

ClearSighted is a gender lens tool designed to encourage both philanthropic and nonprofit leaders to evaluate organizations on the basis of whether or not they successfully address the needs of women and girls.

Gender is still one of the most powerful predictors of opportunities and outcomes in our society.

By using a gender lens to examine the real life conditions and experiences of women and girls, nonprofit leaders help to promote a just and equitable future.

Nonprofit leaders and grantmakers can use the facts and questions framed in ClearSighted to:

- Seek information and resources to inform their understanding and increase their ability to apply a gender lens to their organization's performance and grantmaking focus.
- Share their gender-lens perspectives and positions with grantmaking and nonprofit colleagues, board members, and membership organizations.
- Review current grantmaking guidelines using a gender lens and, if possible, utilize RFPs, communication materials, and collaborations to identify and fund organizations, programs, and projects focused on meeting the needs of women and girls.
- Increase funding to organizations, programs, and projects that intentionally work for and with women to deliver an increased level of service and to improve results.
- Advocate for change in the institutions and systems that keep women marginalized.

Chicago Women in Philanthropy (CWIP) is a membership organization for professional philanthropic and nonprofit leaders. An advocate promoting programs and influencing issues facing women and girls, CWIP creates public dialogue through relationship building, education, and research. Our mission is to increase funding to organizations serving women and girls.

CWIP gratefully acknowledges our organization's past members whose insight and efforts led to the creation of the original ClearSighted in 1996. Their research and vision brought the need for equitable opportunities and outcomes into clear focus.

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Clear Sighted

A guide to using a gender lens



Using the gender lens to assess operations and programs not only underscores an organization's commitment to gender equality and sensitivity, but ensures that its leadership guides the organization to establish a mission, promote an operating style, and produce achievements that are supportive of the needs of women and girls.

Does the organization serve the community of women and girls by:

- Demonstrating a commitment to women and girls in both budgeting and expenditures?
- Training board and staff to address discrimination, equity, and language bias regarding gender, race, age, disability, and sexual orientation?
- Seeking appropriate gender-related expertise or collaborations?
- Taking into account the ways in which racial, ethnic, and cultural dynamics affect the interests and needs of specific groups of women and girls?

Does the organization include women and girls as active participants and decision-makers by:

- Ensuring they are adequately represented in staff and board leadership positions?
- Encouraging their participation in program planning, staff development, and evaluation?

Does the organization attract and retain women employees by:

- Offering family-friendly benefits, such as adequate health and mental health insurance, family leave, job-sharing, a retirement plan, and child care?
- Providing equitable and appropriate compensation with the opportunity for professional growth?
- Implementing workplace policies that appropriately address sexual harassment, domestic violence, anti-discrimination, and protections for those expressing grievances?

A woman is paid **77 cents** for every dollar a man is paid.

Applying the gender lens to an organization's funding guidelines and programmatic focus is useful in determining how program outreach, implementation, and evaluation create opportunities and optimize outcomes for women and girls.

Do program managers and grantmakers consider gender equity when developing a program or reviewing a grant by:

- Planning, implementing, and funding programs that encourage active participation, leadership, and nontraditional roles for women and girls?
- Accounting for the needs and interests of women and girls when they undertake and fund program activities, from promotion and outreach to the development of training materials and curriculum?
- Providing the support structures (e.g., child care, transportation, domestic violence screening, counseling, etc.) required by women and girls to enroll and be successful within a specific program, linking effectively with organizations and services as necessary?
- Using current events as a catalyst for discussion, exploration, and social change?
- Supporting and preparing women and girls to maximize their current social and economic well being?
- Encouraging women and girls to participate by providing support and feedback, and requiring outcomes that are meaningful to women and girls?

80% of nonprofit employees are women, yet **men hold two out of three of the top-ranking** nonprofit positions.