



# FEMINIST SCALE SUPPORTS MOVEMENTS



## THE COMMUNITY FOR UNDERSTANDING SCALE UP (CUSP)

envisions 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

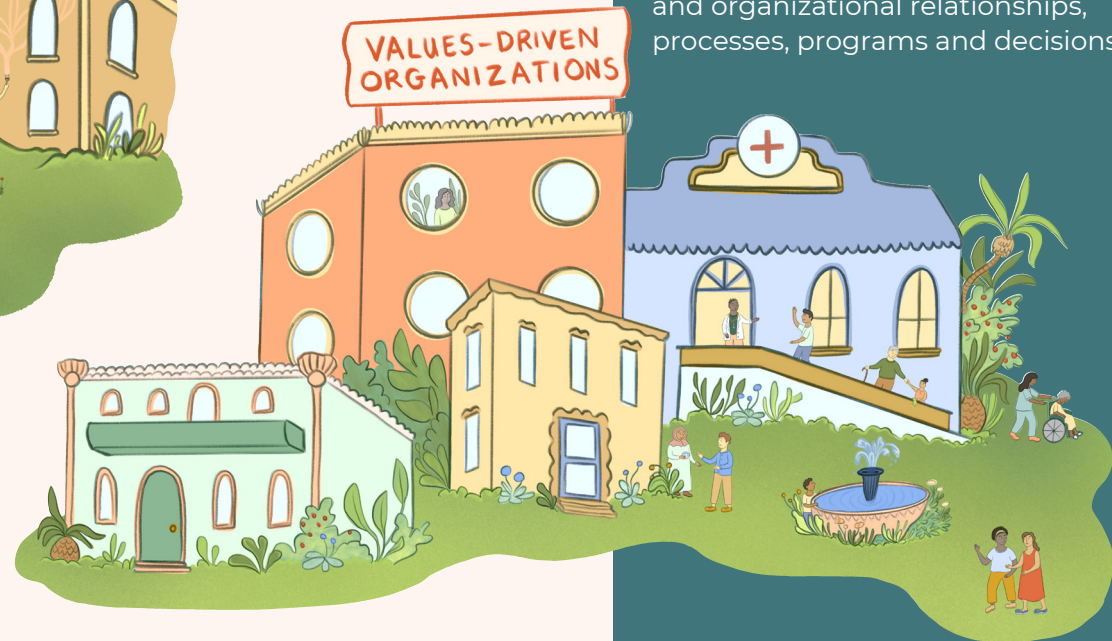
**Human rights based**, social norm change work is political; starting with understanding power dynamics and inequities, including racism and colonialism, to develop programs and partnerships that focus on the priorities, safety, rights and leadership of women.



**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** to understand the community's culture and historical and current day political, social, economic and structural realities.



**Iterative learning** that allows for flexibility, adaptation, and valuing both practice and research-based learning.



**RESPONSIVE FUNDERS**



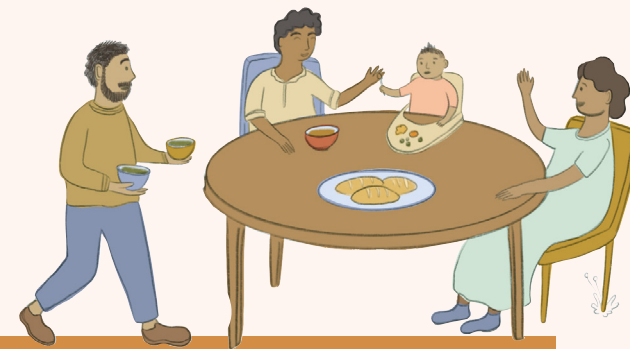
**Responsive funders** that support organizations grounded in communities through long-term, core support that is flexible to the dynamic nature of community organizing and social change.



# RECOMMENDATIONS FOR FEMINIST SCALE

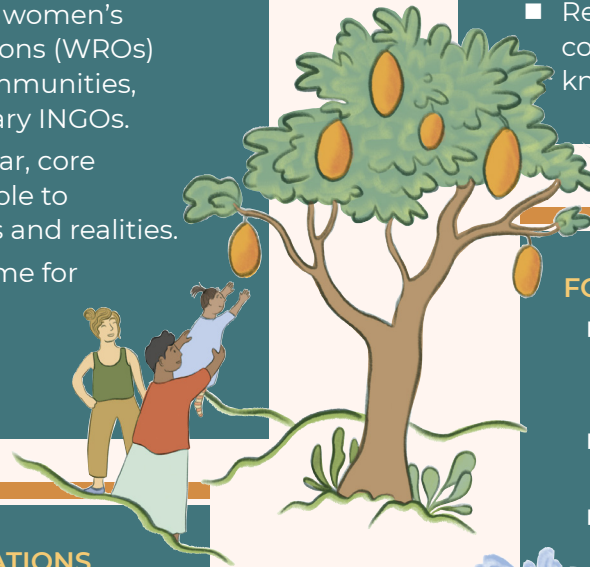
## FOR ALL

- 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 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.



## 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.

Learn more about [CUSP](#)