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Organizational Self-Assessment Serving Men who have Experiences Victimization

This is a self-assessment tool will help you to identify the degree to which your Rape Crisis Center, Domestic Violence Agency, Victim Service Organization, or a program or service of your organization, is designed to effectively work with men and boys. Most victim service and advocacy agencies, and particularly rape crisis and domestic violence agencies, struggle with connecting with men who experience victimization and offering support and advocacy services to these men. This assessment will help such organizations and programs to assess their strengths in this regard as well as lay a foundation for improving their ability to connect with and provides services and support to men who experience violence, victimization, rape and domestic violence.

For the purposes of this assessment, we include both men and boys who are the primary victims of rape, adult survivors of childhood sexual abuse, men who were exposed to domestic violence as children, men who experienced domestic violence or some other form of violence; as well as the men who love women or men who have been the primary victim.

Once this assessment is completed, organizations are encouraged to contact RusFunk Consulting to assist in moving your organization to become better equipped to connect with, reach out to, and offer services to men who have experienced sexual assault or domestic violence. RusFunk Consulting provides further assessment, training, technical assistance and other services that can help you to better serve the men and boys in your community who experience victimization and violence.

This assessment consists of four categories that look at various aspects of your organization and practice.

- **Organizational**
This includes areas such as 1) organizational policies and procedures; 2) processes and practices; 3) organizational culture including the attitudes, beliefs and values of organizational staff, volunteers and board; and 4) physical environment.
- **Professional Development**
This includes the efforts made to identify and develop the knowledge and skills of the staff in your organization, and leadership support for professional development.
- **Programming**
The services and programs offered by the organization, how staff and volunteers are recruited and supported to provide these services and programs, how programs and services are promoted and marketed.
- **Community Engagement**
How the organization engages in and connects with the community(ies) (geographic, demographic, identity, cultural, etc.).

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Organizational

		Yes	No
1.	Our organization has explicit policies that mentions men as a client base for our services and programs.		
2.	Our organization has developed protocols, based on these policies, that describe how we intend to work with men and boys as a client for our services and programs.		
3.	Our organizational literature, website and other marketing reflects men of various cultures and backgrounds as receiving services or accessing the programs we offer.		
4.	Our intake and assessment forms include men and terms related to men and boys.		
5.	There are brochures and materials in the waiting room that are written for men who may access services or utilize programs of our agency.		
6.	There are posters in our agency waiting areas and hallways that positively depict men.		
7.	Our new employee orientation includes working with men and boys through our agencies services and programs.		
8.	Our agency protocols encourage staff to promote our services and programs to men and boys.		
9.	Our services and programs are supervised by professionals who have specifically been trained in working with men and boys.		
10.	Our job descriptions explicitly state our agencies expectations for providing services and programs to men and boys.		
11.	We include an assessment of staff's abilities to effectively work with men and boys as a part of staff performance evaluations.		
12.	Our organization has a list of referral resources and services for men who seek services and access our programs beyond the scope of the work we offer.		
13.	Educational materials and programs are designed specifically for male audiences.		
14.	Our agency has an outreach and marketing plan specifically to men and boys in the communities we serve.		
15.	Our agency is aware of Men's Rights activists and their tactics, and is able to effectively respond to criticisms that may be directed at our agency.		

Organizational Sub-set Score

To score this this subset give yourself 1 point for each yes, and 0 points for each no.

Scores: 12 – 14	A
9 – 11	B
6 - 8	C
4 - 7	D

Your Org Score: _____

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Professional Development

1.	Our staff are expected to receive training specific to working with men as a part of their continuing educational development.		
2.	Staff (both paid and volunteer) are provided opportunities to receive training on working with men and boys.		
3.	Our agency provides staff with tools and resources to help provide services and programming to males.		
4.	Our agency provides regular opportunities for staff to explore and examine their attitudes about men and boys.		
5.	Our agency provides regular opportunities for staff to explore and examine their attitudes about men and boys who experience sexual assault or domestic violence.		
6.	Our agency employs an intersectional approach in working with men and boys.		
7.	Our agency provides opportunities for staff development on using an intersectional approach in working with men and boys.		
8.	Our agency has at least one person, in a management or above level, who has particular expertise and training on working with males.		
9.	We regularly provide access to professional literature on working with males and male victimization to staff.		
10.	Our agency contracts with a local provider who specializes in masculinities theory and practice, to provide us with ongoing training, TA and other professional support.		

Professional Development sub set score

To score this this subset give yourself 1 point for each yes, and 0 points for each no.

Scores: 9 – 10	A
7 – 9	B
5 - 7	C
3 - 5	D

Your Org Score: _____

Programming

1.	Our agency provides resources and services specifically to and for males.		
2.	We take our services to men and boys, in addition to offering them services expecting them to come to us).		
3.	Our agency provides to male loved ones of the women or men who are victimized.		
4.	Expects staff to ask victims served about the men in their lives and about the impact of their victimization on these men.		
5.	Our agency has a process through which we explicitly outreach to male loved ones in order to offer them supportive services and resources.		
6.	Our agency currently has, and regularly updates, a strategic plan for providing services and resources to males in the communities served.		
7.	Our agency has a process to evaluate our efforts to provide services to males to assess how we're doing.		
8.	Our agency regularly evaluates our efforts to provide services to males.		

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Programming sub set score

To score this this subset give yourself 1 point for each yes, and 0 points for each no.

- Scores: 9 – 10 A
- 7 – 9 B
- 5 - 7 C
- 3 - 5 D

Your Org Score: _____

Community Engagement

1.	Our agency works with other community partners on efforts to improve male health and well-being in our community.		
2.	Our agency is a part of community coalitions or networks promoting healthy masculinity.		
3.	Our agency participates in community-area efforts (men’s health fairs, fatherhood events, etc.) to promote men’s health and well-being.		
4.	Our agency has a male advisory board that assists us in finding ways to provide are services and resources to males.		
5.	Our agency is well known within the communities we serve, for the availability and accessibility of the services we offer men and boys.		
6.	Our agency is recognized by the media as a point of contact for issues related to healthy masculinity.		
7.	We integrate the ways that men are impacted by violence and abuse in our community awareness efforts (such as Victim’s Rights Week, Sexual Assault Awareness and Prevention Month, Domestic Violence Awareness and Prevention Month, etc.).		

Community Engagement sub set score

To score this this subset give yourself 1 point for each yes, and 0 points for each no.

- Scores: 9 – 10 A
- 7 – 9 B
- 5 - 7 C
- 3 - 5 D

Your Org Score: _____

Overall Assessment

As a result of going through this assessment, you have probably identified some areas that you could improve on, and others that surprised you as areas of strength.

To get your overall score for, use the following scale:

- 38 – 44 A
- 30 – 3 B
- 23 – 29 C
- 15 - 22 D

Overall Assessment Score: _____

You probably have made some notes of ways you can improve your score by making some adjustments based on your experience of taking this assessment. If you are interested in further support to enhance your ability to effectively reach out, engage and provide meaningful support

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or men and boys who experience rape, domestic violence or other forms of victimization, RusFunk Consulting can be source for you. We will design an intervention in conjunction with you, that is based on your assessment and what it is that you'd like to achieve in terms of offering services to men and boys in your communities.

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