

Sexual Offenses Awareness and Response Initiative (SOAR)

Collective Action to Reduce Gender-Based Violence (CARE-GBV)

JULY 2023

GENDER-BASED VIOLENCE PORTFOLIO PERFORMANCE EVALUATION

THE IMPLEMENTATION EVALUATION (IE)

NORC conducted an IE* of SOAR, a recipient of CARE-GBV Small Grants Programs, funded by USAID's Gender Equality and Women's Empowerment Hub (USAID/GenDev) to improve staff wellness and resilience to vicarious trauma from assisting GBV survivors.

Evaluation Questions:

- 1 Is the activity design based on local context and flexible to achieve results on the ground?
- 2 Is the activity reaching participants they are meant to target?
- 3 Is the activity achieving sustainability?

LESSONS LEARNED

What Worked?

- ▲ **Monthly self-care and wellness meetings** were the most successful mechanisms utilized, according to staff.
- ▲ The management team believed the **wellness policy** would institutionalize self-care in their organization, leading to more sustainable practices to support staff well-being.
- ▲ **Continual feedback** was used throughout the activity to inform what aspects were working for staff.
- ▲ Curriculum was **specifically designed** to assist staff working with survivors of child and sexual and gender-based violence (SGBV) to manage their work and wellbeing.

What Did Not Work?

- ▼ SOAR struggled to **maintain necessary staffing** to cover their operational needs. This was further exacerbated by the COVID-19 pandemic, which increased overall staff burnout.
- ▼ Monitoring was challenging due to **tight deliverable timelines**, which made tracking change, use of data, and institutionalizing monitoring and programmatic mechanisms difficult.
- ▼ SOAR **struggled to sustain** some components, such as monitoring, after the implementation period ended.

*Data collection sources and methods included reviews of 15 activity documents, 6 KII respondents, and a survey of 24 staff and network members.

RECOMMENDATIONS

Implementation Evaluation Question 1



Invest in further self-care and wellness interventions for professionals supporting violence survivors. Findings clearly indicated that attention to self-care was used, highly valued, and beneficial to care providers.



Increase funding to support longer projects. Funding strategies should be designed to enable grantees to complete all deliverables and activity components during the span of the project.



Expand training topics to help GBV responders better serve survivors of child sexual abuse. Survey respondents mentioned further topics could focus on the reintegration processes and other support for victims/survivors after receiving services; prevention of SGBV; and accessibility of psychosocial support and its sustainability for the survivors of SGBV.

Implementation Evaluation Question 2



Encourage greater activities that bring GBV workers together. Group activities, such as workshops, meetings, and focus groups, were highly valued by participants.



Embed components to support monitoring and adaptations to self-care interventions, making them responsive to staff health and wellness needs. Include sufficient funds and time for grantees to track the influence of the interventions, identify gaps in current needs, and respond to emerging stressors.

Implementation Evaluation Question 3



Encourage knowledge and resource sharing across different agencies likely to experience vicarious trauma and burnout. Based on lessons learned about implementing wellness programs and self-care by recipients, the next funding round could offer the opportunity for learning to be shared across more care sectors, making these resources more cost-effective and sustainable.