

# Accountable Now

# Strategic Framework

## 2025 - 2030



**Accountable  
Now**

*Accountable Now is a global collective of civil society actors with a common goal to do good, better. Together with our members and partners, we seek to build people-led, accountable, and thriving civil society ecosystems around the world.*

# About Accountable Now

---

We are a non-profit dedicated to supporting other civil society and nonprofit organizations and actors to go beyond “tick box” accountability exercises to embrace dynamic and continuous processes that center affected stakeholders and communities. Using the Global Standard for CSO Accountability’s 12 Commitment Framework, we support our members, partners, and the wider civil society community to do good better in tangible, practical, and evolving ways, build and sustain trust, and achieve deeper, longer lasting social change.

Accountable Now (AN) was early on the scene, driven by a movement within civil society organizations beginning in 2004 to hold themselves to higher standards and support one another to live out their values and uphold their commitments. Today, we continue the legacy of our earliest champions by staying CSO-led and majority-funded and embracing a holistic approach to accountability grounded in values, resilience, collaboration, and reflection. We are proudly governed and directed by our members, who recognize AN’s uniqueness in its distinct focus on practice and practical actions, as well as, working globally and across sectors. Our membership and partner community is active in 150+ countries, reaching more than 10,000 CSOs and civil society initiatives around the world.

Our reach is expansive, but we maintain a lean full-time team who work remotely around the world, and creatively leverage members and volunteer experts and advisors. Through creative and meaningful partnerships—including with funders, the Global Standard Partnership network, and other accountability initiatives—we strengthen and expand our efforts and deliver transformative change for the civil society sector and beyond.



# 2025 – 2030 Strategic Framework

---

## **Our vision:**

Civil society ecosystems are people-led, accountable, and thriving.

## **Our mission:**

Equip and enable civil society to do good better.

## **Our values:**

Integrity, Humility, Inclusion, Openness

We enable and equip civil society to do good, better by helping our partners practice dynamic accountability that centers people, local ideas and actions, and humility.

Our work falls under **three key pillars** – our 3 E's:

**I. Examine:** We ask tough questions and support our members and partners to reflect, take account and improve. We bring a critical eye to review and understand trends and practices through research, analysis, and thought leadership.

**II. Equip:** We provide tools and advice for our members and partners to embrace and apply dynamic accountability. We design guidance and resources, facilitate learning and peer advice, and accompany teams for transformative change.

**III. Enable:** We support efforts to fortify and protect enabling environments for civil society ecosystems globally, while also fostering values-aligned, inclusive, people-led, and accountable work inside our members and partners institutions.



# Cross-Cutting Approaches

Our support is informed by our cross-cutting approaches:

**A. Learning and Adaptation:** Fundamental to AN's philosophy of dynamic accountability is continuous learning and that our practices, advice, and support adapt to the changing world. We support learning and adaptation throughout our work with members, partners, and clients while prioritizing practitioner-focused resources, tools, and advice. By learning from failures as much as successes, we aim to build smarter, more adaptive civil society ecosystems.

**B. Power Shifting:** We are major advocates of the #ShiftThePower movement and moving towards a locally-led agenda. Those closest to the problem should have the agency and decision-making power to address these challenges. We use this lens to shift, share, and move power and resources to be closest to affected stakeholders. Our focus on practical and values-informed processes, tools, and contracts means moving beyond the talk and focusing on realizing this agenda. By centering affected stakeholders and communities in our understanding of what 'good looks like', we aim to set locally-led and people-driven strategies and practices as the norm across civil society ecosystems.

**C. Equitable Collaboration:** Civil society can be a powerful force to fight for social justice if we work together to achieve systemic and long term change. Too often, our competition over scarce resources has led to division, difficult partnerships, and inequitable division of resources and power. Equipping collaboration efforts with critical infrastructure, agreements, and accountable actions, we aim to counter divisive issues and enable better collaboration for transformative change.



# Our Offers

Founded in 2006 by a leading group of international CSOs, our **flagship Membership Program** accompanies organizations to ensure their actions are aligned with their values and commitments. Our members are nonprofits, networks, and other civil society actors and partnerships who work in a range of sectors including human rights, international development, humanitarian interventions, and locally led social change. Members invest in their own accountability and our work through a scale-based fee and receive a host of services and support to advance and accompany dynamic accountability practices. Members participate in regular reporting and review of their practices, policies, and outcomes to track alignment with their values and the Global Standard for CSO Accountability. Alongside our highly trained staff, experts from around the world serve on our Independent Review Panel to examine members' actions and reporting and offer advice. From training to policy design and peer advice groups to our help desk, members also come to us to gain tailored insights, skills, and practical tools for their programs, operations, governance and impact. Members not only receive steady support and accompaniment, but play a key role in our governance, strategy, and advocacy.

Beyond our Membership Program, we provide **a range of holistic support and services for non-members** and key enablers of civil society like philanthropies, multilaterals, and multisectoral partnerships. We work with these groups to expand, enrich, and enable civil society's operating environment, resourcing, and positioning. Among our efforts to create better and stronger enabling environments for civil society, we also advocate for civil society self-regulation, shifting power, and locally-led change. We provide a well-rounded suite of advisory, design, policy and practice development, and accompaniment services. We also provide research, tools, peer guidance, and professional development support for civil society advocates and practitioners around the world via our Good Practice Library, peer advice groups, communities of practice, webinars, and more. We strive to provide thought leadership to the sector on topics ranging from good governance to safeguarding to localization and analysis to understand trends and realities facing civil society today and in the years ahead.



# Areas of Support

Broadly, we are proud to nudge CSOs, initiatives, and their key partners to 'race to the top' via a wide range of operational, programmatic, governance, and strategic support:

## **Review, strategic planning, and operations**

- Safeguarding and protections
- Strategic planning and adaptation
- Policy and practice review, design, and implementation
- Civic space and enabling conditions
- Feedback, complaints, and whistleblowing

## **Powershift, inclusion, and participation**

- Convening, facilitation, and trust-building
- Diversity, equity, and inclusion
- Participatory approaches
- Fair contracts and partnerships
- Network and partnership governance

## **Evaluation, learning, and analytics**

- Reporting and standards
- Monitoring, evaluation, and learning
- Research, analysis, and data
- Learning partnerships and facilitation
- Civil society trends and good practices

## **Leaders, leadership, and decision-making**

- Leadership and people management
- Boards and Governance
- Organizational culture and development
- Decision-making
- Crisis response and change management



# Accountable Now

Questions, ideas, or feedback?  
We'd love to hear from you!

Please reach out to us at  
[info@accountablenow.org](mailto:info@accountablenow.org)