

TIME'S UP Foundation

Time's Up, Measure Up

REQUEST FOR PROPOSALS

September 2021

Project Overview

As a part of its ongoing work to battle gender inequity, TIME'S UP Foundation¹ has launched a signature initiative, *Time's Up, Measure Up*, to ensure that women's experiences and concerns due to the pandemic are highlighted and taken into consideration when designing policy responses to the COVID-19 crisis.

Through a combination of original research exploring innovative topics and modes of inquiry, data collection and visualization, and storytelling and narrative change, this initiative exemplifies TIME'S UP's ambitious and holistic approach to contesting the structural obstacles that hold women — especially women of color and women in low-wage jobs — back.

Request for Proposals

Long before the COVID-19 pandemic began, many women, especially women in low-wage jobs and women of color, did not have the money and resources needed to support themselves and their families. Now in the recovery from the pandemic-induced "she-cession," many workers are grappling with additional economic hardship due to current or recent unemployment, involuntary part-time work, delayed government support, and persisting caregiving burdens.

This moment has laid bare the pernicious effects of economic insecurity for many women in society. Approximately [half of Black and Latinx women](#) currently do not have enough money for basic necessities such as food and housing, as well as having less than \$200 in savings. This

¹ The TIME'S UP™ Foundation insists upon safe, fair, and dignified work for all by changing culture, companies, and laws. We enable more people to seek justice through the TIME'S UP Legal Defense Fund™. We pioneer innovative research driving toward solutions to address systemic inequality and injustice in the workplace through the TIME'S UP Impact Lab. And we reshape key industries from within so they serve as a model for all industries. The TIME'S UP Foundation is a 501(c)(3) charitable organization.

pandemic has also underscored the long-standing contributors to economic instability, which undergird the unjust wealth inequity between men and women in the United States:

1. Women have faced pervasive racial and/or gender [discrimination](#) since the days of slavery, which has prevented them from accruing all types of wealth (e.g., savings, investments, home and business ownership, etc.), thus lessening the likelihood of receiving and passing along intergenerational wealth.
2. Women are [overrepresented](#) in low-wage jobs and underrepresented in higher-wage ones as a result of society undervaluing work that women do.
3. Women [bear the brunt](#) of home and caregiving responsibilities, which are both contributors to and consequences of pervasive wealth gap issues.

With COVID-19 exacerbating economic precarity along intersectional lines, and the [majority of people](#) recognizing the importance of wealth equity, it's time to implement structural solutions that appropriately measure and address this issue. Tackling the gender wealth gap in all of its forms isn't only important for women – it's an essential step in rebuilding our economy and must be a focal point in recovery efforts.

TIME'S UP Foundation is issuing a call for proposals to better understand how COVID-19 has affected women's economic security and well-being by widening the gender wealth gap. We are particularly interested in proposals that examine the *structural underpinnings* of the wealth gap, rather than individual factors, and how inclusive policy interventions can provide solutions.

We are interested in proposals that explore questions such as:

- How has COVID-19 exacerbated the systemic drivers behind the gender wealth gap, including employer monopsony, occupational segregation, pay inequity, and sexual harassment?
- How have workplace policies and practices, such as lack of paid leave, inflexible working hours, lack of health insurance, etc., maintained or actively contributed to women's financial insecurity?
- How has unpaid and informal labor led to economic insecurity for women, and how has this been worsened by the ongoing caregiving crisis?
- What are the long-term racialized and gendered impacts of the pandemic labor market on women's economic well-being, and what are the potential policy solutions?
- What new concepts should we be developing to expand the politicized, narrow definitions our society currently uses to explain wealth?
- What new metrics should we be developing to better quantify women's economic security, especially given the pandemic-induced "she-cession"?

In line with our organization's mission to ensure that all women can experience safe, fair, and dignified work, we seek to understand how the pandemic has changed the economic conditions for women, especially for women of color and women in low-wage jobs. In commissioning this research, our aim is to:

- Highlight the impact of COVID-19 on vulnerable and historically excluded communities;

- Provide useful research to fill in data gaps necessary for policy and advocacy;
- Illustrate how workplaces and workplace practices are changing due to COVID-19; and
- Clarify the structural underpinnings of both gender- and race-based inequities.

What We Fund

We provide funding for rigorous research with policy implications. Proposals are welcomed from academics, researchers, and practitioners affiliated with accredited U.S. universities, research and policy institutions, advocacy organizations, and nonprofits. We will issue smaller grants up to \$25,000 and larger grants up to \$75,000. Smaller grants will be awarded to projects typically less than a year in length with a limited scope or limited deliverables (e.g., pilot studies, condensed reports, etc.), and larger grants will be awarded to projects a year or longer with a wider scope and more complex deliverables (e.g., broader policy evaluations, policy reports, academic papers, etc.). The specific timeline and funding decisions will be based on the selected research partnership.

We are particularly interested in projects that center on historically excluded women, provide a holistic view of women's lives and their many forms of formal and informal labor, explore the impact of work on women, and/or use an intersectional lens when exploring women's issues.

Please note that our indirect cost policy states indirect costs may not exceed 10% of the direct costs of the project.

TIME'S UP Foundation is committed to funding a diverse cohort of grantees that bring a range of expertise and experiences to their work, especially people who represent the communities we aim to support through this research.

How to Apply

To apply, please submit the following application materials by **Tuesday, November 16, 2021, at 11:59 p.m. EDT**:

- Proposal application form
- Project proposal (2,000 words and two visuals max; visuals do not count toward word count):
 - o Suggested research project
 - o Relevance to *Time's Up, Measure Up* mission
 - o Contribution to knowledge base on women in the COVID-19 pandemic
 - o Methodological approach, including research design and data sources
 - Applicants should clarify:

- How their research will disaggregate data and analysis by race, gender, class, and other identity markers
 - How they plan on taking an intersectional approach in their work
- o Timeline for completion, project milestones with specific dates, and proposed progress measures
- Budget template
- Budget narrative explaining how the funds will be used (750 words max)
- Fringe benefits policy statement
- Fiscal sponsorship letter from funding organization (if necessary)

File conventions

The project proposal and budget narrative should be submitted as PDF documents. All files should be named using the following format: TUMURFP 2_[Document type]_[Institution name]_[Head principal investigator last name] (e.g., *TUMURFP 2_Budget narrative_Columbia_Smith*).

RFP Submissions

Please send all materials tumu.researchgrants@timesupnow.org. Please check our [FAQ section](#) for commonly asked questions before reaching out to the Research Grants email account.