

# RAISE THE WORK



*Metro Toronto Convention Centre*

**NOVEMBER 25-27, 2019**

# What You Can Do in the Wake of **#MeToo**:

Leadership in an *Unprecedented* Time of Change

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Why Are We Still Talking  
About #MeToo?

**BECAUSE WE MUST.**

# Charitable Sector Stats

- Approximately **85,000** registered charities in Canada
- Generating **\$165 B** in revenue (or 8.1 % of total GDP)
- **2 million** people employed by the sector
- **70%** of those identify as **women**
- **20%** of those women are in leadership roles (**C-Suite**)

# Charitable Sector Stats

- Board of Directors demographics mirror the private sector
- Predominantly **white (85%)** and predominantly **male (75%)**
- Senior leadership roles are similar (**4 out of 5 senior positions** held by men)
- Leads to **serious blind spots** when it comes to issues of race and gender

# #MeToo & Fundraising

**2018** AFP Foundation/Chronicle of Philanthropy Harris Poll Survey:

- **1 in 4 (25%)** women in the sector reported being sexually harassed
- **48%** reported being harassed or witnessing harassment
- **65%** of those harassed claimed the **harasser was a donor**
- **98%** of those harassed claimed the **harasser was male**

# Dominant Cultures and Power Dynamics

- **Dominant Culture:** patriarchy, misogyny, dominance over women and people of colour
- Harassment and sexualized violence are rooted in this culture
- **No one is immune from this** – including the fundraising sector
- We are **ALL** responsible for changing this dynamic



# Who is Protecting the Fundraisers?

- Majority of standards and legal compliance focused on operations
- Ethics and guidelines focus on protection of donors
- No standards, codes of ethics, or clear laws relating to how donors should act



# Her Story: Beth Ann Locke

- **1996:** Sexually harassed by a fellow fundraiser
- **Feb 2014:** Establish **Ms. Rupt** with Rory Green (safe space)
- **May 2014:** Share story via tweet during **#YesAllWomen**
- **July 2017:** Share story in Advancing Philanthropy Article
  - Impetus for the Harris Poll Survey
- **October 2017:** Harvey Weinstein story breaks
  - #MeToo goes viral

## Her Story: Liz LeClair

- **2013 – 2018:** Sexually harassed by a high net worth donor
- **2018:** attend Congress in Toronto
- **Jan 2019:** Write op-ed for CBC on experience
- **Sept 2019:** Write “Beyond Fundraising” piece of what I’ve learned about filing a complaint

# Basic Organizational Responsibilities

- You must provide a safe workplace
  - Occupational Health & Safety – all provinces
- You must prevent bullying and harassment in the workplace
  - Occupational Health & Safety
  - Human Rights Legislation
  - Specific requirements in some provinces

# Basic Organizational Responsibilities

- Plans for violence prevention for employees
  - Risk assessments, procedures, reporting mechanism
- Plans for employees working alone
  - Fundraisers often find themselves alone with donors
- Protect employees from discrimination
  - In their employment
  - In the provision of services

# Traditional Mean of Meeting Obligations

- Put Policies and Plans in Place (“Zero Tolerance”)
  - Strict Processes
  - Onerous Requirements
  - Resource Intensive
  - Onus on Victims to come forward
  - Severe consequences for false accusations

# Traditional Mean of Meeting Obligations

- Using Broad Value Statements
  - No Processes
  - Unclear Roles & Responsibilities
  - Lack of Criteria for Leadership
  - No real understanding of how to have hard conversations

# Traditional Mean of Meeting Obligations

- Willful Blindness
  - “Good Organization”
  - “Not a Problem for Us”
  - “Employees Don’t Work Alone”
  - “Equal Opportunity Organization”
  - “Focus on the Work”



# Are Traditional Means Working?

Yes: Protect organizations by dissuading, professionalizing, outsourcing overcomplicating claims.

BUT: main purpose of policy to protect organization from employee and third party claims – not necessarily to support employees.

- Are policies used?
- Are policies followed?
- Do front line managers understand how to implement and what employee rights are?

# Are Traditional Means Working?

No:

- Dependent on organizational readiness/training/experience
- Focused on assuming it won't happen and process when it does – not on prevention
- Not making employees feel safe
- Not setting expectations for third parties (Volunteers, Donors, Directors)
- All of the onus is on the fundraising staff
- Minimizing feelings (i.e. “Move on”, “deal with it”, “not our fault”, “separate personal from professional”)
- No onus on leadership or non-profits to change

# Evidence to Support It's Not Working

- Research on this topic is increasing:
  - Ohio State University Study: Sexual Harassment <https://bit.ly/2VWAKgy>
  - Ontario Non-Profit Network Study: “Women’s Voices” <https://theonnn.ca/our-work/our-people/decent-work/womens-voices/>
- Emerging Trends in Legal Decisions/Arbitration
  - Higher compensation awards being given for #MeToo types of cases
  - New legislation in Canada for Human Rights Cases
  - New harassment prevention legislation in several provinces

# What's Next?

- Culture Shift:
  - Policies and procedures are not enough
  - Respectful Workplace must be a part of the organization's culture
  - "Culture eats strategy for breakfast"
  - Requires strong leadership navigating difficult uncharted waters

# What's Next?

- Culture Shift:
  - Senior leadership and the board of directors must set the tone
  - Education at Board and Leadership Level
  - Empowering team to act
  - Drawing the line in the sand
    - Are you willing to walk away from a significant donor or relationship?
    - If not, are you ready for the legal and ethical consequences?

# What's Next?

- Most effective factors in culture-shift around sexualized violence are:
  - Policies that Protect Employees and Volunteers
  - Empowering Leadership and Management to Act
  - By-Stander Training (Board, Senior Leadership, Management, Staff, Volunteers)
  - Action – demonstrating non-tolerance of certain behaviours

# What's Next?

- Be an Ally:
  - Acknowledge privilege
  - Transfer your privilege to others
  - Understand your own implicit biases (Harvard Bias Test)
  - Be willing to be uncomfortable
  - See something, Say Something, **DO something**



## Tools & Resources:

- AFP Women's Impact Initiative (<http://afptidea.org/wii>)
- Ms. Rupt Now (<https://agentsofgood.org/2018/03/ms-rupt-now/>)
- After Me Too: ROSA (<https://wearerosa.com/> )
- Vesta: chatbot for survivors of sexual assault (<https://www.vestasit.com/>)
- NextGenMen: advocacy and training for young men around gender stereotypes (<https://nextgenmen.ca/>)

# National Day of Conversation (Nov 26)

- Digital day of conversation (#NDOC)
- Follow on LinkedIn, Twitter, and Facebook (like and share posts)
- Increase awareness and provide resources for change
  - ROSA, VESTA, After #MeToo, NextGenMen, Women's Impact Initiative
- Challenge organizations and leadership to DO MORE



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