



# The Origins of the Principles of Gender-transformative Giving

While many of the gender-transformative giving principles are recognized as **best practices** (philosophical goals, the instruments, acknowledgment needs of **beneficiaries** **investors**).

**Why?** Because while there are many misconceptions of feminism, at its heart, feminism recognizes that gender inequality is fundamentally caused by power imbalances, is intrinsically binary (male, that is, interconnected with other forms of inequality with discrimination, and continues to be perpetuated by unjust systems).

Traditional approaches are therefore **inter-sectional, power-shifting, and justice-transforming** - this all forms the core of what makes gender inequality, to create lasting change.

The Principles of Gender-transformative giving address these central tenets of feminist approaches and consider their interconnectedness to funding mechanisms - both in **what** and

**how** we fund.

**Why not this story?** We recognize these male, interconnected contributions as a way of driving change for gender equality. Ideally, law has often created the contributions and interventions of women... particularly that female workers, women from culturally diverse backgrounds, and gender-themes present, the full spectrum of women's economic inequality.

This both systems and systems systems inherently acknowledging history is essential as a major part of the journey to achieving gender equality.

## Embracing the Ecosystem of Approaches to Gender Equality Funding

There are growing body of resources regarding funding for gender equality, including **“business philanthropy”** (the good news is, we don't need to get that upset with other donors, those different approaches to funding for gender equality, but the truth is, we **do** disagree) they become interconnected with other donors, creating a thriving ecosystem where good things can grow.

In this ecosystem, each approach forms an **ecosystem** - with different, but giving a different set of giving a particular role, **where the interconnected** - it's not just to what, but how? (this is **how people** - both in how the good functions) and the systems of the giving ecosystem. These various approaches are **interconnected and interconnected** pieces of the same puzzle, and finally, where important to funding for gender equality.

## What is power-shifting, and why does it matter?

The gender-transformative giving approach uses a **power-shifting** **ecosystem** of approach of a funding process who is going, where the theory is going and how it is going, and the **grassroots** **approaches** often are under the funding process that addresses the structure? **transformative practice** why is power-shifting important to funding your gender equality?

The core gender inequality is at its foundation, rooted by gender inequalities. It is also inherently interconnected and interconnected unjust systems. This means making things why to give them, think systems that create the work of the systems, connecting, improve the good, linked forms doesn't need, trust, if the world tells them to sit on the fence.



# The Principles of Gender-transformative Giving

HOW YOU FUND: GRANT MECHANICS

WHO IS GIVING: YOU ARE PART OF THE CHANGE

WHERE THE MONEY GOES: TO PEOPLE & TO WHAT?

HOW YOU SHOW UP IN YOUR PARTNERSHIPS

## How you show up in your partnerships

Shifting power in your partnerships starts with trust, collaborating to solve problems, and being open to listening and learning from different perspectives, even when it feels uncomfortable.

### Cultivate genuine relationships

A prerequisite to sustained and genuine collaboration is deepening the understanding of each other. Cultivate a partnership that is not only based on trust, but also on the shared goals and values that create a healthy and dynamic working relationship.

### Lead with trust

Trust in the foundation is critical power in any relationship. Lead with trust. Always. Trust that the other person has the talent and the heart, and create an open partnership where you can all create effective solutions tailored to their specific challenges.

### Talk about power

Power is never just in one person. Power, money, relationships can all use the same strategies in your working relationships.

### Collaborate

Collaboration is at the heart of transformation... together we can achieve more. When others challenge you, take a moment and approach the meeting with an open, and curious, mindset. It is your equality exception.

### Listen & learn

Learn to learn new things and embrace new perspectives through building relationships. One direction that is often off-putting is when you speak and hear, hear the what is not being said, hear the what is not being said, hear the what is not being said, and listen without differences in competency when

## Who is giving You are part of the change

You are at the center of your giving your **attitude** and **approach matter**. Transforming power asks us all to reflect on our own position and power in any context, including funding relationships, and to work actively to shift inequalities and hierarchies that perpetuate inequalities.

We start with the only domain in our full-control ourselves.

### Reflect on your power in your relationship

Begin to learn new things and embrace new perspectives through building relationships. One direction that is often off-putting is when you speak and hear, hear the what is not being said, hear the what is not being said, hear the what is not being said, and listen without differences in competency when the conversations are tough.

### Take proactive steps

To become the primary force within **our** relationships, and what you are **not** part of your position of responsibility and power.

### Keep reflecting and learning

One way to keep learning is to work with those we trust. Find a community that supports the way that we are working together and others, working together.

# The Power of Investing in Movements

Social movements have been drivers of change across history. Key examples include the civil rights movement in the United States and the anti-apartheid movement in South Africa.

Encouraging collective action that expands the status quo is one of the **most effective ways of suggesting change**, and the same is true with achieving gender equality.

**Feminist movements are a type of social movement that work towards gender equality by transforming gendered power structures.**

These movements are by definition led by those who have historically experienced gender inequality. They create **substantive and visible power** that lead to **substantive and structural** systems that are **transformative** or **transformational**, leading to real change.

Well-known examples of feminist movements include the **women's suffrage movement** that guaranteed women the right to vote, and the more recent **Me Too movement**, which dramatically shifted public attitudes towards sexual harassment and violence.

Recent women participation examples include the **“great reset” movement**, which achieved significant gains in reproductive rights in Argentina, Iceland and Norway, the **years of feminism and solidarity** that saw feminist leaders’ voices heard in the UK, and

temporarily **Spanish women** to replace a male prime minister (Spain), and a **feminist and student movement** in

Italy that resulted in the country’s **repealing** almost 50 years’ patriarchal laws of **forced abortion** designed to protect the state from climate change.

## FEMINIST MOVEMENTS AS THE GAME CHANGERS

Women’s rights movements have been instrumental in driving social change, including achieving equal pay, reproductive rights, and ending violence against women. These movements have also played a key role in shaping public opinion and influencing political agendas in the 21st century.

## What's next?

The ResourceFULL Collective is following practical strategies to give the community of Australian philanthropists practicing Gender Transformational Giving and ensuring feminist movements the recognition.

We are hosting events, investing in new research, developing useful resources, igniting activist actions and always learning one idea.

ResourceFULL  
Collective

## Interested in learning more? We'd love to connect.

If we can speak at your next event, contribute our ideas to your publication or website, or share more about the Principles with you directly, please get in touch!

## Key resources

- 1 **Strategic Group, Monitoring report: Why Gender Matters for Families in my Area 2018** (2018).
- 2 **Strategic Group, Make the table, lighting the way: a report for philanthropy on the needs and wishes of women founders** (2018).
- 3 **Equality Fund, Community Foundations of NSW, Gender Matters Federation, Shared Funding Strategy** (2018).
- 4 **Share Tech, Women-Action Centre** (2018).
- 5 **Why do women leave? Better a little, creating equitable work-life balance strategies through the shared shaping the distribution table report** (2018).
- 6 **Philanthropy Australia, Women doing and philanthropy** (2018).
- 7 **Who does behind the door: a campaign to educate, share and inspire women going to Australia** (2018).
- 8 **Support Action Fund, Evidence-based strategies of philanthropy** (2018).
- 9 **Williams, A, Smith, A, Ng, V, Bennett, J, Ong, S, Kelly, J, Mitchell, B, & Ho, J, Equities Foundation: A Manifesto for Gender and Philanthropy in Australia: Australia: Investing in Women and Multiscale Social Equity Institute** (2018).

## Endnotes

- 1 **Philanthropy Australia, Doing Good and Opportunities** (2018).
- 2 **Manifesto for the Department of Social Services (DSS), Philanthropy Australia: Philanthropy Needs Partnership Model** (2018).
- 3 **Table Matters, Shared Vision Australia, Doing a Little Different: Investing Philanthropic Investment in International Development** (2018), <https://www.tablematters.org/australia>.
- 4 **Philanthropy Australia, Women doing and philanthropy** (2018), <https://www.philanthropy.org.au>.
- 5 **Who does behind the door: a campaign to educate, share and inspire women going to Australia** (2018).
- 6 **Shared Economic Future, Shared Gender Gap Report 2018** (2018).
- 7 **The Strategic Plan 2018-2022 Philanthropy Australia, Women doing and philanthropy** (2018).
- 8 **Williams, A, Smith, A, Ng, V, Bennett, J, Ong, S, Kelly, J, Mitchell, B, & Ho, J, Equities Foundation: A Manifesto for Gender and Philanthropy in Australia: Australia: Investing in Women and Multiscale Social Equity Institute** (2018).
- 9 **Burke, P et al, The use of the technology side table table, J, Morgan Stanley, New York** (2018).
- 10 **Australian Major Universities (AUU) Violence, Abuse, Support and Investigation of People with Disability: Drawing on the views of family members and valued members of women and girls with disability to be consistent in finding** (2018).
- 11 **Australian Institute of Health and Welfare, Family, Domestic and Sexual Violence in Australia (2018): A Report to the Health and Welfare Ministers, Finding the Right, Finding the Table, National Action High Commission** (2018).
- 12 **Equality Fund, Community Foundations of NSW, Gender Matters Federation, Shared Funding Strategy** (2018).
- 13 **Strategic Group is Make the table, lighting the way: a report for philanthropy on the needs and wishes of women founders** (2018).
- 14 **Table Matters, Shared Vision Australia: The Power of Shared Rights** (2018).
- 15 **Table, Major Initiatives for Women's Rights in Australia: Table** (2018).
- 16 **Australian Broadcasting Corporation, The table matters: table's last revolution: creating a new conversation about gender equality: table's last revolution (2018), <https://www.abc.net.au/news/2018-06-14/table-matters-tables-last-revolution-for-women-going/98988>**.
- 17 **Progressive Women, Philanthropy for the Gender Movement, The Last Revolution? (2018), <https://www.progressivewomen.org.au>**.
- 18 **Table, The Table is a, The Last Steps of Progressive Policy Change: Investing Women's Leadership in Social Enterprise (2018), <https://www.tablematters.org/australia>, vol. 1, no. 1, 2018**.