COVID-19 Organizational Health Survey Report

Summary: ICAR crafted this survey to help aggregate some data around movement resilience and challenges amidst the COVID-19 pandemic. Our hope is that our collective data might help better inform how we best support you during this time. Responses to this survey were anonymous. The deadline to complete this survey was Friday April, 17 2020.

We received a total of 10 responses from our survey. Though turnout may have been low, we believe sharing this aggregate data with you may better enable candid conversations among each other and funders as we move forward.
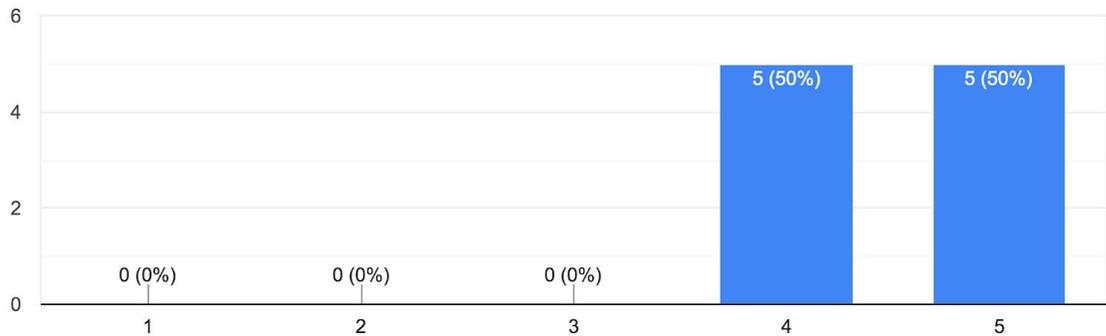
From the responses, these were our findings:

1. **All participants agreed that COVID-19 will disproportionately negatively impact the communities they serve.**

   (1 = strongly disagree, 5 = strongly agree).

COVID-19 will disproportionately negatively impact the communities I serve.
10 responses
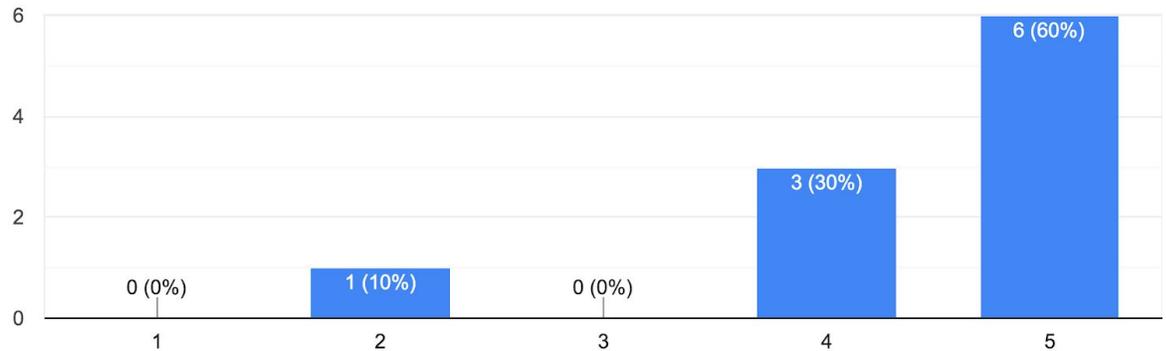
2. **Please explain further:**

   Many of you work with vulnerable and marginalized communities and the burden of lack of access to health resources, along with the expectation for some of these communities to continue work, lies heavy on these groups.

3. **The vast majority agreed that the COVID-19 response will disproportionately negatively impact the communities they serve.**

   (1 = strongly disagree, 5 = strongly agree).

The COVID-19 response will disproportionately negatively impact the communities I serve.
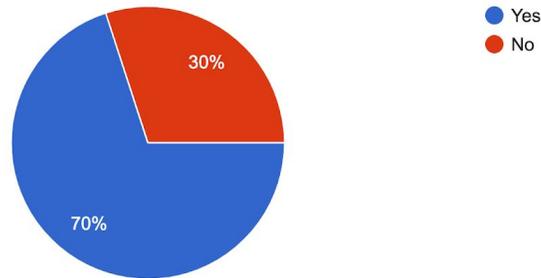10 responses

4. **Please explain further:**

   The response rolling out is still ongoing, but the negative impacts are already clear. There is concern that the needs of the communities you work with "will be ignored while others with more social influence are served" and that "the economic impact of the pandemic will be huge for these communities." "Established social and environmental protections are being set aside in the name of emergency response actions" and the ability to organize and protest for environmental or social protections have been negatively impacted.

5. My organization has 2 months worth of reserve funding.

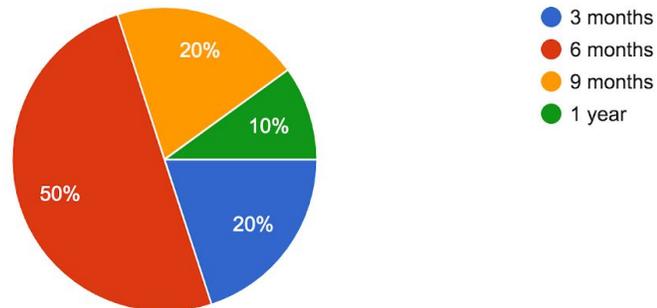My organization has 2 months worth of reserve funding.
10 responses

70 percent have 2 months of reserve funding and 30 percent do not.

6. My organization has a steady enough funding stream that I don't worry about our ability survive a period of no new funding for:

My organization has a steady enough funding stream that I don't worry about our ability survive a period of no new funding for:
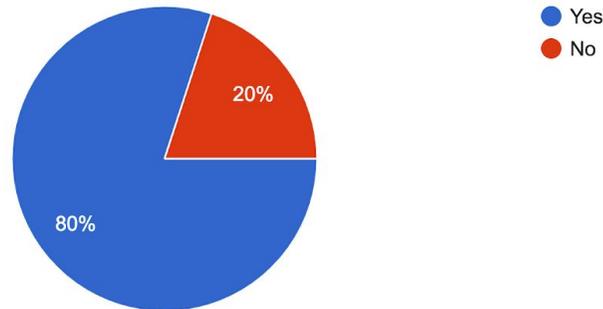10 responses

Half of respondents are able to support themselves with no new funding for 6 months. 20 percent said 9 months, another 20 percent said 3 months, and 10 percent said 1 year.

7. I am able to complete _____ % of my planned activities under current constraints.

The majority of you are able to complete 50-80% of planned activities under current constraints. A minority of you are able to complete 20-45% of planned activities under current constraints.

8. **I worry about my ability to deliver on my programmatic obligations during this time.**

I worry about my ability to deliver on my programmatic obligations during this time.
10 responses

● Yes
● No

80%
20%

80 percent worry about their ability to deliver on programmatic obligations during this time. 20 percent responded no.

9. **I worry about telling my funders:**

How COVID-19 has accelerated staff burnout and increased stress around their health and family's health. Telling funders "about activities that will not be completed as a result of the crisis, not just delayed" is also a concern. Some of you voiced that funders are sympathetic and have been willing to give no cost-extensions. However, there is worry that funders will have new constraints and new priorities coming out of the pandemic that will hinder the ability to get new funding.

10. **If I could anonymously ask my funders for one thing, it would be:**

Responses varied from "new funds to provide counseling services to your team or economic aid to the communities you work with," reassurance that grants and programs will be renewed "despite delays in activity implementation," sustained and flexible support" even as they respond to COVID-19 demands, and the ability to "change restricted funds to general operating support so that [my organization] can apply funds where they are most needed and adapt work plans to remain relevant."

11. If I could have one thing right now for my organization it would be:

A few of you mentioned that having either an IT staff or an affordable system to improve web resources would be helpful for your organization. More funding for COVID-19 response work was also mentioned. Financial protection for "six months of payroll protection for staff and partners," "financial stability for twelve months," or "a 3 year commitment to fund general operating support," is on your wishlist. You'd also like to ensure mental and physical health, and resources, like counseling, for your team.

12. If I could ask one thing of other coalition members, it would be:

Stronger collaboration and communication with each other for what is happening in your sectors, "[sharing] strategies for coping with social isolation," maintaining visibility of "the reality of forced labor in supply chains," and the desire to be experimental and try new things were all mentioned. Having patience was also brought up.

13. One way ICAR could help during this time would be:

A few of you mentioned that it would be helpful for ICAR to foster connection and convene organizations and people to work together to coordinate intersectionality across issues, responses, and activities. This would help prevent duplicity and allow work and information to be shared and amplified. "Finding a way to keep our community connected and networked, beyond webinars" was pointed out. In relation to issues or subjects, some of you expressed that you'd like for ICAR to monitor how big corporations are benefiting from this crisis. You also expressed you'd like for ICAR to "advocate for trafficking funding to be in [future iterations of the CARES Act]" and "advocate for trafficking to be integrated into a USAID humanitarian response."

14. Any additional comments?

We received a suggestion around language to work on saying "'trying to work remotely' rather than 'working remotely' because many people will have additional challenges" in trying to work from home. In turn, "communications, project delivery, work in general can be slower and less responsive. We all just need to be a little bit more patient with each other while we adjust and pivot."