



AUSTRALIANS INVESTING IN WOMEN

Empowering giving for a fairer future

Gender-wise™ Toolkit for Grantmakers



Small but significant changes
that will give your philanthropy
greater reach and impact

Contents

- 2 Foreword**
 - 2 A message from our CEO
 - 3 A message from Philanthropy Australia's Co-Chair
 - 3 A message from a philanthropist, investor and entrepreneur
- 4 Setting the scene**
 - A little-known fact about philanthropic grants in Australia
 - How gender-wise grantmaking can help
- 5 The benefits of gender-wise grantmaking**
 - Targeting areas of need
- 6 Gender equality does not happen by accident**
 - What happens without the gender lens?
- 7 Gender inequity in Australia**
 - Our global position, inequality at work, violence, political power, poverty and homelessness
- 8 Making a difference**
 - Do gender-wise programs make a difference?
 - Does the gender lens apply to all funding areas?
- 9 How to be a gender-wise grantmaker**
 - 9 Commit to gender inclusion and equity
 - 9 Make your commitment visible
 - 10 Inform applicants
 - 10 Apply a gender lens when you assess applications
 - 10 Know and celebrate the impacts of gender-wise grantmaking
- 11 The Gender-wise™ Tools**
 - 11 For your website
 - Tool 1: Statement of Commitment
 - Tool 2: Gender-wise Guidelines for Grantseekers
 - 12 For your application form
 - Tool 3: Gender-wise questions for Application Forms
 - 12 When assessing applications
 - Tool 4: Assessment Criteria
 - 13 For reports
 - Tool 5: Gender-wise questions to include in progress reports
 - Tool 6: Gender-wise questions to include in the final report
- 14 What else can you do?**
 - How we can help
 - Board presentations
 - Gender-wise™ Workshops
 - Be a champion of change
 - Recognition of your commitment to gender-wise grantmaking
- 15 Acknowledgements**
- 16 Appendix A: Gender-wise Guidelines for Grantseekers**
 - Funding for inclusion
- 17 Do your research**
 - Design your program with a gender lens
 - Include gender-specific information in your application
 - Consider and address other social factors
 - Complete this checklist before you submit your application
- 18 References**
- 19 Publication information**



A message from our CEO

Australians Investing in Women is proud to present the Gender-wise Toolkit for Grantmakers, providing a practical how to guide to applying a gender lens to your giving.

Among the joys of leading this work is the privilege of supporting a growing community of women, men and corporate funders who are having a positive impact in the world by investing in women and girls.

Some have come to philanthropy with an intentional focus on women and girls and a desire to address existing gender inequalities; others are driven by a desire to make a difference in a specific social need or issue such as access to education, homelessness, mental health or youth engagement, and understand the crucial role of women in driving social change.

In the words of Lt. Gen. David Morrison AO (Retd), who launched the first edition of this Toolkit, "Once you get the sight you can't unsee it ever again...". When we share information and examples of

the often invisible experience of women, funders understand why a focus on women and girls is key to effective and inclusive philanthropy.

Whatever the initiative, that impact will be enhanced if funders apply a gender lens and ask the question: 'How will this investment impact women and girls?'

We celebrate those funders who have adopted a Gender-wise approach as key to best practice philanthropy and thank them for their leadership.

We encourage you to adopt these small but significant changes that will give your philanthropy greater reach and impact no matter what change you want to see in the world.

A handwritten signature in blue ink that reads "Julie Reilly". The signature is fluid and cursive.

Julie Reilly,
CEO, Australians Investing in Women

"Australians Investing in Women is proud to present the latest Gender-wise Toolkit. We look forward to working with you and our partners in philanthropy, business and government to improve the reach and impact of all forms and social investment."

JULIE REILLY, CHIEF EXECUTIVE OFFICER, AUSTRALIANS INVESTING IN WOMEN



A message from Philanthropy Australia’s Co-Chair

Having being involved with Australians Investing in Women (then the Australian Women Donor’s Network) as a past staff member and Board member, it gives me great pleasure to have the opportunity to support the Gender-wise Toolkit in my capacity as the Co-Chair of Philanthropy Australia.

With a mission of serving the philanthropic community to achieve more and better giving, Philanthropy Australia recognises the importance of applying a gender lens and encourages those involved in philanthropy and social investment to review the extent to which their practice currently takes gender into account and to then use the toolkit to further develop their effectiveness in this regard.

COVID-19 has provided additional evidence that men and women experience and are impacted by issues in different ways. It is essential that gender is taken into account when seeking to address those issues, whether through grantmaking, investment, advocacy or research. As the Bill & Melinda Gates Foundation

has articulated: ‘If we do not take gender differences into account, our efforts will miss the people who would benefit the most’.

This toolkit provides practical, step-by-step guidance to enable those engaged in philanthropy to commit to gender-wise practices, to mindfully apply a gender lens when considering grant applications, to examine whether unconscious bias is at play and ultimately, to be more effective in their giving by taking into account the specific impact of issues, programs and funding on women and girls.

Philanthropy Australia looks forward to sharing the toolkit with its members and thereby facilitating more and better giving with improved outcomes not just for women and girls, but for society as a whole.

Amanda Miller,
Co-Chair, Philanthropy Australia



A message from philanthropist, investor and entrepreneur, Alan Schwartz AM

As an active philanthropist I welcome the latest edition of the Gender-wise Toolkit and encourage all philanthropists to engage with it and use the tools when developing their philanthropic practice.

Despite our best efforts, unconscious bias affects us all and is increasingly recognised as a factor in decision making at all levels.

These tools are designed to integrate practical ways to bring gender,

particularly women and girls who are over-represented in disadvantage, into focus in philanthropic practice.

I look forward to seeing the positive outcomes for all society that develop as more of us adopt a gender lens approach.

Alan Schwartz AM

Setting the scene

A little-known fact about philanthropic grants in Australia

Despite considerable advances made in recent decades, Australian women and girls still experience significant disadvantage in many spheres - including the outcomes of philanthropic programs.

Decades of research and real world examples demonstrate that gender-neutral programs do not benefit everyone equally.

Because programs affect women and men differently, even those that appear gender-neutral can exclude or under-serve women, and perpetuate existing inequities.

Gender-wise funders seek to understand this by analysing data and asking questions about how issues might affect women and men, and people of diverse gender identity, differently.

Examining issues through the lens of gender makes visible different needs and circumstances to better inform program design and delivery, promoting inclusion and enhancing impact.

EXAMPLE

A program that offered extra-curricular activities aimed to increase the number of Indigenous students in remote Australia who completed Year 12.

Seemingly gender-neutral, the program actually disadvantaged girls because most of the activities offered were sports-related. Girls were reluctant to participate in physical activities - particularly with their male peers. As a result, the vast majority of program participants were boys.

By deliberately considering the girls' needs and offering activities they would enjoy, programs like this one can deliver benefits to girls as well as boys.

How gender-wise grantmaking can help

Small but significant changes to grantmaking processes can ensure your philanthropic investment includes women and girls.

By developing gender-wise principles and tools, you can better understand the impact the programs, projects and organisations that you support will have on women and girls, as well as men and boys.

In essence, you will be asking applicants and yourself to 'apply a gender lens' by considering:

How does the design and delivery of this program identify and address the particular needs and circumstances of women and girls, as well as men and boys?

The same principles apply for considering how programs will affect people who are gender diverse, and people who have cultural or social needs that may affect inclusion.

By supporting programs that deliberately address gender differences in their design, implementation and outcomes, you can better target your investment.

When you make a conscious decision to include women and girls in your philanthropy, you can invest with the knowledge that you are contributing to a stronger and more equitable Australia.

“Because of existing inequities, if we fund men and women equally, women will still be unequal.”

EVE MAHLAB AO, CO-FOUNDER AND SUPPORTER,
AUSTRALIANS INVESTING IN WOMEN

The benefits of gender-wise grantmaking

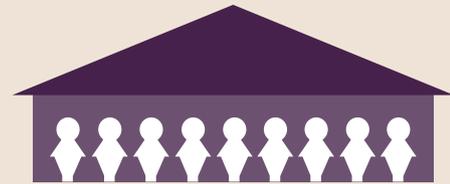
Targeting areas of need

Australians Investing in Women (AIW) focuses on policies and programs that advance women and girls because the data tells us they are more likely to experience discrimination, poverty and sexual violence, and to be overlooked due to a lack of power, visibility, and opportunity.

While our focus is women and girls, a gender-wise program is one that considers the different needs and circumstances of all people within the target beneficiary group. It is important to recognise that other attributes, such as Aboriginality, ethnicity, age, disability, sexual orientation and geographic locality intersect with gender to influence how people are treated, and how they experience life, sometimes resulting in layered disadvantage. This is true for women, men, transgender and gender diverse people.

For example:

- Family, domestic and sexual violence occurs across all ages, socioeconomic and demographic groups but mainly affects women and children. Indigenous women, young women and pregnant women are particularly at risk.¹
- Women with disabilities are more likely to experience family violence and sexual assault, are less likely to be in paid employment, and are paid comparatively less than men with a disability or women without disabilities.²



The Australian Men's Shed Association

Men experiencing mental illness, loneliness, substance abuse and risky behaviour can be reluctant to talk about their mental health and to seek support or medical attention.

Australian Men's Shed programs began in response to this gender-specific need. It is a great example of how applying a gender lens to program design can deliver powerful outcomes.

The Association brings men together to work on community projects, encouraging them to form connections and giving them different ways to access health services and information. As a result, over 150,000 men across Australia and their families and communities are reaping the benefits of a program successfully developed with a gender lens.

“By acknowledging the difference between males and females we can raise the bar on all philanthropy.”

WILLIAM C. RICHARDSON, PRESIDENT EMERITUS,
THE W.K. KELLOGG FOUNDATION.

Gender equality does not happen by accident

What happens without the gender lens?

When the different needs and circumstances of women are not considered, the unintended consequences can be surprising and unsafe.

CRASH TEST BIAS PUTS WOMEN AT RISK

A seatbelt-wearing female is 17 per cent more likely to die in a car crash than a man, and 73 per cent more likely to sustain serious injury in a frontal crash.³ Car safety features are optimised for men because crash test dummies are still based on an average man.⁴

DRUG ADVICE CAN BE TAILORED TO MEN⁵

In early phases of both cellular and clinical trials, women are still largely underrepresented or even excluded, fostering a gender bias in the data of dose tolerability, appropriate dosing, metabolic, and clinical pharmacology. Even where equal numbers of women and men are included in clinical trials the data is often not disaggregated by sex to identify differing effects. There is evidence of women being overdosed or subscribed ineffective medication because of a lack of specific data.

MUSICIANS ARE SEEN AND NOT HEARD

Prior to the introduction of blind auditions, the top five orchestras in the U.S. had fewer than 5 per cent women. When a number of orchestras adopted blind auditions, asking candidates to perform behind screens to conceal their identity and gender from the jury, things changed. The percentage of female musicians in the five highest-ranked orchestras in the nation increased from 6 per cent in 1970 to 21 per cent in 1993.⁶

BUILDING DESIGN CREATES LONG QUEUES FOR WOMEN

With women requiring 2.3 times as long as men to use bathroom facilities,⁷ the traditional allocation of equal space for male and female facilities translates to a long wait for women in many public spaces. Construction codes for new buildings and the addition of inclusive gender-neutral facilities are helping to close the gap.

ILL-FITTING PPE RAISES SAFETY CONCERNS

Despite the fact that most health workers are women, personal protective gear is usually designed to fit the shape and size of a man. A 2017 survey conducted by UK's Trade Union Congress found only 1 in 3 women had PPE to fit their frame.⁸ The "one size fits all" approach meant women at the frontline of COVID-19 care did not get the same protection as male colleagues, increasing infection risk for everyone.

These examples highlight the importance of applying a gender lens.

Gender inequity in Australia

OUR GLOBAL POSITION

IN THE 2020 WORLD ECONOMIC FORUM'S GLOBAL GENDER GAP INDEX



AUSTRALIA IS RANKED

44th falling from 15th in 2006

AUSTRALIA'S ECONOMIC PARTICIPATION & OPPORTUNITY RANKING

49 falling from 12

HEALTH & SURVIVAL RANKING

104 falling from 57

INEQUALITY AT WORK

\$ AUSTRALIA'S NATIONAL GENDER PAY GAP **13.4%**

In his lifetime, a 25 year old man with a Bachelor's degree will earn

\$3.66M

That's

\$1.52M

MORE than a woman with equivalent qualifications

VIOLENCE

1 in 6 AUSTRALIAN WOMEN

have experienced intimate partner violence



ONE WOMAN IS KILLED EVERY 9 DAYS BY A PARTNER



POLITICAL POWER

AUSTRALIAN WOMEN MAKE UP

59.5%

of University Graduates

27%

of Federal Cabinet

5%

of CEOs in ASX200 companies

POVERTY AND HOMELESSNESS

More than a third of women sole parents and their children live in poverty in Australia



WOMEN OVER **55**

are the fastest growing cohort for HOMELESSNESS in Australia.

An INCREASE of **31%** in 5 years

Making a difference

Do gender-wise programs make a difference?

Successful organisations and programs make a difference for women and girls every day.

In politics: *Emily's List* has been instrumental in achieving a greater representation of women in Australian parliaments, supporting the election of 270 women at state and federal levels.

In health: *Her Heart* is Australia's only female heart health organisation and its mission is to reduce the death toll of heart disease in Australian women. Commonly perceived as a men's disease, heart disease in women is under-researched and under-diagnosed. Women who suffer a serious heart attack are half as likely to receive appropriate treatment in an Australian hospital as men, and twice as likely to die six months after they are discharged. Her Heart is using education, research and advocacy to tackle the leading cause of death of Australian women.

At work: *The Walter and Eliza Hall Institute*, like the broader Australian and international medical research sectors, has a gender imbalance at senior levels. Access to childcare was identified as a major barrier to women moving from postdoctoral scientist to senior roles. Trustees of the Dyson Bequest have been supporting young women scientists since 2009. They made a \$1 million founding gift to support the construction of a childcare centre on the institute's Parkville site, which leveraged a further \$4 million investment to make on-site childcare a reality.

Addressing disadvantage: *The Big Issue* magazine provides work opportunities for people experiencing homelessness, marginalisation and disadvantage. However, the majority of *The Big Issue* vendors are men. Realising that selling magazines on the street is not a safe or viable option for many women, including those fleeing domestic violence or caring for children, *The Big Issue* established *The Women's Workforce*. This enterprise has employed 170 women experiencing

homelessness and disadvantage to pack and send subscriber copies of *The Big Issue* magazine and complete social procurement work such as gift hamper creation, mailing list distribution, data entry and event support.

For more examples of how gender-wise programs make a difference, visit our website aiiw.org.au

Does the gender lens apply to all funding areas?

Although it may not be immediately obvious, all funding areas have a gender dimension.

For example, one Victorian animal welfare initiative provides temporary shelter for pets that are at risk or displaced due to domestic violence. This is a critical service because concern for the welfare of family pets can be a barrier to a woman leaving a violent situation.

Philanthropists are also applying a gender lens to climate change with powerful results.

Understanding that women control the majority of household spend, and oversee many activities in the home that impact climate change, environmental funders have supported initiatives such as *1 Million Women*.

1 Million Women encourages women and girls from all over the world to use their economic power and lifestyle decisions to combat climate change, recognising that women are disproportionately affected by the impacts of a changing climate.

"When someone asks me 'why women?', the answer's clear: because women are most adversely affected by climate change and women have enormous power to do something about it."

NATALIE ISAACS, FOUNDER/CEO, 1 MILLION WOMEN

Supporting the global education of girls to the end of secondary school, combined with access to reproductive services, is identified as the most effective action to strategy for reducing global warming.⁹

"Some research came across my desk from The Arts Centre Melbourne about their flagship hip-hop and urban music mentoring program, 'Dig Deep'. It had been found that while Dig Deep had been incredibly successful in engaging young men, the program had not attracted young women who expressed reluctance to participate in the mixed gender environment. In order to address this gender imbalance, The Arts Centre developed a hip-hop program for young women only, 'Sisters on the Mic', which would establish a safe creative space for young women led by other female artists."

DEBBIE DADON AM, CHAIR, BESEN FAMILY FOUNDATION (FUNDER OF "SISTERS ON THE MIC")

How to be a gender-wise grantmaker

1 Commit to gender inclusion and equity

- Have policies and practices that are inclusive of women and girls and will bring about sustained, equitable change.
- Use the tools in this Gender-wise™ Toolkit.
- Configure your grants management system and records so that reports showing the beneficiaries of your grants include a breakdown by gender. Successful businesses know that “If it matters, it’s measured”. Measuring makes performance visible, and provides all stakeholders with the information they need to provide an appropriate focus, make adjustments as required, and then celebrate when measured goals are met. To accurately measure the impact of programs you support, reports need to include a breakdown by gender.
- Be informed – from a gender-wise perspective – about the area/s you are funding, because a robust knowledge of how gender analysis can make a difference will improve the effectiveness of your funding decisions.

2 Make your commitment visible

Add a Statement of Commitment to gender inclusion and equity to your website, collateral, and guidelines for applications. Sample statements are included in the Gender-wise™ Tools.

EXAMPLE

The Alliance for Gambling Reform was seeking funds to raise awareness of gambling addiction when a potential funder, whose research had indicated a correlation between gambling and domestic violence, suggested applying a gender lens.

The Alliance’s subsequent research found an overwhelming link between gambling addiction and domestic violence: 38 per cent of problem gamblers reported that they were a victim of domestic violence, and 37 per cent identified as being a perpetrator of domestic violence.¹⁰ This insight transformed his approach to the project and enabled him to create more penetrating and informative outreach messages.

“It’s important to apply a gender lens to social justice issues as invariably so many of them disproportionately affect women. Considering how women are involved in an issue can also increase the impact of your investment, as often this can lead to a beneficial multiplying effect – both intentional and serendipitous. It’s a great way to deliver maximum impact from an investment of time or money to our communities.”

REV TIM COSTELLO, CHIEF ADVOCATE, ALLIANCE FOR GAMBLING REFORM

How to be a gender-wise grantmaker

3 Inform applicants

Make sure grantseekers know that they need to:

- Identify the different needs and circumstances of women and men in their target groups.
- Explain how the design and delivery of their program will address those different needs and circumstances.

Add a Statement of Commitment to gender inclusion and equity to your website, collateral, and guidelines for applications. Sample statements are included in the Gender-wise™ Tools.

EXAMPLE

Homeless women often have children with them, so emergency accommodation needs to provide rooms with multiple beds, along with nappies, cots, baby-proofed rooms, and appropriate safety and privacy measures.

An applicant seeking funding for a homeless service needs to demonstrate that they have considered the needs of homeless women with children, whether the proposed service will be available to men and women, or women only.

4 Apply a gender lens when you assess applications

Consider how the design and delivery of the proposed programs address gender differences in the target groups, and give this appropriate weighting in your assessment of applications.

5 Know and celebrate the impacts of gender-wise grantmaking

- Collect evidence about the impacts of a gender-wise approach to funding.
- Ask recipients to report outcomes by gender.
- Celebrate and publicise outcomes of gender-wise programs you have supported.
- Encourage recipients to share how they were gender-wise, and what they have learnt from using a gender-wise approach.

Whether you need to adapt and add to your existing material or rethink your approach to grantmaking, the Gender-wise™ Tools in the following pages are easy to incorporate and will give your philanthropic activities greater reach and impact.

Imagine how strong society could be if philanthropy unleashed the full power of women and girls.

The Gender-wise™ Tools

For your website

Include the following information on your website in appropriate places.

For example, you could place the Statement of Commitment on your home page, and the information about the Gender-wise guidelines on the page inviting grantseekers to apply for grants.

TOOL 1 **Statement of Commitment**

[Insert name] is committed to gender inclusion and equity. Because policies and programs can affect women, men and people of diverse gender identity differently, we will give preference to applications that demonstrate gender inclusion and equity, so that we maximise the impact of our philanthropic investment.

TOOL 2 **Gender-wise Guidelines for Grantseekers**

Include the following text on the appropriate page of your website, so that grantseekers can use our **Gender-wise Guidelines for Grantseekers** to better understand how they can apply a gender lens to their proposed program.

Before preparing your application, please refer to Gender-wise Guidelines for Grantseekers in Appendix A of the Gender-wise Toolkit at: aiiw.org.au/gender-wise/

Appendix A contains a copy of our **Gender-wise Guidelines for Grantseekers**

The Gender-wise™ Tools

For your application form

TOOL 3 **Gender-wise questions**

Include these questions in your application form:

1. Who are the intended beneficiaries?
(Include a breakdown by gender)
2. How does the program take into account the different needs, interests, and circumstances of each gender?
3. How will the program address gender-based inequities?

EXAMPLE

If an applicant is seeking funds for a facility to help integrate refugees and asylum seekers into Australian society, they need to explain how they have considered the different needs, interests, and circumstances of men and women (e.g. cultural expectations, caring responsibilities, levels of education, greater social exclusion).

For more information, refer to
Appendix A: Gender-wise guidelines for grantseekers.

Consider adding the Statement of Commitment (Tool 1) to your application form.

When assessing applications

TOOL 4 **Assessment Criteria**

Answer these questions when assessing applications:

1. Does the program clearly identify the intended beneficiaries and provide a realistic breakdown by gender?
2. Does the program's design and delivery consider and address the different gender-based needs, interests, and circumstances of the intended beneficiaries?
3. Does the program address gender-based inequities?

The Gender-wise™ Tools

For reports

Ask recipients to answer the following questions in the reports they provide to you;

TOOL 5 **Gender-wise questions to include in progress reports**

1. What is the breakdown by gender of people who have benefited from this project so far?
2. If the breakdown by gender of your beneficiaries is different from what you expected to achieve at this stage:
 - a. Why do you think this is the case? (e.g. previously unidentified barriers to participation)
 - b. What are you planning to do to achieve the planned breakdown by gender? (e.g. provide child-care for night-time sessions as well as day-time sessions of a program)

EXAMPLE

A legal centre in Melbourne was given funds so that it could provide legal support to disadvantaged Australians, but when compiling their first progress report, they realised that most of their clients were men. When they investigated the reason, they found out that many potential female clients, particularly those with young children, found it difficult to travel from the suburbs to the legal centre's CBD office. As a result, the legal centre established a phone service, so that women could receive advice over the phone. If the progress report had not included these gender-wise questions, the legal centre may never have identified, nor addressed, the unintentional exclusion of women.

TOOL 6 **Gender-wise questions to include in the final report**

1. What is the breakdown by gender of people who benefited from this project?
2. If the breakdown by gender of your beneficiaries was different to what you expected:
 - a. Why do you think this is this the case?
 - b. What would you do differently in future programs to achieve the planned breakdown by gender?
3. By adopting a gender lens and identifying the gender reach of your project, what insights have you gained and in what ways was the program better than if you had not adopted a gender lens?
4. Describe how you plan to share with your colleagues and stakeholders what you have learned about applying a gender-wise approach to this program.

What else can you do?

Applying a gender lens means more than just considering how your grantseekers are designing, implementing and reporting on their programs: you can make a significant difference by applying a gender lens to all aspects of your operation.



How we can help

Australians Investing in Women offers a range of services to help you develop and strengthen your gender-wise philanthropy.

Board presentations

If you would like us to deliver a presentation to your Board about gender-wise philanthropy, please contact us: info@aiiw.org.au

Gender-wise™ Workshops

If you haven't already attended one of our Gender-wise™ Workshops, please contact us to register or to talk about tailoring a workshop to your needs: info@aiiw.org.au

Be a champion of change

Be informed about the benefits of investing in women and girls and adopt gender-wise practices. Share your commitment to gender-wise philanthropy with your peers and encourage them to connect with us.

Recognition of your commitment to gender-wise grantmaking

We recognise gender-wise grantmakers in a number of ways. Contact us to find out how you can be listed on our website as a gender-wise grantmaker, and receive permission to use our Gender-wise™ logo on your website.

Consider nominating for the Gender-wise Philanthropy Award in Philanthropy Australia's Awards Program.



Acknowledgements

We would like to express our appreciation to the many friends and associates across the philanthropic and academic sectors who have helped us to develop and test this toolkit.

We are particularly grateful to CPR Communications & Public Relations for their generous expert assistance in updating this second edition of the toolkit.

Many thanks to our Philanthropic Supporters



MECCA



IAN DARLING AO



Mahlab



Collier Charitable Fund



Pro Bono Partners



“Think lens, think glasses. Glasses correct limitations of vision and enable clearer sight. And so it is with a gender lens, which helps us to see more clearly the role gender plays in shaping our male and female lives, our work, experience and choices.”

MARY CROOKS AO, EXECUTIVE DIRECTOR,
VICTORIAN WOMEN'S TRUST

We also acknowledge the support of all the individuals that have inspired and enabled our mission. They include Donors, Thought Leaders, Board Members, Executive Staff and Volunteers. Thank you for your commitment and generosity.

Appendix A:

Gender-wise Guidelines for Grantseekers

Funding for inclusion

A 'gender lens' is a tool for questioning how programs specifically target the needs of women and girls, men and boys. It asks the question: how will this funding help women and girls?

It can also be used to explore outcomes by gender and refine programs accordingly. It does not favour women over men, nor does it compromise funding on merit. It simply acknowledges that men and women have different social positions, skills, opportunities and resources and face different challenges, and consequently, programs and policies can impact each of them in vastly different ways.

Achieving gender equity can involve taking different approaches to accommodate these differences.

Using a gender lens in the funding process explores these differences, and takes account of them. It is about making best use of dollars spent, and ultimately increasing opportunities for long-term change.

Research indicates that programs that do not consider gender differences typically under-serve or exclude women and girls.

Applying a gender lens to your funding application will assist potential funders to understand how your project will include and affect women and girls.

Appendix A:

Gender-wise Guidelines for Grantseekers

- 1 Do your research**
- Find out about the different needs and circumstances of the women, girls, men or boys who are the intended beneficiaries of the program.
 - Are there historical disadvantages or difficulties due to gender that the program could address?

- 2 Design your program with a gender lens**
- Identify any (conscious or unconscious) gender assumptions and biases that could affect the program's design and implementation.
 - Identify any barriers to access and participation that women and girls, or men and boys, might encounter.
 - Make sure you can report on program beneficiaries by gender.
 - Make sure you can measure the impact on program beneficiaries by gender.

- 3 Include gender-specific information in your application**
- Where relevant, make it clear that you have done your gender-wise research and applied a gender lens to the design, implementation, management, and reporting of the program.

- 4 Consider and address other social factors**
- Include any other factors (e.g. age, ethnicity, disability, socio-economic status, sexual orientation, being gender diverse) that might limit access to the program, and explain how you plan to address these considerations.

- 5 Complete this checklist before you submit your application**
- Have you clearly specified relevant aims and targets for women, girls, men and boys? YES NO
- Have you clearly identified the different needs and circumstances of women and men, and explained how you will address those different needs and circumstances? YES NO
- Have you explained how the program will provide genuine opportunities for women and men to voice their needs and opinions? YES NO
- Have you specified how you will measure and evaluate the impact of the program on women and men? YES NO
- Is there a suitable gender representation on the program's management and governance group? YES NO

References

- ¹ Australian Institute of Health and Welfare, 2018. Family, domestic and sexual violence in Australia. Cat. no: FDV 2, <https://www.aihw.gov.au/reports/domestic-violence/family-domestic-sexual-violence-in-australia-2018/summary>
 - ² State of Victoria (Department of Premier and Cabinet), 2016. Safe and strong: A Victorian Gender Equality Strategy, https://www.vic.gov.au/sites/default/files/2018-05/Safe-and-Strong-Victorian_Gender_Equality_Strategy.pdf
 - ³ Consumer Reports – The Crash Test Bias: How Male-Focused Testing Puts Female Drivers at Risk, <https://www.consumerreports.org/car-safety/crash-test-bias-how-male-focused-testing-puts-female-drivers-at-risk/>; Injury Vulnerability and Effectiveness of Occupant Protection Technologies for Older Occupants and Women, US Department of Transportation, 2013, <https://crashstats.nhtsa.dot.gov/Api/Public/ViewPublication/811766>
 - ⁴ A. Linder & M. Y. Svensson (2019) Road safety: the average male as a norm in vehicle occupant crash safety assessment, *Interdisciplinary Science Reviews*, 44:2, 140-153, DOI:10.1080/03080188.2019.1603870
 - ⁵ Bejeea, Y & Geysels, Y 2020. Gender Bias in the Clinical Evaluation of Drugs, *Applied Clinical Trials*. <https://www.appliedclinicaltrials.com/view/gender-bias-in-the-clinical-evaluation-of-drugs>
 - ⁶ Goldin, C., & Rouse, C. (2000). Orchestrating Impartiality: The Impact of “Blind” Auditions on Female Musicians. *The American Economic Review*, 90(4), 715-741.
 - ⁷ Banks, Taunya Lovell, “Toilets as a Feminist Issue: A True Story” (1991). Faculty Scholarship. 334. https://digitalcommons.law.umaryland.edu/cgi/viewcontent.cgi?referer=https://www.google.com/&httpsredir=1&article=1332&context=fac_pubs
 - ⁸ Trades Union Congress, 2017. Personal protective equipment and women. April 2017 <https://www.tuc.org.uk/sites/default/files/PPEandwomensguidance.pdf>
 - ⁹ Health and Education. (2020, August 12). Project Drawdown. <https://www.drawdown.org/sectors/health-and-education>
 - ¹⁰ Dowling, N., Suomi, A., Jackson, A., Lavis, T., Patford, J., Cockman, S., Thomas, S., Bellringer, M., Koziol-McLain, J., Battersby, M., Harvey, P., & Abbott, M. (2014). Problem Gambling and Intimate Partner Violence. *Trauma, Violence, & Abuse*, 17(1), 43-61. https://www.researchgate.net/publication/269172165_Problem_Gambling_and_Intimate_Partner_Violence_A_Systematic_Review_and_Meta-Analysis
- Gender Inequity in Australia Infographic, page 6**
- World Economic Forum, Global Gender Gap Report 2020. Pages 9, 12, 13, http://www3.weforum.org/docs/WEF_GGGR_2020.pdf
- ACTU, The Gender Pay Gap Over the Life Cycle, 2016. Pages 4, 9, <https://www.actu.org.au/media/886499/the-gender-pay-gap-over-the-life-cycle-h2.pdf>
- Chief Executive Women ASX200 Senior Executive Census 2020. Page 13, https://cew.org.au/wp-content/uploads/2020/09/14_CEW_ASX200-SEC-2020_V3.3-Single-Page-RGB.pdf
- Cassells R and Duncan A (2020), Gender Equity Insights 2020: Delivering the Business Outcomes, BCEC|WGEA Gender Equity Series, Issue #5, March 2020. <https://bcec.edu.au/assets/2020/06/BCEC-WGEA-Gender-Equity-Insights-2020-Delivering-the-Business-Outcomes.pdf>
- Davidson, P., Bradbury, B., and Wong, M. (2020), Poverty in Australia 2020: Part 2, Who is affected? ACOSS/UNSW Poverty and Inequality Partnership Report No. 4, Sydney: ACOSS.
- Anglicare Australia. (2019). Rental Affordability Snapshot: National Report April 2019. Page 19. <https://www.anglicare.asn.au/docs/default-source/default-document-library/final---rental-affordability-snapshota302da309d6962baacc1ff0000899bca.pdf?sfvrsn=4>
- Australian Institute of Health and Welfare 2019. Family, domestic and sexual violence in Australia: continuing the national story, <https://www.aihw.gov.au/reports-data/behaviours-risk-factors/domestic-violence/overview>
- Maury, S. (2020, March 23). Poverty in Australia 2020: What does a gendered analysis reveal? Power to Persuade. <http://www.powertopersuade.org.au/blog/poverty-in-australia-2020-what-does-a-gendered-analysis-reveal/19/2/2020>
- Australian Institute of Health and Welfare 2020. Specialist homelessness services annual report. Cat. no. HOU 322. Canberra: AIHW. Page 37. <https://www.aihw.gov.au/reports/homelessness-services/specialist-homelessness-services-annual-report>
- Department of Parliamentary Services, Parliament of Australia (2020). Composition of Australian parliaments by party and gender: a quick guide. Research Paper Series, 2020-21. Updated 2 December 2020. https://parlinfo.aph.gov.au/parlInfo/download/library/prspub/3681701/upload_binary/3681701.pdf

Publication information

Suggested Citation: Australians Investing In Women (2021). The Gender-wise Toolkit for Grantmakers (2nd ed.) Access via <https://www.aiiw.org.au/gender-wise/>

All material published or otherwise created by Australians Investing in Women is licensed under a Creative Commons Attribution-NonCommercial-ShareAlike 3.0 Australia (CC BY-NC-SA 3.0 AU) licence.

Gender-wise™ is a trademark of the Australian Women Donors Network, also known as Australians Investing in Women (AIIW), ABN: 28 141 197 471.

AIIW is a registered charity endorsed by the Australian Taxation Office as a deductible gift recipient (DGR1) under a special listing; all donations over \$2 are tax deductible.



Australians Investing in Women (AIW) is a leading not-for-profit organisation that advocates for Gender-wise philanthropy.

AIW encourages all Australians – particularly philanthropic, corporate, and community leaders – to apply a gender lens to their giving and increase investment in women and girls, to help create a fairer and more inclusive society.

We offer practical tools and support to help philanthropic individuals and organisations through that process – because, as we know, gender equality doesn't happen by accident.

For more information and to join our mailing list, please visit our website: aiiw.org.au

info@aiiw.org.au | +61 439 975 813 | aiiw.org.au
Level 6, 126 Wellington Parade, East Melbourne 3002 VIC

