

Conflict Sensitivity Organisational Self-Assessment



This self assessment is designed to help you understand how factors internal to your organisation might be enabling or preventing the organisation as a whole from being responsive to the changing needs of a conflict context. These factors matter, because it is not just the capacity of individuals to understand the principles or conduct analyses that matters for conflict sensitivity, but rather the potential of the organisation as a whole to maintain contextual awareness and timely response to opportunities and threats throughout and beyond the program cycle. The specific meaning of some of the questions may not be clear to you. Don't worry - we will talk through them in class and work with you on the assessment.

Leadership Commitment

- A. Do leaders understand conflict sensitivity concepts and practices accurately?
- B. To what extent are leaders willing to allocate resources differently, go against previous decisions or priorities, or push back against external partners or donors in order to uphold conflict sensitivity principles?

Policy Commitment

- A. Is there a stand-alone conflict sensitivity policy for the organisation, or is conflict sensitivity mentioned in other policies?
- B. To what extent do other organisational policies reference conflict sensitivity?
(e.g procurement policy, recruitment policy, travel policy, audit policy, partnership policy, security policy)
- C. To what extent do other organisational policies or strategies create tensions with conflict sensitivity principles?
- D. Does the organisation communicate in ways that are supportive of conflict sensitivity?

Integration into the program management cycle

- A. Are program design processes informed by conflict or conflict sensitivity analyses?
- B. Do program design processes ensure that there will be sufficiently timely and flexible processes to approve and action changes to programmatic and non-programmatic activities when conflict sensitivity risks or opportunities are identified?
- C. Is conflict sensitivity monitored during implementation, through formal indicators, or informal monitoring processes (like regular stakeholder consultation)?
- D. Is there an agreed and understood process for responding to conflict sensitivity risks and peacebuilding opportunities during implementation?
- E. To what extent are programs and organisations held accountable to conflict-sensitivity practices or outcomes by their evaluations?

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Towards healthier and more empathetic societies, in which people are empowered with the knowledge and skills to transform conflict and overcome injustice, regardless of their privilege or places of origin.

Ongoing commitment to learning

- A. What is the quality and timeliness of information that the organisation receives about the context?
- B. To what extent does the organisation make time to reflect on the appropriateness of its interventions based upon what it learns about the context?
- C. To what extent is your organisation affected by silos, echo chambers, or gatekeeping?

Enabling staff competencies

- A. To what extent do staff receive support to build their skills / awareness in conflict sensitivity principles and methods?
- B. Do staff not directly involved in programming recognise the relevance of conflict sensitivity principles and practices to their roles (e.g. leadership, finance, procurement, logistics, donor relations)?
- C. To what extent do all staff embody conflict sensitivity principles through their words and actions?

Flexible administrative systems

- A. To what extent do budgets, work plans, human resources, contracting, procurement, and other administrative systems allow significant changes to be made to program activities during implementation? (e.g. changing partners or suppliers, dropping some activities and starting others, scaling down or scaling up)
- B. To what extent can you get the approvals that you might need to make changes in a timely way?
- C. To what extent are reporting processes helping or hindering your responsiveness to conflict sensitivity concerns?

Supportive partnerships

- A. To what extent are 'partners' or 'beneficiaries' involved in shaping your policies, programs, or indicators, prior to and during implementation?
- B. How explicitly are conflict sensitivity principles and practices promoted and supported in partner organisations?
- C. To what extent is the organisation prepared to push back when 'upstream actors' such as donors or headquarters are promoting policies or interventions that are not conflict sensitive in the local context?