

JFN Resource: Funding with a Gender Lens

People of all genders are often impacted differently and disproportionately by a variety of social issues and contexts that philanthropy seeks to address, such as education, health, poverty, Jewish life, and more. To us, applying a gender lens to grantmaking means considering how women and people of all genders are treated and experience different situations, and making philanthropic decisions accordingly. This resource is not comprehensive but can serve as a starting point for those interested in addressing the gendered disparities playing out in society, including within Jewish life. This resource was compiled by **Rebecca Shafron** (Schusterman Family Philanthropies), **Stephanie Blumenkranz** (Hadassah Foundation), and **Dafna Meitar-Nechmad** (JFN Officer, Zvi and Ofra Meitar Family Fund, Israel), and includes several questions to consider when using a gender lens in grantmaking.

Questions to ask about PROGRAMS include, but are not limited to:

1. Does the program design and operation consider gender, and does it consider the ways in which racial, ethnic, and cultural dynamics affect the interests and needs of its participants?
2. Are program participants and other stakeholders included in program creation and evaluation?
3. Are the desired program outcomes gender-sensitive?

Questions to ask about ORGANIZATIONS include, but are not limited to:

1. 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?
2. Does the organization's strategies and activities consider gender, and does it consider the ways in which racial, ethnic, and cultural dynamics affect the interests and needs of its participants, staff, and volunteers?
3. Does the organization attract and retain women employees?
4. Does the organization have policies in place that support the advancement of people of all genders, including but not limited to paid family leave, pay equity, and sexual harassment policies?
5. Does the organization have a culture that promotes safety, respect, and equity for people of all genders?



Questions to ask OURSELVES as funders include, but are not limited to:

1. What is the demographic makeup of our grantee leaders, including but not limited to gender?
2. How much money do we give to organizations led by and serving women?
3. What support beyond the grant might women leaders and professionals need?
4. How am I centering the voices and needs of women in my decision-making?
5. How am I recognizing that other identities (e.g., race, ethnicity, class, disability, sexual orientation, etc.) intersect with gender to influence how people are advantaged and disadvantaged in our work and communities?

References and Additional Resources:

- Clear Sighted: A Guide to Using a Gender Lens, Chicago Women in Philanthropy
- Gender-wise Toolkit for Grantmakers, AAIW
- Giving Through a Gender Lens, U.S. Trust
- Grantmaking with a Gender Lens, GrantCraft
- Guide to Funding with a Gender Lens, Slingshot
- Top Reports on Women and Girls, Women Moving Millions

*We support every person's right to define their gender identity. For the purposes of this resource, our definition of "women" includes cisgender women, transgender women, femme-identified people, and gender-nonconforming people.

