



## Our Statement of Intent - Women and Girls

The Snow Foundation prioritises Australian women and girls in our efforts for a more caring, inclusive, and resilient community where everyone can thrive.

Our philanthropic efforts are grounded in the belief that gender equity benefits everyone.

### **The need.**

Gender inequalities persist today, disproportionately affecting women and girls and the impacts of inequality are invisible to some. Investing in women and girls is vital, to strengthen economies and societies.

For 30+ years The Snow Foundation has been creating opportunities and strengthening resilience through the organisations and individuals we support and advocate for. We recognise the gaps in wages, the lack of economic and superannuation equity, gender norms and discrimination, devaluation of care work, continued men's violence against women, and growing numbers of women experiencing homelessness, targeted philanthropic investment is required for systemic change to occur.

## **Our approach.**

### ***Gender is at the heart of our decision-making and processes.***

#### **Grants**

We prioritise grants to organisations and their initiatives that create and maximise opportunities benefitting women and girls. By amplifying women's and girls' voices and supporting their leadership, we aim to ensure our efforts are inclusive and responsive to diverse needs. Our grant applicants must respond to questions on beneficiaries, considering different gender needs and addressing gender-based inequities.

#### **Investments**

Our investment approach is built on the evidence and recognition that representation of female leadership delivers significant social and economic impact and long-term value creation. This positive impact extends beyond financial performance, influencing healthcare, education, job creation, and overall economic growth. Investing in female founders fosters a more inclusive and diverse entrepreneurial landscape.

#### **Culture and practices**

We maintain a culture and practices that are inclusive of women and girls. We continue to promote gender equity within our organisation and the broader philanthropic sector by asking questions to foster inclusive cultures, policies, and practices. By promoting diversity, equity, and inclusion in all aspects of our work, we model the values we seek to advance globally.

#### **Advocate**

With our partners, we advocate for local, national, and international policies promoting gender equity and dismantling discriminatory systems and structures. Through strategic partnerships with policymakers, advocacy organisations, and grassroots activists, we work to enact laws and policies that protect the rights and promote the well-being of all genders.

#### **Convene and Collaborate**

Through our Snow Foundation partnerships and our roles in other key alliances, we recognise that achieving gender equity requires collaboration across sectors and stakeholders. We seek opportunities to collaborate with our key partners and alliances and other philanthropic organisations, businesses, government agencies, and civil society groups to leverage our collective resources and expertise for greater impact.

#### **Report and Share**

Our support to women and girls is recorded through our grants management system. Reports showing the beneficiaries of our grants include a breakdown of gender, informing and demonstrating the areas we are funding and our focus and impact. We ask grant recipients to report beneficiaries and outcomes and impact by gender. We continue to collect and share evidence on the effects of a gender-wise approach to funding and celebrate and publicise outcomes of gender-wise programs we support.

#### **Research, Data and Evaluation**

We will support research efforts aimed at understanding the complexities of gender inequality and identifying effective strategies for systemic change. By funding rigorous research and data collection, we aim to inform evidence-based solutions and measure progress towards gender equity.

***We are committed to leveraging our resources, expertise, and influence to drive meaningful and lasting change in the systems that perpetuate gender inequality.***



## Why.

- The [World Economic Forum Global Gender Gap report](#) (June 2023) projects a staggering 131 years to close the gender gap at the current pace of change. This alarming statistic forecasts that a woman born in 2062 in Australia might not witness gender parity in her lifetime. There is concerning evidence in the media, through government inquiries and new research advocating for system reform regarding education, safety and economic drivers. Several reports released in 2022/2023 suggest that Australia stands as an outlier among OECD countries regarding gender issues.
- The Labor [Women's Economic Equality Taskforce](#) led by Sam Mostyn released its comprehensive 10-year plan emphasising the economic opportunities, including \$128 billion benefit annually, if we facilitate the full potential of women in the Australian economy. Recommendations stress the need to address gender disparities across economic pillars, recognising the substantial economic gains achievable by eliminating inequities.
- [Australians Investing In Women](#) advocates to strengthen our society by investing in women and girls. See their suite of research and resources including applying a gender lens and gender-wise principles <https://www.aiiw.org.au/>
- Sexual, Domestic and Family Violence continues to be a major health and welfare issue in Australia impacting women and girls. Extensive research can be found via [Australia's National Research Organisation for Women's Safety \(ANROWS\)](#). Primary Prevention national campaign information is available through [Our Watch](#).

Other references include:

- [The National Plan to End Violence against Women and Children 2022-2032](#)
- Dr. Anne Summer's [The Choice: Violence or Poverty](#) paper; and
- Professor Michael Salter and Jess Hill paper - [Rethinking Primary Prevention](#)
- [Global Institute for Women's Leadership \(anu.edu.au\)](#)
- [Wiyi Yani U Thangani - First Nations Gender Institute](#)
- An innovative approach to reform is presented in the [Gender Compass](#) research published in September 2023. The reputable organisation, Plan International engaged Dr. Rebecca Huntley to research shifting public attitudes towards gender equality.

## Investing References

- [Boston Consulting Group finds female-led startups raise less, earn more \(afr.com\)](#)
- [Why Women-Owned Startups Are a Better Bet \(bcg.com\)](#)
- [Investing in the Future: Why Women led Startups Are a Smart Choice - FasterCapital](#)
- [Research: The Gender Gap in Startup Success Disappears When Women Fund Women \(hbr.org\)](#)
- [Female entrepreneurship and social change: Inclusive Innovation: How Female Founders Are Changing the Business Landscape - FasterCapital](#)
- [Lead with vision: The impact of women in entrepreneurship \(esade.edu\)](#)
- [Report: Women-Owned Startups Deliver Twice as Much Per Dollar Invested as Those Founded by Men - MassChallenge](#)
- [Albert family office gets loud in push for gender equality \(afr.com\)](#)