



Nine Features of Movement Capacity Building



The following nine features are to help organizations assess and strengthen their capacity for movement building to build their organization.*

VISION

Has vision/theory of how change is made including the organization's role in the larger social change arena and to whom the organization sees itself accountable.

PRINCIPLES

Develops principles that are applied within and outside of the organization on its vision of social change.

LEARNING AND REFLECTING

Allocates time for learning and reflecting on vision through presentations, readings, discussions or arts and culture. Reflects on work to refine vision and strategies.

ISSUES OF RACE AND POWER

Considers society's "dominant culture" and its replication in organizations. Analyzes how effects of race, class, gender, and other cultural factors are integrated in to their work.

WORK ACROSS BOUNDARIES

Builds relationships with other organizations to create a movement and supports groups without "owning" every issue.

WORK ACROSS GENERATIONS

Has a mechanism that transfers trust, power and responsibility from older generation to younger leaders while inspiring younger leaders and educating them about the complexities of social change work.

CONSTITUENCY INVOLVEMENT

Identifies and involves constituents beyond staff, board and funders and encourages involvement within and outside of the organization.

STRUCTURE

Creates a system of effective leadership, management and accountability while being creative and flexible with internal and external problem solving. Works with others in movement to bring about social change.

FUNDING

Understands and makes visible the impact of funding sources on the organization's work. Examines the role of constituency support and addresses issues related to accountability when relying on funds from outside its base.

*These nine features were developed from a series of meetings that occurred across the United States. For more information, see www.buildingmovement.org.

