

Gender Equity Footprint

Organizational Self-Assessment Tool



GENDER PART OF AN INTERSECTIONAL APPROACH

Gender equity and the impact of rigid gender norms are increasingly being viewed by funders and grantee partners as part of an “intersectional” approach that helps them see new solutions to old problems while also become more aware of marginalized groups that were beyond their initial frame of analysis. A gender lens can also help these partners address internal tensions arising from raced and gendered microaggressions or unconscious bias. Gender equitable organizations are more effective, more resilient and more aware.

WALKING THE WALK ON EQUITY

Moreover, we believe funders and nonprofits have an inherent obligation to use their visibility to try to break down structural inequalities, both within and without. They can’t begin to do this or “walk the walk” until they first become more aware of their own engagement with equity. Encouragingly, funders and grantee partners are already starting to do this at a deep level when it comes to racial equity and structural inequity. However, gender is often siloed as strictly an LGBTQ+ issue for those who are gender nonconforming.

GENDER INTEGRAL TO STRUCTURAL INEQUALITY

We encourage organizations to think of gender as integral to structural inequality as well. Because gender, along with race and class, continues to stratify opportunity, privilege, and visibility at every level of society. We hope organizations will begin to embrace gender equity not just as an issue of diversity or efficacy—important as these are—but as a core value, as part of their culture, mission, and vision for change.

ABOUT THIS TOOL

The following is offered as an Organizational Gender Self-Assessment tool to help equitable organizations think through their own practices, norms, and assumptions. The point is not to get a “perfect” score; even less is this put forth as a list of gotchas. Equity is a journey, not a destination; one that challenges each of us to continue moving forward each day.

We hope this will help you think through your own assumptions along this journey in a more structured way.

**INTELLECTUAL
COLLATERAL &
COMMUNICATIONS**



**OVERALL ORGANIZATIONAL
READINESS**



**OPERATIONS
AND POLICY**



**GENDER
EQUITY**



LEADERSHIP



**ORGANIZATIONAL
CULTURE**



PROGRAMMING

1. OVERALL ORGANIZATIONAL READINESS



Technical Readiness

In general, how familiar is our organization with basic terms and concepts around: gender equity and racial equity; feminine and masculine gender norms; LGBTQ+ and gender nonconformity; microaggressions; intersectionality; or factors such as disability, ethnicity, and immigration status.

Operational Readiness

How explicitly do our existing community-facing programs/ funding or professional development (PD) engage basic terms and concepts around: gender equity and racial equity; feminine and masculine gender norms; LGBTQ+ and gender nonconformity; microaggressions; intersectionality; or factors such as disability, ethnicity, immigration status, etc.?



Managerial Readiness

Does our board and senior leadership have a strong, explicit commitment to engaging issues of: gender equity and racial equity; feminine and masculine gender norms; and LGBTQ+ or gender nonconformity?

2. INTELLECTUAL COLLATERAL & COMMUNICATIONS

Do our external communications such as webpages, annual reports, or brochures highlight our commitment to racial and/or gender equity?

Wherever our website, brochures, or other communications mention race, equity, or diversity, do they also mention:

- Gender equity
- Feminine and masculine gender norms
- LGBTQ+ and gender nonconformity
- Other factors such as ethnicity, immigration status, and disability?

Is there gender-inclusive language used throughout and not just binary he/she?

Are LGBTQ+ examples included throughout rather than just in LGBTQ+ section(s)?

Do images we use reflect racial, ethnic, and gender diversity throughout our materials and website?



3. OPERATIONS AND POLICY



LGBTQ+ and gender nonconforming individuals

- Does our non-discrimination policy specifically mention gender identity and expression?
- Do we display the rainbow flag on all collateral, not just gay/trans-specific ones?
- Do we provide gender neutral options wherever restrooms are available?
- Does our staff introduce themselves with their pronouns and provide them on emails?

Internal Training

Do our new hire on-boarding and regular PD integrate specific training on:

- Gender equity
- Gender norms
- LGBTQ+ and gender nonconformity
- Raced and gendered microaggressions
- Other factors such as ethnicity, immigration status, disability, etc.

Practices & Policies

- Do our hiring policies reflect prioritizing racial diversity and gender diversity in staffing?
- Does staff receive training at least annually on raced and gendered microaggressions and/or gender harassment, and is there a procedure for reporting them and a manager specifically responsible for responding to these reports?
- Is improving workplace equity a core value that is regularly stressed at staff meetings?
- Do we try to work with vendors who are diversity and equitable in terms of race, gender LGBTQ+, immigration status, ethnicity, disability, etc.?
- Have our HR policies implemented Pay Equity and Benefits along with Parental Leave?

4. ORGANIZATIONAL CULTURE

Mission and Vision

Is a commitment to racial and gender equity and/or challenging harmful gender norms explicitly mentioned in our:

- Mission or vision statement
- Strategic plan
- Logic Model or Theory of Change

Accountability

- Is anyone at our organization responsible for engaging gender and racial equity, diversity and inclusion, including LGBTQ+?
- Is anyone responsible for ensuring the organization addresses issues of rigid gender norms?

Measurement

Do we have any specific measure for organizational progress on DEI regarding gender norms, gender equity, racial equity, or LGBTQ+?

Norms

- Does our board and/or senior leadership regularly review organizational progress on issues of gender and racial DEI, including LGBTQ+? Is equity embraced as a core value, or is it siloed as a diversity concern?
- Does our organization regularly address a culture of gender and racial equity as a core value, rather than an intermittent exercise in inclusion?
- Does our organization regularly review its own practices and norms for gendered or raced bias or assumptions—everything from who speaks in meetings to who is expected to clean up after them?



5. PROGRAMMING



LGBTQ+ and gender nonconforming individuals

Do program materials mention gay, trans, or nonbinary examples?

- If programs engage issues around sexuality, partner violence, bullying, etc. do facilitators or staff members receive trauma-informed training, and are best-practice guidelines for made trauma-informed facilitation provided?
- Is gender neutral access provided wherever restrooms are available?
- Do our staff introduce themselves with their pronouns as well as names, and do they encourage participants to do likewise?
- Is signage visible that offer welcoming messages, like “We welcome all genders here?”

Staffing

- To what degree does our staff diversity mirror the diversity of the population we serve or the community in which we’re located?
- Have our staff been provided training to help them be more aware of their own race and gender biases and preconceptions?

Programs

- Do we offer any programming that helps participants from the community served to think critically about rigid masculine and feminine gender norms?
- If gender-aware programming is provided, are pre-post measured regularly collected to measure their efficacy?
- If gender-aware programming is provided, is it “one and done” or do participants ever revisit gender content through a “booster shot” approach that underscores messages?

6. LEADERSHIP

Board, Management and Staff

- To what extent does our organization's leadership diversity reflect that of the population served and the community in which we're located?
- To what extent does our organization's staff and its leadership reflect diversity generally in terms of factors like race, class, ethnicity, immigration status, disability, age, religion, or socio-economic status?
- In what way does our leadership use its status or visibility to amplify messages of gendered and racial equity generally within the community we serve?
- Does our organization review its own gender-aware programming is provided, are pre-to-post measured regularly collected to measure their efficacy?





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