

Challenges in Gender Equity

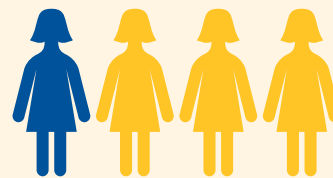
Sexual Harassment in the Fundraising Profession

Perpetrators

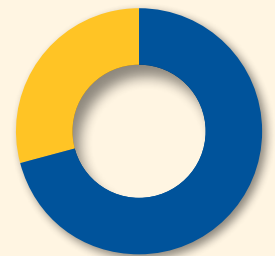
Donors
65%
 of the time

Colleagues/
 Supervisors
39%
 of the time

Male **96%** of the time



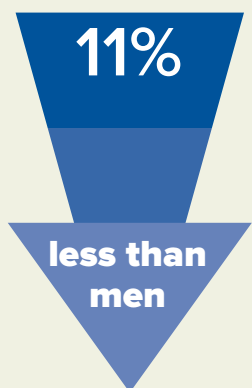
1 of 4
 women
 in fundraising
 experienced
 sexual
 harassment



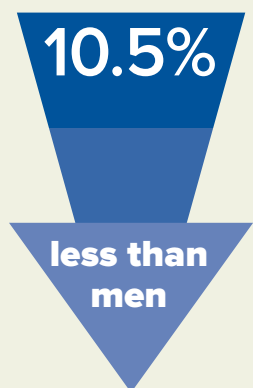
71%
 reported
 no action
 taken
 against the
 perpetrator

Gender Pay Equity Trend Analysis

2000–2005
 Women made



2013–2018
 Women made



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



Organization
 Size



Position



Advanced
 Degree