



We Care: Institutionalizing Accessible Staff Wellness and Resilience Policies, Tools, and Practices for the GBV Field

Organization Name: Sexual Violence Research Initiative (SVRI)

Duration: 12 months

Location: Global

Target Participants: Staff of GBV organizations globally including SVRI staff members

Brief Description of Organization: SVRI is the world's largest network of researchers, practitioners, policymakers, and other stakeholders addressing GBV. In 2019 SVRI registered as an independent nongovernmental organization (NGO) after being hosted by WHO from 2003, then by the South African Medical Research Council since 2006. A women-led organization, SVRI's work is guided by these principles: feminist and woman-centered, rights-based, ethical, innovative, collaborative, equitable. They will add the principle of care and kindness within the next quarter. SVRI contributes to ending GBV by building evidence, particularly in lower- and middle-income countries, through research and practice-based knowledge, strengthening capacities, promoting partnerships, and influencing change.

Brief Description of Conceptual Approach and Staffing Plan: SVRI has long recognized the importance of building a caring field and addressing vicarious trauma. Well-being and self-care are integrated into events, partnerships, and organizational culture. SVRI will further strengthen and advance its work on wellness, resilience, and care, both internally and globally by:

1. Developing an online course module focused on self- and collective care, wellness, and resilience including a focus on institutionalizing policies and practices that support staff well-being and resilience
2. Hosting a knowledge-exchange series focused on self-, staff-, and collective care, wellness, and resilience including live events (e.g., webinars/sharing sessions, online discussion boards, wellness activities) and knowledge products (e.g., blogs/vlogs, case studies and experience, and a guidance note on integrating self- and collective care into organizational culture and work practices)
3. Institutionalizing staff care policies and practices within SVRI

Learning Plan: At SVRI, learning plans are informed by ongoing critical reflection and review as well as application of evaluation research methods. Lessons learned, successes, challenges, and mistakes are openly shared with others in the field through various platforms (e.g., partnership meetings, blog posts, knowledge exchange products, webinars, annual reports, etc.).