

Women in Industry Grants Program

Frequently asked questions to assist grant applicants

There is comprehensive information available in the [Women in Industry grant program guidelines](#) (the guidelines).

To ensure that all applicants receive the same advice, examples of frequently asked questions are provided below. For any questions not addressed below or in the Guidelines, please email women@qld.gov.au.

Advice or feedback cannot be provided on specific initiatives or ideas.

Can the project have additional funding from another source?

Yes, grant applications can include in-kind or cash contributions from partners and/or your organisation.

Do I need to match funding?

Yes, for-profit-organisations will be required to **match** the funding applied for.

Matched funding could include staff time, advertising, building a website, training or creating resources. It is for eligible costs associated with the delivery of the specific program and does not include business as usual activities.

The panel does note partnerships and confirmed contributions. You must include letters of support for those contributions.

As a not-for-profit, do I need to provide an in-kind or cash contribution?

It is not compulsory for not-for-profit organisations to match funding or make an in-kind contribution.

Can I apply for work our organisation currently undertakes?

No, projects must differ from business as usual and must not currently be delivered by your organisation.

Could there be multiple elements within the application? For instance, could it cover establishing regional networks as well as developing resources to support industry change?

Yes, there can be different associated elements in your application. Applications for Category 1 will be required to have multiple elements as part of their initiative. When writing your application ensure you can demonstrate clear capacity to deliver.



If I am successful in this round, can I apply again next round?

Yes, you can apply for a different initiative in a future round. The same initiative in the same location will not be funded more than once. Take care to distinguish your grant application from business as usual.

While WII will not fund projects that have previously been delivered, funding may be considered for the expansion of a project with demonstrated success, that seeks to build on previously learnt findings.

Can I submit an application under both funding categories?

No, only one application per Australian Business Number per round is allowed.

Can I ring the contact line for advice on the best initiative to submit?

No, we cannot provide advice on individual initiatives. We would recommend seeking advice from an industry colleague. Try to have someone who doesn't know about the initiative review your application for feedback on clarity.

Should I include every single item for an event budget?

Yes, detailed budgets assist the panel to understand how the funding will be used and whether it represents value-for-money. You can add as many lines as you like to make it clearer.

Do I have to partner with another organisation?

No, you do not have to partner, however, your application should be aligned with the core function of your organisations, such as Peak Body, or Women's Network supporting women in male-dominated industries. If you are partnering with another organisation, please include an agreement or MOU.

Do I need to include support letters?

Yes, if the delivery of your initiative is contingent on the support of another organisation, written evidence will be required that this organisation is aware of your application and intends to contribute in some way. Letters of support for your idea from others (e.g. from community leaders) are welcome, but not required.

Do I need to provide a project plan?

Yes, a project plan of no more than 3 pages is required at the time of applying. A template is available on the WII grant page. **N.B.** Category 1 applications will then have up to end December 2024 to develop a more fulsome project plan.

Do you give feedback to unsuccessful grant applications?

We are unable to provide individual feedback. We will be providing general feedback based on information gathered throughout the assessment process. This will be made available on the Women in Industry grants page.



Women in Industry Grants Program

Can I target more than one industry?

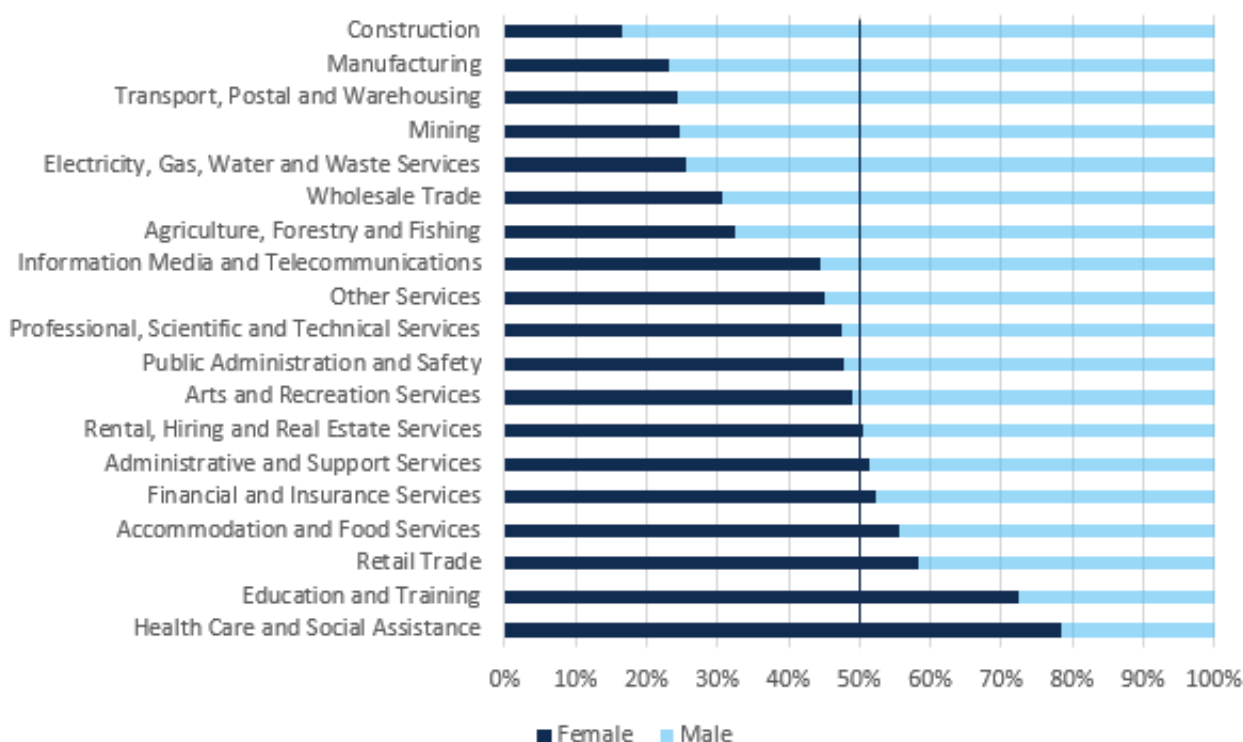
For the purpose of this grant round, organisations will be asked to target one industry. For definitions of industries please visit [Australian Bureau of Statistics | The detailed classification.](#)

What is gender segregation?

Gender segregation is the unequal distribution of women and men working across different occupations and industries.

Many industries experience gender segregation, including female dominated sectors such as health care and education. However, the WII grant program is targeting male-dominated industries that experience high rates of gender segregation as shown in the table below.

Gender Segregation by Industry



Source: ABS Labour Force Survey for May 2024. (6291.0.55.001 - EQ06 - Employed persons by Industry group of main job (ANZSIC), Sex, State and Territory, November 1984 onwards).



Does my project need to be delivered only to women?

We acknowledge that everyone has a role to play in working towards gender equality and any structural change will require engagement with all genders, however it should strongly focus on improving the outcomes for women.

When we refer to women, we mean all people who identify as women (including those who are transgender, intersex, gender diverse, non-binary or gender fluid). We also acknowledge the experience of people who identify as non-binary, noting the impacts of patriarchal norms and rigid gender roles in male-dominated workplaces are similar for non-binary people as they are for women.

