




Resources for educators and facilitators

Strategy and method development exercises

Length		1 hour
Difficulty		Advanced
Group size		Small to medium
Aim	To help and empower organisations to integrate an awareness of freedom of religion or belief into the life and work of the organisation as a whole.	
Description	A reflection and discussion exercise that requires participants to have a good prior knowledge of FORB and the ability and mandate to think about how their organization can develop and change.	
Materials	Handout of questions and methodology for group work	
Source	SMC	

Notes for facilitators

It's important to develop specific projects and programmes on FORB, but it's just as important to think about how organisations can integrate the issues into their wider work and the life of the organisation as a whole. This is an important way to help organisations gain true ownership of the values that underlie FORB. And of course many organisations that operate in contexts with high FORB violations don't have the capacity to develop specific FORB programmes or projects.

Mainstreaming (integrating) FORB can be a vital strategy for counteracting violations in the local context and ensuring conflict sensitivity for programmes operating in contexts where violations could risk escalating social conflict.

The aim of this session is therefore to help staff and management to think through how their organisation can relate to FORB issues in all of their work.

This session requires participants to have:

- good knowledge about FORB as a human right for all,
- the organizational mandate and/or influence to consider/take decisions about the organisations' foundational values and overall direction.

Outline

Brief introduction	5 minutes
Group work	40 minutes
Feedback	15 minutes

Instructions

Group work

Divide the participants into groups of 5. The groups should ideally include participants from several different organisations. Encourage the groups to appoint one person to write up any ideas that people have about how things can be done differently, or any areas that need to be built upon, specifying which organisation each idea relates to. These notes will be important when organisations continue to think about how to move on. If the groups think it is needed they can also appoint one person to function as a moderator and time keeper.

Method for the group work:

Silent reflection – 5 minutes

Once a rapporteur for the group is appointed each group member should think about the discussion questions in silence (see questions in the handout below).

Sharing in the groups – 15 minutes

Go round the group giving each person 3 minutes to share their thoughts on one or more of the questions. During the time that each person speaks it is important that they are not interrupted, but given their full three minutes to speak. In the same way it is also important that each person stops after three minutes so that everyone gets the opportunity to speak! If participants have something they want to ask or comment on while others are speaking they need to write it down and keep it for the discussion after everyone has had the chance to share.

Group discussion - 15 minutes

This is the time to let people in the group ask each other questions for clarification, provide feedback or come with comments of constructive feedback.

Plenary feedback

Facilitate a sharing of ideas and thoughts from the various groups. Which ideas would organisations like to move forward with?

Handout

Group discussion methodology

1. Silent reflection on the questions 5 minutes
2. Sharing 15 minutes
Each group member has exactly 3 minutes of uninterrupted time to share their thoughts. No questions or comments allowed until everyone has had the opportunity to share.
3. Group discussion 15 minutes

Don't forget to write down ideas, noting which organization they apply to!

Questions for the group work

There are several questions that we can ask ourselves in order to think through how we can integrate FORB into the life and work of our organisations:

- Is freedom of religion or belief a part of the basic values held by my organization (staff and board)? Do we need to strengthen that value? If so how?
- How do we ensure that we respect FORB in terms of the way the organisation relates to staff, volunteers and the target group?
- How do we represent different beliefs in our different programmes (e.g. in our communication materials – what characteristics are they given?) Do we have cause to question our own ways of working?
- Can we identify things we can adjust or do differently in our existing projects, in order to use these projects as an opportunity to raise awareness of FORB issues or counteract violations through them? How do we do that in an appropriate and conflict sensitive way?