



Thuso Ya Bathusi; Enhancing Staff Resilience and Wellness at WoMen Against Rape

Organization Name: WoMen Against Rape

Duration: 12 months

Location: Botswana

Target Participants: GBV survivors, WoMen Against Rape staff

Brief Description of Organization: WoMen Against Rape (WAR) is a women-initiated, women-led, and women-centered NGO in the Northwest District of Botswana that has been providing counseling and support services since 1993 for survivors of GBV. A small organization with a broad mandate to better women's lives, WAR has expanded its services over the years to include advocacy, education, and community programming with the goal of improving the social, legal, and judicial systems that are key to reducing GBV in Botswana. As one of only two NGOs in the country providing a full range of counseling, shelter, and other services to survivors of GBV, WAR not only serves a local constituency but also plays a significant role in addressing GBV at the national level.

Brief Description of Conceptual Approach and Staffing Plan: The project will enable WAR to put in place personnel, policies, and practices that will grow an institutional culture of resilience and wellness. WAR's goals are to (1) build institutional capacity to prevent, recognize, and respond to the presence of vicarious trauma (VT) in client-facing staff, and to promote emotional resiliency and 2) build staff capacity to better support and respond to the needs of survivors of GBV. WAR will establish a permanent human resources position to serve as its health and wellness officer responsible for monitoring and supporting the well-being of staff, managing training, and evaluating the effectiveness of interventions.

Learning Plan: The project learning will follow an action–research cycle. Project results and data will be reviewed regularly to monitor progress. Results will be examined collaboratively with staff and partners to understand how the project is progressing. Training sessions will be evaluated using pre- and post-test designs together with feedback from post-training assignments, and mentorship will inform changes in approach where appropriate. The HR Resilience and Wellness Officer will develop organizational systems to ensure that the project's positive outcomes are inculcated in the organization.