate agendas within the UN system.
- We will collectively develop language that reflects our principles of inclusion and participation, and come to consensus around critical definitions (i.e. feminism, empowerment, culture etc).
- We will utilize strong feminist messages and language, with rights based analysis and frameworks guiding our advocacy and implementation.

## B. Strategies and Niche

<b>Areas of Intervention:</b>	
<b>Scholarship &amp; Research</b>	<ul style="list-style-type: none"> <li>• Knowledge Production &amp; Management: writing of problem analysis, perspectives, justifications, alternatives based on a feminist vision               <ul style="list-style-type: none"> <li>◦ UPR and Thematic Briefs can be submitted to the SDG processes to show how these issues impact the implementation of the SDGs and realization of rights.</li> <li>◦ Map agendas to link local strategies that are proven to work; Regional mapping of instruments &amp; track BRICS</li> <li>◦ Bring together struggles for civil/political rights with socio-economic rights</li> </ul> </li> <li>• Develop widely accessible and implementable indicators, and identify how regular people will benefit from this agenda in terms of health, sanitation, safety, basic needs etc. This information should drive our indicator development and monitoring processes</li> </ul>
<b>Advocacy</b>	<ul style="list-style-type: none"> <li>• Use the SDGs as one tool in a series of complementary tools for addressing gender based discrimination and violence:               <ul style="list-style-type: none"> <li>◦ Strengthening of CSW, CPD, using resolution on WHRD, and FFD</li> <li>◦ Using existing binding documents and declarations to hold governments accountable to specific SDG commitments</li> </ul> </li> <li>• Frame all accountability mechanisms as state responsibility to fulfilling human rights norms for all</li> <li>• Educate and negotiate with donors about what kind of support and enabling environments are needed for our movement</li> <li>• Generate collective power to change their paradigms</li> <li>• Use Shadow Reporting processes to supplement big data/national statistical reporting</li> </ul>
<b>Mobilizing and Campaigns</b>	<ul style="list-style-type: none"> <li>• Strengthen Northern organizations to address unequal</li> </ul>

	<p>global power distribution and systemic issues perpetuating conflict, militarism, inequality and poverty</p> <ul style="list-style-type: none"> <li>• Many regions are strong in advocacy and influencing spaces, some are lagging behind, we should help close this gap through collaboration and joint messaging</li> </ul>
<b>Awareness Raising and Education</b>	<ul style="list-style-type: none"> <li>• Empower regional and national organizations to build monitoring capacity, integrate international mechanisms into their existing agendas</li> <li>• Develop accessible tools and curriculums for our constituencies and communities to understand the relevance of the SDGs to their existing priorities and work</li> <li>• Resources and education as tools for women’s general participation in economic, social and political spaces</li> <li>• Peer-to-peer exchanges, within and between regions</li> </ul>

### Next Steps

A critical component of the Strategy Meeting was an overview of the current leadership structures and a Steering Committee proposal for the way forward. Participants had an opportunity to give feedback and recommendations to these proposals, and ask clarifying questions about the future of the Coalition.

- The restructuring proposal presented by the Steering Committee has been annexed with this report. **See Annex 2**
- A fact sheet which addresses the clarifying questions posed by participants has been posted on our website - <http://www.post2015women.com/mission/>
- During the Strategy Meeting, regional breakout groups developed timelines of upcoming opportunities at the regional and national level, and mapped interest in capacity building and regional meetings, as well as specific resources or support they recommend the Coalition provide. These maps will be compiled into a draft operational plan and formalized by the expanded Steering Committee to guide the work of the Coalition for the coming 2 years

## Annex 1 – List of Participants

Country	Name of Participant	Name of Organization
Egypt	Amal Abdel Hadi	New Woman Foundation
USA	Bani Dugal	Bahai International Community
Kenya	Dinah Musindarwezo	FEMNET
USA	Eleanor Blomstorm	WEDO
Mexico	Emilia Reyes	Equidad
USA	Emily Bove	Women Thrive Worldwide
Morocco	Fatima Outaleb	Union de l'Action Feministe
Somalia	Hibaaq Osman	Karama
Uganda	Irene Kayoga	Akina Mama Wa Afrika
Netherlands	Isabelle Geuskens	WPP
Gambia	Isatou Touray	GAMCOTRAP
Kenya	Jane Onyongo	Polycom Development Project
USA	Krishanti Dharmaraj	CWGL
Dominican Republic	Laura Breton	Centro de Investigacion para la Accion Femenina
Thailand	Leanne Sajor	APWLD
Belgium	Madeleine Kennedy Macfoy	Education International
USA	Maneula Pinilla	Huairou Commission
Chile	Marcela Ballara	REPEM
Togo	Massan d'Almedia	ROFAF
India	Nandini Chami	IT for Change
Ukraine	Olena Stryzhak	Eurasian Women's Network on AIDS (ICW)
USA	Orsolya Bartha	International Disability Alliance
New Zealand	Pefi Kingi	Pacificwin (Pacific Womens' Indigenous Networks)
USA	Rebecca Landy	US Human Rights Network
Nepal	Renu Rajbhandari	WOREC
Malaysia	Sanyu Awori	IWRAW-AP

Egypt/Slovakia	Shaima Aly	Gender and Water Alliance
Fiji	Sharon Bagwan Rolls	FEMLINK
South Africa	Sifisosami Dube	Gender Links
Malaysia	Sivananthi Thanenthiran	ARROW
USA	Stephanie Franklin	The Franklin Law Group, P.C.

## Annex 2 – Proposals on restructuring the current Structure of the Coalition

### Proposal 1 - Expansion of the current Steering Committee

#### *General Composition*

- The Steering Committee will have **13** representatives including **CWGL** as a standing member. It will be composed of representatives from **Africa, Asia, Caribbean, Central/Eastern Europe, Europe, Latin America & Caribbean, MENA, North America, the Pacific** as well as representatives of **Youth, Disability, Indigenous, LGBTQ** and **Afro-Latin American** groups.
- **CWGL** will be the coordinating body and will be a standing member of Steering Committee and continue with its fiduciary responsibility of fundraising, monitoring and reporting on financials. It also has the responsibility of hiring and supervising of consultants and will assist in transitioning the coalition in to the best operating structure that will enhance the work of the coalition.

#### *Roles and Responsibilities*

- Approve Strategic direction of the Coalition and approve annual plans, budgets and reports
- Monitor progress and donor obligations of coalition and spending/activity implementation
- Support CWGL staff with troubleshooting (over/under spending etc.)
- Facilitate Rapid Response Teams
- Attend quarterly calls and bi-yearly in-person meetings
- Develop peer mediation/conflict resolution body

#### *Criteria for Membership*

- Work at national and regional level (strong national work to be considered, with connection to regional space)
- Regional organizations connected to international advocacy spaces
- Advocacy expertise
- Experience in governing/advisory groups in international conditions preferred
- Proven strategists (run campaigns, tackled issues through advocacy and organizing, led organization/network through transition etc.)
- Represent a constituency and have institutional backing (i.e. not individuals)

- Committed to working within a human rights framework integrated with feminist principals and intersectional approach
- Working with a feminist, intersectional approach

### **Terms of Services/Commitments**

- Two (3) year terms maximum
- Succession/rotation plan
- 10-15 hours/month, 2 in person meetings/year, 4 virtual meetings/year, with expectations of responding to urgent events requiring rapid response
- Constructive peaceful resolution of conflict
- Positive intent to collaborate
- Commitment to Coalition principles

### **Proposal 2 – Organize Thematic Working Groups**

- Since the current structure of the Advocacy Committee (AC) and the Communications Committee are not functioning optimally, smaller thematic working groups that provide active and substantive input to advocacy/written deliverables will be set up from the membership of the AC as well as overall membership.
- These groups will develop knowledge products, feminist analysis briefs and tools while having clear commitments of members of working groups.
- The thematic working groups will have geographical balance to ensure cross-regional exchange and also integrate a communications component in their work

### **Proposal 3 – Coalition Member Commitment Standards**

- Members of the Coalition should abide by principles and vision of the Coalition. They should also be willing to commit/recommit to the vision of the Coalition.
- A process for mapping and recommitting to the Coalitions’ s principles will be launched.

### **Proposal 4 - Organizational Development**

- Frequently Asked Questions (FAQs) for joining, benefiting, and contributing to Coalition will be available on the website. These will also include the structure, role of CWGL, history/timeline etc...
- Changing the name of the Coalition

## Timeline and Process

Action	Proposed Process	March	April	May	June	July	August	Beyond
Expansion of the current Steering Committee	Current Steering Committee members stay until the end of their term i.e. June 2017 to help expand and hand over responsibilities	X	X	X	X	X	X	X
	Open process for applicants via Coalition list-serv to fill the remaining open seats (9) of the committee		X					
	Selection of a Committee composed of current SC members and others to review applications and select SC members			X				
	Finalize the selection process				X			
<b>Organize Thematic Working Groups</b>	Open process for applicants via all Coalition list-servs (general, AC and CC)			X				
	Finalize the working groups				X			
	Develop working guidelines					X		
	Collectively develop an advocacy and communications strategy						X	X
<b>Coalition Member Commitment Standards</b>	Mapping of current members and developing a form that outlines the benefits, role, and criteria for membership to the Coalition	X						
	Reach out to the current members and request their recommitment to the principles of the Coalition		X	X	X			
	Reach out to new members		X	X	X			
	Finalize this process and publish all the members on the website of the Coalition.					X		
<b>Organizational Development</b>	Develop a fact sheet that outlines the joining, benefiting, and contributing to Coalition as well as structure, role of CWGL, history/timeline etc...	X	X					
	Publish it on the website as FAQs			X				