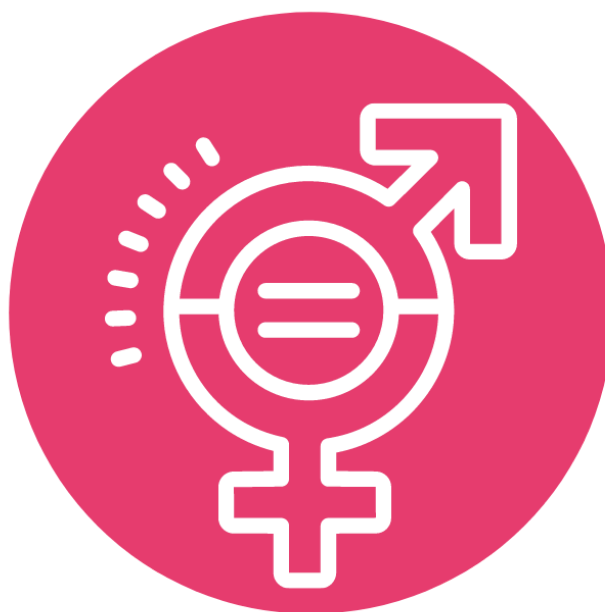


Gender Equality and Justice & Philanthropy

European Knowledge Hub



March 2022

Introduction

Welcome! This is a living document in which information and information sources relevant to the topic of gender equity and justice & philanthropy are compiled and made accessible to philanthropy support organisations in Europe. Our aim is to facilitate communication, information-sharing and collective thought in order to maximise the impact we can have as a sector. This document, curated by **PEX**, aims to support philanthropy networks across Europe in their gender equity and justice approach. We warmly invite you to share relevant web pages which fulfil the selection guidelines and to spread this document across your network as you deem appropriate. Please do not hesitate to contact biray.demeulemeester@dafne-online.eu if you have questions or suggestions.

Selection Guidelines

Selection Guidelines
Selected resources should...
1. Have as topic gender justice and philanthropy
2. Be open source [no subscriptions, memberships, ... required]
3. Fit preferably within the European context [although other valuable examples are not excluded]
4. Be formatted as follows: Name of organisation: Title of the resource [link] (date of publication)

Contents

- A. [Reports](#)
- B. [Articles & Essays](#)
- C. [Tools & Guides/Guidelines](#)
- D. [Books](#)
- E. [Best Cases](#)

Resources

A. Reports

EUROPE

Untapped Potential: European Foundation Funding for Women and Girls

Mama Cash in Cooperation with EFC (2011) <https://www.mamacash.org/en/report-untapped-potential>

Equinox Initiative: Towards Gender Justice: Rethinking EU Gender Equality Policy From an Intersectional Perspective [[link](#)] (May 2021)

Ariadne: Ending Violence Against Women in Europe: An Exploration of Philanthropic Giving [[link](#)] (December 2017)

UK

The Awareness and Effectiveness of Charity Trustees in Grant-making in England and Wales

Research and analysis of grant-making foundation trustees' perceptions of their role and responsibilities as trustees. Prepared for the Association of Charitable Foundations

Professor Stephen Lee, Dr. Bob Harris, Silvana Pesenti, June 2018

https://www.acf.org.uk/downloads/publications/ACF_CASS_trusteedata_2018.pdf

GERMANY

“Mind the Gap - how gender diverse are german foundations?”

Survey by the Association of German Foundations with PHINEO (2019)

https://www.stiftungen.org/fileadmin/stiftungen_org/Aktuelles/Demokratie/WEB-Phineo-MindTheGap-03062019.pdf

FRANCE

Où est l'argent contre les violences faites aux femmes ? (le Conseil Économique, Social et Environnemental, la Fondation des Femmes, le Fonds pour les Femmes en Méditerranée, le Haut Conseil à l'Égalité entre les femmes et les hommes et Women's WorldWide Web) [[link](#)] (November 2018)

Où est l'argent pour les droits des femmes ? Une sonnette d'alarme" [[link](#)] (September 2016)

GLOBAL

What The Water Brings: lessons on funding young feminist activism on climate and environmental justice (Frida Fund) [[link](#)] (November 2021)

B. Articles & Essays

Diversity, Equity and Inclusion

The program Stronger Foundation of ACF (Association of Charitable Foundations).

<https://www.acf.org.uk/policy-practice/diversity-equity-and-inclusion>

Funding for Inclusion: Women and Girls in the Equation

Foundation Center "Grant Craft" (2012)

<http://www.grantcraft.org/guides/funding-for-inclusion>

"The Gender-Wise Toolkit for Grant-Makers" and "Gender Wise Philanthropy. Strengthening Society by Investing in Women and Girls" of Australians Investing in Women and Girls (former Australian Women Donors Network)

<https://www.aiiw.org.au/gender-wise/>

Gender Transformative Philanthropy - A Case for More Effective Giving

Gender Transformative Giving

On this side of True Child you find [Some Gender Toolkits](#), link to many publications, the presentation "The Gender Lens.pdf" offers a good summary

<http://www.truechild.org/PageDisplay.asp?p1=8896>

http://www.truechild.org/Images/Interior/carousel/_wfn%20feminist%20philanthropy.pdf

<https://static1.squarespace.com/static/599e3a20be659497eb249098/t/5c61b7b1c83025e302c4d4df/1549907893065/More+Effective+Giving+%5BWMMillions%5D.pdf>

Grant Making with a Gender Lens

Foundation Center GrantCraft (2004)

<http://www.grantcraft.org/assets/content/resources/gender.pdf>

Male Allies Aren't Going to Save Us

<https://medium.com/@badasswomen/male-allies-arent-going-to-save-us-de23c55eb379>

POWER TALKS DISCUSSION GUIDE: male allies

<https://www.leagueofbadasswomen.org/male-allies-discussion-guide>

"Ending violence against women is none of your business? Think again."

Karin Heisecke (Director of MaLisa Foundation) in a blogpost for Dafne

<https://dafne-online.eu/news/ending-violence-against-women-is-none-of-your-business-think-again/>

C. Tools & Guides/Guidelines

PODCAST

Ariadne: Learning Series on Gender Lens Investing: *Building on Each Other's Shoulders – A Faster Lane to Justice.*

[iTunes](#)

[Soundcloud](#)

[Spotify](#)

[Stitcher](#)

[TuneIn](#)

[Google Podcast](#)

LANGUAGE

Progressive Timekeeper

Inspired by [visualization by numeroteca](#). Code [freely available on github](#).
<https://timeoff.intertwinkles.org/>

GenderAvenger (EN)

<https://www.genderavenger.com>

Guidelines and Toolboxes der UN

Gendersensitive Language Guide compiled by United Nations

<https://www.un.org/en/gender-inclusive-language/guidelines.shtml>

HOW TO GET STARTED

Self Assessment

<http://www.blcf.org.uk/assets/pdfs/DEI-Self-assessment.pdf>

GRANTMAKING

Grantmaking with a Racial Justice Lens

A practical guide by Rinku Sen and Lori Villarosa. With an appendix: Tools and resources for Aligning Your foundation with Racial Justice by Maggie Potapchuk.

<https://racialequity.org/>

PRINCIPLES

Charter of Investors for Impact der EVPA

<https://evpa.eu.com/knowledge-centre/publications/charter-of-investors-for-impact>

Astraea Feminist Funding Principles

<https://www.alliancemagazine.org/wp-content/uploads/2019/05/Feminist-Funding-Principles-Rev19-v10-pages-2-1.pdf>

German version:

<https://www.stiftungen.org/themen/geschlechtergerechtigkeit/philanthropie-ist-ein-feministisches-thema.html?L=1>

Human Rights Grantmaking Principles

The Principles Project - a collaboration of Ariadne, HRFN and PAWHR

<https://www.hrfn.org/wp-content/uploads/2016/11/Principles-English-Sept-2020.pdf>

LEADERSHIP

Achieving Transformative Feminist Leadership - A Toolkit for Organisations and Movements

CREA is a feminist human rights organisation based in New Delhi, India. It envisions a more just and peaceful world, where everyone lives with dignity, respect, and equality and builds feminist leadership, advances women's human rights, and expands sexual and reproductive freedoms. This toolkit by Srilatha Batliwala and Michel Friedman for CREA, developed with Oxfam, intends to build and support the individual and collective capacities of women in leadership positions.

https://creaworld.org/sites/default/files/Final%20Feminist%20Leadership%20Manual%2014-4-14_0.pdf

CLIMATE

Gender into climate policy. Toolkit for climate experts and decision-makers

GenderCC – Women for Climate Justice (Hrsg.), 2009

https://www.gendercc.net/fileadmin/inhalte/dokumente/5_Gender_Climate/toolkit-gender-cc-web.pdf

At the Nexus of Women and Climate: The Case for an Underexplored Funding Paradigm

The Philanthropy Workshop - a case study of the intersection of those two issues, and why funders should consider the advantages of taking both (and intersections more generally) into account.

<https://www.tpw.org/at-the-nexus-of-women-and-climate-the-case-for-an-underexplored-underestimated-funding-paradigm/>

MOBILISING MEN

The Barbershop Toolbox

Mobilizing Men and Boys for Gender Equality

<https://www.heforshe.org/en/barbershop>

https://www.heforshe.org/sites/default/files/2018-10/toolbox_getting_started_v2%20%281%29.pdf

FEMALE EXPERTISE

Wox - The Women Experts Network

www.woxnetwork.org

Speakerinnen.org

<https://speakerinnen.org/en>

Brussels Binder Female Expert Database

<https://brusselsbinder.org/find-an-expert-database>

D. Books

E. Best Cases

Grantmaking With A Gender Lens : Five Practice Case Studies (EUROPE)

European Foundation Centre (2015)

<http://www.efc.be/publication/grantmaking-with-a-gender-lens-five-practice-case-studies/>

The Power of Colour (UK)

This project of Operation Black Vote Guardian and Green Park started in 2017. All leadership positions in the UK in economy, politics, society are listed by gender and diversity lens.

<https://thecolourofpower.com/>

#CharitySoWhite campaign (UK)

<https://charitysowhite.org/>