



CONNECTING INSIGHT TO ACTION

ANNUAL REPORT: FY 2016-2017





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MISSION

Anchored in the principle of human dignity, ICRW advances gender equity, inclusion and the alleviation of poverty worldwide. To this end, ICRW works with non-profit, government and private sector partners to conduct research, develop and guide strategy and build capacity to promote evidence-based policies, programs and practices.

WHO WE ARE

For more than 40 years, ICRW has been the world's premier research institute focused on women, girls and other marginalized populations. Our evidence-based insights seek to optimize programs, influence policies and identify scalable solutions that help women and girls lead safe, healthy and productive lives.

LETTER FROM BOARD LEADERSHIP & PRESIDENT

In 2016, ICRW celebrated its 40th anniversary and it was an extraordinary moment. Looking over the arc of our history, we could not be more proud of the incredible accomplishments of this institution. ICRW has literally changed the gender and global development landscape, from first identifying women's contributions in the household to understanding and tackling barriers to women's economic empowerment. ICRW delved into the intersections of work, reproduction and poverty, highlighted how HIV affected women differently than men and identified the particular mechanisms of the stigma surrounding HIV and AIDS. Our research has created greater insights into how inequitable gender norms affect men as well as women and how gender equity cannot be the job of women alone.

The world in 2017 is a very different place than it was in 1976 and ICRW has helped to create that change. We no longer have to prove that women deserve a seat at the global development table. But while we see tremendous progress,

we also know that the challenge of achieving true gender equity still looms ahead of us. Years after we documented the ways in which child marriage harms a girl's health and well-being, we are still working to prove that investing in preventing the practice is an investment in a country's future. Having demonstrated the important economic role of women-headed households, we still must demonstrate the economic contribution of care work.

Through our research, we are building a path, grounded in the bedrock of evidence, towards a world where everyone has an opportunity to grow up healthy, with access to the resources they need to thrive.

In all that we do, we are inspired by and grateful for the support of our partners, clients and donors, from the smallest communities to major players on the global stage. Together, we are building a better future for women and girls, as well as men and boys.



Elizabeth Griffith
Board Chair Emerita



Scott Jackson
Board Chair



Patience Marime-Ball
Board Vice Chair



Sarah Degnan Kambou
President

Through our research and programs, ICRW seeks to free the economic and social capital that are constrained by gender inequity. Programs that ensure a woman's access to and control over resources will not only provide her with a measure of security but also provides for her family, ensuring that family members are healthier and better educated.

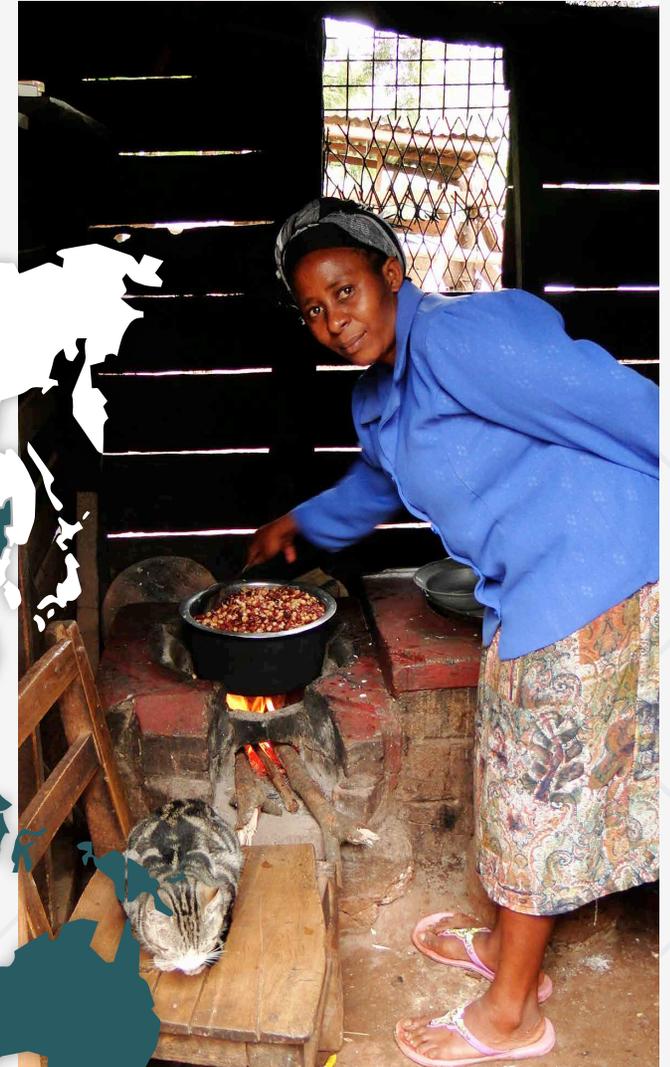
In Vietnam, this has meant creating a network of community volunteers to help women understand their property rights. By claiming their legal rights to family property, not only are women more financially secure, their children also have a better start in life.

In Kenya, Uganda, Tanzania and Nigeria, ICRW has demonstrated how women are both intensely affected by

climate change and have a powerful role to play in using clean energy, while limiting emissions. Women are often the primary collectors of energy resources, such as wood and water. Women also spend hours each day cooking over an open flame, resulting in a higher risk of developing health problems due to exposure to smoke.

ICRW's research showed that programs that train women to sell tools to reduce energy use have far-ranging effects: more efficient stoves allow women to spend less time gathering fuel and less time tending a fire; reduced emissions keep families healthier; extended electricity access allows women to extend income generating activities; and women's entrepreneurship improves their standing in the household and the community. Simple technology; big impact.

AREAS OF IMPACT



AREAS OF IMPACT

WORKING WITH YOUTH: DISRUPTING GENDER INEQUITY

We can disrupt cultures of gender disparity when we invest in young people. ICRW's youth programs engage children and adolescents while gender norms are still being formed. In India, ICRW is working with communities to alter the landscape for adolescent girls by creating safe spaces where they can freely discuss the gender norms that shape their lives. By first recognizing the many layers of a girl's life, we engage with their world: their peers, their teachers, their parents, even the broader community. Peer leaders and teachers collaborate to ensure that these lessons carry over to the classroom so that girls have the skills and the confidence to navigate young adulthood. Together, we collaborate to make communities safer and supportive, giving girls a better start in adulthood.



AREAS OF IMPACT

UNDERSTANDING CHILD MARRIAGE DRIVERS & COSTS



Child marriage exists all over the world, a massive violation of human rights on a global scale. By deepening our understanding of the phenomenon, we can shine a light on pathways to change.

In East and Southern Africa, ICRW researchers showed that lack of reproductive health knowledge and services were linked to child marriage. If adolescent girls don't know how to or can't prevent pregnancy, they may be forced to drop out of school and get married. Our work on child marriage will power new approaches to improving adolescent health and disrupting child marriage by giving girls the information and care they need to make healthy choices.

And everyone has a role to play in ending child marriage. To engage policymakers and improve government investment in ending the practice, ICRW and the World Bank conducted a landmark study to map its extensive economic costs. Our study showed that child marriage not only restricts a household's economic potential, it costs whole nations billions of dollars in additional welfare expenses and lost earnings. If child marriage had ended in 2015, the estimated global benefit by 2030 would be nearly \$566 billion (in terms of purchasing power). The study will help policymakers focus their investments and create better policies to prevent the practice.

MILESTONES



CHILD MARRIAGE

In October 2016, Suzanne Petroni, ICRW's Senior Director of Global Health, Youth and Development, testified at a U.S. Senate briefing on global efforts to end child marriage at the request of Senator Marco Rubio, alongside Lakshmi Sundaram, executive director of Girls Not Brides (ICRW co-chairs Girls Not Brides-USA, a branch of the global partnership). Petroni spoke to ICRW's efforts to expand the evidence-base on programs and policies that can end child marriage.



FEMINIST UNITED NATIONS

After United Nations Secretary-General António Guterres took office in January 2017, ICRW and partners released a report articulating our collective vision for feminist leadership across the institution, [Toward a More Feminist United Nations](#). Since then, the Campaign has released a set of [recommendations for the Secretary's first 100-day agenda](#), followed by a [report card](#) on the Secretary-General's progress. Secretary-General Guterres welcomed the challenge, calling on women's rights advocates to hold his feet to the fire.



WOMEN, PEACE AND SECURITY

In October 2017, the Women, Peace and Security Act, which mandates that women play a role in U.S. foreign policy to prevent and resolve global conflicts, was signed into law. At a time when there are more ongoing conflicts around the world than there were following World War II, the law is particularly crucial. Women are disproportionately impacted in a complex humanitarian emergency, subject to higher rates of sexual violence, child marriage and food insecurity and heightened risk of trafficking. ICRW's advocacy team drew lawmakers' attention to research, particularly research that demonstrated that [ensuring women have a seat at peace](#) negotiations increases the chances for a lasting peace.



MILESTONES



In 2016, ICRW created *ICRW Advisors*.

ICRW Advisors is our mission-driven consulting practice, designed to apply ICRW's decades of research expertise in advancing gender equity to help businesses, governments, nonprofits and foundations create their own effective gender strategies and programs. In its first year, ICRW Advisors developed and refined its services and business development strategy, building out an impressive roster of clients. For example, Advisors has expanded ICRW's longstanding partnership with Gap Inc., providing strategic support to the P.A.C.E. team as it works to reach 1 million women working in garment factories throughout Asia and the Middle East by 2020. With the UN Foundation, Advisors led an empowerment and business training program for women energy entrepreneurs in Ethiopia, extending our work on sustainable energy.



Gender Diagnostics



Initiative Design



Training and Workshops



Strategic Guidance



Measure Impact



In 2016, ICRW merged with Re:Gender, formerly the National Council for Research on Women (NCRW). Re:Gender was founded in 1981 by feminist researchers to promote research by and about women in the United States. NCRW became a platform for feminist research on issues of identity and worked to shape a world in which gender and sex are not used to determine one's worth or opportunity.

Over many years, ICRW and Re:Gender enjoyed a close partnership and shared a commitment to ending gender inequality in the United States and globally, making a merger seem like a natural progression. For ICRW, the newly combined organization will yield a truly global research platform that will change the narrative around gender equity issues too often seen as "developing world problems" — such as HIV stigma or human trafficking — and improve gender policy and practice in the United States and globally.

"Together, we can create the powerful cross-sector and cross-regional synergies necessary to drive forward our shared agenda of a gender equal world."

Áine Duggan, President of re:Gender



ICRW closed out its 40th anniversary year by opening our new **Regional Office in Kampala, Uganda**, led by Regional Director Stella Mukasa. ICRW CEO Sarah Degnan Kambou was on hand for the official opening with Board Member Winnie Byanyima, executive director of Oxfam International, as well as numerous longtime partners. While ICRW has worked in the region for many years, this is the first full program office in the region, allowing ICRW to deepen its presence and open more opportunities for research and collaboration. Already, ICRW has been working with partners in Uganda on grassroots strategies to address gender-based violence. In Kenya, ICRW is evaluating efforts to increase access to reproductive health services for adolescents.



IN THE NEWS

In June 2017, ICRW released the **Economic Impacts of Child Marriage with the World Bank**

INSIDE DEVELOPMENT | GENDER EQUALITY

Child marriage set to cost developing countries billions of dollars by 2030

By Sophie Edwards // 27 June 2017



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Child marriage will cost the world \$4tn by 2030, researchers warn

Study suggests ending child marriage would save governments and donors hundreds of billions annually, rein in population growth and improve lives



▲ A 15-year-old girl prepares to marry a man more than twice her age in Manikganj, Bangladesh. The country has one of the highest child marriage rates in the world. Photograph: Allison Joyce/Getty Images

Sources: Devex and The Guardian

Gender Equity Movement in Schools, ICRW's flagship program to promote gender equity in youth, was profiled in **Humanosphere** in India



HUMANOSPHERE
Give a damn: News and analysis of the fight against inequity

GLOBAL HEALTH HUMAN RIGHTS WORLD POLITICS SCIENCE SOCIAL BUSINESS

HUMAN RIGHTS

School program in India nips gender-based violence in the bud

BY JOANNE LU ON 6 JANUARY 2017



GEMS students in Jharkhand, India. (Credit: ICRW)

ICRW Advisors in Stanford Social Innovation Review

Business

The Next Sustainability Frontier: Gender Equity as a Business Imperative

Corporate environmental sustainability initiatives can provide a roadmap for companies seeking to empower women.

SHARE COMMENT PRINT ORDER REPRINTS

By Katherine Fritz, Genevieve Smith, & Marissa Wesely | Jul. 25, 2017



In Kenya, Deputy Regional Director Cleopatra Mugenyi was profiled in the national business newspaper, **Business Daily**



ICRW TURNS 40!

IN 2016, ICRW CELEBRATED IT'S 40TH ANNIVERSARY WITH A SERIES OF EVENTS HONORING GLOBAL TRAILBLAZERS WHO HELPED LAY A PATH FOR GREATER RIGHTS FOR WOMEN AND GIRLS.

❶ We kicked off our 40th anniversary celebration at a special event in New Delhi, India, hosted by the Belgian Embassy. It was a beautiful celebration with old and new friends, featuring a performance of traditional Indian music composed specifically for our event.

❷ We honored U.S. Supreme Court Justice Ruth Bader Ginsburg with the 2016 *Champions for Change Award for Vision* at a reception hosted by the Embassy of Denmark in Washington, DC.

❸ At the Women Deliver global conference held in Copenhagen in May 2016, we honored two luminaries, Jill Sheffield, founder of Women Deliver with the *Champions for Change Lifetime Achievement Award* and Melinda Gates with the *Champions for Change Award for Leadership*.

❹ In September 2016 at the Library of Congress in Washington, D.C., ICRW welcomed Her Royal Highness Crown Princess Mary of Denmark as the newest member of the ICRW Leadership Council. At the same event, we presented ICRW President Emerita Geeta Rao Gupta with the *Champions for Change Award for Innovation*.



1



2



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ICRW RESEARCH AWARDS RECOGNIZE THE NEXT GENERATION

In 2016, ICRW inaugurated the **Paula Kantor Award for Excellence in Field Research**. ICRW created the Award in memory of our late colleague Dr. Paula Kantor, who died in the aftermath of a terrorist attack in Kabul, Afghanistan in May 2015. Dr. Kantor was a prolific researcher whose work was largely driven by her passion to improve lives in the global south, especially those of women and girls. We can find no better way to honor her legacy than by recognizing the work of rising women researchers.

☑ The inaugural Paula Kantor Award was presented at ICRW's 40th anniversary celebration in New Delhi to **Dr. Soumya Gupta** of the Tata-Cornell Agriculture and Nutrition Initiative at Cornell University. Dr. Gupta's research examined the extent to which women's empowerment and health in rural communities of central India is influenced by agricultural management practices.

☑ The 2016 Paula Kantor Award was conferred upon Dr. Eunice Muthengi of the Population Council during the launch event for ICRW's Africa Regional Office in Uganda. Eunice led investigations into effective strategies to improve the reproductive health, education and economic potential of adolescent girls in Kenya.

☑ The 2017 Paula Kantor Award was given to Gracia Violeta Ross Quiroga of Bolivia. Out of her own tragedy, Violeta became an activist determined to end gender-based violence and increase access to HIV prevention and care. And through her activism, she became a passionate and innovative researcher, uncovering evidence to inform good policy.

The Paula Kantor Award is complemented by the **Mariam K. Chamberlain Dissertation Award** given to a U.S.-based, first-generation doctoral student to support her dissertation research. The Award was created to honor the legacy of Mariam K. Chamberlain, one of the founders of Re:Gender, and her work shaping gender research in the United States. Following the merger with Re:Gender, ICRW is honored to carry forward the Award and continue to recognize outstanding scholarship in Mariam's name.

☑ The 2016 Mariam K. Chamberlain Award was won by **Desiree Barron-Callaci** of New York University for her research into how rugby culture shapes gendered perceptions of Māori men and women in New Zealand.

☑ In 2017, the Chamberlain Award was presented to **Kate Price**, a doctoral student at the University of Massachusetts-Boston. Through her work, Kate is identifying effective legal and policy approaches to help children who are victims of sexual trafficking and exploitation in the United States.

We continue to recognize the trailblazers and visionaries in the gender space with the **Champions for Change Award**, established in 2006. The September 2017 honorees were recognized at a gala luncheon during the United Nations General Assembly in New York City.

Dr. **Rajiv J. Shah**, president of the Rockefeller Foundation, received the *Award for Innovation*, and **Paul Polman**, CEO of Unilever, received the *Award for Leadership*.



Dr. Rajiv J. Shah



Paul Polman



PARTNERSHIPS

ICRW appreciates the steadfast commitment of our partners to our work in advancing gender equity and empowering communities around the world.

BILL & MELINDA
GATES foundation

Cartier
philanthropy



Gap Inc.

Raising Voices

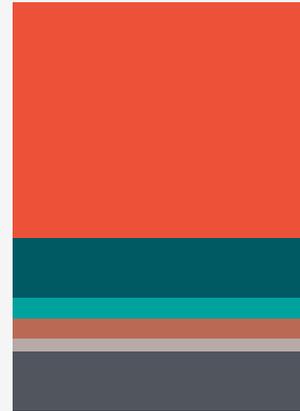


FINANCIALS

ICRW FINANCIAL SUMMARY 2017

The two charts to the right represent the total institutional support and revenue, as well as the total institutional expenses for the fiscal year that ended September 30, 2017.

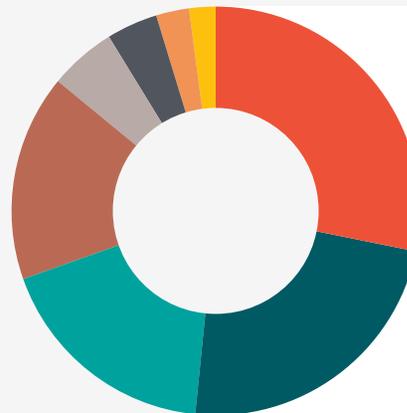
Detailed financial statements can be viewed here:
www.icrw.org/icrw-financials



SOURCES OF SUPPORT

Total \$13.8 million

- ◆ \$7.9M Foundations, Corporations & NGO's
- ◆ \$2.0M US Development Agencies
- ◆ \$0.7M Bilaterals
- ◆ \$0.7M Multilaterals
- ◆ \$0.5M Investment Income
- ◆ \$2.0M Other Revenue



USE OF FUNDS

Total \$12.4 million

- ◆ 28% Global Health, Youth & Development
- ◆ 24% ICRW Asia
- ◆ 18% Gender, Economic Empowerment & Livelihoods
- ◆ 16% Violence, Rights & Inclusion
- ◆ 5% Advisors
- ◆ 4% Policy / Advocacy
- ◆ 3% ICRW Africa
- ◆ 2% Fundraising

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Cities Talking; Zamcog



LOOKING AHEAD

“May you live in interesting times,” the old saying goes. Our world seems to be changing at an ever-faster pace. We are more connected than ever before and yet more displaced. And when new crises arise, we know it is women, girls and other marginalized groups that will bear the brunt.

But a changing and challenging environment also forces us to think creatively, to develop innovative solutions with new partners. At ICRW, we are seeking out new avenues for investigation, digging deep to better understand the world we live in and searching for solutions to make it a better, safer place for everyone.

Looking ahead, we will continue our exploration of women’s entrepreneurship in sustainable and clean energy. We seek to better understand the link

between technology and gender-based violence. Our programs in schools are helping adolescents question discriminatory gender roles, recognizing that boys, as well as girls, are affected by society’s patriarchal norms. And we are working to disrupt sex-based harassment by uncovering its mechanisms and hidden costs.

In the face of global change and instability, we are inspired by our partners at the community, national and global levels who are working to create a better world with us. Together, we will build a solid path on the bedrock of proof to a future where everyone has the opportunity to be healthy, resilient and secure.

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