

Participant Feedback on Beyond Boundaries

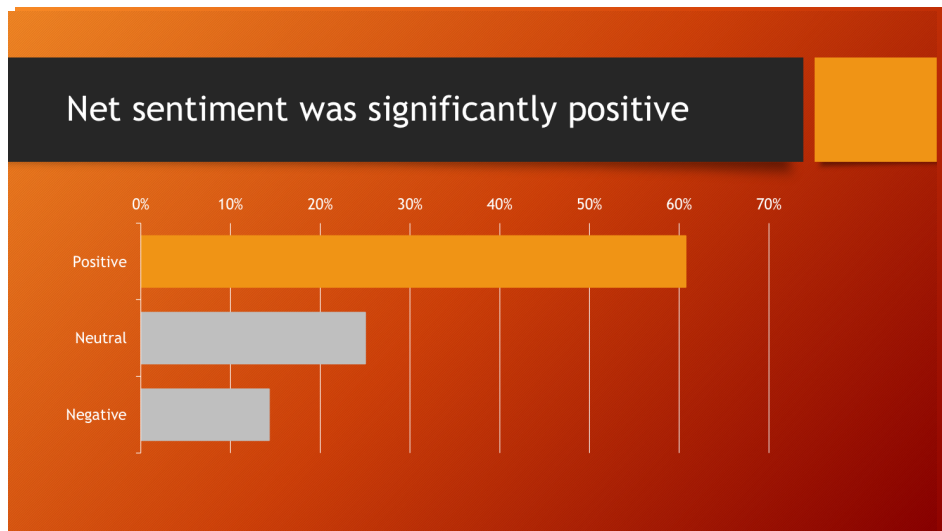
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September 13, 2018

Participants were asked to spend a few minutes at the end of the final day filling out a brief reflections and feedback form. We received 28 responses from the 45 participants in the convening – though some had already left or were not present at the close. The forms were analyzed by overall sentiment based on responses to the first five quantitative questions, and responses to the open-ended questions were grouped based on key themes.

Overall, participants were very happy with the process and outcomes of the meeting.

Grouping responses by “net positive,” “neutral,” and “net negative,” based on their responses to the five closed response questions.¹



A sample of comments from the four "net negative" responses shows that even these participants were overall enthusiastic about the event²:

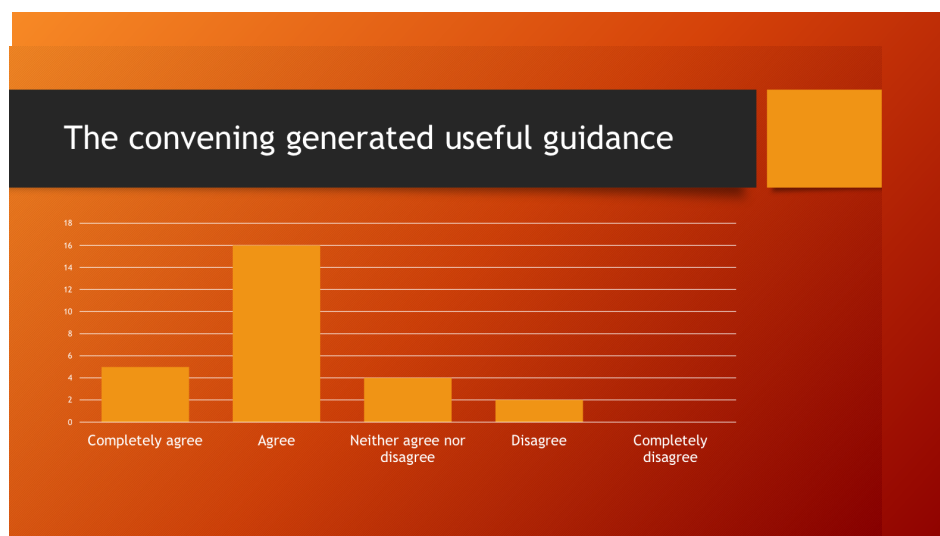
¹ The first five closed-response questions asked participants to rate their agreement or disagreement along a five point Likert scale:

1. I feel we have generated some useful guidance to foster more effective cross-boundary collaborations
2. The process and facilitation were appropriate for the purpose of the convening
3. The questions were the right ones to ask
4. The right people were in the room
5. The case examples were useful

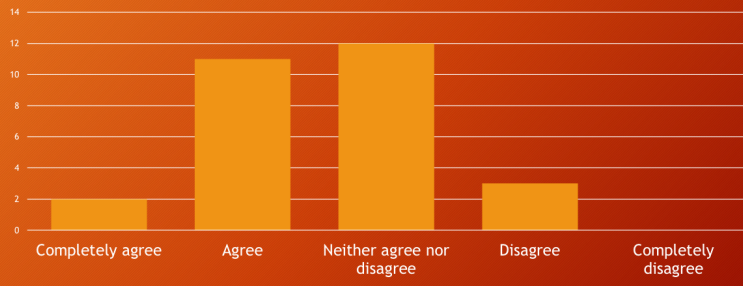
² Note that it is possible that a few people misinterpreted the 1-5 scale, despite it being spelled out fairly clearly, so it is possible that the sample of net negative responses included some “false negatives.” In either case, as is clear from the open-ended comments, none of the participants expressed an overall negative assessment of the convening.

- *Hugely grateful for this initiative. Needed more time to understand people's respective journeys.*
- *I think the broader network mapping and virtual hub ideas are great and will foster concrete action for collaboration among and beyond the participants.*
- *This has been very inspiring and I'm so grateful to be here and to have had a chance to connect with everyone. Thank you!! I can tell a lot of work and thought went into prep and it's deeply appreciated.*
- *Thanks! It's challenging to bring together diverse actors on a general theme and facilitate constructive dialogues.*

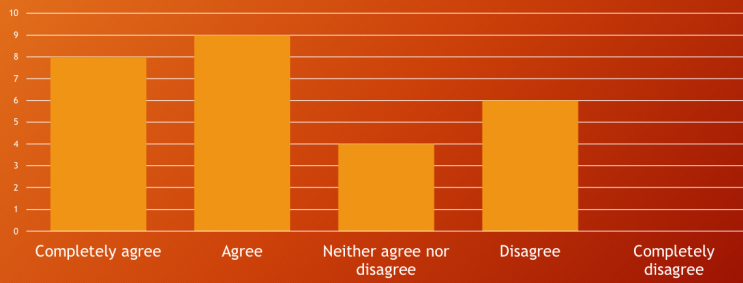
In response to the five questions, the responses were generally positive for all, with a wider spread of opinions regarding whether the right people were “in the room.”



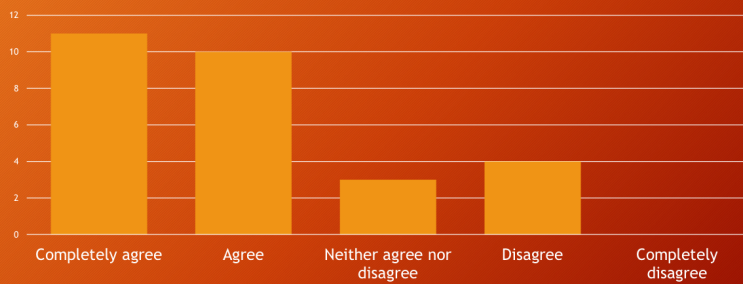
We asked the right questions



The right people were in the room



The case examples were useful



Participants were inspired by discussions and each other, and came away with a set of principles for fostering effective collaboration, and, in some cases, a greater appreciation for the power of human rights for broader social justice struggles.

Questionnaire responses to the most important insight they are taking away show the range of responses:

INSPIRATION

- *Many inspiring examples of collaboration*
- *Some great ideas/people/organizations to support to do this work*
- *The many actors working on similar issue globally*
- *To collaborate more with other allies in order to foster change*
- *There are good opportunities to continue cooperating among the participants and organizations, constructing alliances and critical thought*
- *Personal contacts and networks*
- *New relationships with exceptional organizations and leaders*
- *Understanding the personal and organization [dimension]: how does the work I'm doing fit with, relate to, and compare with other efforts (in terms of impact and resources needed for achieving it)?*
- *Much common ground, shared values, but new approaches from which to learn*

PRINCIPLES

- *Collaboration is important. There is always a need to engage across boundaries*
- *Need to listen to the field to understand preoccupations and opportunities better*
- *The need to generate mechanisms to articulate and map responsibilities, that facilitate joint work*
- *Collaboration is not the same as doing the same thing, but is about looking for power to achieve something bigger than all of us.*
- *The centrality of power, crosscutting focus areas, and the intersectionality and inter-culturality*
- *Thinking about diversity of actors is key to challenging structural inequalities*
- *The importance of tackling root causes*
- *Need to adhere to core values*
- *Get more comfortable with boundaries. Cross oceans, not just streams (it's about risk)*
- *Collaboration is difficult but necessary – only together are we stronger*
- *Construction of alliances requires time and understanding*
- *The value of diversity in a room is only valuable in post-the-room work*
- *Collaboration with funding, always involving social movements*
- *Need to match vision with resources and sequencing*

LESSONS

- *How to go beyond the barriers to sustain collaborative processes among organizations*

- *Cross-boundary collaboration is difficult to sustain*
- *What factors accelerate the likelihood of collaboration to occur. What are enablers, inhibitors.*
- *The power dynamics in this/relevant areas*

HUMAN RIGHTS – SPECIFIC

- *Human rights issues are broader than I thought*
- *We need spaces and time to meet as a HR community to reflect on strategies and collaboration*
- *Maintain the discourse on human rights, aligning it with a new global movement*

Participants left with a sense of commitment to fostering cross-boundary collaborations in their work – particularly with social movements, and some strategic insights about what it takes.

Questionnaire responses to what participants will personally do differently:

MORE & MORE EFFECTIVE COLLABORATION

- *Try to free up time for collaborative work*
- *Get to know each person more thoroughly*
- *Thinking through engagement with some of the actors I hadn't engaged with before*
- *Coordinate the network more taking into consideration the key emerging issues – benefits, enablers and solutions*
- *Create more spaces without funders. Money is power*
- *Meet with people from other regions (there are barriers between the Americas and Africa!)*
- *Collaborate with more people*
- *More thoughtful and deliberate process of collaboration and coalition building*
- *Reach out more*
- *Thinking differently about policy collaboration*
- *Question and genuinely integrate collaborative efforts and initiatives*
- *Think more about South-North, North-South linkages; building stronger alliances with progressive economists*
- *Reassessing & reflecting in my planning on who I need to be engaging with – who will enrich what I am doing and what I can offer*
- *Networking with NGOs with similar interests*

SPECIFICALLY, COLLABORATE MORE WITH SOCIAL MOVEMENTS

- *Work harder to understand social movement and activists as an entity that should be embraced as they are, rather than changed.*
- *More collaboration with social movements*
- *I will be engaging with constituency groups*

- *I will look for more collaborations to strengthen the movement*

STRATEGIC IMPLICATIONS

- *Distinguish strategies for long term vs. short term goals & communicate these better to partners*
- *Think more about what we want to organize for, rather than against. I am so excited about the new social contract for this reason*
- *Framing much more what I am doing in the human rights context*
- *Greater [attention?] to fiscal dimension*
- *Put out more case studies*

Participants praised the initiative and the effort to structure a first conversation on cross-boundary collaborations, and offered reflections and suggestions for how to improve on the process and facilitation.

Questionnaire responses to any requests or suggestions for the hosts were:

PRAISE

- *This was a very inspiring gathering – thanks*
- *Excellent logistics, resource people, very good conversations.*
- *Great meeting with dynamic CESR team*
- *Thank you to the facilitators and organizers of the meeting*
- *Great meeting! I leave very content and hoping that this evolves and becomes a journey*
- *I loved the fishbowl, which I hope to use*
- *The CESR team is very cohesive, active and collaborative*
- *Thank you for the invitation! It was lovely see people from Africa and Asia sharing with everyone*
- *Selection of the participants was great. They are people doing a great job in their sectors*
- *Well done and thanks*
- *Well done!*
- *Thanks! It is challenging to bring together diverse actors on a general theme and facilitate constructive dialogues*
- *This has been very inspiring and I'm so grateful to be here and to have had a chance to connect with everyone. Thank you! I can tell a lot of work and thought went into preparations and it is deeply appreciated*
- *Hugely grateful for this initiative.*

COULD HAVE BEEN BETTER/DIFFERENT...

- *Working with two languages was difficult*
- *Everyone was too kind to donors*
- *Should explore alternative methodologies & popular pedagogy*
- *There should have been a discussion of context*

- *I would have provided a bit of context analysis to illuminate the processes that were addressed by the convening*
- *Request for an exercise on the future vision*
- *Request to explain the instructions better*
- *Some parts of the methodology were not clear, as if they were directed at children, without recognizing the experience and political perspectives in the group*
- *Suggest structure methodologies based on concrete problems of the participants, that permit more profound reflection on issues of shared challenges*
- *Need to ensure the participation of everyone in order to benefit from their experiences*
- *Facilitation needed to be more interventionist*
- *I think there may have been too much emphasis on the descriptions of the case studies without us effectively drawing out lessons and feeding into building something new. If one reads the aim for the “outcome” neither an agenda nor concrete opportunities were the product of the meeting. I still feel that it was a dynamic space and gained significantly. Thanks and well done. (It is always possible that true benefits will only emerge over time)*
- *For an initiative like this, it is better to build flexibility in methodology that allows for more in-depth discussions*
- *The case studies [should have been] more focused on the collaborations than the substantive issues*

SPECIFICALLY, MORE GROUP TIME NEEDED

- *Need more “unstructured” time within the workshop to let collaboration blossom*
- *As always there is a great deal to talk about and never enough time. It’s always a very difficult balance. But group sessions always felt rushed.*
- *Request to allocate ample time to group discussions*
- *Needed more time to understand peoples’ respective journeys*

NEXT TIME...

- *I would have liked more material on CESR’s work*
- *The meeting had a rich representation from Latin America. Good to have other regions also equally represented*
- *Request to communicate a few weeks in advance of the event in order to prepare personal and work scheduled*

Participants would like to see immediate follow-up sharing out the results, and a number requested there be follow-on initiatives to keep the conversation going.

IMMEDIATE FOLLOW-UP

- *An analytical report that captures the cases would be great*
- *Share out the results*
- *Please share a clear next steps with all participants*

FUTURE ACTIVITIES & INITIATIVES

- *Continue to support the process...*
- *I would have liked more discussion on possible future collaborative initiatives*
- *Include more “traditional” HR actors in future iterations to engage deep ideological divisions in the movement*
- *Follow-up convenings needed [around?] either geographic areas or themes. A feminist analysis would be great to pursue – or convening feminist organizations*
- *I think the broader network mapping and virtual hub ideas are great, and will foster concrete action for collaboration among and beyond the participants*
- *Follow-up meeting by 1st quarter of 2020*