

## Annex 4

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# Stakeholder Analysis Roleplaying Exercise

### Team 1

**Volunteer 1: Coalition Member 1**, you are a member of The Coalition Against Xenophobia which has the broad goal of countering anti-Semitism, nationalist hatred, religious intolerance and xenophobia. Your coalition is the only existing platform of co-operating non-governmental organizations and activists formed specifically to discuss the problems of xenophobia and religious intolerance in your country. You are meeting with Stakeholder 1, a well-known social activist who writes a weekly blog on tolerance and non-discrimination. Your goal is to convince Stakeholder 1 to join your coalition. Please introduce yourself to Stakeholder 1, briefly explain the goals of your coalition, and attempt to convince him/her to join.

**Volunteer 2: Stakeholder 1**, you have become known to the public through your weekly blog in which you address issues of tolerance and non-discrimination. For quite some time you have been aware of the work of The Coalition Against Xenophobia, and are interested in joining the coalition. You are meeting with Coalition Member 1 who you know is going to try to convince you to join this coalition. Please ask him/her to describe the coalition and how you may contribute to its work. After realizing that joining the coalition will be mutually beneficial, consent to joining.

### Team 2

**Volunteer 3: Coalition Member 2**, you are a member of The Coalition Against Xenophobia which has the broad goal of countering anti-Semitism, nationalist hatred, religious intolerance and xenophobia. Your coalition is the only existing platform of co-operating non-governmental organizations and activists formed specifically to discuss the problems of xenophobia and religious intolerance in your country. You are meeting with Stakeholder 2, the leader of a civil society organization who works to promote tolerance and non-discrimination. Your goal is to convince Stakeholder 2 to join your coalition. Please introduce yourself to Stakeholder 2, briefly explain the goals of your coalition, and attempt to convince him/her to join.

**Volunteer 4: Stakeholder 2**, you work tirelessly to run a civil society organization focused on promoting tolerance and non-discrimination. You're meeting with Coalition Member 2 who is a member of The Coalition Against Xenophobia. You're aware of The Coalition Against Xenophobia, and take offense to their claims that they are the only existing platform of co-operating civil society organizations and activists formed specifically to discuss the problems of xenophobia and religious intolerance in your country. You're aware that Coalition Member 2 is going to invite you join the coalition. Hear him/her out, and think about whether or not your efforts would be best spent working with the coalition. Don't make a decision now.

### **Team 3**

**Volunteer 5: Coalition Member 3**, you are a member of The Coalition Against Xenophobia which has the broad goal of countering anti-Semitism, nationalist hatred, religious intolerance and xenophobia. Your coalition has an "all inclusive" approach to engaging partners, and as a matter of policy you don't deny organizations interested in joining your coalition in doing so. As a result, you have unlikely coalition members who don't see eye-to-eye on many issues. You believe this plurality of perspectives contributes to the work of your coalition. You're meeting with Stakeholder 3, the founder of a civil society organization known for his/her controversial views and abrasive relationship with other non-profits in the area. You feel he/she would be a perfect coalition partner. However, you're worried that he/she may take issue with two of your most active members: Controversial Member 1 and Controversial Member 2. If he/she inquires about their membership, explain to him/her why contrasting views can be positive in a coalition.

**Volunteer 6: Stakeholder 3**, you are the founder of a civil society organization, well-known for your unwavering views and dedication to your cause. You're meeting with Coalition Member 3, a member of The Coalition Against Xenophobia which has the broad goal of countering anti-Semitism, nationalist hatred, religious intolerance and xenophobia. You're aware that two organizations you have no interest partnering with, Controversial Member 1 and Controversial Member 2, are members of The Coalition Against Xenophobia. Allow him/her to make his/her pitch, but ultimately refuse to join the coalition, offering your opinion that collaboration with Controversial Member 1 and Controversial Member 2 would not be productive.