

IDC
MEMBERSHIP
STRATEGY

5 YEARS: JAN 2022 - DEC 2026



Introduction

Founded in 2008, International Detention Coalition (IDC) began as an email listserv of individuals and organisations concerned about the expansion of immigration detention around the world. This listserv launched into a global coalition - the first to bring people together to create identity, political analysis, solutions, and build solidarity in a global movement to end immigration detention.

IDC exists today as a powerful global network of civil society organisations, grassroots groups, individuals, and representatives of communities impacted by immigration detention, who work in advocacy, community organising, academia, law, research, policy and direct service provision, based in over 100 countries.

IDC's secretariat staff work nationally and regionally in Africa, the Americas, Asia Pacific, Europe, the Middle East and North Africa, and at the global level. Staff coordinate with members and partners on advocacy, research, coalition and capacity building, as well as create opportunities for national, regional and global collaboration to reduce and end immigration detention, and further rights-based alternatives to detention (ATD).

To honour IDC's history and impact almost 15 years on, IDC's secretariat is launching this Membership Strategy to live out our identity and purpose as a global coalition. This strategy sits within IDC's organisational Strategic Plan, which includes overarching goals such as strengthening civil society movements and impacting laws, policies, and practices to achieve our vision of a

world where immigration detention no longer exists and people who migrate live with rights and dignity.

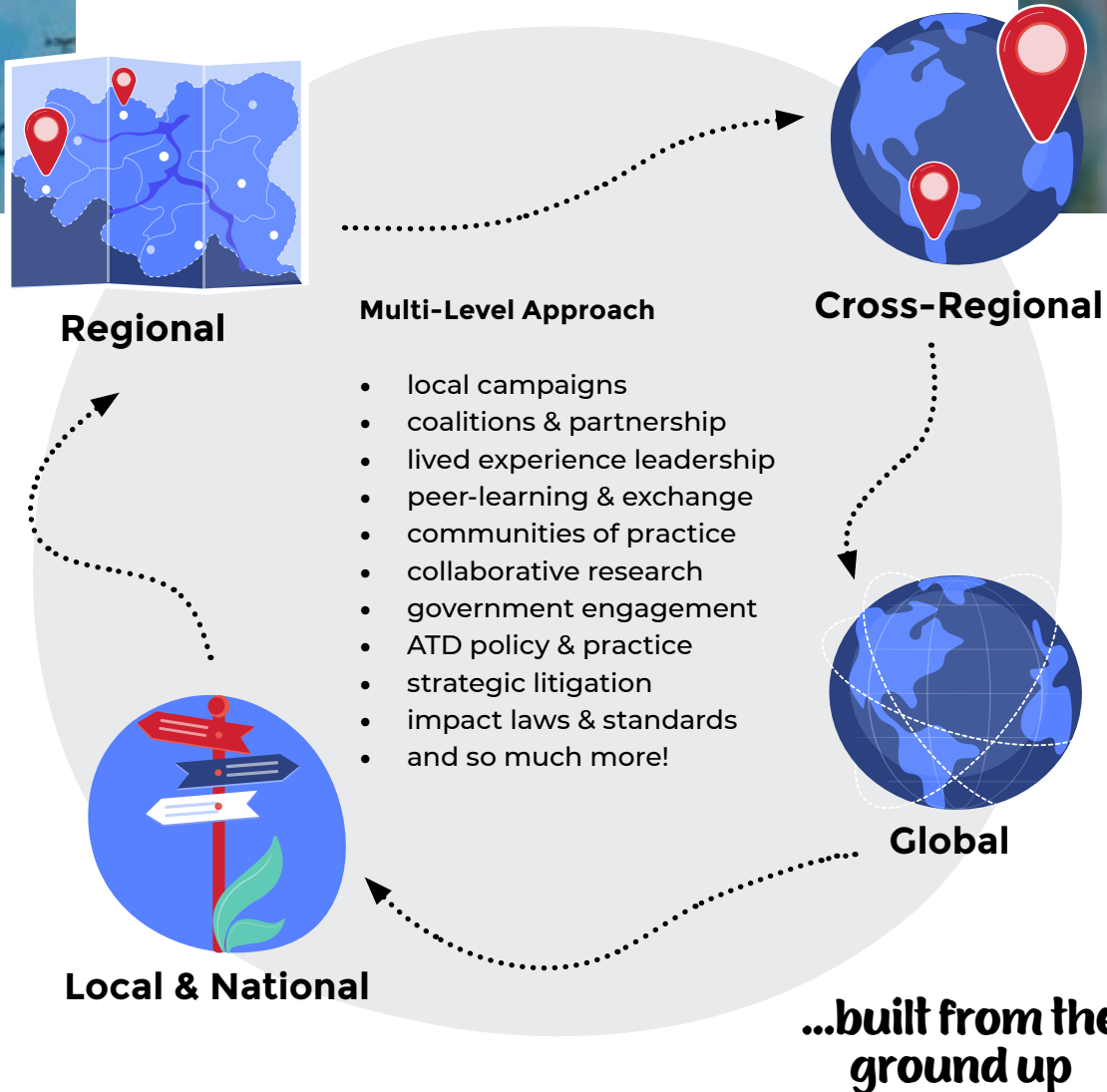
As a core tenet of our engagement approach, IDC believes that people with lived experience of detention must be involved in shaping the policies that directly impact their own lives and communities, and we see this representation as key to systemic social change. To this end, a central aim of this Membership Strategy is to foster equitable and supportive partnerships with leaders with lived experience of detention that ensure opportunities to conduct and lead critical advocacy efforts.

Membership Vision

Since its inception, IDC has been grounded in our relationships with grassroots members, and guided by their expertise as we engage in adaptive solutions-based advocacy at national, regional and global levels.

In line with our multi-level approach, IDC's membership vision is:

A connected global MOVEMENT to end immigration detention...

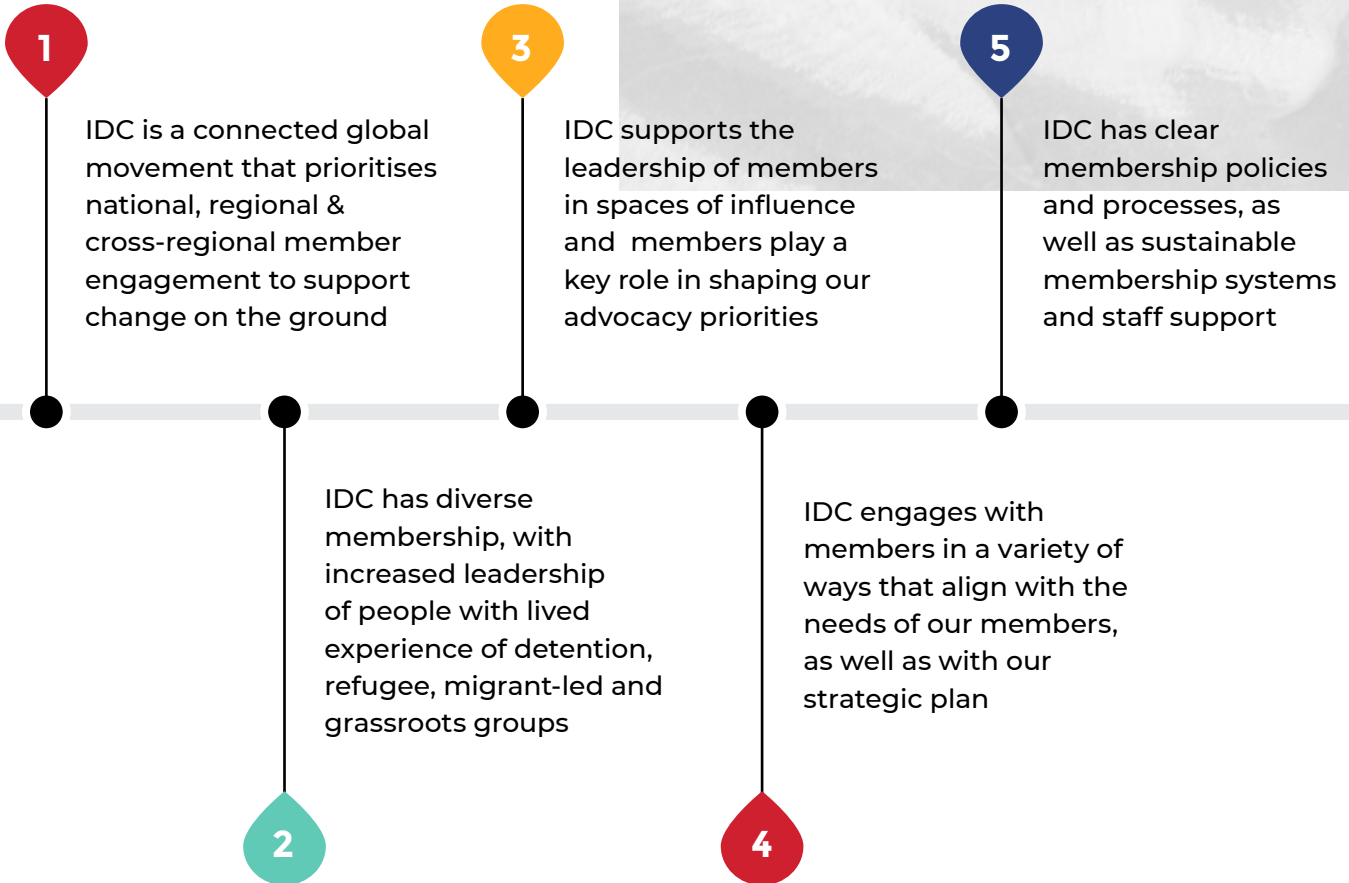


5-Year Membership Strategic Goals

Based on member consultations and internal reflections regarding IDC's membership purpose, best practices, gaps and learnings over the years - we developed the following strategic goals, which we will work towards simultaneously.



Within five years:



Operational Priorities

The operational priorities on the next page, will be underpinned by the following principles and commitments:

- Ensure meaningful support and inclusion of leaders with lived experience
- Ensure equitable integration of members from all regions
- Ensure consideration of political context, in particular any safety needs
- Ensure tailored approaches for low-resource and grassroots groups
- Ensure regular and clear communication with members
- Ensure regular monitoring and evaluation of this strategy

To begin,

IDC will focus on implementing the following key activities, and conduct a review of progress and apply needed adjustments every year:

1

Increase strategy and exchange spaces for members, including:

- regional and cross-regional working groups on selected themes
- 1-1 member exchanges on common issues
- member forums, such as targeted meetings, webinars
- opportunities for collaboration, such as research, campaigns

Increase practical member benefits, including:

- inclusive and flexible membership application processes
- diverse platforms for members to engage
- tailored support, such as materials, resources, training
- culture and values agreement among membership

2

3

Ensure purposeful member recruitment and onboarding, including:

- prioritise lived experience leadership in IDC membership
- review and assess status of current IDC members
- targeted recruitment campaigns to ensure representation equity
- collaborate with lived experience and grassroots initiatives

Ensure meaningful feedback processes for members, including:

- consult on the most effective methods to gain feedback
- member surveys to identify opportunities, needs and interests
- member consultations on IDC's strategic direction
- different and flexible levels, and modes of member engagement

4

5

Develop a sustainability plan, including:

- assess current capacities, determine gaps and needs
- integrate activities into current staff workplans
- create a resource plan to support ongoing implementation

Implementation

This **5-Year Membership Strategy** will be operationalised in the following manner:

Plan conceptualise key activities and integrate into staff workplans

Pilot set up new systems, structures, and communicate changes to members

Evaluate use MEL framework to review progress; reassess priorities, methods

Consolidate strengthen and formalise new systems, structures, best practices

As mentioned in the operational priorities above, before beginning the implementation process IDC will complete an internal capacity and resource assessment in the first quarter of 2022 to consider operational feasibility. Following this exercise and the development of a sustainability plan, the other operational priorities and key activities will be integrated into staff workplans alongside key indicators, and in accordance with the findings of this assessment.

In addition, IDC will develop an organisation-wide Monitoring, Evaluation and Learning (MEL) framework throughout 2022. The goals and activities of this Membership Strategy will be integrated directly into our organisational MEL framework. Ongoing monitoring will be undertaken each year to assess outward change and impact, and will include input from membership. Further operational priorities will also be developed in accordance with our yearly evaluations.

Culture & Values

As part of **IDC's Membership Strategy**, the IDC secretariat commits to living out our 5 organisational values within our member engagement culture, in the following ways:

Collaboration

IDC secretariat will strive to co-create strategies with members, while also connecting, supporting collaboration among our membership. This will include facilitating peer-learning and exchange, enhancing voices of members at regional and global levels, and creating flexible levels of engagement to collaboration.

Representation

IDC secretariat will strive to prioritise the agency of people with lived experience, and diverse, grassroots leadership. We will create a culture of accountability and meaningful inclusion that shifts power dynamics within our membership and external spaces. We will also consistently reflect on our practices, and make needed changes.

Innovation

IDC secretariat will strive to listen and consult with members on rising trends and approaches, and engage in creative, collaborative projects together. We will be reflective and adaptive to new methods, concepts, frameworks, and work with our membership to pivot and harness opportunities in a timely and strategic manner.

Respect

IDC secretariat will strive to create safe spaces for our membership where diversity is respected, and contributions are valued and heard, acknowledging and respecting differences in opinion. To strengthen understanding, we will create welcoming spaces for our membership to share and discuss divergent strategies with one another.

Solutions-Focused

IDC secretariat will strive to approach our role and proposed solutions with adaptiveness, and ensure that we are informed by impacts on the ground, as well as the analysis of our membership in specific contexts. We will also facilitate peer-learning among our members to promote sharing and exchange on solutions-based strategies.

Power & Privilege

IDC secretariat will strive to ensure that we use our power as a global organisation to promote equity and shift power dynamics. This will include creating inclusive spaces and practices within our membership, and centering intersectionality to ensure holistic and layered understanding of identity and systemic experiences.

As part of ensuring healthy, sustainable and accountable spaces for members, please note IDC's Safeguarding Policy, Code of Conduct, and Complaints Policy