



THE GENDER WEALTH FRAMEWORK

EXPANDING HOW WE DEFINE, MEASURE, AND BUILD WEALTH

WHY IT MATTERS

Traditional measures of wealth, like income or savings, leave out the realities of women and all gender-marginalized people. Thriving requires more than money. It requires security, dignity, freedom, and joy.

WHAT THE FRAMEWORK DOES

The Gender Wealth Framework is a guide that offers a holistic, community-centered approach to understanding and advancing wealth by:

- Challenging the deeply embedded narratives that perpetuate harmful and inadequate responses to wealth inequity.
- Recognizing collectivism, interdependence, and self-determination as central to our understanding of wealth.
- Encouraging systemic reflection, helping users assess how policies, programs, and institutions align (or misalign) with equity goals.
- Prioritizing participant-defined success over rigid, top-down metrics.

WHO IS IT FOR

- ✓ **Practitioners** can use the Framework to design and evaluate programs that advance gender equity.
- ✓ **Funders** can use the Framework to inform strategic investments and shift how they define and measure success.
- ✓ **Policymakers** can use the Framework to design equitable policies that move beyond short-term fixes and toward systemic solutions to close the gender wealth gap.

ABOUT US

WOMEN'S WAY is the leading Philadelphia area nonprofit organization dedicated to achieving gender equity by building collective power to disrupt oppressive systems and strengthen alternative models centered on love, dignity, and liberation. Through education, research, advocacy, and grantmaking, WOMEN'S WAY envisions a region where security, dignity, freedom, and joy are accessible to all—especially those historically impacted by gender inequities. Learn more at womensway.org.

GENDER WEALTH FRAMEWORK

When wealth is accumulated, it allows us to live and retire with greater **dignity, freedom, and peace of mind** and for our communities to be **prosperous, resilient, and vibrant**. Wealth allows us to provide future generations with the freedom to dream big and become all they truly can be. It also means being **healthy**, and knowing that your family, networks and communities are **healthy, spiritually whole, and contributing**.

— The Maven Collaborative —

Material Well-being



Health and Healing

- Care includes healing spaces and practices that represent various cultural frameworks/traditions and are gender affirming, inclusive and accessible.
- Institutions strive to create a safe, trusting relationship with their communities.
- Women have access to clean, green healing spaces in their own community.
- Women have access to the full complement of health services (physical, dental, mental) that span the continuum of care/life span.
- Women have time to rest and restore without expectations of labor or productivity.

Lived Experience



Stability and Opportunity

- Women access quality jobs or self-employment that provide a family-thriving wage and benefits that allow them to live with dignity and ease.
- Women get to do work they love without being undervalued in the market and can advance in any field free of dismantling structural biases.
- Women have access to a social safety net that provides basic rights (healthcare, food, shelter, etc.) by virtue of their humanity.
- Women are free from extractive debt policies and practices and have access to affordable assets that build wealth.



Freedom, Joy, and Belonging

- Women feel free to pursue joy and leisure and can find wellness communities free from structural biases.
- Women feel treated with dignity and respect, and their lived experiences are honored, valued, and validated by people and institutions.
- Women are free to make choices and exercise self-determination.
- Women feel connected to their communities and contribute to shaping their communities.

System Conditions/Context



Family and Community Care

- Women can care for their children, families, and community without fear of losing a job or their economic security.
- Women have high-quality caregiving options due to a robust care infrastructure.
- Women have access to networks of care and mutual aid across their lifespan.
- Women are free from gender-based violence in their families and communities.



Resource Navigation and Support

- Women have places and spaces to go and be supported and heard without shame, judgment, or guilt.
- Women receive support that considers historical and structural inequities as much as individual choices.
- Women can easily find and access available resources.
- Resources and supports meet the needs and goals of women and are designed by and with women.



WANT TO LEARN MORE?

Check out our Gender Wealth Framework Report by visiting our website or scanning the QR code.

womensway.org/GWF24Report