Challenges in Gender Equity

Sexual Harassment in the Fundraising Profession

**Perpetrators**

- Donors: 65% of the time
  - Male: 96% of the time
- Colleagues/Supervisors: 39% of the time
  - Women: 1 of 4 women in fundraising experienced sexual harassment

- Male: 96% of the time
- Female: 4% of the time

- 2013–2018: 71% reported no action taken against the perpetrator

Gender Pay Equity Trend Analysis

- **2000–2005**: Women made 11% less than men
- **2013–2018**: Women made 10.5% less than men

**Gender was just one of several factors that influence salaries**

- Organization Size
- Position
- Advanced Degree

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