

Annex 3: Change Matrix for Movement Building and Social Justice Work

What types of changes are occurring related to feminist or women's rights movement building?

(Pittman adaptation to G@W framework for movement building 2013)

INDIVIDUAL

Awareness-Raising, Knowledge Building, Behavior Change

Changes in this category could include:

- Increasing individual, collective empowerment
- Building skills
- Raising awareness
- Ending violence
- Other individual behavioral changes
- Agenda setting
- Shifting discriminatory gender norms

Access to Power/Resources/Visibility

Changes in this category could include:

- Increasing political engagement, such as by voting, getting more involved politics, etc.
- Increasing political leadership, such as running for office, taking leadership position in an organization
- Strengthening economic power and autonomy, such as controlling decisions over income, managing
- Increased visibility of feminist or women's rights advocate positions
- Getting your organizations' platform on decision-makers agendas, etc.

INFORMAL /
EXTRA -
INSTITUTIONAL

Movement Building/Civil society

Changes in this category could include:

- Stronger norms respectful of gender equality and women's rights integrated into organizations, networks or movements (deep culture)
- Strengthened networks for women's rights and gender equality
- Stronger women's or feminist movements
- Stronger alliances
- Enhanced cross-movement building
- Development of new organizations

Policy and Institutional Change

Changes in this category could include:

- Law or policy reforms
- Enhanced rights protections
- Strengthened organizational policies that promote women's leadership and equal participation
- Holding states accountable for women's rights commitments

FORMAL /
INSTITUTIONAL