



"Plan for the Crisis!" - Gender- and diversity focused system for crisis preparedness in (social) care organisations

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Background

- Major challenges for care-providing-organisations during the COVID-19 crisis
- This project aimed to analyse the implementation of gender and diversity sensitive crisis preparedness in Austrian (social) care organisations.

Innovation

- The innovation of this project lies in:
 - Organisational, diversity-sensitive crisis preparation
 - Including the interfaces of all organisations and actors involved in the care of a vulnerable person.

Results

- Guidelines with modular structures to foster crisis preparation
- Strategies for risk mitigation and business continuity planning
- SAM to self-assess and monitor the organisational preparedness status, including an index for gender- and diversity aspects
- SAM, guidelines, factsheets and templates are available on www.krisemitplan.at

Conclusion

- The guidelines and SAM directly benefit the participating organisations.
- Transferability to other organisations promotes overall crisis resilience.
- The project sustainably strengthens care for vulnerable groups in times of crisis.
- The project promotes benefits at multiple levels
 - Organisational
 - Individual
 - Social
 - Economic

The project results in:

- Guidelines
- Self-assessment and monitoring (SAM)



Methods

- Comprehensive survey and analysis of existing structures and processes
- Development of a risk and impact assessment and business continuity plan structure
- Participatory approach for developing modular guidelines tailored to different crisis scenarios
- Involving ten ambulant care organisations in Co-Creation Workshops
- Integration of good practices
- Creation of assessment tools for practical evaluation
- Identification of staff training and technology needs
- Assessment of the applicability to other social sector organisations

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