



THE COMMUNITY FOR UNDERSTANDING SCALE UP (CUSP)

envisioning a new way to conceptualize scale, grounded in feminist values, including essential elements of quality scale, and achieving outcomes that shape social norm change – all supporting and strengthening women's movements.

FEMINIST VALUES

TRANSFORMATIVE, seeking to upend inequities, redistribute power, foster change at the root

SELF AND COLLECTIVE CARE, recognizing that everyone has a right to well-being and to expect care from others

INTERSECTIONAL, acknowledging women in all their diversities and how multiple identities impact experiences

QUESTIONING HIERARCHIES and challenging power dynamics within and across communities, organizations and the aid sector

INCLUSIVE, valuing all voices, every person matters, all groups and institutions working toward a shared vision

BALANCING POWER, starting with ourselves, extending out to all, deep awareness of power, commitment to balanced use for the collective good

RELATIONAL, building relationships of trust, collaboration and transparency, accountability, care and joy

ESSENTIAL ELEMENTS OF FEMINIST SCALE

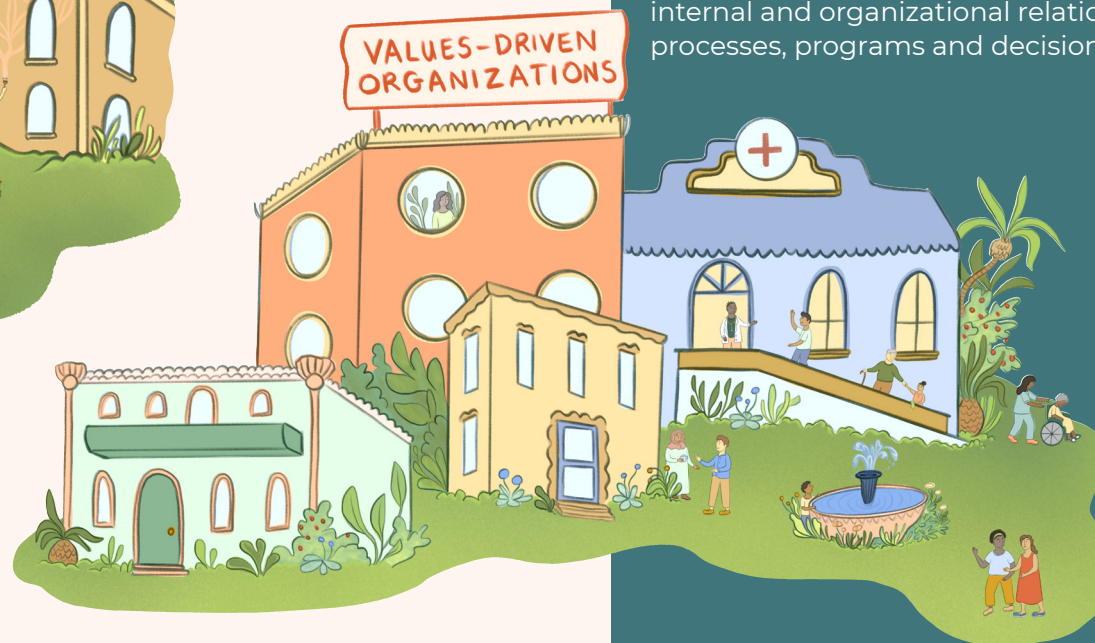
Human rights based, social norm change work is political; starting with understanding power dynamics and inequities, including racism and colonialism, to develop programs and partnerships that focus on the priorities, safety, rights and leadership of women.



Community led approaches that ensure the leadership of those most affected, valuing local knowledge, agency and vision.



Values-driven organizations that name and embed their values in their internal and organizational relationships, processes, programs and decisions.



Grounded in local context, understanding the community's culture and historical and current day political, social, economic and structural realities



Iterative learning, allowing for flexibility, adaptation, and valuing both practice and research-based learning.



Responsive funders support organizations grounded in communities through long-term, core support that is flexible to the dynamic nature of community organizing and social change.

RECOMMENDATIONS FOR FEMINIST SCALE

FOR ALL

- Commit to doing no harm.
- Start with ourselves, modeling balanced power and all feminist values.
- Be accountable to women and communities.



FOR FUNDERS

- Directly support women's rights organizations (WROs) grounded in communities, avoid intermediary INGOs.
- Provide multi-year, core support, be flexible to changing needs and realities.
- Ensure ample time for program design, adaptation and training.

FOR ACTIVIST ORGANIZATIONS

- Remember you are not alone – feminist movements are transformative!
- Believe in and know your worth. Advocate for equitable terms.
- Make and honor sustained commitments to communities.

FOR INGOS

- Be transparent and equitable around funding with WROs; make and operationalize (in HQ and country levels) commitments to equity and non-burdensome reporting.
- Have direct conversations about power, values, mutuality and decision-making with WROs; embed values internally and in partnerships.
- Recognize and support community-based WROs as knowledge makers and innovators.

FOR RESEARCHERS

- Prioritize research that supports quality program design and adaptable implementation.
- Value and invest in practice-based learning.
- Build relationships of trust, mutuality and equity with communities and WROs.

