

Report on

New Tactics Workshops organized in fulfillment of Micro-Grant received from the New Tactics in Human Rights Project

**Submitted by Cecil B. Griffiths
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Monrovia, Liberia**

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Introduction

As a participant in the International Symposium on New Tactics in Advancing Human Rights held in Ankara Turkey from September 29 – October 2, 2004, I made a commitment to share knowledge and experiences from the Symposium with my colleagues and other human rights practitioners in Liberia.

My primary focus at the Symposium was to learn tactics that related to networking and coalitions. I indeed wanted to learn from other practitioners how they managed to Build and maintain vibrant coalitions. My interest in the area of coalition was predicated upon the failure of civil society organizations to work together to address human rights and issues of social justice in Liberia.

The role of civil society organizations in Liberia is very crucial in facilitating the transition from violence to peace, and ensuring a participatory and accountable government. Civil society organizations in Liberia are fragmented with several sectors unwilling to collaborate with other coalitions. This situation has brought about disunity among civil society organizations and has impaired the effective strength of civil society to take collective action for the common interest of the country.

Bearing this in mind I attended workshops that related to networking and coalitions during the International Symposium. I attended the workshops on maintaining and making the most of vibrant coalitions, engaging the public in petitions for building participation and change, and creating community access to justice.

Upon receipt of the Micro-Grant funds I scheduled a two-day workshop for the 16th and 17th of December 2004 under the theme: Building a United front. I invited several civil society organizations but I was not impressed with the turn out. Few organizations responded. We attributed that to the Christmas tide and the hustling and tussling associated with the season. We therefore decided to host two other sessions for organizations that missed out.

The second sessions were well attended and we are happy with the results of our efforts.

The Activities carried out in fulfillment of the Micro-Grant

A total of four workshops in New Tactics were organized by LINLEA for a cross section of civil society groups.

The objectives of the workshops are:

- To share the principles of tactical and strategic thinking with participants
- To share tactics related to collaboration and networking such as – Getting to Know your Allies, Building a United Front, Petition Power; and those related to transparency and accountability – such as Follow the Money and With the Flick of a Switch
- Providing awareness about the New Tactics in Human Rights project and encouraging participants to adopt new tactics in their work.

The schedule and venues of the workshops were as follows:

December 16, 2004 - Center for Criminal Justice Research and Education for a cross section of CSO's. Twenty-three (23) participants from Nineteen (19) organizations attended this session.

December 17, 2004 - Center for Criminal Justice Research and Education for a cross section of CSO's. Twenty-one (21) participants from fourteen (14) organizations attended this session.

Jan. 14, 2005 - Ministry of Gender and Development for Women, Youth & Interest Groups. Forty-seven (47) participants from thirty organizations attended this session.

Jan. 18, 2005 - J. B. McGill Labor Center for Trade and Labor Unions. Thirty-seven (37) participants from nineteen (19) trade and labor unions attended this session.

The participants were senior members of their organizations.

Speakers and Presenters

During the opening program of the December 16, 2004 session, Mr. Lino Sciarra of the Civil Affairs Section of the United Nations Mission in Liberia (UNMIL) served as Keynote Speaker. In his remarks he urged the participants to forge a united front in their quest for good governance and rule of law in Liberia.

Mr. Finley Karngar of the Foundation for International Dignity who also attended the Turkey International Symposium, provided an overview of the New Tactics in Human Rights Project.

The Executive Director of Liberia Human Rights Watch, Mr. Thompson Ade-Bayor, attended the Opening Session of the workshop for women and youth groups held on January 14, 2005, and made some remarks on the need for civil society to forge a united front in tackling issues of national development.

Also at the January 14 workshop, the Minister for Gender and Development, Mrs. Varbah Gayflor, briefly attended the workshop and was given the opportunity to make some remarks. Mrs. Gayflor commended LINLEA for the initiative taken to strengthen civil society organizations to effectively tackle issues of national concern. She took note of

the fact that LINLEA was also focusing on women, and said that it was indeed a wise thing since women could greatly advance the cause of LINLEA.

I made presentations on several topics to include:

Developing Creative Strategies and Tactics, Building a United Front, Follow the Money, Petition Power, and With the flick of a switch, using materials from the New Tactics in Human Rights: A Resource for Practitioners, the New Tactics web site.

Presentations and Discussions

The sequence of presentations were as follows:

1. Remarks by Guest Speakers
2. Overview of the New Tactics Project – By Mr. Finley Karngar
3. Developing Creative Strategies and Tactics – Cecil B. Griffiths
4. With the Flick of a Switch
5. Using the Budget as a Monitoring Tool
6. Petition Power and
7. Building and Maintaining Vibrant Coalitions

Developing Creative Strategies and tactics was very interesting to many of the participants. This topic gave the participants an opportunity to reflect on their organization's strategies and tactics in achieving their objectives. Using a flip chart, we went through the key points. Knowing yourself, knowing your opponents and knowing your terrain, and we discuss how to get started working with others, brainstorming freely and documenting the process.

The key presentation was Building and maintaining vibrant coalitions. As this was a challenging issue participants reflected on what was going on within their respective agencies and raised some of the problems they were confronted with.

The above presentation used as a case study, the National Coordinator of Peru, a successful coalition that had stood the test of times and discusses the factors responsible for the organization success – clear principles of internal functioning; decision making by consensus; representing the collective; and agreement on priorities that will be carried out The participants compared the way the national Coordinator functioned with the way coalitions in Liberia were formed and how they functioned, and noted that there were several factors lacking in Liberian coalitions.

Firstly, there was the issue of leadership. Liberian coalition were built on personalities, particularly when the coalitions were lead by their founders, who felt the organizations were their personal properties.

Discussions then focused on how civil society organizations in Liberia could meet regularly to discuss issues of national concern and take collective action to address these issues.

At the conclusion of each workshop, participants realized the need to work together and made commitments to attend the Assembly of civil society and community based organizations being planned by LINLEA.

Interest

Building and maintaining a vibrant coalition remains a challenge for Liberia. Based on what has been happening regarding the failure of organizations to effectively network, many of the participants see this initiative to bring all major organizations together in a forum to discuss issues of national concern as a challenge. Many people would want to see if this is success story.

Next Steps

LINLEA is planning the 1st Assembly of Civil Society and community based organizations in March 2005. We hope that this Assembly will be attended by the heads of civil society organizations invited. The first day of the Assembly will be dedicated to discussing the new tactics project, and a repeat of the New Tactics workshops for those leaders that did not attend any of the first four sessions. It is expected that at the end of the Assembly, the leaders will formally launch the national network or coalition using the principles and success factors from the National Coordinator of Peru.

**List of Participants at the Two-day New Tactics Workshop under the theme:
"Building A United Front" hosted at the Center for Criminal Justice Research
and Education on
December 16, 2004**

Names	Institutions
1. Mac During	21 st Century African Youth Movement
2. Buster T. Hennings	21 st Century African Youth Movement
3. Joyce M. Freeman Union	United Seamen Ports & General Workers
4. Augustus S. M. Tamba	Federation of Liberian Youth
5. J. Martin Kantan Development	Action for Community & Human
6. A. Saydee Momboe, II	National Anti-Corruption Campaign
7. Leonid W. Dunn	Children Welfare Foundation International
8. Mohammed A. Phelix	Liberia National Tailors Union
9. Augustine S. James	LINLEA
10. J. Gregory Tye	LINLEA
11. Joseph Zodehgar, Sr.	Liberia Marketing Association
12. George Barrolle	United Methodist Human Rights Monitor
13. M.C.M.G.Z Mangoah	Boy Scouts of Liberia
14. Morrison A. Tamba Association	Liberia National Physician Assistant
15. Sarnyenneh M. Dickson	Center for Transparency & Accountability
16. Faith D. Knuckles	Center for Transparency & Accountability
17. Daniel H. Allison	Center for Transparency & Accountability
18. J. Forkey Sieh, II	Institute for Public Education & Democracy
19. Veronica G. Parker	Institute for Public Education & Democracy
20. J. Martin Kantan Development	Action for Community & Human
21. David Barshall Development	Action for Community & Human
22. Helroz Zorleh	Kings FM Radio
23. Emmanuel Mensah	Kings FM Radio

**List of Participants at Two-day New Tactics Workshop under the theme:
"Building A United Front" hosted at the Center for Criminal Justice Research
and Education on
December 17, 2004**

Names	Institutions
1. Richard D. Wellington	Liberia Democracy Watch
2. Duwana M. Kingsley	Human Concerned, Inc.
3. Daniel S. Valentine	Prisoners Assistance Program
4. Dax Elliot	Center for Trauma Counseling
5. Samuel G. Gibson	Liberia United Against Drugs Abuse

6. Michael Mason	Voice Against Violence
7. D. Siaffa Dennis Morris	Foundation for Democracy in Liberia
8. Momo T. Duke Fahnbulleh	Foundation for Democracy in Liberia
9. David A. Logan	Liberia Institute for Public Opinion
10. Christian T. L. Peah	Liberia Institute for Public Opinion
11. Patrick A. Anderson, Sr.	Liberia National Educational Workers Union
12. Teeko T. Yorley	National Forum for Public Policy &
Development	
13. McDonald S. Kerl	National Forum for Public Policy &
Development	
14. Roosevelt Sackor	LINLEA
15. Lorpu Zawu Zawu	LINLEA
16. David Sinatue	LINLEA
17. Moses G. Sinneh	CCJRE
18. Natu Nyenwoe	CCJRE
19. J. Benjamin Sumo	CCJRE
20. Patrick S. Theo	Liberia Watch for Human Rights List of

List of Participants at one-day workshop on “New Tactics in Advancing Human Right” for Youth, Women organizations and Interest Groups held at the Ministry of Gender and Development, January 14, 2005

<u>NAME</u>	<u>Institution</u>
1. Tarplah Davis	Progressive Assembly of Liberian Youth
2. Ernest M. Vafee	Youth Crime Watch of Liberia
3. Velma Veronca Holt	Center for Child Growth, Protection & Development
4. Ella K. Mentee	Center for Law & Human Rights Education
5. Jestina T. Kannah	Center for Law & Human Rights Education
6. Prince M. Korvah, II	Young Men Christain Association (National Youth
Council)	
7. Aaron Nyanama	Young Men Christain Association (National Youth
Council)	
8. Faith M. F. Waritay	So So Saw (Women Organization)
9. Dahoh Fahnbulleh	So So Saw (Women Organization)
10. Elizabeth W. Kanwee	Forum for African Women Educationists
11. Augustine T. Saykay	Center for Child Growth, Protection & Development
12. Louise M. Tucolon	Women in Peace building Network
13. Hawa Linda Gray	Liberia Muslim Women for Peace
14. Mariette M. Williams	Liberia Muslim Women for Peace
15. Sammy S. Dorbor	National Youth Movement for Transparent Election
16. David Flomo	Women & Children Development Organization
17. Ada Hall	Women & Children Development Organization
18. Patricia Clarice Bowman	Women & Children Development Organization
19. Cheechiay Jablasone	Press Union of Liberia
20. Wellington Geevon-Smith	Press Union of Liberia
21. Kojoe N. Ross	Boy Scouts of Liberia
22. Isaac J. Weah	Society for Defense of Women & Children Rights
23. B. Geeplay Williams	Humanist Watch Liberia, Inc.
24. Enoch S. Briggs, Jr.	Humanist Movement Liberia
25. Canarah Bisi Tukers	Association of Disable Female International

26. F. Glabor Dennis	Association of Disable Female International
27. Felix B. Dordor	Liberia Civil & Human Rights Alliance, Inc.
28. Tewa L. Blama Dunor	Liberia Rural Women Association
29. Ma Zoe Kaiwou	Liberia Rural Women Association
30. Cynthia S. Sogbie	Liberia Women Initiative
31. Etweda A. Cooper	Liberia Women Initiative
32. Annie S. Saydee	United Liberia Rural Women Inc.
33. Theresa Weah	United Liberia Rural Women Inc.
34. St. John B. Dennis	Children Recreation & Welfare Agency of Liberia
35. T. Thompson Ade-Bayor	Liberia Watch for Human Rights
36. Finley Y. Kangar	Foundation for International Dignity
37. Fatu Bamba	Muslim Congress Women Organization
38. Marie L. Mansaray	United Muslim Women Organization
39. Samuel T. Duo, Jr.	Boy Scouts of Liberia
40. Roland K. Yekeson	Children Recreation & Welfare Agency of Liberia
41. Emmanuel Mensah	The Diary
42. Helroz Zorleh	King's FM- Radio
43. Barnice Freeman	Women in Peace Building Network (WIPNET)
44. Othello Smith	Peace Watch
45. J. Benjamin Sumo	Center for Criminal Justice Research & Education
46. J. Gregory Tye	Center for Criminal Justice Research & Education
47. Thomas K. Johnson	Liberia National Law Enforcement Association

**List of Participants at one-day workshop on "New Tactics in Advancing Human Right" for Trade & Labor Unions held at the J. B. McGill Labor Center, Gardnesville
January 18, 2005**

<u>NAME</u>	<u>INSTITUTIONS</u>
1. Lawrence D. Shepherd	Gold, Diamond Mines Workers Union
2. William B. Gibson	Skills & Agriculture Development Services
3. J. Raw Mitchell	Musicians Union of Liberia
4. Varfley F. Kennedy	Liberia National Tailors Union
5. Mohammed A. Phelix	Liberia National Tailors Union
6. Lawrence T. Nyormui	National Customs Brokers Association of Liberia
7. James L. Kollie, Sr	Domestic Unions
8. Thelma A. Gettee	Timba, Wood Construction & Allied Workers Union
9. Ida B. S. Collins	Liberia Federation of Labor Unions
10. B. Robertus Gbaleh	General Agricultural Allied Workers Union of Liberia
11. Joseph S. Nimene	Mechanic Allied Workers Union
12. George Kponbowoe Rufus	Bank Professional Technical & Allied Workers Union
13. Franco Nyemah Wilson	Bank Professional Technical & Allied Workers Union
14. Edith K. Ankrah	Liberia Federation of Labor Unions
15. B. Abraham F. Tangbeh	Federation of Building Trade Association of Liberia
16. Moses Bass	Liberia Federation of Labor Unions
17. J. Walter Banks	Petroleum, Oil, Chemical and Gen. Workers Union
18. C. Alfres Thomas, Sr	Liberia Federation of Labor Unions
19. Randolph Blayon	Bank Professional Technical & Allied Union
20. Stanley Nowon	Liberia Federation of Labor Union
21. Dave J. Seneh	Forestry, Logging & Allied Workers Union of Liberia

22. Arthur Massaquoi	United Seamen, Ports & General Workers Union
23. Eric N. Hney, Sr	United Seamen, Ports & General Workers Union
24. Robert S. Nimley	United Seamen, Ports & General Workers Union
25. Edwin Fallah	Health Workers Union
26. Edwin B. Cisco	Dock Workers Union
27. F. Nyenswah Doe, Sr	Petroleum, Oil, Chemical and Gen. Workers Union
28. Armah B. Lasana	Timba, Wood Construction & Allied Workers Union
29. J. Nimely Davies	United Seamen, Ports & General Workers Union
30. Elitha T. Manning	United Seamen, Ports & General Workers Union
31. Bill T. Watson	National Chefs/Bakers & Allied Workers Union
32. Joyce M. Freeman	United Seamen, Ports & General Workers Union
33. David K. Bonason, Sr Worker	National Trade Union of Public Service Allied
34. Abraham D, Freeman Union	National Trade Union of Public Service &allied
35. Emmanuel Johnson	Dock Workers Union
36. Richard Seneh	LINLEA
37. J. Titus Kimba	CCJRE
38. Moses G. Sinneh	CCJRE
39. Roosevelt Sackor	LINLEA