



# Inequity in a Global Crisis

Part 1 of 2

Wednesday June 3, 2020 | 10:00-11:00am PT

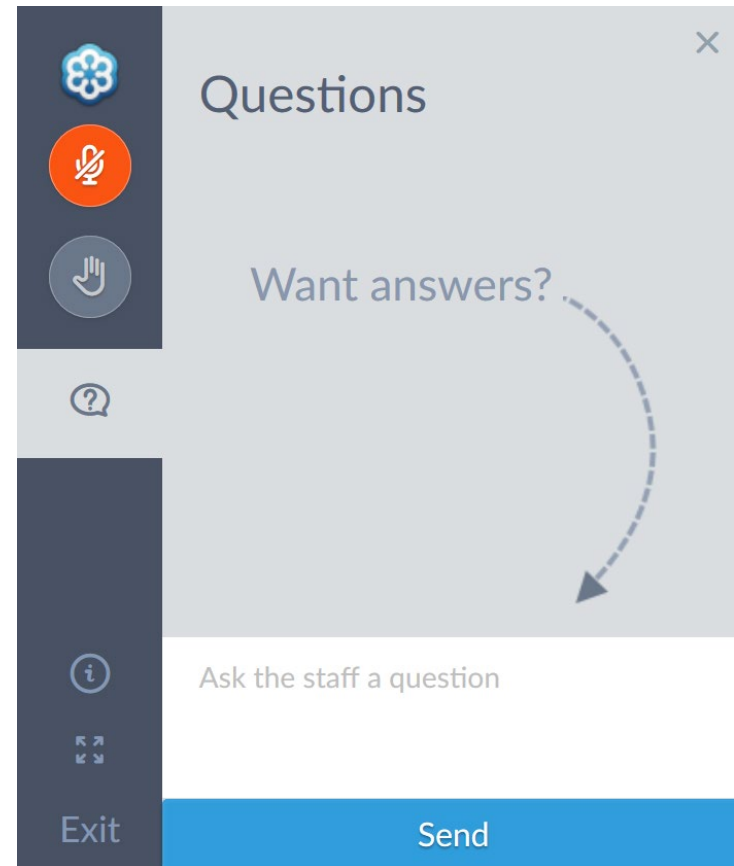


# Logistics

Audio will play through your computer. Please be sure your speakers are turned on.

Attendees will be in listen-only mode for the entire presentation.

Throughout the webinar, please type your questions here for discussion in the Part 2 Webinar.



# Agenda

1. One-Sheet Series
2. Introduction by Vicki Clark
3. LGBTQ+ Population
4. Gender
5. Differently Abled Population
6. Race and Ethnicity
7. Homeless and Economically At-Risk Populations
8. What is Your Role?

# One-Sheet Series

## 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.

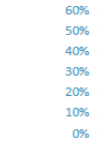
While recognizing that gender-based discrimination existed long before the coronavirus pandemic, this document provides an overview of how its effects are compounded by the current crisis and what solutions are being suggested.

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 a impact of the current crisis on women. Doing so ensures this marginalized constituency remains in uncertain times.
- Globally, women comprise 76% of the health care workforce. Health care workers make up 10% of COVID-19 cases.
- Industries that are gutted by the crisis in the U.S. who disproportionately impact women first as they are the most vulnerable.
- Less than 5% of needs of women are met.
- Only 1% of causes.

### ECONOMIC IMPACT



### WOMEN APPROACH

- Make decisions
- Seek out
- Look
- Influence
- Volunteer

## INEQUALITY IN A GLOBAL CRISIS: DIFFERENTLY ABLED

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 ability-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.

### KEY STATISTICS



### KEY TAKEAWAYS FROM

- Over a quarter of the U.S. population lives with disabilities face the risk of contracting COVID-19.
- Address the shortage of life-saving medical equipment in institutions due to limited treatment due to limited individual support services will be disrupted during the crisis, severely impacting dignity, and independence.
- Guarantee the accessibility of information: Individuals with disabilities should be informed of all developments related to COVID-19. A lack of accessible reach of critical information. Communications should be live-captioned language interpreter. Websites need to be accessible for those who utilize devices, and language should be plain and simple to maximize understanding.
- Increase the availability of mental health resources: Experts have warned periods of confinement, high rates of unemployment, and stressful work on the frontlines of the crisis are creating a mental health crisis that our country is unequipped to address. The Didi Hirsch Suicide Hotline in Los Angeles fielded 1,800 calls in March, versus 20 in February. It is important that mental health organizations have enough support to expand their operations in the weeks and months ahead.

## INEQUALITY IN A GLOBAL CRISIS: RACE AND ETHNICITY

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 race and ethnicity-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.

### KEY TAKEAWAYS FROM EXISTING DATA

- HEALTH** - Black Americans have historically higher incidences of cardiovascular disease, diabetes, chronic respiratory disease, and other health conditions.
- FINANCE** - Black and Hispanic Americans are more likely to be unemployed, have lower income, and live in poverty.
- LABOR** - Black and Hispanic Americans are more likely to work in essential jobs and have lower wages.
- GEOGRAPHY** - Black and Hispanic Americans are more likely to live in high-poverty areas and have less access to healthcare.
- STIGMA** - Black and Hispanic Americans are more likely to experience discrimination and stigma.
- SOLUTIONS** - Addressing racial and ethnic disparities in healthcare and economic opportunities is critical to reducing the impact of COVID-19.

### COVID-19

African Americans known. Data from population: When the race is Mississippi (65 Louisiana (181 Dist. of Columbia Michigan (796 Alabama (174 Illinois (129 of North Carolina)

When the race is Milwaukee, WI Miami Dade, FL New York City

Data collected by Source: AP report

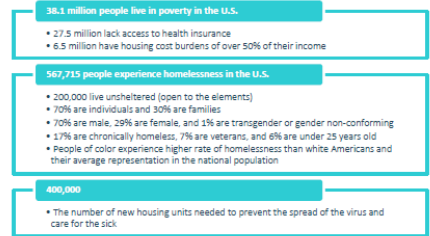
## INEQUALITY IN A GLOBAL CRISIS: Homeless and Economically Insecure Populations

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 homelessness and economic insecurity 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.

### KEY STATISTICS



### KEY TAKEAWAYS FROM EXISTING DATA

- Gap Funding:** Human service organizations are forced to reduce shelter capacity to maintain social distancing and come up with clever solutions to prevent the spread of the disease. This is creating additional, more complex operations for these organizations, requiring additional funding. While the CARES Act and FEMA made more funds available for human service organizations to assist the homeless during the pandemic and eased the process for obtaining government grants, homeless services systems do not have enough resources to fully meet the needs of everyone experiencing homelessness. Philanthropic dollars can help organizations fill the current operating budget gap.
- Long-term Funding:** Over 38 million Americans are unemployed due to the pandemic. Families that are economically insecure feel the worst impacts of the crisis. While the CARES Act sent a stimulus check to every taxpaying family and many states placed a moratorium on evictions, these measures are temporary. In addition, human services organizations that often address these at-risk populations are not fully incorporated into local, long-term economic recovery plans. Philanthropists can help address these needs by funding human services organizations' long-term recovery efforts.
- Advocacy:** The COVID-19 pandemic highlights the gravity of the homelessness problem in the United States. As we think about how to handle pandemics in the future, reducing homelessness must be part of that plan. This will be critical in protecting the most vulnerable from infection and will prevent homeless members of our society from being in situations where they are more likely to be exposed to viruses. Additionally, we must work toward addressing the economic insecurity faced by many families in the United States every day, which put them at greater risk of homelessness during societal crises. Philanthropists can help by advocating for long-term policy solutions and by supporting organizations that address these inequalities head on.

# Presenters



**Vicki Clark**  
Consultant  
Vicki Clark Consulting



**Christopher K. Looney**  
Principal & Managing  
Director



**Julia M. Siebel, PhD**  
Assistant Vice President



**Alexandra Arenz, MSW**  
Executive Director



**Catherine Sun, MS**  
Executive Director



**Samantha Leveugle**  
Associate Director



*Why is it important for nonprofit leaders to apply a lens of justice, equity, diversity, and inclusion to fundraising strategies?*

Section 2

# Introduction





## Implications of the COVID-19 Health Crisis

The crisis is impacting constituencies in disparate ways.

Existing systemic discrimination and inequities are causing certain groups to suffer more.

Nonprofit leaders must move beyond a “one-size-fits-all” fundraising approach.



# Shifting Your Mentality

## Charity

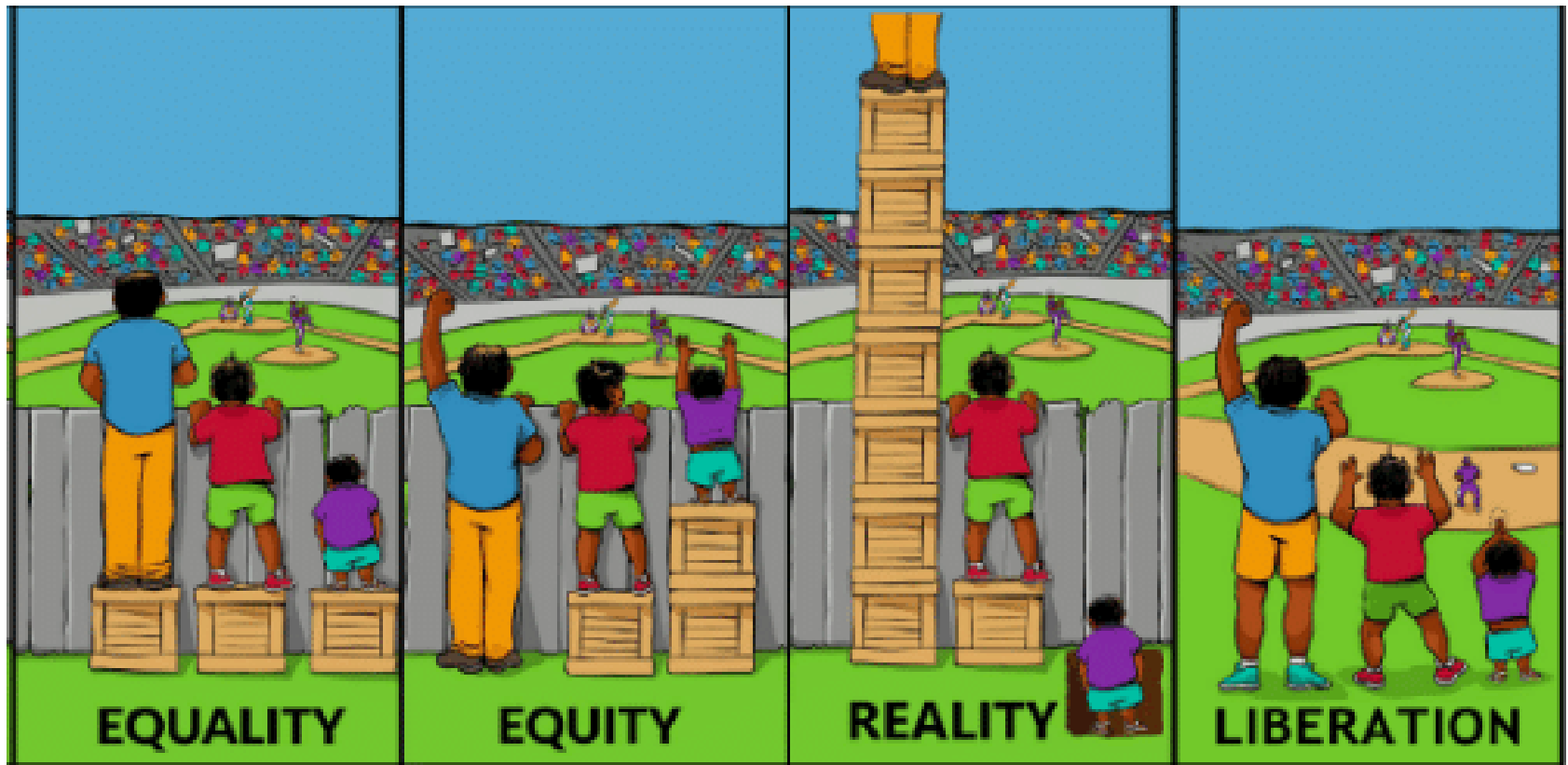
- Promotes direct services such as food, clothing, shelter
- Directed at the effects (symptoms) of injustice
- Provides short-term relief

vs

## Justice

- Promotes institutional and systemic social change
- Directed at the root causes of injustice
- Provides long-term solutions

# Time to Alter Arrangements



Section 3

# LGBTQ+ Population



# LGBTQ+: Key Takeaways from Existing Data

Events cultivating a sense of community and belonging have been canceled.

Higher smoking and cancer rates indicate higher COVID-19 incidences.

Youth are forced to live with families of origin, often facing hostility.

Increased isolation could lead to even more disproportionate suicide rates.

Discrimination and barriers to healthcare access are compounded.

A disproportionate number of workers are underemployed, unemployed, and uninsured.

Some religious conservative groups are placing blame for the crisis.

The financial crisis is negatively impacting LGBTQ+ nonprofit fundraising.

# LGBTQ+: Response and Recommendations

Lessons from the AID/HIV epidemic:

- 
- Adjust and adapt cultural norms.
  - Acknowledge and address uncertainty and stigma.
  - Spread accurate information tailored to specific communities.
  - Community activism and collaboration create change.
  - A greater sense of responsibility and community can emerge.

Section 4

# Gender



# Gender: Key Takeaways from Existing Data

Cisgender women comprise 76% of healthcare workers.

Industries that predominantly employ women comprise 2/3 of all “minimum wage” employees in the US.

Reports of domestic violence have increased, disproportionately affecting women.

Women and girls receive only \$0.015 of every philanthropic dollar raised.

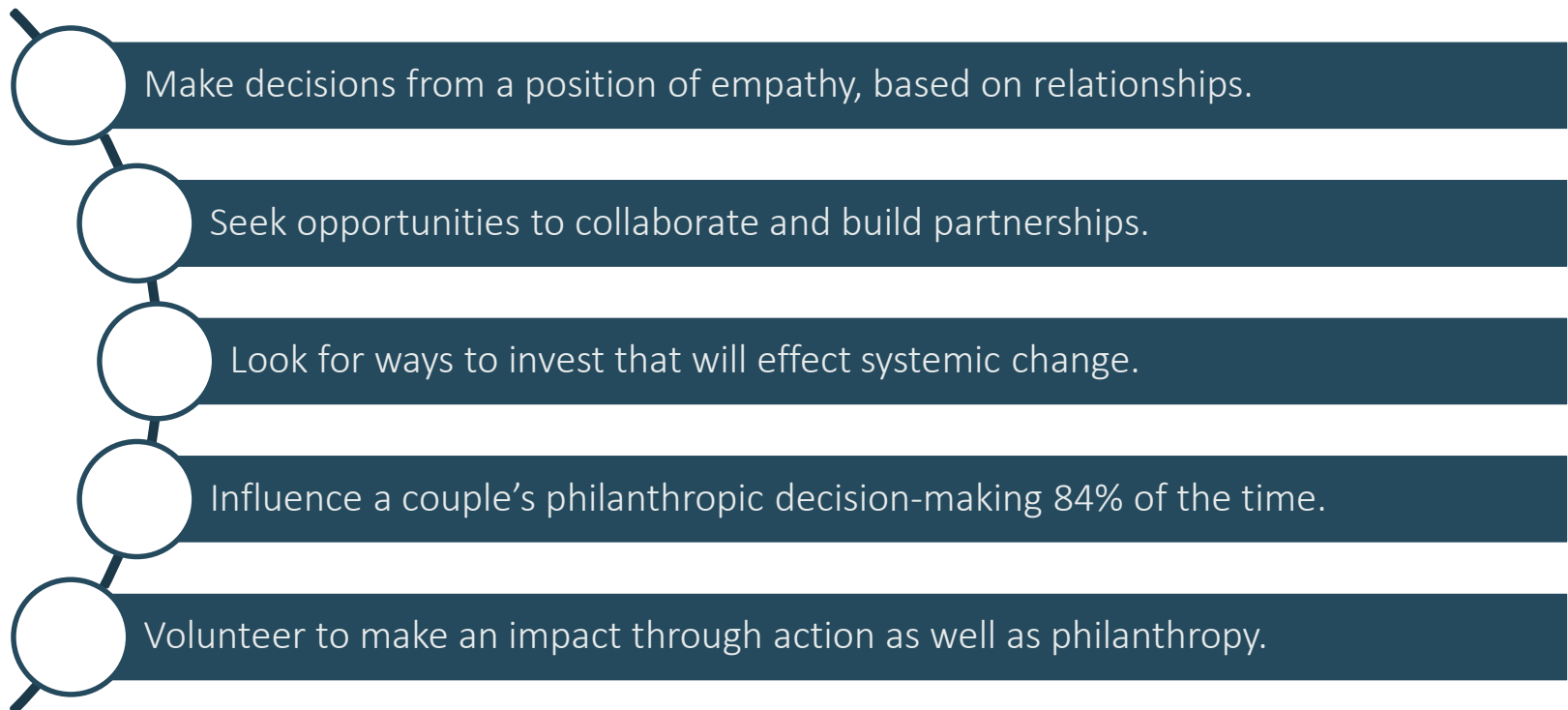
Women are 10-20% more likely than men to lose their jobs or experience wage reductions.

Fewer than 5% of all US nonprofit organizations focus solely on the unique needs of women and girls.

# Gender: Response and Recommendations

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.

Consider how cisgender women approach philanthropy differently:

- 
- 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.



Section 5

# Differently Abled Population



# Differently Able: Key Takeaways from Existing Data

Disabilities can impact mobility, cognition, independence, vision, hearing, or the ability to care for oneself.

61 million Americans live with a disability.

People with disabilities may be denied COVID-19 treatment due to implicit biases.

Essential services may be disrupted, impacting health, safety, dignity, and independence.

The 6.7 million students with disability often require adapted educational plans.

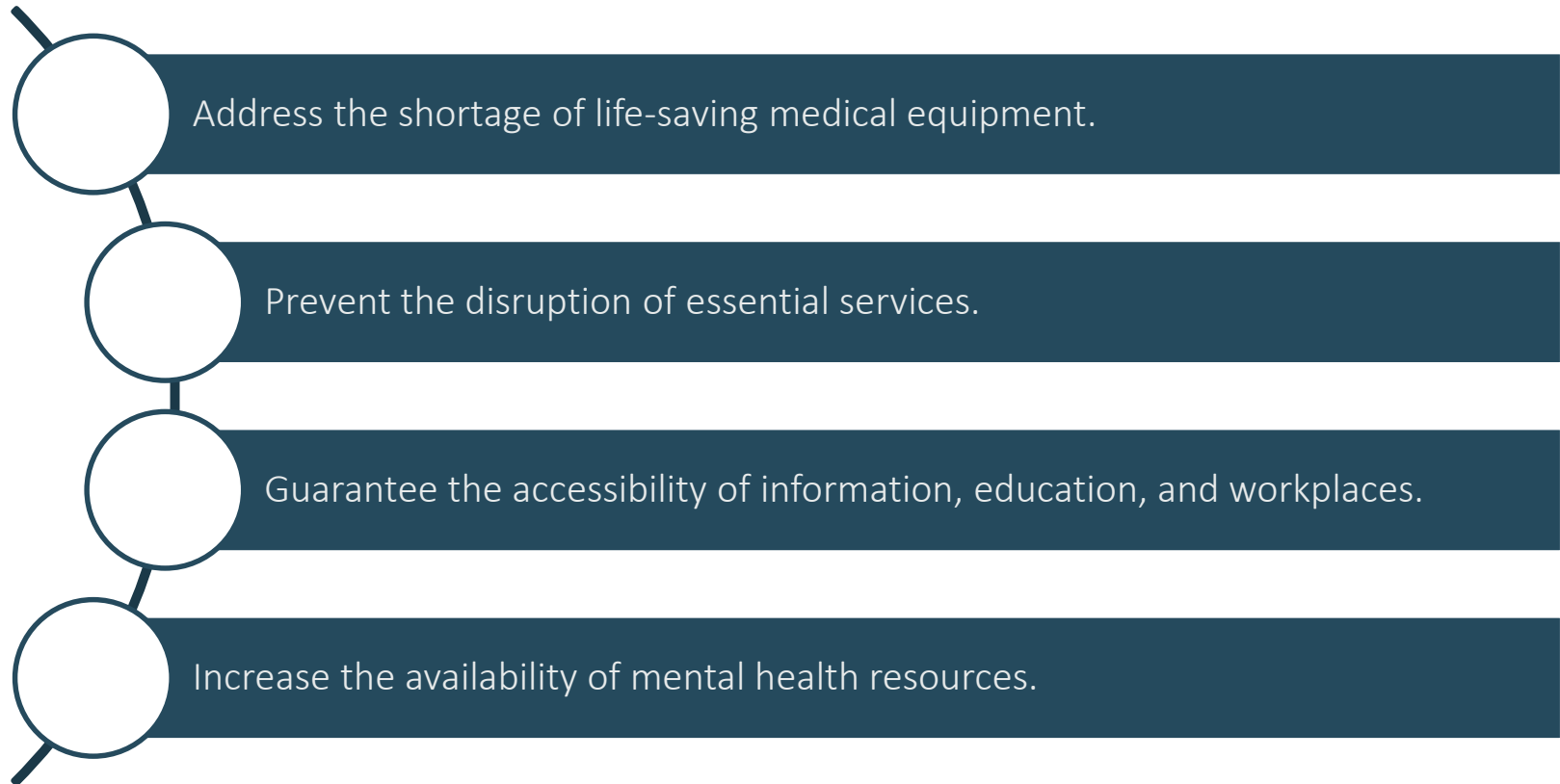
A lack of accessible information limits the reach of critical information.

Confinement, unemployment, and stress for frontlines workers are creating a mental health crisis.

The Didi Hirsch Suicide Hotline fielded 1,800 calls in March, versus 20 in February.

# Differently Able: Response and Recommendations

Individuals with disabilities face tremendous challenges in this time of crisis. Healthcare professionals, responders, and philanthropists can help in the following ways:

- 
- Address the shortage of life-saving medical equipment.
  - Prevent the disruption of essential services.
  - Guarantee the accessibility of information, education, and workplaces.
  - Increase the availability of mental health resources.

Section 6

# Race and Ethnicity



# Race and Ethnicity: Key Takeaways from Existing Data

BIPOC have higher risk for comorbidities that can lead to COVID-19-related death and complications.

Black Americans comprise 40% of people experiencing homelessness, 3x their representation in the population.

Black and Brown people make up 56% of the prison population, 2x their representation in the population.

Black and Brown-owned businesses are being excluded from crisis relief efforts.

19.7% of Black workers and 16.2% of Latinx workers are able to telework.

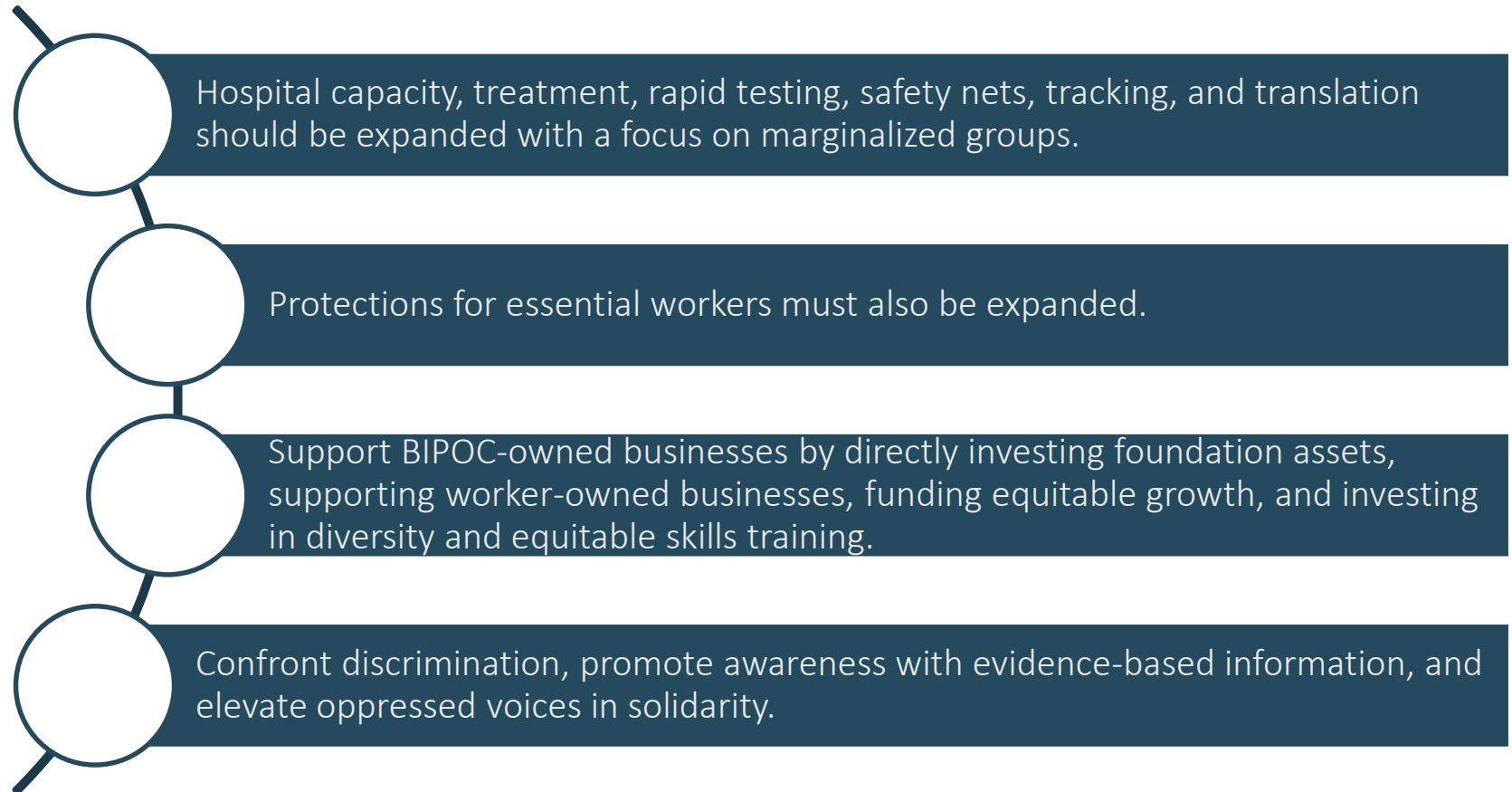
Low-income, crowded neighborhoods and reservations are most severely impacted by the spread of coronavirus.

The Navajo Nation has the highest per capita rate of reported cases, recently surpassing NY and NJ.

Diasporic Asians are facing xenophobia, violence, and discriminatory threats due to misguided association.

# Race and Ethnicity: Response and Recommendations

Hospital capacity, treatment, rapid testing, safety nets, tracking, and translation should be expanded with a focus on marginalized groups. Philanthropists and leaders can support these communities by contributing their voices and funding to direct services and advocacy initiatives.



Section 7

# Homeless and Economically At-Risk Populations



# Homeless/Economically At-Risk: Key Takeaways from Existing Data

Individuals with limited access to safe and stable shelter, healthcare, or resources like the internet, carry the brunt of societal crises.

38.1 million people live below the poverty line in the US.

Nearly 570,000 people experience homelessness in the US.

The intersectionality of institutional and systemic inequities are particularly evident within these populations.

400,000 new housing units are needed to prevent the spread of the virus and care for the sick.

Organizations must come up with clever solutions to maintain social distancing, which creates additional, more complex operations, requiring additional funding.

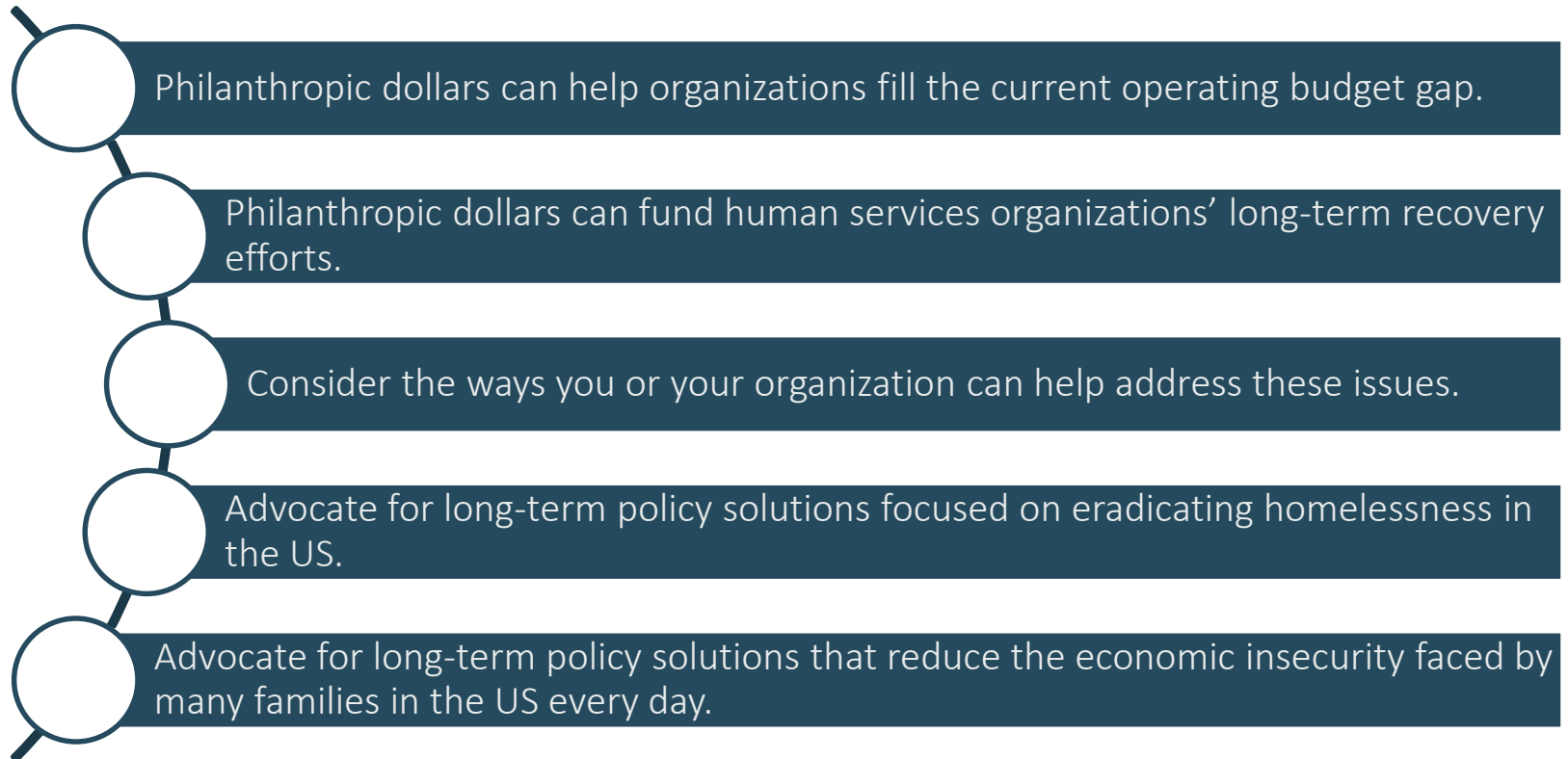
Human services organizations that address the needs of these at-risk populations are not fully incorporated into local, long-term economic recovery plans.

Homelessness and economic insecurity puts these populations in situations where they are more likely to be exposed to the virus.



# Homeless/Economically At-Risk: Response and Recommendations

Many human services organizations are working to address the immediate needs of vulnerable populations. A long-term recovery solution is necessary and should address systemic issues that create inequities. Philanthropists can help address these issues in the following ways:

- 
- Philanthropic dollars can help organizations fill the current operating budget gap.
  - Philanthropic dollars can fund human services organizations' long-term recovery efforts.
  - Consider the ways you or your organization can help address these issues.
  - Advocate for long-term policy solutions focused on eradicating homelessness in the US.
  - Advocate for long-term policy solutions that reduce the economic insecurity faced by many families in the US every day.

Section 8

# What is Your Role?



# Intersectionality

## FIVE PREVAILING THEMES IMPACTING HIGHLIGHTED CONSTITUENCIES



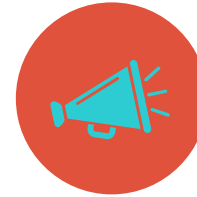
Institutionalized economic insecurity and a concurrent lack of safety net.



Higher risk of exposure through employment in positions that are deemed essential.



Limited access to routine healthcare and historically higher incidences of underlying health conditions.



Discrimination, isolation, and a vulnerability to hostile or violent behavior.



Limited access to necessary and life-sustaining services.

# An Equitable Society Requires Active Participation

COMMIT TO STOPPING STIGMA AND BUILDING COMMUNITY RESILIENCY BY:



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



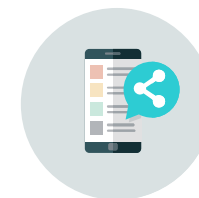
2. Maintaining privacy and confidentiality of those seeking healthcare.



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.

# Thank You

For more resources on the impact of COVID-19 on philanthropy, visit <https://ccsfundraising.com/strategies-during-covid-19/>

To learn more about CCS Fundraising, visit us at <https://ccsfundraising.com/>

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