



## GENDER EQUITY AUDIT

### Integrating Feminism into Philanthropy

How does your organization *already* support gender equity and intersectional feminism and how could you improve? **Please check the boxes** of the items which your organization has already completed, and brainstorm next steps you can consider.

### Within My Organization

- Equal Pay: Women and men receive equal pay for equal work.
- Gender Equity Policies:
  - Robust Parental Leave
  - Childcare
  - Flexible Work Schedules
  - Relationship Abuse Workplace Policy
  - Sexual Assault/Harassment Policies
- Gender Lens Investing
- Women in Leadership
- My organization could add feminism into our mission statement by:  
\_\_\_\_\_
- I will highlight this tool in the presentation to my Board!
- Other: \_\_\_\_\_

### Low or No Cost Strategies

I will write the following Op-Eds on feminist topics:

- \_\_\_\_\_
- \_\_\_\_\_

An upcoming speech where I can integrate feminism is:

- \_\_\_\_\_
- \_\_\_\_\_
- \_\_\_\_\_

I can add the following feminist issues to an upcoming agenda:

- \_\_\_\_\_
- \_\_\_\_\_
- \_\_\_\_\_

I can create collaboratives on feminist issues among the following grantees:

- Feminist Topic: \_\_\_\_\_  
Grantee 1: \_\_\_\_\_  
Grantee 2: \_\_\_\_\_  
Grantee 3: \_\_\_\_\_

- Feminist Topic: \_\_\_\_\_  
Grantee 1: \_\_\_\_\_  
Grantee 2: \_\_\_\_\_  
Grantee 3: \_\_\_\_\_

### For All Grantees

- RFPs state that feminist programming, goals, and approaches are encouraged.
- Grant guidelines include:
  - Programs must address the needs of low-income and underserved women and women of color.
  - Preference for applicant organizations in which women are the primary decision makers, particularly women of color.
  - Preference for applicant organizations that integrate gender equity into their personnel policies, such as robust parental leave, child care, flexible work schedules, and relationship abuse workplace policies.

## Grant Giving Categories

My organization's current grant categories are:

- |                                |                                |
|--------------------------------|--------------------------------|
| <input type="checkbox"/> _____ | <input type="checkbox"/> _____ |
| <input type="checkbox"/> _____ | <input type="checkbox"/> _____ |
| <input type="checkbox"/> _____ | <input type="checkbox"/> _____ |

My organization could add the following feminist grant sub-categories:

- \_\_\_\_\_
- \_\_\_\_\_
- \_\_\_\_\_

My organization could add the following new feminist grant categories:

- |                                |                                |
|--------------------------------|--------------------------------|
| <input type="checkbox"/> _____ | <input type="checkbox"/> _____ |
| <input type="checkbox"/> _____ | <input type="checkbox"/> _____ |
| <input type="checkbox"/> _____ | <input type="checkbox"/> _____ |

My organization will provide funding for the following:

- Self-Care Grants for organizations doing feminist work
- Planning Grants to help organizations with research and launching new feminist initiatives
- General Operating Grants and Equal Pay Raises

## Who are My Local Experts?

The organizations in my community working on gender equity issues include:

- \_\_\_\_\_
- \_\_\_\_\_
- \_\_\_\_\_

I will consult them about:

- \_\_\_\_\_
- \_\_\_\_\_
- I will pay my local experts for their time.