

The Change Matrix

Originally developed by Aruna Rao and David Kelleher at Gender at Work (2002) and adapted by Srilatha Batliwala (2008), the Change Matrix identifies four domains in which gender power structures operate.



Using the Change Matrix to develop an organization-wide learning and evaluation framework

IHRFG pre-conference institute
January 27, 2014

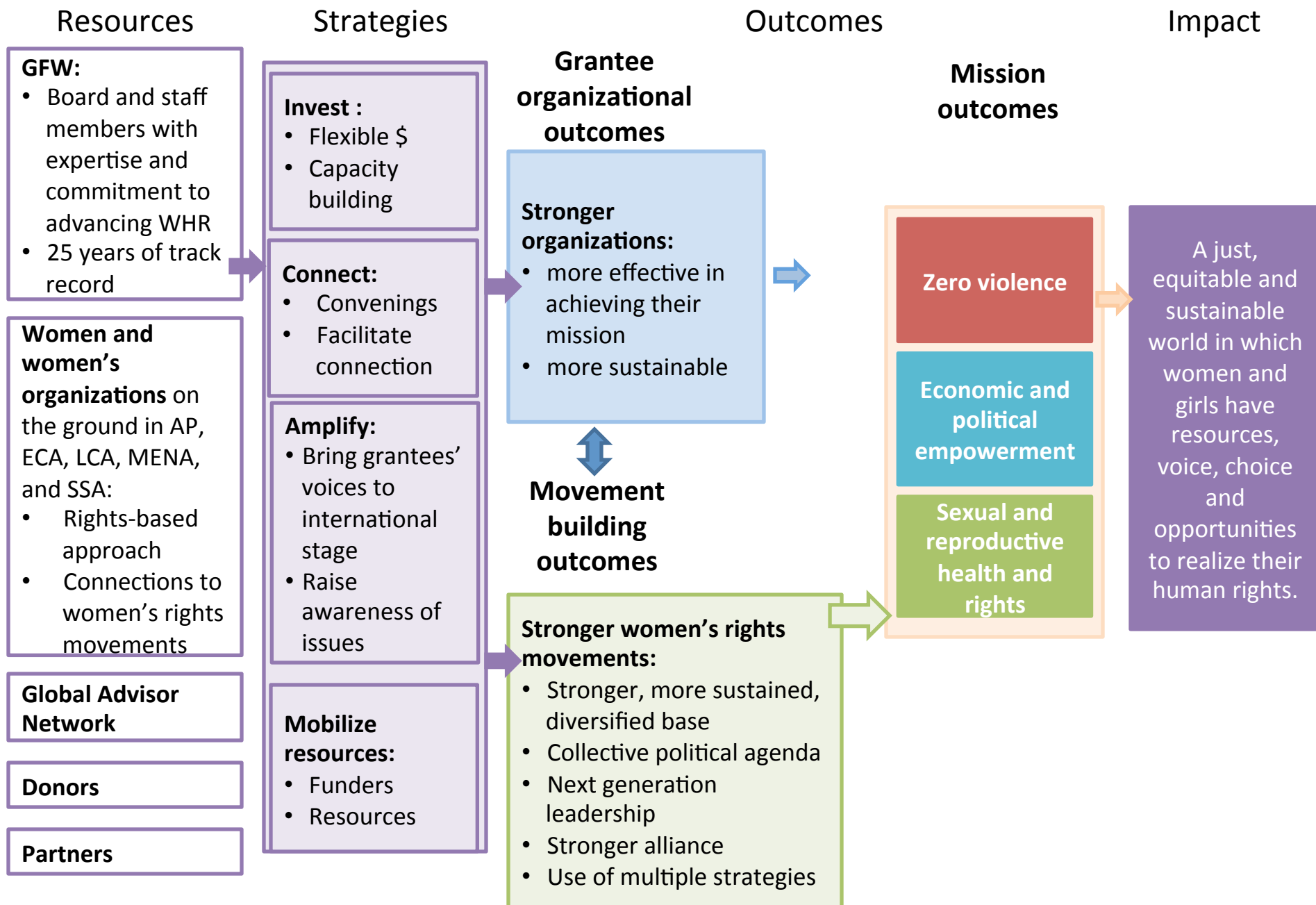


Global Fund for Women

- Works to create a just, equitable and sustainable world in which women and girls have resources, voice, choice and opportunities to realize their human rights
- Has invested \$104 million in support of 4,600 women's rights organizations across 174 countries since 1987
- Made 462 grants for a total of \$9M in 2013
- Provide general operating support
- Launched a new program framework in January 2014

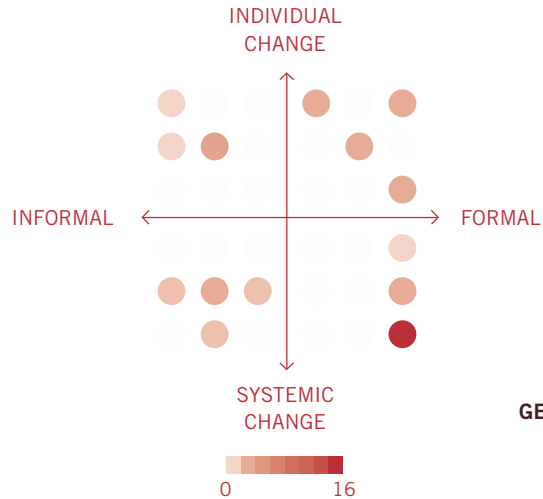


GFW Strategic priorities 2014-2015

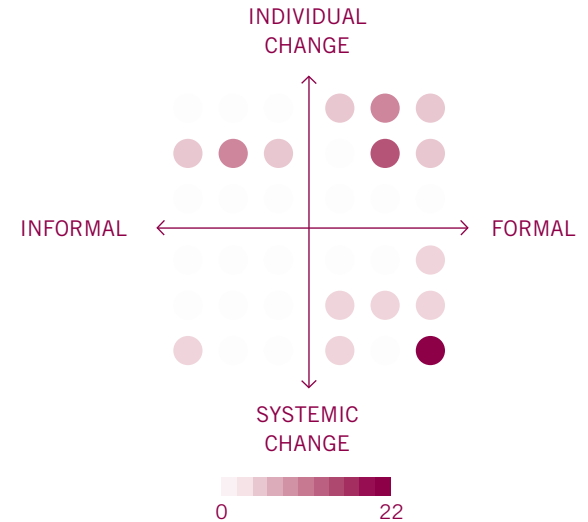


Use the Change Matrix to map outcomes

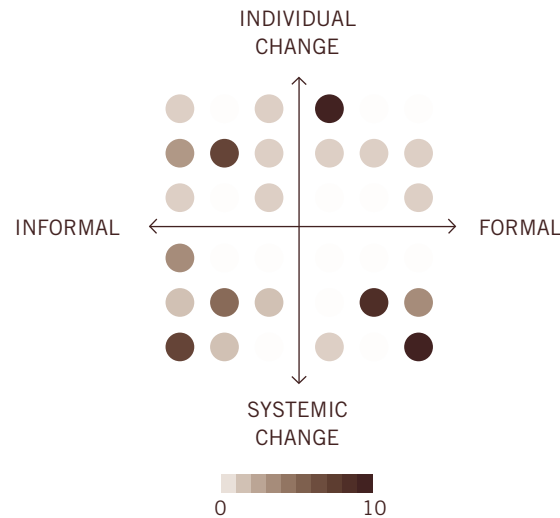
POLITICAL PARTICIPATION



ECONOMIC JUSTICE



GENDER-BASED VIOLENCE



Source: Breaking Through, GFW 2012

OUTCOMES INDICATORS

Awareness and agency

- # of girls and women increase their awareness and sense of entitlement for women's human rights (personal freedoms, individual liberties, and choices)
- # of girls and women become actively engaged in ending GBV

Access to resources, services, and power

- # and % of GBV survivors receiving high quality services they need
- # and % of trained personnel handle GBV cases
- # of women human rights defenders receive services and resources they need
- # and scale of community based structures to prevent GBV
- # of women participate in decisions of peace, war, security, conflict-prevention/resolution, and nation-building

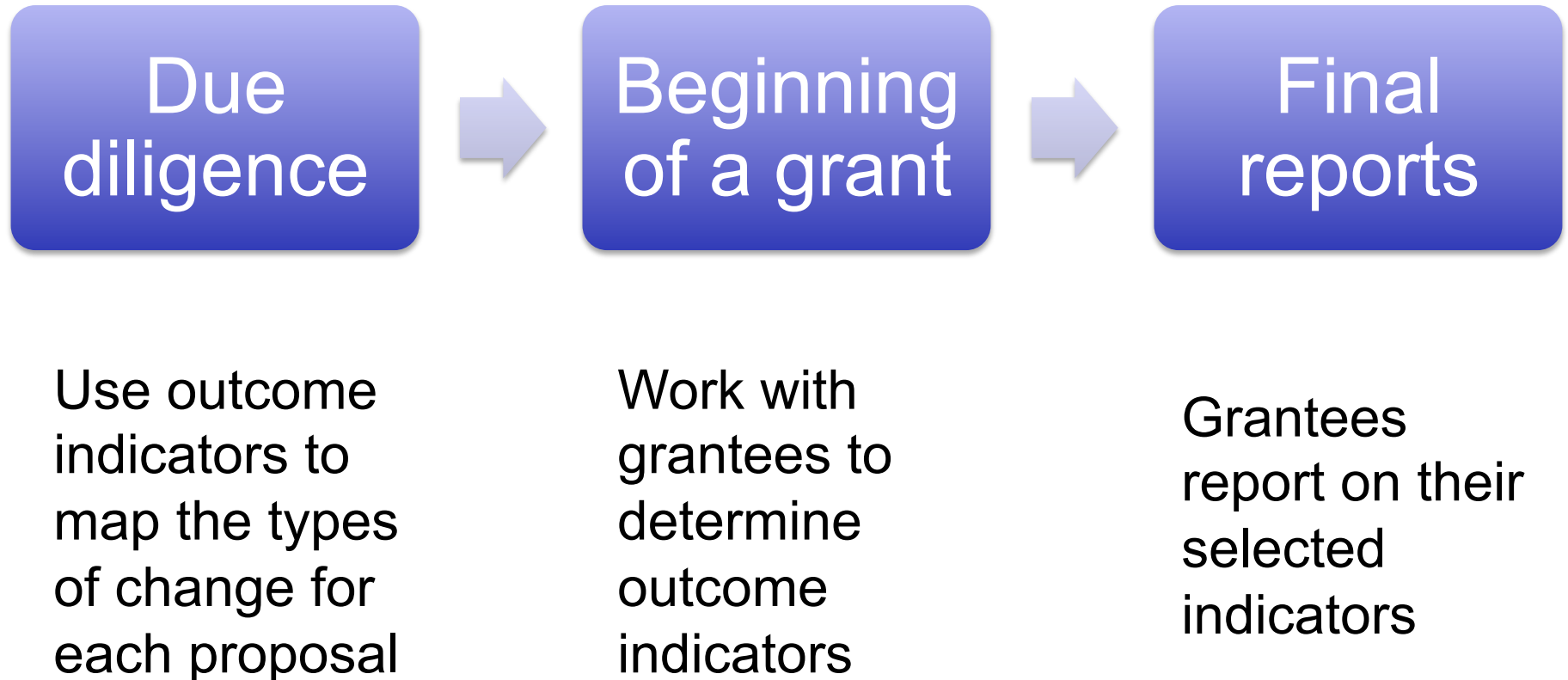
Social norms and practices

- Increased support in target population for women's decision-making and agency
- Decreased acceptance of violence against marginalized groups
- Increased awareness and support in target population for enforcing existing GVB laws
- Increased support in target population for ending GBV

Policies and laws

- # of policies or laws adopted/strengthened/maintained to prevent and prosecute GBV at local, national, inter-regional level (e.g., domestic violence, rape, sexual harassment)
- Increased state commitment to end impunity on GBV (e.g., recognize violence that occurred in the past and present, prosecute perpetrators, provide healing to the affected communities, creating transitional justice mechanisms for GBV survivors)

Integrate the Change Matrix into the grantmaking process



Use the Change Matrix to map organizational changes

What does a learning organization look like?

