



LEADERSHIP OF WOMEN IN DISASTER AND CLIMATE RESILIENCE:

SELF-ASSESSMENT TOOL TO MEASURE ORGANISATIONAL
PROGRESS

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HUMANITARIAN
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About this self-assessment tool

What is this tool for?

Stakeholders (including government agencies) can use this tool to self-assess how they support women's leadership and meaningful participation in disaster and climate risk reduction, recovery, climate change adaptation (CCA), post-disaster recovery, and resilience building (termed 'disaster and climate resilience' throughout this document) within their organisations. The tool allows organisations to self-assess their progress in six key assessment areas, as outlined below. This tool is based on the [Assessing Women's Leadership in Disaster and Climate Resilience: Assessment Framework and Tools](#) document.

The Framework and tools, which can be found in full on the [Women's Resilience to Disasters Knowledge Hub](#), were developed as part of UN Women's flagship programme, the [Women's Resilience to Disasters \(WRD\) programme](#).¹

Figure 1: Areas of assessment



How can this tool be used?

What? Stakeholders such as government agencies/departments, development partners, the private sector can use this tool to self-assess your organisation's progress in, and opportunities to strengthen, support of women's organisations in disaster and climate resilience.

How? The tool provides a baseline score for your organisation to understand the current situation and to track changing support for women's organisations working on disaster and climate resilience. The tool also facilitates identification and discussion of critical gaps and barriers, good practices, opportunities and enablers of change.

When? This tool could be applied to assess gender progress more generally (i.e. in day-to-day operations) or in the context of a specific event or process (e.g. assess progress including women's organisations participation in a PDNA process or development or update of a DRR strategy, policy, plan).

What does this include?

1. Guidance on how to use this tool
2. Self-assessment tool
3. Guidance on interpreting your scores
4. Guidance to strengthening practice

Who is this for? This tool is intended for organisations (i.e. government, civil society, and private sector) working on reducing risks from multiple hazards and threats (e.g. climate change, earthquakes, pandemics) and building resilience.

¹ The programme focuses on building women's voice, agency and leadership in disaster risk reduction (DRR) and disaster resilience, ensuring that the lives and livelihoods of women and girls are resilient to threats (including climate change and COVID-19) and contributing to sustainable, secure and thriving communities.

How to use the tool

The tool is intended to be completed individually or by a small group of staff within your organisation. Ideally, the group of staff would include representatives from senior leadership, middle management and team members. It is important that women are included in the group completing the tool. The key steps in using the tool are as follows:

-  1. Confirm self-assessment scope (e.g. day to day operations or following a specific process (PDNA))
-  2. Identify progress level for each leadership assessment area. Each staff member should read the four statements under each of the six assessment areas in the self assessment tool (pages 4, 5 and 6) and circle the number of the statement that best represents their organisation. This should be done individually.

Each staff member should write the number of the statement selected for each domain in the score box below it, and if possible, note examples, reflections, enablers, barriers, or ideas of new activities.
-  3. Calculate scores (go to page 7)
-  4. Understand score (go to page 8)
-  5. Identify gaps, barriers, good practices, enablers, and opportunities to strengthen practice (go to page 9)



Self-Assessment Tool

Self-assessment statements

Circle the statement that most closely describes the current situation in your organisation.

 Transformative leadership occurs when leaders are empowered to challenge gender norms and inequalities and their impact on disaster and climate resilience processes and programmes.	
Our organisation is not aware of any barriers to women’s organisations’ leadership in disaster and climate resilience in our country, such as discrimination, bias, access, or safety issues.	1
Our organisation is aware of the barriers to the leadership of women’s organisations in disaster and climate resilience in our country, but cannot or is unable to take any actions to overcome these barriers.	2
Our organisation is aware of the barriers to women’s organisations’ leadership in disaster and climate resilience and takes some actions to reduce them, but women’s organisations are not fully empowered to challenge gender norms and inequalities.	3
Our organisation is aware of barriers to women’s organisations’ leadership in disaster and climate resilience and takes positive actions to reduce them.	4
Examples/reflections/ideas	Score:
 Safe and meaningful participation occurs when women’s organisations can safely and easily access and influence the outcomes in disaster and climate resilience decision-making forums in your organisation (e.g., without bias or discrimination and with consideration of their safety in selecting transport and location).	
Our organisation does not undertake any activities to understand how women’s organisations can safely or meaningfully participate in disaster and climate resilience meetings, working groups, decision-making fora, and coordination mechanisms.	1
Our organisation recognises that safety and access issues may prevent women and women’s organisations from participating in disaster and climate resilience meetings that we run or attend, but we have not yet taken steps to address these issues.	2
Our organisation sometimes takes proactive steps to ensure women’s organisations can safely and meaningfully participate in disaster and climate resilience decision-making forums.	3
Our organisation consistently takes proactive steps to ensure women’s organisations can safely and meaningfully participate and engage in disaster and climate resilience meetings that we run or attend, and decisions are influenced and informed by their participation, capacities, skills, and experiences.	4
Examples/reflections/ideas	Score:



Collective influencing and advocacy occurs when women’s organisations are supported to advocate for, and engage with, processes that influence disaster and climate resilience policies, legislation, strategies and plans. (e.g., supporting women’s organisations to provide input into disaster and climate resilience policy development or update).

Our organisation does not take specific action to increase women’s organisations’ representation in disaster and climate resilience processes and forums.	1
Our organisation occasionally takes action to support women’s organisations to influence and advocate in disaster and climate resilience processes and forums.	2
Our organisation often takes actions to increase support for women’s organisations to influence and advocate in disaster and climate resilience processes and forums.	3
Our organisation consistently takes action to increase women’s organisations’ influence and advocacy in disaster and climate resilience processes and forums, and their inclusion is institutionalised with the stated intention of minimising any gender biases or gaps.	4
Examples/reflections/ideas	Score:



Enabling partnerships strengthen coordination and complementarity between between internal and national disaster and climate resilience actors and national and local women’s organisations

We have no partnerships with women’s organisations, and we design, implement, and evaluate programmes without their input.	1
We have partnerships with at least one women’s organisation for disaster and climate resilience programming, but we design, implement, and evaluate programmes with minimal input from it/them.	2
We design, implement and evaluate programmes in partnership with women’s organisations, but we have greater decision-making power.	3
In our partnerships with women’s organisations, all disaster and climate resilience programmes are designed, implemented, and evaluated with equal input and decision-making from them.	4
Examples/reflections/ideas	Score:



Capacity encompasses all activities intended to strengthen the skills, knowledge, and ability of women’s organisations to lead and participate in disaster and climate resilience activities within your country context (e.g., training in leadership or risk assessment).

Our organisation does not have targeted activities and processes in place to support our partner women’s organisations to develop technical skills and/or knowledge in disaster and climate resilience.	1
Our organisation recognises the need to have targeted activities and processes in place to support our partner women’s organisations to develop technical skills and/or knowledge in disaster and climate resilience, but has not taken steps to implement them.	2
Our organisation has undertaken targeted activities to support our partner women’s organisations to develop technical skills and/or knowledge in disaster and climate resilience, but these could be implemented more effectively and systematically.	3
Our organisation systematically provides long-term and sustained capacity development support to women’s organisations.	4
Examples/reflections/ideas	Score:



Funding encompasses all budget allocations intended to support women’s organisations’ engagement with, and influence over, disaster and climate resilience building processes in your country context (e.g., overheads, training).

We partner with women’s organisations, but we do not give them funding to work in disaster and climate resilience.	1
We give our women’s organisation partners single-year and project-based funding to work in disaster and climate resilience.	2
We give our women’s organisation partners multi-year funding that only covers project work related to disaster and climate resilience.	3
We give our women’s organisation partners multi-year funding that covers disaster and climate resilience project and non-project-related costs.	4
Examples/reflections/ideas	Score:



How to calculate your score

Each staff member should add their scores for each assessment area to the table below, allowing the group to calculate the baseline score for each assessment area and the overarching baseline score (the sum of the assessment area's scores divided by six).

Table 1: Scoreboard

Assessment area	Scores for each team member						Total score for each assessment area	Calculated assessment area score*
Transformative Leadership								
Safe and meaningful participation								
Collective influencing and advocacy								
Enabling partnerships								
Capacity for supporting leadership								
Funding								
All assessment areas total score								
Overarching baseline score**								

*Divide total score by the number of team members

**Divide the 'all assessment score total score' by six (the number of domains)

Understanding your score

1. Interpret your score using the ‘understanding your score’ table below.

Table 2: Understanding your score

Overarching Baseline Score	What this means
6–12	There are significant opportunities for your organisation to support women’s organisations leadership and influence in disaster and climate resilience.
13–18	Your organisation is already taking some important steps, but there is still room to further support women’s organisations’ leadership and influence in disaster and climate resilience.
19–24	Your organisation is already adopting good practices. There may be opportunities to strengthen practice in assessment areas with lower scores.

2. Review the assessment areas in which your organisation scored 1 or 2 and any reflections, examples or ideas noted. With your team, identify and discuss actions or initiatives that might be appropriate to your context and organisation to strengthen women’s organisations’ leadership. Use the guidance in Table 3 to strengthen your work.
3. Review the assessment areas in which your organisation scored 3 or 4 and the example activities. With your team, discuss what makes those activities valuable, and if they can be strengthened or expanded. Use the guidance in Table 3 to strengthen your work.
4. Repeat this process annually to track progress.



Guidance for strengthening practice

To enhance your support for the leadership of women’s organisations, consider the following guidance.

Table 3: Guidance for strengthening practice

Domain Area	Guidance
Transformative Leadership	<ul style="list-style-type: none"> Set targets for the leadership and representation of women’s organisations in disaster and climate resilience decision-making forums/mechanism, processes, and interventions you are involved in
Useful resources: Women’s Resilience to Disasters Knowledge Hub: Women’s Leadership	
Safe and meaningful participation	<ul style="list-style-type: none"> Actively invite women’s organisations to key disaster and climate resilience building coordination and decision-making forums Ensure that it is safe for them to participate by considering the location of the meeting, who is attending, and that there is space on the agenda for their input Engage with women’s organisations to better understand barriers to participation in forums and identify how partners, donors and other disaster and climate resilience building actors can support their attendance
Useful resources: Women’s Resilience to Disasters Knowledge Hub: Women’s Leadership	
Collective influencing and advocacy	<ul style="list-style-type: none"> Provide support (such as funding, technical support) for women’s organisations to be present at advocacy opportunities at all levels and influence collectively through advocacy planning
Useful resources: Women’s Resilience to Disasters Knowledge Hub: Women’s Leadership	
Enabling Partnership	<ul style="list-style-type: none"> Discuss openly with women’s organisations how to strengthen partnerships and identify and address critical barriers (e.g. funding), and opportunities to enable change
Useful resources: Women’s Resilience to Disasters Knowledge Hub: Systems and coordination	
Capacity	<ul style="list-style-type: none"> Support women’s organisations in preparing for meetings Engage in conversations about the capacity support needed during resilient development and how to provide sustained rather than “ad-hoc” support.
Useful resources: Women’s Resilience to Disasters Knowledge Hub: Capabilities	
Funding	<ul style="list-style-type: none"> Ensure women’s organisations’ capacity development, engagement/participation, activities (e.g. advocacy), and programmes in support of gender-responsive resilience building are funded appropriately
Useful resources: Women’s Resilience to Disasters Knowledge Hub: Budgets	

See wrd.unwomen.org for more information