



Promoting Staff Wellness and Resilience for Effective Response to Sexual and Gender-Based Violence Programming

Organization Name: Sexual Offences Awareness and Response Initiative (SOAR)

Duration: 12 months

Location: Nigeria

Target Participants: SOAR staff members

Brief Description of Organization: SOAR works with schools and indigenous grassroots communities to address sociocultural norms that perpetuate violence against children, particularly adolescent girls. SOAR also provides psychosocial counseling, support, and case management referral services through the adolescent girls support groups that are coordinated by the organization's Child and Teen Support Center. By collaborating with relevant stakeholders, SOAR aims to prevent the sexual abuse of children and provide care and support for victims and survivors.

Strategic Objectives

1. Create awareness about child sexual abuse issues and advocate for children, particularly girls
2. Build the capacity of relevant stakeholders, including girls, to prevent and respond to child sexual abuse
3. Provide care and support for victims and survivors of child sexual abuse

Brief Description of Conceptual Approach and Staffing Plan: The grant-funded project will strengthen the capacity and culture of civil society organizations (CSOs) to promote staff wellness and resilience and undertake effective GBV prevention and response. It has three intermediate results, aligned to CARE-GBV's focus areas of wellness and resilience and capacity-building, particularly the elements of promoting learning and building organizational knowledge and capacity. The first result is that SOAR's implementing partners, Youth Net and Counselling (YONECO) and Coalition of Women Living with HIV and AIDS (COWLHA), will have increased capacity to support the wellness, care, and resilience of staff to undertake effective survivor-centered GBV prevention and response. The second result is that learning on staff wellness, care, and resilience will be promoted. The third result is that enhanced staff wellness, care, and resilience strategies and practices will be embedded in organizational culture and implemented among CSOs.

Learning Plan: SOAR will conduct a stress risk assessment audit to identify potential causes of work-related stress that will be addressed during this 12-month project. SOAR will also participate in a training workshop and onsite learning visit to Mirabel Centre and the Domestic Violence Response Team of Lagos State and document the outcomes; these will inform the review and revision of the Procedures and Code of Conduct Manual of Operations for the SOAR Centre. Online review of other PSHEA policies, such as that of USAID, will be researched to support the ongoing process of development of SOAR's own policy on the prevention of sexual harassment, exploitation, and abuse. Finally, to close out the project, SOAR will document principles and lessons learnt and disseminate them to a larger audience through a webinar entitled, "Promoting Learning About Self-care and Wellness for GBV Prevention and Response Organizations." This option is considered the best method to hold this meeting, due to the COVID-19 restrictions on large gatherings in Abuja.