Do No (More) Harm Risk Matrix

	Persons with Disabilities	LGBTQ	Women & Girls	Youth	Religious & Ethnic Minorities
RISKS BEFORE AND/OR AFTER PARTICIPATION IN ACTIVITIES *(Red = Unique Risks)*					
Physical	• Assault en route • Injury due to lack of accommodations	• Assault and GBV en route • Assault or GBV if outed • Family violence because of participation	• Assault and GBV en route • Family violence because of participation	• Assault en route • Family violence because of participation	• Assault en route to trainings and events
Psycho-emotional	• Familial criticism • Harassment and indignities • Frustration with lack of accessibility • Retraumatization • Minority stress*	• Familial criticism • Harassment, intimidation and indignities • Retraumatization • Minority stress*	• Familial criticism • Harassment and intimidation • Retraumatization • Minority stress* • Caretaker stress	• Familial criticism • Peer bullying	• Familial criticism • Harassment and intimidation • Retraumatization • Minority stress*
Digital	• Online harassment and indignities	• Online harassment and threats • Loss of job, housing, family, safety if outed online	• Online harassment and threats • Loss of online access and safety if SGBV	• Online harassment • Predatory adults	• Online harassment
Reputational (group risk)	• Reinforcement of medical or charity models that dehumanize or infantilize	• Use as a political wedge/scapegoating • Ostracization if seen as receiving 'special treatment' or threatening dominant group values	• Use as a political wedge/scapegoating • Ostracization if seen as receiving 'special treatment' or threatening dominant group values	• Stereotyping as source of problems (e.g. crime and violent extremism)	• Use as a political wedge/scapegoating • Ostracization if seen as receiving 'special treatment' or threatening dominant group values
RISKS DURING PARTICIPATION IN ACTIVITIES ** *(Red = Unique Risks)*					
Learning and growth	• Self-censoring in mixed spaces • Withdrawal if insensitivity in mixed (abled & disabled) program spaces • Diluted impact if information not in accessible formats • Loss of income if outed (for non-visible disabilities)	• Self-censoring in mixed spaces • Withdrawal if intolerance or insensitivity in mixed (LGBTQ & non-LGBTQ) program spaces • Loss of education, housing, family, income, and safety if outed	• Self-censoring in mixed spaces • Withdrawal if time constraints (unpaid housework, child or elder care, etc.) or insensitivity in mixed gender program spaces	• Self-censoring in mixed spaces • Withdrawal if activities adult-driven • Diluted impact if information not age-appropriate	• Self-censoring in mixed spaces • Withdrawal if intolerance or insensitivity to religious observances (food, prayer time, etc.) in mixed ethnic/religious program spaces • Diluted impact if information not in accessible language

*Minority stress includes feeling unwelcome/ invisible/unsafe

**Assumes safe space is maintained during all in-person and online activities to prevent indignities, harassment, intimidation, assault and SGBV

Mitigation Strategies

For each of the types of harm above that you assess as highly likely in your organization's work, write an "L" next to the bullet.
For each of the types of harm above that you assess as high impact, write an "I" next to the bullet.
Choose 5 boxes with either an "H" or an "I" and outline steps to mitigate these types of harm below.

Physical	
Psycho-emotional	
Digital	
Reputational/ Group	
Learning/Growth	