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## Equity Trustees applies a gender lens to granting to *#BreakTheBias*

Did you know women and girls are more likely than men to experience discrimination, poverty, violence and lower levels of average pay?

To help break this unfair bias Equity Trustees is committed to taking gender into account across all of its philanthropic granting.

“Applying a gender lens in favour of women ensures we’re taking responsibility as a funder, for addressing inequities and changing underlying systems compounding marginalisation and oppression,” said Jodi Kennedy, General Manager, Charitable Trusts and Philanthropy at Equity Trustees.

“In the past financial year, we granted around \$1.5 million to programs solely targeting the unique needs of women and girls. Right now, we’re focussed on implementing the gender framework recommended by [Australians Investing in Women](#), a not-for profit gender advocate to ensure our granting leads to positive social change and a better, fairer society for everyone.”

Some of the practical ways Equity Trustees is becoming more gender-conscious include talking about gender with stakeholders, bringing gender into the granting discussions and application process, and funding specific programs that will effect change.

“We also collect gender-wise grant-related data which we then learn from and tailor. This influences our future granting by elevating the needs of women and girls, deepening our commitment to creating sustainable social change,” she said.

The Phyllis Conner Memorial Trust managed by Equity Trustees, is an example of how the team is successfully implementing a gender lens in philanthropic giving. A recent project funded by the Trust supports single mothers across Victoria to reengage in the workforce, helping to secure basic human rights such as financial and personal security, affordable housing and flexible working arrangements.

“Our objective is to take our philanthropic partners on the gender-wise journey with us, but at the same time considering the differing needs and circumstances of all people,” said Ms Kennedy.

As manager and trustee of more than 600 charitable trusts, Equity Trustees is a leading source of philanthropic funding in Australia. More about [Philanthropy at Equity Trustees available online](#).

The theme of [International Women’s Day](#) on 8 March 2022 is *#BreakTheBias* towards a world free of bias, stereotypes; that is diverse, equitable, and inclusive; and where women’s equality is universal.

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### MEDIA INQUIRIES

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