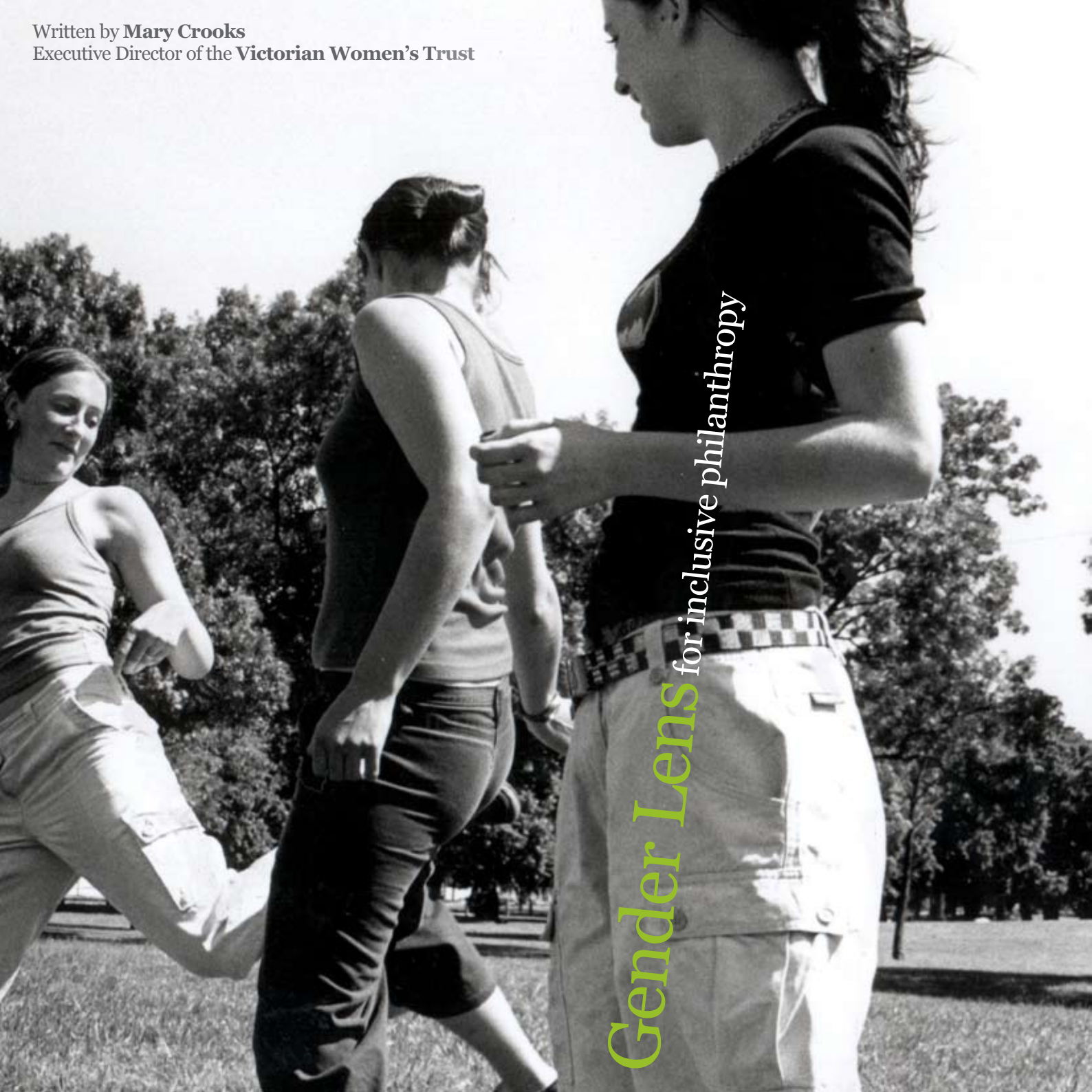


Written by **Mary Crooks**
Executive Director of the **Victorian Women's Trust**



Gender Lens for inclusive philanthropy

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Gender Lens

for inclusive philanthropy

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Executive Director of the **Victorian Women's Trust**

acknowledgements

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Mary Crooks
Executive Director,
The Victorian Women’s Trust

contents



Let us not look back in anger
or forward in fear but around
in awareness.

James Thurber

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foreword

On behalf of the Australian Women Donors Network I congratulate Mary Crooks and the Victorian Women’s Trust on this excellent publication for which we are proud to have been the catalyst.

The Victorian Women’s Trust is one of the oldest women’s funds in the world and a forerunner of what is now a burgeoning global women’s funding movement building strategic philanthropic investment in women and girls.

Our Australian Women Donors Network is a vigorous part of this exciting movement and a growing community of women and men who understand the vital role that women play in achieving good outcomes for any project.

Our objectives are first to encourage the funding of projects which invest specifically in women and girls, and second to ensure that funders of mainstream causes (for ‘ungen-dered’ beneficiaries such as ‘youth’, the ‘homeless’, ‘sport’ or the ‘arts’) explicitly address the circumstances and needs of women and girls because they are often different from those of men and boys.

Our Women Donors website is the place to access information, to discuss issues about gender and giving, and to connect with other donors and women’s funds and their strategic projects.

We also alert you to opportunities to join our community and become part of this powerful global movement.

We invite you to visit us at www.womendonors.org.au

**Eve Mahlab AO
Co-Founder and Convenor
Australian Women Donors Network**

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

William C. Richardson, President Emeritus of the W. K. Kellogg Foundation
in Capek, M.E. and Mead, M., *Effective Philanthropy*, 2006, p.xiii



introduction

It is true that philanthropy is a noble activity, seeking to benefit humanity.

But philanthropy misses the mark if social realities are not adequately addressed by grant making.

Gender is one such reality.

We are not talking here about gender in any politicised sense. Nor are we suggesting that a consideration of gender is only about females.

What we are saying is that gender awareness gives philanthropy a sharper edge. The potential and scope for high-order impact is strengthened when the different circumstances and needs of men and women, boys and girls are taken into proper account.

Applying a gender lens

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.

When gender differences are identified and responded to in grant making, philanthropy becomes more inclusive.

When the complexities of gender inequality are understood and addressed, philanthropy becomes more potent.

And when those issues and circumstances are identified where it makes sense to invest directly in women and girls because of the flow-on effects to children, families and communities, philanthropy has even greater impact.

...in rural Kenya, where women do the farming, giving men tractors as part of the food program did not increase production of rice.

But providing seeds and technical assistance to the women who do the farming did increase food production.

Unless funders learn to look at who's actually doing the work – which means better understanding of gender roles and class roles and social roles and how they play out in specific cultural circumstances – funding will fall on barren ground.

Capek, M.E. and Mead, M.,
Effective Philanthropy, 2006, p.48



section one the concept of gender

Born either female or male, we enter the world with an intricate combination of biology and genetics that ‘stamp’ some personality traits and physical characteristics onto our lives.

Gender, however, is an aspect which is less biological and much more social. It is about being and living in the world.

The term ‘gender’ refers to the complex and subtle ways which permeate and fashion our lives as girls and boys, women and men. From birth, we learn how to dress, behave, talk, walk, relate to others, take on roles and responsibilities, and use personal and political power. All this time, and usually blissfully unaware, we absorb influences and deep-seated cultural assumptions, values and beliefs about what it means to be boys and men (‘masculine’) and girls and women (‘feminine’).

This sustained, subtle and quiet pressure defines and perpetuates what girls and boys *should* do – rather than what they *can* do. Gender expectations, rather than biology, suggest that men and boys drive tractors while women and girls do housework.

Gender expectations, rather than biology, define men as the property owners, senior managers and company board members. These expectations become so ingrained in our thinking that they define what is ‘normal.’

A recent report from Plan International, *Because I am a Girl* (2009:49), draws on journalist Peggy Orenstein’s book *Schoolgirls: Young Women, Self-Esteem and the Confidence Gap* in which she describes observing a sixth-grade classroom in the United States.

The teacher asked her students to think about how their lives would be different if they had been born the opposite sex. With a lot of giggling, the students compiled two lists. Items on the boys’ list included ‘I’d have to help my mom cook’, ‘I’d have to stand around in recess instead of getting to play basketball’ and ‘I’d worry about getting pregnant.’ Examples from the girls’ list included ‘I could stay out later’, ‘I’d get to play more sports’ and ‘I wouldn’t care how I look or if my clothes matched.’

Literally, what we think girls and women can and ‘should’ do and what we think men and boys can and ‘should’ do more often than not determines how men and women, boys and girls actually behave or perform. And while these pervasive and often unexamined expectations affect and diminish opportunities for both men and women, they more often disadvantage women.

Capek, M.E. and Mead, M., *Effective Philanthropy*, 2006, p.36.

Their responses show that almost all of the boys’ observations about gender swapping involve the disparaging ‘have to’ whereas the girls seemed wistful with longing. By sixth grade, it is clear that both girls and boys have learned to equate maleness with opportunity and femininity with restraint (adapted from Babcock, L., and Laschever, S., *Women Don’t Ask: Negotiation and the Gender Divide*, 2003, Princeton University Press).

Gender is a pivotal layer in every person’s deeply layered life. Gender expectations, learned behaviours and roles differ in various ways and degrees from society to society, place to place, and time to time. They intertwine with other important facets of our existence – sexual orientation, race, ethnicity, faith, creed, caste, class, disability, and geography.

Old habits die hard. It takes courage to step outside the norm. Challenges to, or defiance of, gender expectations can give rise to uncertainty, resentment and heartache. It is not an easy path for boys if they prefer, for example, to pursue dance or nursing or be a stay-at-home dad. It is not an easy path for girls if they want to become a mining engineer, a carpenter or a gondolier.

Around the world, gendered behaviours and role differences give rise to major inequalities between women and men, girls and boys. But the circumstances that create and maintain such gender inequalities can change or be changed!



section one the concept of gender

story



After centuries, Venice gets female gondolier

Tom Kington, Venice
June 28, 2009

AFTER nine centuries of keeping women on dry land, Venice has broken with tradition by approving its first female gondolier.

Giorgia Boscolo, 23, a mother of two, came through a grueling course, which included 400 hours of instruction, to enter an all-male club that has resisted admitting women. “I am immensely happy and proud, but today my day starts like every other, taking the children to school,” she said.

“I’ve always loved gondolas and unlike my three sisters I preferred to row with my father instead of going out with my friends.” She denied that she would not have the physical strength to manoeuvre gondolas, saying: “Childbirth is much more difficult.”

Venice introduced a gondoliering course in 2007 after centuries during which the trade was handed down from father to son.

Ms Boscolo’s father, Dante, also a gondolier, said he still had reservations about his daughter ferrying tourists up the Grand Canal. “I still think being a gondolier is a man’s job, but I am sure that with experience Giorgia will be able to do it easily,” he said.

During the six-month course, students learn how to steer their gondolas and must show a perfect knowledge of Venice’s canals.

Source: *The Guardian* (edited extract)

some key questions for funders

Is gender awareness already an established part of your bigger picture?

Which of your funded programs over the past two years best illustrates your organisation’s awareness of gender?

Thinking about these projects, how was gender awareness translated into their design, implementation and outcomes?

In retrospect, can you think of any examples where increased gender awareness might have led to stronger outcomes from a project?

When foundations understand how much they gain by considering multiple perspectives – all the complex historical and cultural dimensions, including gender, that affect individuals, families, and communities – then gender becomes just one piece of the big picture, and foundations start funding women and girls explicitly. And not surprisingly, their other funding initiatives also become more effective.

Capek, M.E. and Mead, M., *Effective Philanthropy*, 2006, p.:xxi

section two gender difference

Gender difference is a reality.

Look closely at the daily lives and experiences of men and women – and you will find significant differences. Complicating matters, there are also important differences between men themselves, as well as among women.

The skill is being able to pick up innate and life-course differences between men and women, girls and boys and to build these differences into projects and programs. We should seek gender-sensitive information wherever possible. Sometimes, we may need to dig deeper, even commissioning research which exposes particular gender differences for the first time.

On every count, gender sensitivity helps to target different groups of males and females with specific interventions that address their needs, making philanthropy more purposeful and effective.

The importance of reliable research and information

Gender is not something that can be just added on. Gender sensitivity is a way of seeing and recognising difference when, where and how it occurs. Good data and strong knowledge are fundamental.

Take, for example, the following key health information.

According to National Health Policy data, risk factors and health issues for boys and men are often different from those for girls and women. Boys have a higher risk of injury than girls at every age after infancy. Transport accidents and suicides are leading causes of death in young males. Heart disease, work-related accidents and circulatory diseases affect significantly more men than women in the 25-64 age group. The health of Aboriginal and Torres Strait Islander men is worse than any sub-group in Australia.

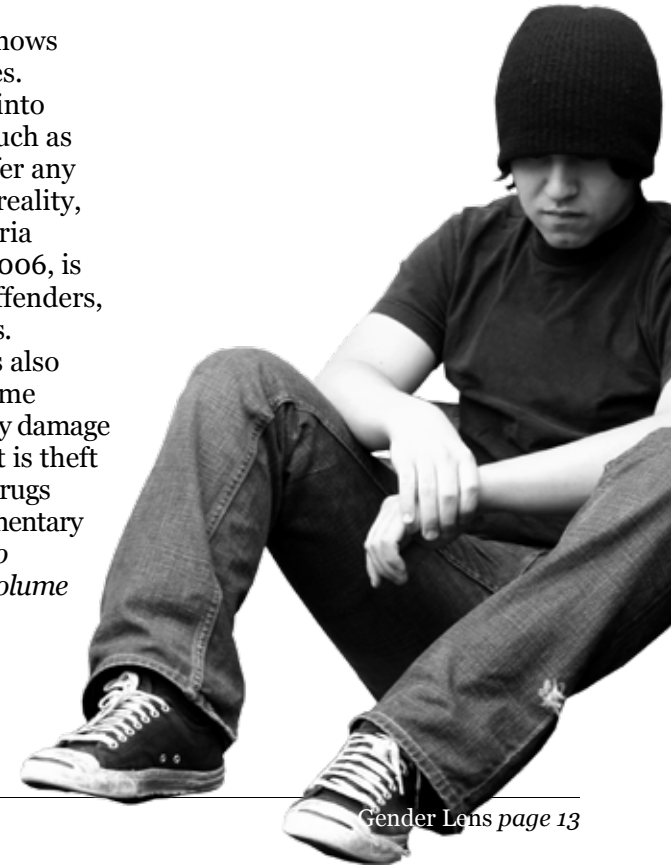
On the other hand, young women are more likely to suffer anxiety and depression than young males. Breast cancer is a leading cause of death for women in the 15-74 age group. Migraine, dementia and Alzheimer's disease rank higher for women than men. For women, gender-specific health needs revolve significantly around menstruation, pregnancy, childbirth and menopause. (<http://www.healthactive.gov.au/internet/main/publishing.nsf/content/phd-mens-policy>)

Imagine planning effective health policy and program responses without this basic information. Imagine allocating health resources without appreciating how different the circumstances are for women and girls compared with men and boys!

As another example, consider the current debate and discussion around housing and homelessness. If we are not careful, we might find ourselves thinking of homeless people as one broad, heterogeneous group. Yet homelessness is not gender neutral, as shown in the following brief outline of men's and women's different circumstances.

The most common reasons for homelessness among Australian men with children are: eviction/accommodation ended (20.9%) and relationship breakdown (17.7%). For women with children, however, eviction/accommodation ended is comparatively less common (9.1%), while the most common reason is domestic violence (51.8%). (www.homeless.org.au/statistics)

Marked gender difference shows in other instructive examples. Media reporting can lull us into accepting broad constructs such as 'youth crime' that do not offer any gender differentiation. The reality, however, according to Victoria Police Crime Statistics for 2006, is that of the 10-14-year-old offenders, 76% were boys and 24% girls. The nature of their offences is also different. The top high-volume crime type for boys is property damage (vandalism) while for girls it is theft (shop stealing). (Victorian Drugs and Crime Prevention Parliamentary Discussion Paper *Inquiry into Strategies to Prevent High Volume Offending by Young People*, August 2008)



section two gender difference

The devil is in the detail!

In Australia in 2008, the part-time workforce consists of 28.1% men and 71.9% women.

Australian Bureau of Statistics, Cat. No. 6291.0.55.001, *Labour Force Australia Detailed*

The majority of one-parent families in Australia, with children under 15 years, are headed by women (87%) compared to men (13%).

Australian Bureau of Statistics, Cat. No. 4102.0, *Australian Social Trends*, 2007

Life expectancy at birth for Australian men is 78.7 years and for women it is 83.5 years.

Australian Bureau of Statistics, Cat. No. 3302.0, *Australia*, 2006

Australian non-indigenous women live 18 years longer than indigenous women.

Australian Institute of Health and Welfare, www.aihw.gov/indigenous/health/mortality.cfm

Men make up 20% of Australia’s primary school teachers and 43 % of secondary school teachers.

Australian Bureau of Statistics, Cat.No. 4221.0, *Schools Australia*, 2007

In Australia in 2006, the average amount of superannuation savings for men aged 25-64 years was \$69,050 compared to \$35,520 for women.

Clare, R., *Retirement Savings Update*, ASFA Research and Resource Centre, The Association on Superannuation Funding in Australia, Sydney, 2008

Attendance rates for females are higher than males at most Australian cultural venues and events. More females attend galleries (25% cf 20%); theatre (21% cf 13%); classical music concerts (11% cf 8%); zoos (38% cf 34%); musicals and operas (21% cf 12%); botanical gardens (36% cf 31%); libraries (41 % cf 27%) and dance performances (13% cf 7%).

Australian Bureau of Statistics, Cat.No. 4114.0, *Attendance at Selected Cultural Events and Venues Australia 2005-06*

Almost 90% of males who have been physically assaulted identify their perpetrator as male.

Australian Bureau of Statistics, Cat. No. 4102.0, *Interpersonal Violence*, 2007, p.2

Women are more often assaulted by a current and/or previous partner.

Australian Bureau of Statistics, *Personal Safety Survey*, 2005, p.9

The proportion of indigenous students who stayed to year 12 is 42.9 % compared to 76.5% for non-indigenous students.

Australian Bureau of Statistics, Cat. No. 4704.0, *The Health and Welfare of Australia’s Aboriginal and Torres Strait Islander Peoples 2008*

Eighty per cent of consumer products are purchased by women, and 70 per cent of these women ignore campaigns aimed at them because the ads are geared more toward a male mindset than a female one! Why?

Strong, L., *The Gender Gap – How Marketing Experts are Missing the Mark*, Barbara Annis and Assoc., Toronto, Canada, 2005

Increased gender awareness holds many positives. It strengthens our analysis and understanding of situations and issues. It brings realism and credibility in other ways as well. Importantly, it heightens our capacity to communicate effectively and persuasively about the social world, about issues and strategies.

The following true story stays in my mind. In my capacity as Executive Director of the Victorian Women’s Trust, I organised a Day-long seminar for women to assist their financial planning and income security, as well as raise funds for the Trust.

Close to 200 women packed the lecture theatre – women from many walks of life and different age groups. A young man from one of Australia’s leading commercial banks, which was an event sponsor, rose to deliver his address.

Tall, confident and composed, and with a smart PowerPoint presentation to hand that had no doubt taken some time and care to design, he proceeded to tell the assembled women that, according to statistics, they would have had numerous sexual fantasies within the allotted speaking time.

A look of complete astonishment and incredulity crossed the women’s faces. In an instant, the speaker lost all credibility. His introductory salvo might have worked for men, but it did not for women and no amount of subsequent financial advice could make up for his initial error of judgement.

This experience was formative for me too, in that it made me more careful in assessing the suitability of presenters, especially when organising fundraising events!

section two gender difference

story

From the outset, program staff made sure that rural women of the Andean region were involved in the design and implementation of a joint World Bank/Inter American Development Bank Peru Program to improve main roads and smaller roads and tracks.

Women comprised 20% of the members of the road committees, 10% of the members of road maintenance micro-enterprises and 30% of direct beneficiaries.

The project repaired and improved transport systems heavily used by women, such as 3000 km of pedestrian tracks often forgotten by road upgrading programs. As a result, women participate more in markets and fairs, and spend less time obtaining fuel and food supplies.

Over three-quarters (77%) of surveyed women reported that the rehabilitated roads and tracks enabled them to travel farther, 67% reported that they enabled them to travel more safely, and 43% reported that they enabled them to obtain additional income.

The project helped reduce travel times for both women and men by up to a half. Improved transport services enhanced communities' access to health services and markets, improved the quality of education, and facilitated social interaction. The micro-enterprises generated jobs for about 4700 permanent staff as well as for approximately 32,300 seasonal workers who maintain the roads and tracks.

...if women lack access to adequate transport, they have less mobility than men and their access to markets and employment is more limited.

Poor lighting and other constraints can make transport less safe for women...women's health is affected by the lack of adequate transport. Every minute a woman dies in childbirth, but many of these deaths (and the disability caused by obstructed labour) could be avoided with timely access to transport. Furthermore, poor women, who balance productive, social, and reproductive roles, often have higher demands on their time than poor men.

Gender and Transport Resource Guide 2006, Gender and Development Briefing Notes, Gender and Development Group, The World Bank, March 2007



section two gender difference

story

For decades, the gender assumptions implicit in the U.S. juvenile justice system were simple and serviceable: since boys in the system vastly outnumbered girls, making the system work for boys was tantamount to making the system work – period.

And since the girls in the system were often runaways seen as needing protection more than anything else, keeping girls off the streets passed for a thoughtful response to their needs.

Two recent developments brought gender analysis closer to program design and policymaking: more girls are in the system and many of these are involved in destructive and dangerous behaviour.

Clearly, juvenile justice for girls needs to understand the patterns and experiences that bring girls into the system. In many cases, these experiences are quite different from those of boys. A widespread preference for strict attendance illustrates the point. To promote responsibility and commitment, many programs eject participants for tardiness or absence, which sometimes counts as a parole violation.

But researchers and practitioners alike have discovered that: at-risk girls tend to cope with trauma or stress by running away; a number of girls have babies they are looking after; and many girls are depressed or have post-traumatic stress disorder resulting from sexual abuse.

Source: Ryan, W., *Grantmaking With A Gender Lens*, Ford Foundation Project, New York, 2004, p.7

...‘you can’t just paint the walls pink and call it a girls’ program.’

James Bell, W. Hayward Burns Institute, in Ryan, W., *ibid.*



Due diligence requires funders continually to shift lenses and ask many questions of grant recipients...who are most affected by the issues we care about? Effective organisations continually look for the bigger picture....

Capek, M.E. and Mead, M., *Effective Philanthropy*, 2006, p.46

some key questions for funders

Customarily, funds are allocated to projects with the best intentions of reflecting the realities of different population groups and assisting those in greatest need.

A problem arises, however, when project analyses and designs are so generalised that the potential for maximum effectiveness is heavily compromised.

In checking for inclusive and effective project funding, it will pay to keep in mind at least the following basic questions about gender:

- Did the project have clear aims and targets, either for men (or boys) and women (or girls) in mind, or even both?
- At the outset, did the project consciously reflect and take account of the possibly different needs, interests and circumstances of males and females?
- Was there a satisfactory gender representation on the project management and governance group?
- Did the project provide a climate and a capacity in which both women (girls) and men (boys) were able to voice their opinions?
- Were there adequate accountability structures for reporting on outcomes and impacts?
- What were the impacts and outcomes for the people involved? Did these differ for particular groups?

section three gender inequality

The experience of inequality is by no means confined to women and girls. Differences occur between males on questions of race, sexuality, class, age, disability and geography. But on key questions of economic security, health, well-being and political participation – within and across cultures – women more commonly experience greater disadvantage and discrimination relative to men.

Gender inequality comes at significant costs.

Low levels of literacy and educational attainment among women and girls mean that the skills and resources pool of all people is not fully utilised. Women's experience of poverty and income inequality hinders economic development. Gender inequalities are fertile ground for social distress, resentment, polarisation and the denial of basic human rights.

Violence against women and girls creates huge personal, social and economic costs. In 2002-2003, Access Economics estimated the total cost of domestic violence to the Australian economy was \$8.1 billion.

(The Cost of Domestic Violence to the Australian Economy, Canberra, October 2004)

Poor maternal health impacts negatively on children, the care of elderly family members, and on health systems.

Sexual harassment in the workplace can lead to staff turnover, lower productivity, and poor morale.

The flip side of the under-representation of women in senior levels of business and politics is the direct omission of skills, talent and experience.

An awareness of gender helps in understanding the processes and institutions that create and maintain disadvantage and discrimination. In turn, awareness makes it easier to identify the entry points for strategies and actions to reduce global gender inequalities.

The implications for philanthropy are clear. If foundations desire to promote and achieve greater justice and fairness, reducing gender inequality needs to be at the forefront of grant making.

Although gender-based inequalities exist in the majority of the world's cultures, religions, nations and income groups, there are differences in the way these disparities manifest themselves and how they evolve over time.

The Global Gender Gap Report, World Economic Forum, 2008, p.3



photo by David Morawetz, the Social Justice Fund

section three gender inequality

Gender inequality: marked and visible

Almost three-quarters (70%) of the world’s 1.3 billion people living in extreme poverty are women and girls.

UNESCO, Gender Mainstreaming Training: National Sciences Sector, 18-19 October 2006, http://portal.unesco.org/en/files/35276/11615908279UNESCO_Gender_Quiz_final.ppt/UNESCO_Gender_Quiz_final.ppt#272,1

In today’s world, one in six adults is still not literate. Two-thirds (66%) of these are women.

UNESCO, Gender Mainstreaming Training: National Sciences Sector, 18-19 October 2006, http://portal.unesco.org/en/files/35276/11615908279UNESCO_Gender_Quiz_final.ppt/UNESCO_Gender_Quiz_final.ppt#272,1

Worldwide, women own just 1% of property.

UNESCO, Gender Mainstreaming Training: National Sciences Sector, 18-19 October 2006, http://portal.unesco.org/en/files/35276/11615908279UNESCO_Gender_Quiz_final.ppt/UNESCO_Gender_Quiz_final.ppt#272,1

In Australia in 2008, women made up 8.3 % of board directorships in ASX200 companies.

Equal Opportunity for Women in the Workplace Agency, 2008, North Sydney

Australian women hold 25% of federal parliamentary seats.

The World Bank Group © 2009

On average, the pay gap between male and female full-time workers in Australia is 17%.

Australian Bureau of Statistics, Cat. No. 6302.0, *Average Weekly Earnings*, May 2008

One in three Australian women is affected by domestic and family violence. Nearly one in five Australian women has experienced sexual violence since the age of 15, compared to one in 20 men.

http://www.humanrights.gov.au/sex_discrimination/sda_25/index.html

Gender inequality: marked but less visible

Statistics like these are an important start in demonstrating more overt aspects of gender inequality. To grasp what they might mean in practice is another thing.

In Harper Lee’s inspirational book, *To Kill a Mockingbird* (1961, p.263), Scout searches for a deeper understanding of the neighbourhood stranger, Boo Radley. She recalls the words of her father, Atticus: ‘You never really know a man until you stand in his shoes and walk around in them.’

Atticus Finch’s insight helps us to come to terms with the nature and experience of disadvantage, discrimination and inequalities.

The realities and circumstances of others can only really be understood by deeper consideration of their lived experience.

The following story (overleaf) by Jackson Katz is a great contemporary example of this wisdom at work. A tireless and effective campaigner against violence, Katz himself came to understand the fundamental difference between men and women’s perceptions of personal safety.

Where gender inequality persists, efforts to reduce poverty are undermined...numerous studies and on-the-ground experiences have shown that promoting equality between men and women helps economies grow faster, accelerates poverty reduction and enhances the dignity and well-being of men, women and children.

James D. Wolfensohn, President, The World Bank, 2005

section three gender inequality

story

Americans like to boast that we’re ‘the freest country on earth,’ and yet half the population doesn’t even feel free enough to go for a walk at night. Unlike the status of women in Afghanistan under the Taliban, women in the United States are allowed to go out. Fanatic men in government don’t issue edicts to prevent them from exercising their basic freedom of movement. Instead, the widespread fear of men’s violence does the trick...Women simply order their daily lives around the threat of men’s violence.

I (Jackson Katz) start my talks with a deliberately provocative statement. The subject we’re here to address, I say, touches every single person in this room – whether you’re aware of it or not. Gender violence – rape, battering, sexual abuse, sexual harassment – dramatically impacts on millions of individuals and families in contemporary American society. In fact, it is one of the great, on-going tragedies of our time.

Is this alarmist hyperbole? I don’t think so. An abundance of credible statistics – some from conservative sources – bears it out.

The U.S. Surgeon General, for example, maintains that violence by men is the leading cause of injury to women. Study after study shows that between one in four and one in six American women will be the victim of a rape or attempted rape in her lifetime. An American Medical Association report in 2001 found that 20 per cent of adolescent girls have experienced physical or sexual assault by a date. A major public opinion poll in 2000 found that two-thirds of American men say that domestic violence is very or fairly common in the U.S.

But statistics on men’s violence against women, while shocking, only tell part of the story. Another part of the story unfolds in women’s daily lives. To demonstrate this concretely, I request the students’ participation in an interactive exercise.

I draw a line down the middle of a chalkboard, sketching a male symbol on one side, a female symbol on the other. Then I ask just the men: ‘What steps do you guys take, on a daily basis, to prevent yourselves from being sexually assaulted?’ At first there is a kind of awkward silence as the men try to figure out if they’ve been asked a trick question.

Violence against women is perhaps the most shameful human rights violation, and it is perhaps the most pervasive. It knows no boundaries of geography, culture or wealth. As long as it continues, we cannot claim to be making real progress towards equality, development and peace.

UN Secretary General Kofi Annan <http://www.un.org/womenwatch/daw/followup/session/presskit/fs4.htm>

The silence gives way to a smattering of nervous laughter. Occasionally a young guy will raise his hand and say: ‘I stay out of prison.’ This is typically followed by another moment of laughter, before someone finally raises his hand and soberly states ‘Nothing. I don’t think about it.’ Then I ask the women the same question. ‘What steps do you take on a daily basis to prevent yourselves from being sexually assaulted?’ Women throughout the audience immediately start raising their hands. As the men sit in stunned silence, the women recount safety precautions they take as part of their daily routine.

Here are some of their answers:

Hold my keys as a potential weapon. Look in the back seat of the car before getting in. Carry a cell phone. Don’t go jogging at night. Lock all the windows when I go to sleep, even on hot summer nights. Be careful not to drink too much. Don’t put my drink down and come back to it; make sure I see it being poured. Own a big dog. Carry mace or pepper spray. Have an unlisted phone number. Have a man’s voice on my answering machine. Park in well-lit areas.

Don’t use parking garages. Don’t get on elevators with only one man, or with a group of men. Vary my route home from work. Watch what I wear. Don’t use highway rest areas. Use a home alarm system. Don’t wear headphones when jogging. Avoid forests or wooded areas, even in the daytime. Don’t take a first-floor apartment. Go out in groups. Own a firearm. Meet men on first dates in public places. Make sure to have a car or cab fare. Don’t make eye contact with men on the street. Make assertive eye contact with men on the street.

The exercise can go on for almost half an hour. Invariably the board fills up on the women’s side. This is true, with slight variations, in urban, suburban, and rural areas. Many women say the list is like an unconscious mental checklist.

At the end of the exercise, I always hasten to point out that most sexual assaults are perpetrated not by strangers lurking in the bushes, but by men who know their victims – often in the victim’s home. Some women do get angry when they see the radical contrast between the women’s side of the chalkboard, which is always full, and the men’s, which is almost always blank.

Some men react emotionally when they contemplate the full chalkboard on the women’s side. They’re shocked, saddened, angered. Many report its effects as life-changing. Many of them had never before taken the time to think about this subject.

Source: Katz, J., *The Macho Paradox: Why Some Men Hurt Women and How All Men Can Help*, Sourcebooks, 2006

section three gender inequality

Reducing gender inequality

Change is the only constant. The good news is that it is possible, over time and with insight and effort, to make significant inroads into gender inequalities. This has been shown in Muhammad Yunus' pioneering work in Bangladesh, where he created the Grameen Bank as a strategy to reduce poverty. The Bank has disbursed more than \$8 billion (US) since its inception in 1976, 97% of the borrowers being women. This has had significant flow-on effects for children, families and communities.

Time-honoured but out-dated institutions and structures have to change. For example, according to the Rural Development Institute, women make up 51% of the world's population and produce 60-80% of the world's agricultural products – yet they own less than 5% of the world's titled land.

When this institutional disadvantage and discrimination starts to be dismantled, and women are granted land rights, a progressive cycle of empowerment begins. Increased social status, better educational opportunities, access to credit and income, greater economic security, more investment in their land and farming practices ensure the whole household has enough to eat (Plan International, *Because I am a Girl* 2009, p.53).



Although gender-based inequalities exist in the majority of the world's cultures, religions, nations and income groups, there are differences in the way these disparities manifest themselves and how they evolve over time.

The Global Gender Gap Report, World Economic Forum, 2008, p.3

story

With philanthropic support from The Global Fund For Women, women in Kyrgyzstan have created the means for women to earn a living wage amongst great poverty. In turn, this greater economic security has served as a platform to change particular cultural practices that impede women's right to safe, violence-free lives.

Since its break with the Soviet Union and transition from communism to a market economy, Kyrgyzstan suffers from high rates of unemployment and poverty. Fifty-five per cent of Kyrgyzstan's population lives below the poverty line with annual incomes averaging \$280USD.

In 1997, Bubuzura Azhimudinova, a retired schoolteacher, travelled around rural villages with the goal of training unemployed women and girls in traditional arts and crafts.

She founded an organisation called Eldik Uzdar. 'We want to raise the status of rural women, prepare them for the market economy and create conditions in which women are able to make a living wage,' says Bubuzura.

After seeing the conditions of other villages, Bubuzura decided it would be more effective to set up an organisation in her own village to bring women and girls together to produce and sell handicrafts.

Sales of handicrafts would enable the group to offer financial assistance to the poor, implement projects to protect the environment and provide incomes for the members and their families. After a year, when women from the neighbouring village of Djal noticed the group's success, they joined too.

In addition to emerging as an important women's organisation in Kyrgyzstan that provides unemployed rural women with sustainable livelihoods, the group also provides a space for women to discuss and end practices that restrict women's rights.

For example, they set out to stop bride kidnapping, a tradition that had morphed into rape and forced marriage. In the past, when a young couple decided to marry, the groom took the bride to his house where both families came together to make arrangements for the wedding. Now men kidnap and rape young girls aged 15 to 18, then force them into marriage.

Girls are powerless, especially given the strong cultural mores to uphold family and community 'honour.'

Eldik Uzdar organises seminars and training to educate the entire community — from schoolgirls and boys to single women and men to married couples — about challenging and ending this practice.

Source: www.globalfundforwomen.org/cms/success-stories/eldik-uzdar

section three gender inequality

story

Financial support from hundreds of donors, mainly women, has been harnessed with the aim of reducing gender inequality in Australia’s parliaments.

In 1996, concerned by the continued under-representation of women in Australia’s federal and state parliaments, a group of women started a national organisation called EMILY’S List. It was modelled on EMILY’S List USA which assists Democrat women. Since 1986, the American organisation had helped elect seven senators, 55 congresswomen and seven governors.

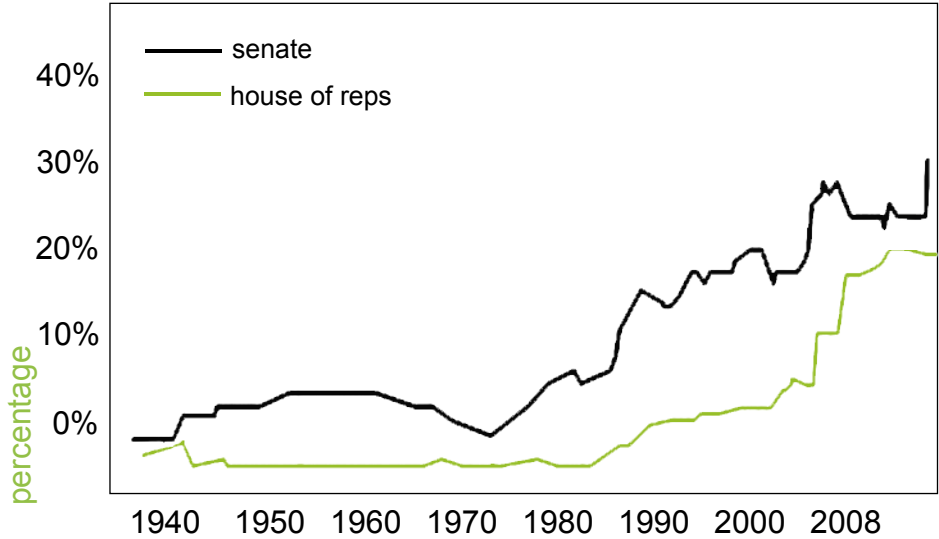
In the space of 13 years, EMILY’S List has helped 101 new women MPs to be elected into parliaments around Australia; including assistance to Carol Martin, Member for Kimberley in Western Australia, to become the first Aboriginal woman to be elected to any Australian parliament.

Source: www.aph.gov.au/library/pubs/bn/2008-9/womenparliamentarians.pdf

In February 1996, there were only 4 women ALP members of the federal House of Representatives. Just over a decade later, this number had grown to 27 ALP women out of a total of 150 members.

Women across the political spectrum are still considerably outnumbered by males. But after decades of limited and slow progress, the upward spike in numbers over the past decade is testimony to the deliberate and strategic efforts to reduce gender inequality in political life.

women in federal parliament 1943 to 2008



A Government of the people, by the people, and for the people, should mean all the people and not just one half.

From a Woman’s Christian Temperance Union leaflet, late nineteenth century, Sixteen Reasons for Supporting Woman’s Suffrage, in Audrey Oldfield, *Woman Suffrage in Australia*, Cambridge University Press, 1992, p.188.



section three gender inequality

story

Gender inequality in the paid workplace goes beyond the well-documented disparities in pay and conditions.

The recognition of the positive role of women in the senior echelons of the paid workplace has been emerging ever so slowly. The 1963 ‘Commonwealth of Australia Minute Paper’ reproduced opposite reveals societal assumptions – four decades ago – about the capacity of women to play significant roles beyond the home.

Yet a meta-analysis of 45 published and unpublished studies on leaders in business and other areas showed that women were more likely to be transformational leaders, defined as those who serve as role models and mentors, and empower workers and encourage innovation even when the organisation they lead is generally successful...and the glass ceiling itself may produce more highly skilled female leaders.

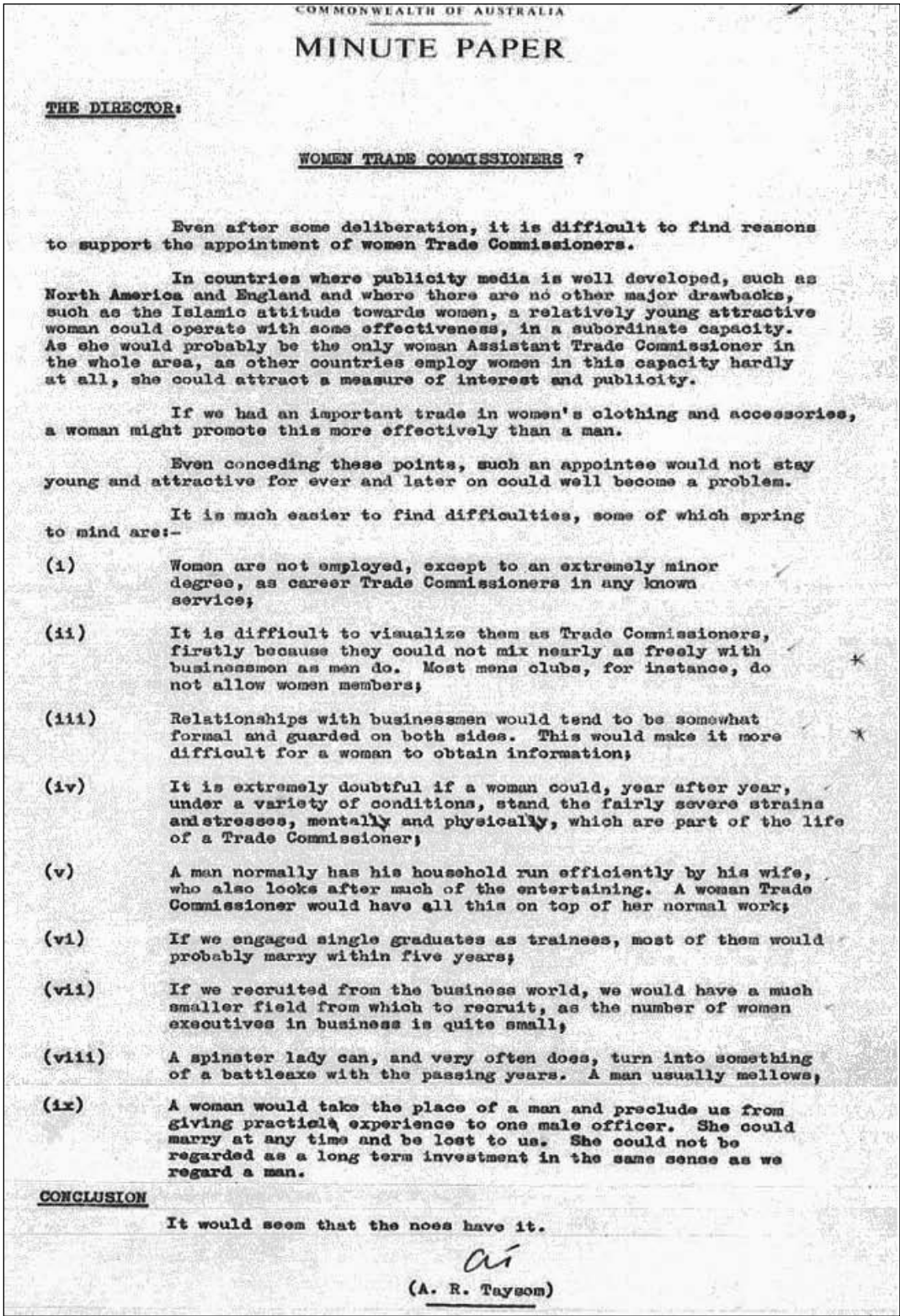
Research shows that higher standards are often imposed on women to attain leadership roles and to retain them.

Because transformational leadership constitutes skilful leadership, women may be more skilful leaders than men because they have to meet a higher standard.

Source: Eagly, A. et al., Transformational, Transactional and Laissez-faire Leadership Styles: a Meta-Analysis Comparing Women and Men, *Psychological Bulletin*, Vol. 129, No. 3, 2003

The 2004 Catalyst study of 353 Fortune 500 companies found that companies with the highest representation of women on their top management teams experienced better financial performance than companies with the lowest women’s representation. The study found that Return on Equity was 35 per cent higher and Total Return to Shareholder was 34 per cent higher for companies with greater gender equity.

(Plan International *Because I am a Girl*, 2009, p.137)



section three gender inequality



Even in deeply patriarchal societies, at least some influential men are convinced that there will be no development, no peace, and no social justice as long as gender inequalities persist.

UNIFEM *Stories from the Field, Sub-Saharan Africa: Men Become Partners for Change*, March 2009

some key questions for funders

James D. Wolfensohn, President of The World Bank (2005), argues that ‘where gender inequality persists, efforts to reduce poverty are undermined...numerous studies and on-the-ground experiences have shown that promoting equality between men and women helps economies grow faster, accelerates poverty reduction and enhances the dignity and well-being of men, women and children.’

- Is gender equality an existing priority within your organisation?
- Does your grantmaking purposely seek to enhance gender equality?

section four gender: high impact investment

Despite their under-representation in parliaments and other formal decision-making spheres, women and girls play key roles in economic and social development and the growth and maintenance of civil and democratic societies.

Indeed, as understood by leading global organisations such as the United Nations and The World Bank, women and girls are often the pivotal agents of change, initiating and driving reforms that are less likely to come about through other means.

Time and time again, evidence around the world shows that direct investment in women and girls can trigger and achieve deep social transformations. Support for women and girls helps in reducing birth rates and child mortality, improving health, nutrition and education, stemming the spread of HIV/AIDS, nurturing self-sustaining community organisations, encouraging grass-roots democracy and caring for the environment.

Supporting women’s education, health and increased control over household resource allocation directly improves the well-being of children.

Female borrowing, such as through micro credit, has been shown to have a greater impact on children’s school enrolment than male borrowing. Investment in adolescent girls is shown to break inter-generational cycles of poverty.

Economic and social returns

The number of poor women receiving micro loans has jumped from 10 million in 1999 to 69 million in 2005.

Secretary-General United Nations, 6 March 2008

Each year of schooling increases a woman’s income by ten to 20%, and closing the gender gap in education adds .5% to a country’s per capita GNP – benefits that are shared by boys and men.

www.clintonglobalinitiative.org

International experience suggests that six to eight years of education of women is the minimum threshold necessary for them to improve the health and educational attainment of their children.

Gender and Transport Resource Guide 2006, Gender and Development Briefing Notes, Gender and Development Group, The World Bank, March 2007

There is no effective development strategy in which women do not play a central role. When women are fully involved, the benefits can be seen immediately: families are healthier and better fed; their income, savings and reinvestment go up. And what is true of families is also true of communities and, in the long run, of whole countries.

Kofi Annan, former Secretary-General United Nations, New York, 8 March 2003



section four gender: high impact investment

story

Donated funds enable a literacy class for 15 women who range in age from a 12-year-old girl to grand-mothers in their 50s. The women meet on the narrow verandah of the house of local woman and facilitator Mana Paulina in the village of Uabubo, East Timor.

In the wet season they erect a tarp to protect them from the driving rain of thunderstorms. They also have been provided with timber seating and tables, built by one of the carpentry cooperatives...so they don't have to sit on whatever comes to hand and write on their laps any more.

The women began with little or no literacy capacity 6 months ago. They have progressed quickly from reading and writing the alphabet through Book 1 (a simple reader about themselves and their lives) and are now starting on Book 2 (a more advanced reader, with a writing component about women and their lives in other villages around Timor).

The next step will be to integrate this literacy program with an income-generation program of their own choice, guaranteeing longer-term generational benefits to individuals, families and communities.

Source: www.apheda.org.au/projects/easttimor/pages/1177545167_32547.html

story

The Gippsland Asbestos Related Diseases Support Group (GARDS) is a group of people, mainly women, who lost their husbands to asbestos-related diseases.

The group came together in 1993 at the Latrobe Valley Community Health Service. They started asking questions about asbestos and they wanted answers from governments. Seeking better services, they began to campaign for sufferers and their families. Financial support from The Reichstein Foundation enabled them to employ a co-ordinator.

Their campaigns have resulted in having the law changed so that families could receive compensation after the death of a victim. GARDS also became involved in the long fight for compensation against James Hardie, the largest personal compensation claim in Australian history.

Their current project is to lobby local government to provide safe asbestos-removal facilities for householders. Currently, the Latrobe Valley has the only facility where people can dispose of asbestos safely and for free.

Source: Reichstein Foundation



section four gender: high impact investment

story

Thirty-five years old, four children and a few ups and downs later, Carmel Everitt was awarded a 2008 Good Shepherd Indigenous Reconciliation Scholarship, providing much-needed financial assistance over a three-year period. Carmel has just one year of study left before completing her Bachelor of Nursing at Southern Cross University in Lismore, NSW.

Her ambitions have expanded beyond just nursing. She would one day like to do post-graduate study and work in cardiac care and education.

Carmel says:

‘So many Indigenous people die from heart failure in their forties and it should not be happening. I never want to leave front-line nursing, even though it is tough and under-resourced. But I believe access to care and education could make a difference to the health of Indigenous people and I would like to be a part of that.’

Source: *Good Shepherd Social Justice Network News*, Issue 34, July 2007



photo reprinted with the kind permission of Carmel Everitt and the Good Shepherd

Gender equality is critical to the development and peace of every nation. There is no tool for development more effective than the empowerment of women.

Women themselves have the right to live in dignity, in freedom from want and freedom from fear.

When women thrive, all of society benefits, and succeeding generations are given a better start in life.

Kofi Annan

story

While it is widely recognised that women are among the primary victims of conflict, their role in conflict prevention and post-conflict reconciliation is often ignored or sidelined. Despite this, women are frequently among the first to cross conflict lines, often ignoring the personal risks that such actions may bring, to promote non-violence, peace and the protection of human rights.

In the Solomon Islands, Fiji, Papua New Guinea and Tonga, women’s NGOs are playing a pivotal role in the pursuit of peace and human security, in promoting women’s right to be involved in the prevention and resolution of conflict, and in on-going peace-keeping and peace-building activities, as mandated by United Nations Security Council Resolution 1325 (UNSCR 1325).

Over the last three years, the International Women’s Development Agency has supported femLINKPACIFIC’s program to enhance advocacy on and use of UNSCR 1325. femLINKPACIFIC’s ‘Peace Talks’ project has trained and empowered a core group of Pacific Peacewomen, including young women, to improve

their engagement with peace and security decision-making forums at regional and national level.

femLINKPACIFIC’s policy initiatives have provided an opportunity to highlight the gendered impacts of conflict and human security priorities for women, and not just men.

In addition, femLINKPACIFIC has coordinated the development of a Pacific Peacewomen’s media and communication network to provide advice to policy makers, ensure women’s voices are heard at national and regional forums, and create opportunities for women working on security issues within the region to share and learn from each other’s experiences as well as strengthen collaboration and partnership with broader civil society.

FemLINKPACIFIC draws on this network and research conducted in the four countries to create an annual policy publication on UN Security Council resolution 1325 Women, Peace and Security in the Pacific region.

Source: <http://www.iwda.org.au/au/2008/09/30/peace-talks/>

section four gender: high impact investment

story

A handful of women had a vision of what was needed to help address Australia’s national water crisis.

An early grant from The Myer Foundation, and project funding from eight women donors, enabled the Victorian Women’s Trust to undertake a six-year project called Watermark Australia.

On the assumption that increased ‘water literacy’ was the key to behaviour change, and that women especially were better placed than governments and the water industry to engage communities in achieving deep cultural change, the Trust pioneered a small group, ‘kitchen table’ community dialogue process led largely by locally-based women across different parts of Victoria and Australia.

The project merged the experience of several thousand women and men directly with the knowledge of scientists and technicians, and led to the groundbreaking publication of *Our Water Mark*.

Over 37,000 copies of this community reference now circulate across Australia, triggering action by women and men everywhere – helping to shape new school and university courses; being used by commercial enterprises to develop their water management strategies; and inspiring local people to work with their local water authorities. Most recently, its working definition of water efficiency has been incorporated into *The Report of The Victorian Parliamentary Inquiry into Melbourne’s Future Water Supply* (2009, p.50).

Source: The Victorian Women’s Trust

It is a very worthwhile and very sensible document that looks at some of the things I have been talking about and encourages people in relation to those themes – that we need to be smarter about how we use water, we need to live within our own means and we need to look first of all at conserving and being more efficient with water before trying to generate water by other means.

The quickest and easiest thing to do firstly is to retain our existing conservation measures such as the restrictions that we have on water use in Melbourne now. Secondly, we can extend those restrictions and conservation uses and develop some of the water-saving measures identified in the *Our Water Mark* document.

Peter Hall MP, Member for Eastern Victoria Region. Part of the speech in which he successfully moved the holding of a Parliamentary Inquiry into Melbourne’s Future Water Use, Victorian Hansard, 19 September 2007, pp. 2799 and 2800

Women can be the agents of change. Investing in women and girls is not only the right thing to do, but also the smart thing to do.....

Robert Zoelleck, President, The World Bank, 2009

some key questions for funders

When assessing grant applications that deliberately target women and girls, there are some important questions that can be asked to ensure that the investment yields the greatest returns:

- Does the project reflect the needs of women and/or girls in all main aspects of the proposed project or program?
- Are there opportunities for women and/or girls to give voice and enjoy real and effective involvement in the project or program?
- Are the needs and interests of women and girls safeguarded in practical and effective ways – including child care, other caring roles and responsibilities, language and cultural sensitivities?
- What are the expected outcomes for women and/or girls? Are these real and lasting in the medium to longer term, as opposed to those outcomes that might be positive but short-lived?
- Will the outcomes be communicated beyond the project to strengthen advocacy and policy development elsewhere?
- Will the project outcomes be communicated to others working in the philanthropic sector?



Some useful resources

Capek, Mary Ellen S. and Mead, Molly, *Effective Philanthropy*, The MIT Press, Cambridge, Massachusetts, 2006

Plan International, *Because I am a Girl*, 2009

Philanthropy Australia, Women and Philanthropy: Giving by and for Women and Girls, *Australian Philanthropy*, Summer 2008, Issue 71

Ryan, William, *Grantmaking with a Gender Lens*, A Project of the Ford Foundation, 2004, www.grantercraft.org

Yunus, Muhammad with Jolis, Alan, *Banker To The Poor*, Public Affairs, Perseus Book Group, 1999

Global Fund For Women **www.globalfundforwomen.org**

International Women's Development Agency **www.iwda.org.au**

Philanthropy Australia **www.philanthropy.org.au**

United Nations Fund For Women **www.unifem.org**

Victorian Women's Trust **www.vwt.org.au**

Women's Funding Network **www.womensfundingnetwork.org**

Women Donors Network **www.womendonors.org.au**

Notes



