



FOUNDATION FOR
**INTERCULTURAL &
INTERRELIGIOUS**
DIALOGUE INITIATIVES

STRATEGIC PLAN

2021 - 2025





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PREFACE

The Foundation for Intercultural and Interreligious Dialogue Initiatives (FIIDI) is pleased to share our Vision, Mission, Values, Priorities, and planned strategies as well as activities for the next five years. The 2021-2025 Strategic Plan is the result of thorough review and discussions that took place with the Central Executive Council in July 2021. It is intended to be a dynamic road map, defining a clear destination, leading us to where we want to be in 2026.

Our Strategic Plan seeks to be more than a way forward. It is a road map to clarify how interfaith, intercultural, and interreligious dialogue can be leverage to promote peace through tolerance, understanding, and acceptance in our communities. It is a means to work with partners to empower affected and vulnerable communities so that FIIDI remains a relevant and active platform to address as well as prevent conflicts in Sierra Leone.

The planning process took a collaborative approach which resulted in a wide variety of ideas and opinions to consider. The discussions which translated into a guiding star were reviewed in a systematic manner that allowed the priorities, values and goals to surface.

By directing multiple efforts of many people towards these priorities, together we will make the significant impacts we seek in Sierra Leone.

Sincerely,

FIIDI Central Executive Council

OUR CORE VALUES

As an organization and as individuals, we are:

- ❖ **Committed** to achieving results in pursuit of our vision and mission
- ❖ **Collaborative** because we are better together
- ❖ **Accountable** to the community, our constituents and each other
- ❖ **Adaptive** to change, because we look into the future



OUR MISSION

Arising out of a commitment to end religious and ethnic violence, FIIDI has taken an awareness (education) based approach to address and prevent religious and ethnic violence affecting the communities we serve in Sierra Leone. We believe that education, including education for tribal, ethnic, and religious leaders and actors, as well as youth, increases mutual respect; tolerance, and understanding while diminishing the risk that individuals could be manipulated for political purposes. We don't give aid; we strive for dialogue and tolerance, empowering communities to stand up for peace.

Nelson Mandela (1918 – 2013), a Black nationalist and the first Black president of South Africa once said “*No one is born hating another person because of the color of his skin, or his background, or his religion. People must learn to hate, and if they can learn to hate, they can be taught to love, for love comes more naturally to the human heart than its opposite*”. FIIDI's mandate and promotional activities stem from this quote. Our goal is to give meaning and actuality to Mandela's words.

Vision

To foster a strong community-centered platform grounded in a culture of peaceful coexistence among people from different backgrounds as a pillar for peace, stability, democracy, and sustainable development.

Mission

To promote intercultural and interreligious understanding and to empower communities in peacebuilding activities that contribute to living together in dignity and dialogue.

FIIDI IMPLEMENTATION STRATEGY

FIIDI programs for the next five years encompass the *Fostering Community Engagement and Understanding Program*, *Generals (Focal Points) for Peace Program*, *Children & Youth Arts for Peace Program*, *Capacity Building of Civil Society Organizations (CSOs)* on relevant regional and international human rights mechanisms, *Community Outreach*, *Intern and Volunteer Placement Program* and *Fundraising and Resource Mobilization Program*. Through fundraising and resource mobilization efforts, FIIDI implements these programs with local and international partners. This approach enables communities to participate in, and eventually, take ownership of our initiatives to sustain programs. FIIDI creates partnerships with local and international institutions, organizations, and associations to better identify and serve programs' beneficiaries on a complimentary basis.



STRATEGIC GOALS

The following strategic goals will serve as the base for programs implementation:

Fostering Community Engagement and Understanding Program

Strategic Objective: *To promote peacebuilding through interfaith, intercultural, and interreligious dialogue initiatives and conflict prevention services in different communities of Sierra Leone.*

The Fostering Community Engagement and Understanding Program strive to promote peace education, strengthen peacebuilding skills, and strengthen interfaith, intercultural, and interreligious dialogue in communities. The program will work with partners to support active and effective peacebuilding as well as interfaith, intercultural, and interreligious dialogue processes. This program will be implemented at the local and national levels with the aim of contributing to conflict prevention, reconciliation, and peacebuilding through various program activities, in particular within the educational area. FIIDI's institutional partnerships will help identify partners and strengthen its capacity to give early warnings when and where violence is imminent. Through this program, FIIDI plans to reach 5,000 beneficiaries including religious & tribal leaders in the next five years.

Program interventions will be tailored to appropriate target groups and will include the following projects:

1. Community Circles for interfaith Dialogue Project
2. Sports for Peace Project
3. Culture and Religion for Peace office Project
4. The International Day Commemorating the Victims of Acts of violence based on Religious or Belief (22 August)
5. Youth Democracy and Peacebuilding Project
6. The Seed of Unity (Our National Anthem – Our National Pledge) Project
7. International Day of Peace (21 September)
8. International Day of Non-Violence (2 October)
9. Community Adult Functional and Financial Literacy Project
10. African Human Rights Day (21 October)



The Generals for Peace Program

Strategic Objective: To identify and partner with like-minded entities (individuals and organizations) who subscribe to our vision to expand our communications and outreach activities in Sierra Leone.

The Generals for Peace Program aims to reach 100 committed Local Focal Points (individual or organization) with skills and information sharing in the next five (5) years by continuing to build on strong community relationships with cultural and religious leaders and youth groups.

FIIDI Generals will be responsible for the implementation of FIIDI activities at local and national levels as per the FIIDI work plan in collaboration with our office. A Certificate of Commitment will be issued to FIIDI Generals (Local Focal Points) for their active participation in fostering community engagement and understanding.

Children and Youth Arts for Peace Program

Strategic Objective: To create opportunities for children and youth to engage in the arts and to discover things about themselves and others that will help them better deal with differences and handle conflicts peacefully.

The Children & Youth Arts for Peace Program is geared toward reaching 2500 children and youth, as they are the world's next leaders, doers, and activists, and the best hope for a new and better future of tolerance, coexistence, and dignity. Children and youth in the communities we serve will be invited to submit their art creations to FIIDI Art Exhibition & Awards. FIIDI collaborates with partners (The Generals for Peace) to organize Art Exhibition & Awards at local and national levels. Every year children and youth will be given the opportunity to propose a new theme to stimulate the participants to portray values of peace.

Seminars and Workshops

Strategic Objective: To build the professional capacity of FIIDI staff (interns & volunteers) and partners as well as individual citizens and organizations through training, research, and technical skills acquisition.

FIIDI wishes to collaborate with interested partners and donors for the organization of workshops and seminars in the next five years (2021 – 2025). Scheduled workshops and seminars include but are not limited to:

- ❖ Regional and International Human Rights Mechanisms
- ❖ Sustainable Development Goals (SDGs)
- ❖ Inspection Panel (World Bank) Mechanism
- ❖ Plan of Action for Religious Leaders from Africa to Prevent Incitement to Violence that could lead to Atrocity Crimes
- ❖ The Universal Declaration on the Human Right to Peace
- ❖ Gender Equality and Women's Empowerment



Fundraising Program

Strategic Objective: To increase the sustainability and financial viability of The Foundation for Intercultural and Interreligious Dialogue Initiatives (FIIDI).

One of the main activities of focus in the next five (5) years will be *fundraising and resource mobilization* to secure sustained funding and resources for the next five years and beyond. Resource requirements for 2026 onwards will be defined in the new Strategic Plan. No funding commitments by donors have yet been made for 2021, either cash or in-kind contributions.

Intern and Volunteer Placement Program

Strategic Objective: To build skills and experience as well as increase the sustainability and human resource viability of The Foundation for Intercultural and Interreligious Dialogue Initiatives (FIIDI).

FIIDI will offer intern opportunities for both local and international candidates from various academic and professional backgrounds, to support our work in Sierra Leone. This is a particularly good opportunity for those seeking a future career in human rights, peacebuilding, or development to gain on-the-ground experience working for a locally based NGO.

Also, FIIDI will offer exciting short-term and long-term volunteer opportunities in our offices. Our volunteer placements are open to people of all ages and backgrounds, regardless of nationality or qualifications. Volunteers will gain amazing life experience as well as work experience from their participation in our volunteer program. We encourage volunteer involvement in all the programs we offer, and we will recruit new volunteers all year round.

RESOURCES MOBILIZATION

Staff

The Foundation for Intercultural and Interreligious Dialogue Initiatives (FIIDI) will recruit more staff as affordable as well as specialist volunteers when and where required. We will ensure the continual development of skills, knowledge, and technology amongst staff and volunteers and become a learning organization, with supportive, team-based culture. FIIDI will maintain and develop professional and effective leadership and governance.

Our Offices

FIIDI offices will solicit support, through its partners, for the full complement of office space as well as office equipment required to facilitate the development and printing of all its educational materials within its premises. This will considerably reduce the costs of office space and printing. Among the equipment required are laptops, laser printers, digital cameras, and facilities for stitching and binding.

Partnership



FIIDI will continue to build reliable relations with key partners for the purpose of implementing initiatives. We will seek support for the strengthening of our programs and activities. Our goal is to achieve the self-sustainability of FIIDI by encouraging beneficiary communities to take ownership of our initiatives by the year 2026.

Close links will also be established with higher education institutions as well as human rights, peacebuilding, and development organizations throughout the globe for the provision of interns and exchange programs.

PROGRAM DISSEMINATION AND COMMUNICATIONS

FIIDI will promote its programs through targeted activities aimed at audiences including, but not limited to, government agencies and institutions at local, national, sub-regional, regional, and international levels, academia, civil society, community-based organizations, funding organizations as well as the general public in Sierra Leone and beyond. This will be executed through broadcast, print, and alternative media, and through direct public outreach and knowledge-sharing events, community forums, and other relevant channels.

Print and electronic media play an important role in educating the public as well as promoting peace. Thus, FIIDI will work with the media for the promotion of its activities and messaging formats will be agreed upon in advance with relevant partners for effective and professional outreach. Human rights and peacebuilding events (conferences, workshops, forums, etc.) in Sierra Leone and around the globe represent unique opportunities for extensive outreach and knowledge-sharing on our programs and activities.

Social media has become an increasingly popular component of our everyday life in today's globalizing society. It provides a context where people across the world can communicate, exchange messages, share knowledge, and interact with each other regardless of the distance that separates them. Therefore, FIIDI will use social media (e.g. Facebook, blogs, Twitter, etc.) as one of the main communication channels to keep the public abreast of our programs and activities.

“Tolerance, inter-cultural dialogue and respect for diversity are more essential than ever in a world where peoples are becoming more and more closely interconnected”.

— Kofi Annan (1938 – 2018)



Contact Us

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