



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, including immigrant women, undocumented women, and Indigenous women and girls.
 - 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.