

STARTING THE CONVERSATION: USING A GENDER LENS IN YOUR GRANTMAKING

WHAT IS A GENDER LENS? WHY SHOULD I CARE?



A **Gender Lens** is an analytical tool to recognize and respond to the less obvious ways gender impacts any issue. It deepens the analysis of equity and power. It acknowledges and examines the effects of gender norms (expected behavior and role) and gender expression (expected appearance), and how these socially created expectations limit people in myriad ways.



Gender cuts across all other aspects of identity - race, class, sexual orientation, ability/health, immigration status. These are intrinsically linked, affecting the communities your grantmaking serves in ways that cannot be seen without a gender lens. Using a gender lens framework deepens an organization's understanding and helps identify gaps and trends otherwise invisible.

GETTING STARTED: FRAMING

Think about the issues you prioritize and then how different identities (race, class, gender, sexuality, immigration status, etc.) are affected differently by that issue. Then consider **how these identities intersect & compound** the issues you wish to address.



Dig deep into the assumptions based on gender & identity that influence funding decisions & programs. **Consider gender in its broadest terms, beyond the female & male binary.**



Dis-aggregate your data by gender, race, class, sexuality, immigration status, etc. to determine how they impact your issue. Identify trends or barriers unseen without considering gender.

ANALYSIS + IMPLEMENTATION



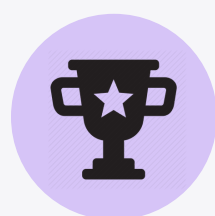
Be intentional: consider gender in your earliest analysis & program development



Apply a gender lens internally; **create HR policies** supportive of a wide range of staff



Seek training or support to develop a gender analysis within the organization



Support & promote a wide range of leadership & leadership styles that are inclusive of different identities



Being intentional with your gender analysis deepens your understanding of the issues you care about, and ultimately, **deepens your impact!**

USING A GENDER LENS FUNDING APPROACH

PROGRAM DESIGN



Does your organization make space for the people most affected by the issue **to help design and/or implement** the program? Does it allow for them to provide feedback in a meaningful way?



Does your organization **create leadership opportunities** for the people its grantmaking program serve? Does your organization intentionally consider gender from design through implementation?

SITE VISITS



During site visits, do you encourage that the organization **invite participants** to attend the meeting & actively take part in the conversation?

EVALUATION



Does the data analysis **account for differences in gender** (or race, class, ethnicities, sexuality, etc.)? Do evaluations employ a gender lens?

ORGANIZATION HISTORY



Do you look for organizations that are **deeply connected to the communities they serve** & see them as partners in the work? Does the organization apply an intentional gender lens?

SENIOR LEADERSHIP & BOARD



Is the board and leadership **representative of the community served**?

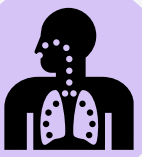
APPLYING A GENDER LENS ACROSS SECTORS



EDUCATION: Black males were suspended more than three times as often as their white counterparts during 2011-2012 school year, where black girls were suspended six times as often. While there isn't yet enough research, it is thought that black girls face harsher discipline for not adhering to feminine norms of behavior.



WORKFORCE DEVELOPMENT: Women within the restaurant industry typically earn \$9.50 per hour, compared with \$10.15 for men. Wages are even lower for tipped workers, 2/3 of which are women - many with children and/or in poverty at rates higher than their white counterparts. These women are dependent on their customers' generosity creating an environment where many are forced to silently tolerate sexual harassment.



HEALTH: Lung cancer is the leading cause of cancer death among women in the United States, and accounts for more annual deaths than breast, ovarian, and uterine cancers combined. Yet the lack of sex-specific research hinders prevention, diagnosis, and care of this disease.



JUVENILE JUSTICE: Young women of color are the fastest growing segment of the incarcerated population. Sexual abuse is one of the primary predictors of girls entering the juvenile justice system. Girls who experience sexual violence are criminalized and don't have access to appropriate treatment for their trauma, which often leads to behaviors that deepen their ties to the juvenile justice system.