



Resisting Rivalry: African American/Latino Relationship Building

A Few Tips for Network or Coalition Organizing:

Some of the “Glue” Elements

- Be grounded in your history and culture.
- Have a compelling reason to come together and a clear mission.
- Work to build a common analysis, based on people’s realities.
- Use educational methods that start where people are.
- Establish guidelines for participation -- principles of conduct, expectations of members -- in a Memorandum of Understanding.
- Give attention to equitable communication – this is the most challenging task.
- Document and evaluate the network’s experience.
- Conduct periodic assessments of member organizations or participants.
- Conduct on-going orientation for old and new participants. In a network, few have experience with the entire organization (process), so it is necessary to build a common knowledge base of members to enable collective thinking. Otherwise, prioritizing, which is difficult in a decentralized organization, is virtually impossible.
- Conduct on-going leadership training that enables more than one leader or member from an organization to articulate an organizational perspective and to think in the new framework of a network representing a broader whole.
- Conduct leadership training for a second tier of leadership as you begin.
- Practice what you preach.
- Develop teaching tools that can be used by member organizations in their home settings.
- Replicating the collaborative work of network members is difficult to do in local organizations, which have none of the advantages of the carefully constructed learning setting the network creates.
- Encourage participation of 3-4 members of each organization, rather than one.
- Be patient. A network is not an efficient structure.
- Strive for balance.

Working in collaboration must be **intentional and proactive**. It requires both analyzing the ways issues interrelate AND the ways multiple sectors can connect with each other in practice. It requires safe spaces and processes that can allow these to happen. To break out of our silos, each of us needs “the other” – unlike ourselves at the table with us, to learn how to build a movement that works for everyone.