

BUILDING INSTITUTIONS AND NETWORKS

## We Believe in Resilience in Strategy

This video transcript captures an interview with Nancy Northup, president and CEO of the Center for Reproductive Rights, an organization using the power of law to advance reproductive rights as fundamental human rights around the world—and one of the first organizations to receive a BUILD grant. The Ford Foundation’s BUILD initiative provides grantees with multiyear flexible funding, enabling them to build more durable, resilient, and impactful organizations and networks.

### **Transcript begins.**

[A white woman with shoulder-length blonde hair sits for an interview.]

**NANCY NORTHRUP:** I would encourage funders to think that, in the end of the day, social change is a long arc. It doesn’t happen overnight. Sometimes we get big wins close in, which is the exciting thing about doing legal work, but the overall work goes on for years. People need room to reflect, to learn, and to strengthen. And you need a strong organization to do that.

One of the things that we have really liked about the BUILD grant is the fact that we did an organizational mapping, which was a day-and-a-half exercise with about 30 of our staff members—different levels, different departments, and from different offices around the world—to take a look at, how do we structure our partnerships. How do we make sure that we are setting objectives, measuring objectives, learning from how we are doing our capacity building.

Even though we always tried to find those pockets of money to do the organizational work, to actually have the commitment of Ford to say, “We want you to be doing this. We know it’s important,” has been really energizing, because it communicates throughout the organization why this is so important to do. It wasn’t management saying to staff, “This is what we’ve identified as the top three priorities.” It was really hearing from throughout the organization, what do they see as the needs. That is going to be really important going forward, to have this partnership with the staff to make the changes that will strengthen our work.

[on-screen text: We believe in strategy.  
We believe in building resilience.  
We believe in reimagining philanthropy.  
[fordfoundation.org/build](https://fordfoundation.org/build)]

[on-screen graphic: Ford Foundation logo]

### **End of transcript.**