



VITAL VOICES
GLOBAL PARTNERSHIP

READINESS INTRODUCTION TOOLKIT FOR WOMEN LEADERS





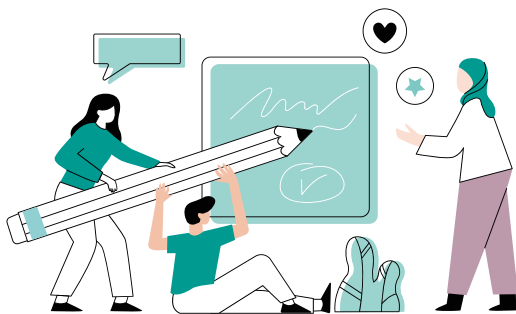
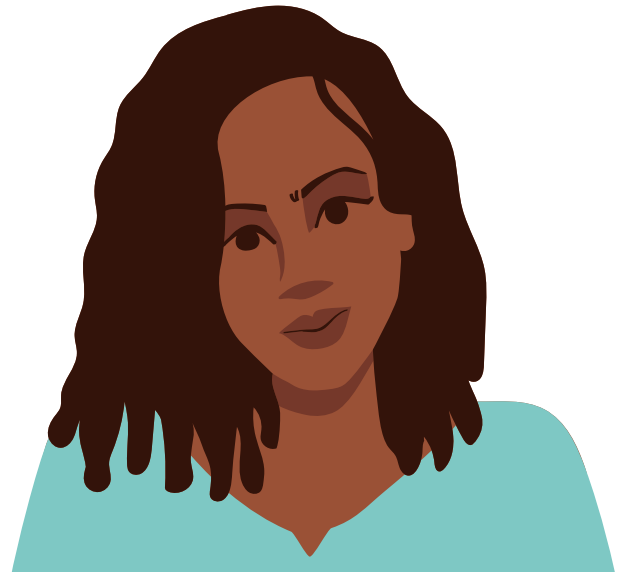
**This toolkit was created by Vital Voices Global Partnership
in collaboration with women leaders globally.**

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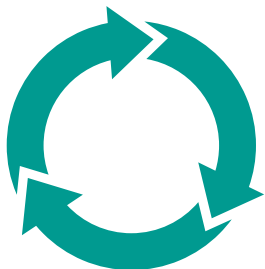
MEET MARIE!

“Hello, my name is Marie. I’m from a small village in northern Cameroon. I run an organization that supports survivors of gender-based violence. I also run a program for female entrepreneurs.

As a leader in my community, I face daily risks to my safety, which also impact my family and my team. With the war, kidnappings, and threats from survivors’ abusers, there are so many potential threats to my family, myself and organization.”



“But, there is hope. Thinking through my own risks and making plans helped me prepare for and prevent incidents. In this toolkit, I will show you how to identify potential risks and prepare for incidents before they occur. I will also discuss how to tap into your network locally and your larger network to support you in this goal.”



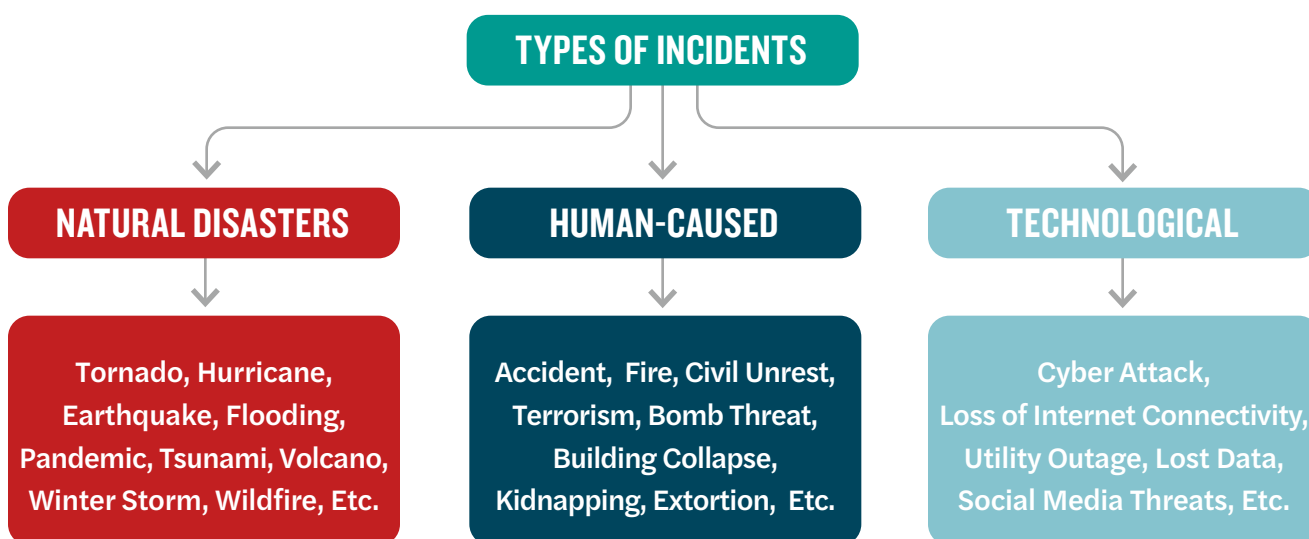
“I will give you an example from my own experience for each tool. Everyone’s experience is unique, so think about each tool as a starting point and consider how you can adapt them to work best for you and your organization.”

“The first step is to consider which threats and incidents are most likely to impact you and your organization. We will then talk about how to reduce your vulnerability and improve your ability to respond.”



IDENTIFY INCIDENTS

“Where I live and work, I face daily risks to my safety. Recently, I’ve been receiving hate messages online. I’m worried because of my position that I’ll be a target for kidnapping. Also, I worry about flooding. Every summer is hotter than the next and I am concerned for my older staff members and their health.”



What are five (5) potential incidents that you consider the biggest threat to yourself and your community?

1
2
3
4
5



“Although you may face more than five threats, these five can serve as a starting place.”

DETERMINE RISK

“Not every potential incident would shut down my organization and work, but some would have more impact than others. This chart helps me map out how likely incidents are to occur and what it would mean for my team, my organization, and me.”



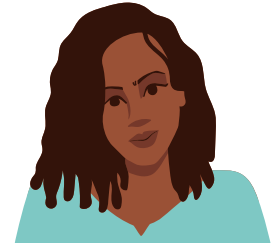
		SEVERITY OF IMPACT(S)		
LIKELIHOOD INCIDENT WILL OCCUR		SEVERE	MODERATE	MINOR
	LIKELY	High Risk	High Risk	Medium Risk
	MODERATE	High Risk	Medium Risk	Low Risk
	UNLIKELY	High Risk	Low Risk	Low Risk

For each incident, I will use the risk matrix to determine the risk to myself, my team, and my organization.

INCIDENT	RISK TO ME	RISK TO MY TEAM	RISK TO MY ORGANIZATION
Major flooding cutting off my town	High	High	Medium

ASSESS IMPACTS

“Last year, massive flooding wiped out the town next to me. I am concerned something similar might happen to my town. If it did, it might shut down my entire organization, impacting the survivors who depend on our support. My children go to school 20 kilometers away from my work and I would be concerned about how to reach them if cell phone towers are down.”



Incident: _____



“I made one of these charts for each of the five incidents that I’ve identified as my greatest concern.”

RESOURCES

Urgent Response Funds

Vital Voices Crisis Response Fund

Women's Peace and Humanitarian Fund - Safety Net Flexible Funding

Open Technology - Rapid Response Fund

Freedom House

Toolkits

Frontline Defenders - Women Human Rights Defenders Toolkit

Open Briefing - Holistic Security Protocol for Human Rights Defenders

Safety and Security

Open Briefing - Safety and Security Protocol

Grants

Front Line Defenders - Security Grant for Human Rights Defenders

Urgent Action Fund for Women's Human Rights - Security Rapid Response Grant

European Endowment for Democracy - Program Support Grant