

INEQUALITY IN A GLOBAL CRISIS: GENDER



Nonprofit organizations, which depend on philanthropic support from the community to carry out their critical missions, will continue to be affected by the short- and long-term impacts of COVID-19. The constituencies they assist will be impacted differently based on race, class, gender, disability and a multitude of other descriptors.

The implications of COVID-19 cannot be generically applied to all constituencies. Some constituencies are suffering at a far higher rate than others and philanthropists are looking for more than a “one-size fits all” solution.

While recognizing that gender-based discrimination existed long before the coronavirus pandemic, this document provides an overview of how its effects are compounded by the current crisis and what solutions are being suggested.

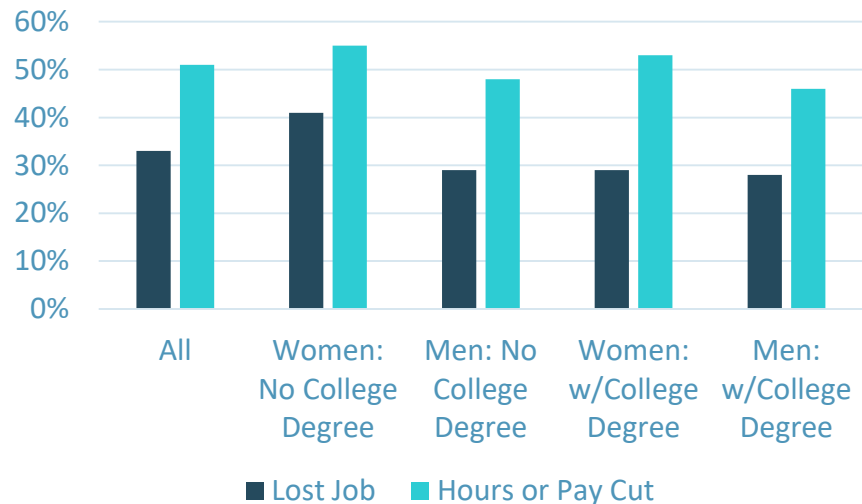
This material is based in the cisgender data available. At this time there isn't enough data for summary/solutions for non-binary or non-conforming people.

KEY TAKEAWAYS FROM EXISTING RESEARCH

Philanthropists who incorporate gender as a key component of their decision-making help amplify the impact of the current crisis on women. Doing so ensures this marginalized constituency remains a priority in uncertain times.

- Globally, women comprise 76% of the health care workforce. Health care workers make up roughly 10% of COVID-19 cases.
- Industries that employ significant numbers of women – hospitality and the service sector – have been gutted by the coronavirus recession. These sectors comprise 2/3 of “minimum wage” employees in the U.S. who are most vulnerable to being laid off.
- Reports of domestic violence have increased internationally during stay-at-home orders, disproportionately affecting women. United Nations Secretary General António Guterres focused international attention on this issue when he tweeted: “I urge all governments to put women’s safety first as they respond to the pandemic.”
- Less than 5% of all nonprofit organizations in the United States focus solely on meeting the unique needs of women and girls.
- Only 1 ½ cents of every philanthropic dollar raised in the United States supports girls’ and women’s causes.

ECONOMIC IMPACT BY GENDER



WOMEN APPROACH PHILANTHROPY DIFFERENTLY. THEY:

- Make decisions from a position of empathy, based on relationships.
- Seek opportunities to collaborate and build partnerships.
- Look for ways to invest that will effect systemic change.
- Influence a couple’s philanthropic decision-making 84% of the time.
- Volunteer to make an impact through action as well as philanthropy.

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COMMIT TO STOPPING STIGMA AND BUILDING COMMUNITY RESILIENCY BY:



1. Sharing the need for social and financial support for marginalized groups.



2. Maintaining privacy and confidentiality of those seeking healthcare.



3. Quickly communicating the risk or lack of risk associated with products, people, and places.



4. Raising awareness about COVID-19 without increasing fear.



5. Sharing accurate and accessible information about how the virus spreads.



6. Speaking out against negative behaviors and the exclusion of marginalized groups.



7. Being cautious about the images that are shared to avoid reinforcing stereotypes.



8. Engaging with marginalized groups in person and through social media.



9. Thanking healthcare workers, responders, and those providing essential services.



10. Nonprofit leaders: having discussions with your board about the relationship between justice/equity and your mission.

RESOURCES

- [Asian Pacific Policy and Planning Council](#)
- [Centers for Disease Control and Prevention](#)
- [Hand in Hand Fair Care Pledge](#)
- [Nonprofit Quarterly](#)
- [Nonprofit Quarterly](#)
- [Nonprofit Quarterly](#)
- [Pod Save the People](#)
- [The Associated Press](#)
- [The Atlantic](#)
- [The Evidence Base](#)
- [The Los Angeles Times](#)
- [The National Domestic Workers Alliance Coronavirus Care Fund](#)
- [The New York Times](#)
- [The New York Times](#)
- [The New York Times](#)
- [The Root](#)

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