



ANNUAL REPORT 2018

CONNECTING INSIGHT TO ACTION





LETTER FROM BOARD LEADERSHIP AND PRESIDENT

For more than 40 years, ICRW has led groundbreaking research on women's and girls' issues, and today we remain at the forefront of finding innovative solutions to issues that affect people around the world. In a politically complex environment, we hold an unwavering commitment to standing on the front lines to protect women's rights and uphold our core feminist values. We know that rigorous research and long-term partnerships are the only way to create informed and sustainable solutions that will make the world a better place for us all.

This year ICRW laid the groundwork for emerging research areas such as technology-facilitated gender-based violence (e.g., cyberstalking or online bullying), as well as issues in the headlines like the costs of sex-based harassment. At the same time, we continue to focus on ongoing issues, such as adolescent mental health and child marriage, both of which have significant impact on girls' futures and the future of the communities where they live. Despite a difficult environment, we've made exciting strides in our advocacy work, including the second Feminist U.N. Campaign Report Card and the Women's Economic Empowerment and Equality Act (WEEE) in the United States. Additionally, we remain a convener of thought leaders, building the evidence base by bringing together the leading experts on women's and girls' issues to develop solutions together.

Our work is only possible with the support of partners, clients and donors who share our vision for a more equitable world. We know that real progress is not possible without investing in women and girls, and we are grateful to those who join us in our mission.



SARAH DEGNAN KAMBOU

President



SCOTT JACKSON

Chair



PATIENCE MARIME-BALL

Vice Chair

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PROGRAM INVESTMENT

FOSTERING HEALTHY GENDER NORMS FOR HEALTHY ADULTHOOD

Around the world, ICRW is working to understand and foster the best environments to help young people make the often-challenging transition to adulthood. This includes:



Access to education



Skills building and other tools



**Return to education
for out-of-school youth**

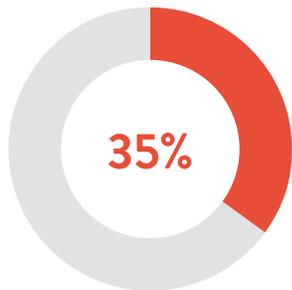


**Training to be healthy resilient
and financially stable adults**

Under ICRW's leadership in the YouthPower Learning consortium, we spearheaded and launched a global positive youth development learning agenda to address evidence gaps and invest in evidence-building activities. One of the areas that requires further study is mental health: adolescent girls are 1.5 to 2 times as likely to experience clinical depression as their male counterparts, often driven by the pervasive gender discrimination that cuts short their life opportunities and aspirations. Through our partnership with YouthPower Learning, we pioneered a framework for understanding the context of adolescent mental health and the role gender plays.

ICRW programs encourage adolescents to examine and question the gender roles that shape — and often limit — their own lives.

Gender norms start to become hardwired in early adolescence. This is why we are committed to developing and testing programs that encourage adolescents to examine and question the gender roles that affects their own lives, whether at home, at school or moving through their communities. Girls who believe in their own power are more likely to continue their education, to resist being married before they complete this education and have the agency to negotiate in their own households. **ICRW is partnering with Ikea in Jharkhand to use this ecosystem approach to reduce child marriage by 15% over the next three years in areas where it is most prevalent.**



Recent estimates suggest that approximately **35%** of women worldwide have experienced physical and/or sexual violence from their partners, or non-partner sexual violence.¹



1 in 3 women throughout the world will experience physical and/or sexual violence by a partner or sexual violence by a non-partner.²

South Asia *The rest of the world*

43%

57%

South Asia has the highest regional rate of intimate partner violence in the world **at 43%**.³

DISMANTLING GENDER-BASED VIOLENCE

Around the world, ICRW seeks to understand and dismantle the gender norms that perpetuate violence — violence against women or LGBTI people, violence against intimate partners or violence against children. In India, we have tested different community-based interventions to address intimate partner violence, through the public health system, local women’s collectives or local government bodies to understand where women can find safety and space to develop the strength to change their circumstances. Across Asia, ICRW joined with UNDP in Know Violence, a seven-country project that explored the links between violence, mental health and HIV risk among men who have sex with men and transwomen in South Asia.

These studies have reinforced what had been seen in other circumstances: **addressing violence requires an ecosystem approach**, knitting together laws that punish violence and discrimination on the basis of gender and gender identity, with school- and community-based programs that encourage students to question harmful gender roles.

¹ World Health Organization, Department of Reproductive Health and Research, London School of Hygiene and Tropical Medicine, South African Medical Research Council (2013).

² World Health Organization, https://www.who.int/reproductivehealth/publications/violence/VAW_Prevalence.jpeg?ua=1.

³ World Health Organization, 2013.

ENSURING WOMEN CAN BUILD A SOUND ECONOMIC FOUNDATION

Around the world, women are more likely to be economically vulnerable than men, more likely to work in the informal labor market and less likely to have access to savings. ICRW teams are exploring a range of strategies to ensure that women have access to financial and labor protections needed to support themselves and their families.

In India, ICRW continues its efforts to help companies improve the conditions and unlock the potential of the women who work in their factories. This year ICRW Advisors facilitated a collaboration with Better Work, CARE, Gap Inc. P.A.C.E. and HERproject to leverage each organization's existing strengths and experience to advance women's economic empowerment in the garment supply chain. We led the development of a curriculum toolbox that aligns the best practices and reduces duplication from each organization's previously separate training materials.

ICRW is working with unions and workers to demonstrate the critical role that collective bargaining can play in improving the terms and conditions of employment for the most vulnerable workers. In Morocco we have partnered with the Solidarity Center and the Democratic Federation of Labor to explore how collective bargaining can help enforce labor laws, uphold worker rights and reduce poverty for agricultural workers.

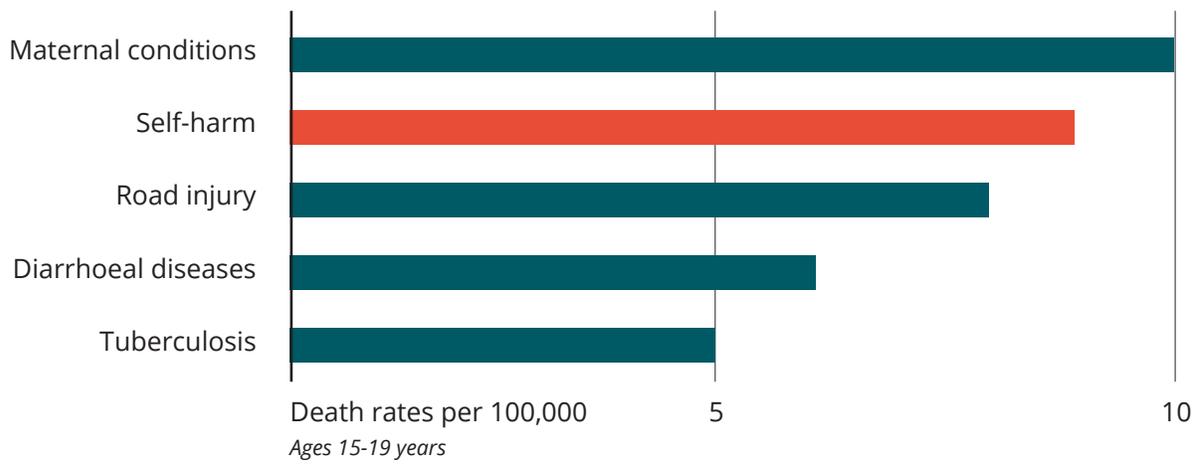
The need to recognize, reduce and redistribute unpaid care work should be reinforced in international economic policy. ICRW continues to advocate for care needs and deficits in coalition with other organizations to engage at the G7, T20, W20 and the United Nations.



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INVESTING IN CUTTING-EDGE RESEARCH

Among older adolescent girls, self-harm is the **second leading cause of death** after pregnancy complications.



Ever since ICRW first raised the alarm about adolescent suicide rates, we have continued to develop work on gender and adolescent mental health. Organizations that participated in an adolescent mental health workshop have taken ICRW's recommendations published in the Lancet Child and Adolescent Health in 2018 and developed initiatives to address identified gaps in our knowledge. The World Health Organization has a technical advisory group focused on developing guidelines for mental health promotive and preventive interventions for adolescents. UNICEF initiated a technical-expert group on measurement of mental health among adolescents. ICRW provides technical expertise on gender and mental health on these advisory groups and continues to leverage their thought leadership in this area.

We are always seeking to apply the decades of evidence that we have developed into new lines of work — this is why contributions to our general funds are so important.

In 2018, we invested in understanding how gender-based violence is extended into online spaces or through our personal technology, like smart phones. Our decades of research on gender-based violence helped us to understand that, whether it happens in person or online, the drivers and remedies of violence are complex and contextual. We are seeking new and diverse collaborators — including researchers, policy makers, technology companies and law enforcement agencies — to explore the structural drivers of gender-based cyber violence and develop evidence-based prevention strategies to avoid widespread harm.

WHAT DOES IT MEAN TO BE A FEMINIST RESEARCH INSTITUTION?

When ICRW was founded in 1976, during the U.N. Decade for Women, women were invisible actors in global development efforts. Although they were clearly important contributors to household economic stability, they were left out of the design of programs intended to reduce poverty and improve health outcomes. We set out to document and to challenge the prevailing power structures shaping development investments by documenting the impact women were making for global development and identifying the ways those contributions could be accelerated and leveraged.

As feminist researchers, we work to understand and interrogate how gender norms and power dynamics shape our households, workplaces and communities, our ability to seek an education or access healthcare or how they hold some people back while giving others a leg up. We also work in collaboration with individuals, households and communities, and larger alliances and movements for gender equality and rights, engaging them in the research process and projecting their narratives and understandings of what impedes or drives change. Our work is to elevate those narratives to bring voice and visibility, as well as to assess 'what works,' so that the reality of their lives can help us make better policies and programs that will benefit us all.

PUTTING RESEARCH TO WORK FOR ADVOCACY

When he was elected, U.N. Secretary-General António Guterres invited the feminist community to hold him to account for his promises to advance feminist transformation at the United Nations. In response, at the end of his first year in office, the Feminist U.N. Campaign conducted a rigorous progress assessment, capturing feedback from academics, feminist civil society, U.N. staff and watchers around the world. Our report card measures progress against a feminist vision for change, noting significant progress under Secretary-General Guterres — but still a long way to go.

After founding the Coalition for Women's Economic Empowerment and Equality (CWEEE) with CARE USA, Human Rights Watch and FHI 360, ICRW helped draft and secure House passage of legislation to expand investments in WEEE in U.S. foreign assistance. On December 21, 2018, the reconciled bill was approved and sent to the White House for the President's signature.

ICRW has worked to become more deeply engaged in the G7 and G20 processes, to ensure that gender is embedded in the discussions around the table. Lyric Thompson participated in the G7's women's stakeholder meeting, Sarah Gammage played a lead role in developing the T20 policy brief on care (The Imperative of Addressing Care Needs for G20 Countries) and Sarah Kambou took part in a panel discussion at T20 Argentina. Gender was on the agenda for the G7 meeting, establishing a pattern that future hosts will not be able to break.

PUTTING RESEARCH TO WORK FOR CLIENTS

One of the biggest questions for business leaders around the world in 2018 was how businesses could effectively address sex-based harassment. ICRW research demonstrated that to simply address single incidents of harassment was not effective. So what is? ICRW and ICRW Advisors teams developed a framework for understanding how deeply ingrained gender inequity drives sex-based harassment. Based on this underlying work, ICRW Advisors developed the Gender Equity Leadership Lab, to help companies assess how their policies and culture might contribute to workplace inequality and where to invest in order to even the playing field.

Advisors extended their service offerings further in 2018, launching the Gender-Smart Investing Resource Hub, establishing our credibility in the gender finance space with new partners and peers. The Gender-smart Investing Hub helps companies better integrate gender into investment processes to make smarter investments that enhance returns, gender equality and women's economic empowerment. It is an online tool that allows users to explore gender opportunities, screen potential investments through a gender lens and advise companies on how to better integrate gender through their operations and supply chains.



LOSS AND GROWTH IN AFRICA

It was a year of transition and loss for the ICRW Africa Regional Office. One of our major challenges was the loss of our founding regional director, Stella Mukasa.

A human rights lawyer by training and a women's rights activist by nature, Stella sought to improve the human condition and focused her energies on eradicating the causes and devastating impacts of gender-based violence. She is revered in Uganda and throughout the region for her tireless efforts to create and enforce gender-responsive laws and policies. She played a key role in drafting Uganda's Domestic Violence Act and in mobilizing support for gender-responsive constitutions in Uganda and in Rwanda.

In the wake of this loss, Deputy Regional Director Cleopatra Mugenyi stepped up to lead the regional office during this crucial period of growth. Mugenyi is a public health, policy and gender expert with 15 years of experience in Sub Saharan Africa carrying out research, policy analysis, fundraising, strategic planning, and program development and evaluation. As co-founder of Paica Consulting Ltd (Kenya), she advised clients across the continent ranging from international audit firms, global market research agencies, manufacturing companies, international NGOs and county governments to community-based organizations.

Under her leadership, ICRW has re-established an office in Nairobi, to ensure a larger regional footprint. We continue to support the monitoring and evaluation needs of networks working to enhance women's land and property rights in the region, in addition to developing a robust research agenda that responds to regional trends and contexts.



*Cleopatra Mugenyi,
Director,
Africa Regional Office*

“Imagine that one individual woman has an issue in a certain part of the world... When you bring a research lens to it, you get the voice of not just one woman but many more, and that becomes, to a certain degree, representative of many women living in that context in that part of the world. As researchers, we get to amplify their voices.”

– Stella Mukasa, 2015



Worldwide, the responsibility for unpaid care work — caring for children, cooking, gathering wood or water — falls disproportionately on women and girls, and the economic impact is substantial. Some estimates indicate that unpaid care work, if monetised, would account for up to 10–39% of GDP.

• If you want to write an opinion piece, take a look at [Apolitical's guide for contributors](#)

In the United States, this figure is estimated to be around 20%. In Latin America and sub-Saharan Africa, women perform three times as much unpaid care work as men; in Asia, that figure rises to four. It is problematic that unpaid care work is not valued and measured as an economic asset in national accounts, because as is true across the world, time is money.

Time devoted to unpaid care work literally reduces the amount of time women can devote to earning money

In this instance, time devoted to unpaid care work literally reduces the amount of time women can devote to earning money, be it formal or informal work. Beyond income-earning potential, given the burden of unpaid care work, women have less time for education, civic engagement and political participation, and yes, leisure.

The burden on women

We've taken a look at the care economy in my household. Let's now travel to a far less privileged household in a modest fishing village on the shores of the Gulf of Fonseca in El Salvador. Juana is a mother of three young children. One day, she awakes and realises that her husband has left her, taking the outboard motor and leaving her with the old boat and tattered nets.

She needs to feed herself and the taking her children with her as th small, her catch meagre and she fishing and convinces the other f catches much larger fish.

More countries want to invest in caring. Here's how they should do it

Fishing is a dangerous profession, and when the seas are rough, the boat capsized on several occasions, once with the children on board. Juana and her little family survive the ordeal, and she is eventually able to raise enough to buy a second-hand motor. His company to fish for her



António Guterres, United Nations secretary-general. Photo by: Evan Schneider / U.N.

WASHINGTON — United Nations Secretary-General António Guterres has made "slow but steady progress" in achieving a more feminist U.N., raising his grade from a C+ to a B-, according to a report card evaluating progress on issues such as promoting gender parity and addressing a culture of sexual harassment.

"He's clearly a leader who is listening, he's clearly a leader who's making more moves than any secretary-general before him ever has."

— Lyric Thompson, report lead author

The report card was the second annual issued by the Feminist U.N. Campaign coalition of women's rights advocates and U.N. watchers led by the International Center for Research on Women. It issued its first report card following Guterres' first 100 days in office — for which he received an A- — a ten designed a more rigorous progress assessment to evaluate his first year, which saw his

Guterres improves grade on Feminist UN Campaign agenda

His first year means we want director and a le wo really key priority areas that he had set out from the beginning, which was to implement the zero-tolerance policy."



Halfway there she stops for two hours at a computer training center, where she's learning internet skills. Then she's off again, and by 10 a.m. reaches the small garment manufacturing plant where she stitches women's clothing for high-end brands on state-of-the-art electric sewing machines.

Solar energy powers most of her day — the computer training center and the 25-woman garment factory run on solar mini-grid electricity — and clean power has given her personal choice as well, she said.

If the mini-grid system had not been put in place, Singh — a recent college graduate without funds to pursue training as a teacher, the only job open to women in her village — would have had no alternative but to marry, she said.

In fact, "I would already be married off," she told the Thomson Reuters Foundation.

Today, however, she earns 4,500 rupees (\$70) a month working on solar-powered sewing machines. She uses part of that to pay 300 rupees (\$4.70) a month for her computer education class — and is planning to start a computer training center closer to home.

Like her, most of the women at the factory earn between 2,500 and 4,500 rupees (\$39–\$70) a month, which has helped their families eat better, get children to school and pay for healthcare, they said.

"With a more going child as she looked

Solar power push lights up options for India's rural women



ARGUMENT Changing Global Gender Norms Is Possible

What India can show the United States about how to disrupt rape culture.

BY SARAH DEGNAN KAMBOU, RAVI VERMA | OCTOBER 4, 2018, 3:30 PM

The scope and intensity of last week's world news was exhausting, maddening, and frustrating.

Exhausting because, yes, the United States—and, frankly, large parts of the world—was riveted by the hours of testimony about sexual assault from Christine Blasey Ford and the emotional, angry rebuttal from Supreme Court nominee Brett Kavanaugh, not to mention the stories of sexual assault, rape, and violence the hearings have triggered. But also exhausting because, though the United States dominates the headlines, North America is not alone in this very public conversation about sexual violence, assault, and gender.

India, too, was roiled in September by yet another brutal story of a young girl raped by a neighbor, the details of which are too horrific to detail here. It was not the country's first such public reckoning: In 2012, the world mourned the brutal gang rape and murder of a medical student on a bus on the way home from the movies. But those are only the public stories. In India, four out of every 10 girls will experience sexual abuse during their teens, yet rape is grossly underreported.

Maddening because, in reporting on sexual assault, media channels, wherever they broadcast in the world, tend to dig deeply, and exclusively, into the case at hand. There is far too little attention to broader analysis on the range of masculine cultures in any one society or the manifestations of misogyny in different kinds of settings.

Frustrating because it doesn't have to be this way.

Rape culture isn't inevitable. Violence against women and girls is preventable. A number of promising efforts are attempting to transform gender norms and foster positive



MEDIA & COMMUNICATIONS

In 2018, ICRW saw a growing media presence, reaching new audiences in Foreign Policy and apolitical and expanding in outlets like Devex, The Hill, The Guardian, Indian Development Review, Reuters, Ms. Magazine and Stanford Social Innovation Review. Topics covered have ranged from child marriage and women's economic empowerment to men and masculinities, women's economic empowerment and renewable energy.

apolitical

devex
Do Good. Do It Well.™



Ms.
MAGAZINE



Our followers on social media continue to build, with an average growth of 2,500 on both Twitter and Facebook. We are also utilizing LinkedIn more, given that our research, advocacy efforts, program and advisory services provide useful information for experts in our fields of work. And YouTube has become home to our program videos, livestreamed events and our new series, "The Passion Behind the Proof."

 47K FOLLOWERS

 44K FOLLOWERS

 6K FOLLOWERS

EVENTS

In 2018, we hosted in-depth discussions on a range of topics – from the social implications and economic impacts of child marriage to sex trafficking to the role of men in advancing gender equity.

We celebrated the winners of our Mariam K. Chamberlain Dissertation Award (Kate Price) and Paula Kantor Award (Dr. Soumya Gupta) by hosting *Insights to Action* events on their research on the legislative decriminalization of child victims of sex trafficking and on the empowerment of women in India through improvements in agricultural practices and access to nutritious foods.

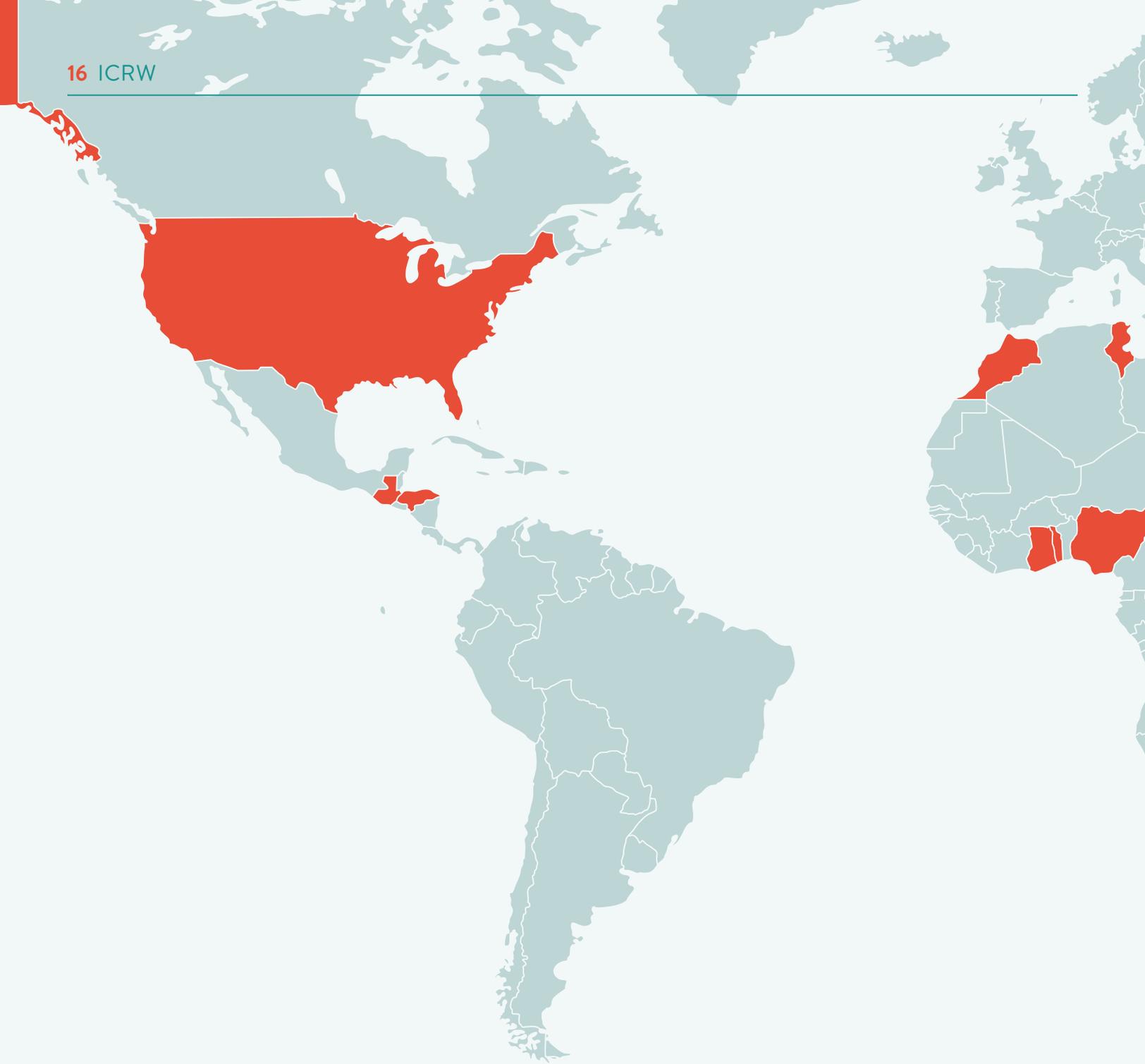
For International Women's Day in March, we convened a panel to delve into the #MeToo movement and the many layered barriers to gender equity. Moderated by NPR's Nina Totenburg, the panel included U.S. Representative Jackie Speier, Promundo's President & CEO Gary Barker and ICRW's Chief Research Officer Sarah Gammage. Following opening remarks from U.S. Representative John Delaney, the panel discussed institutionalized sex-based harassment and gender-based violence and strategies for disrupting them, holding perpetrators to account and improving support for survivors.

In July, we hosted an intimate discussion between actress and activist Ashley Judd and award-winning Diane Rehm, host of *On My Mind*. Rehm talked with Judd about the role she has played in both the #MeToo and #TimesUp movements against sexual harassment and abuse. According to Judd, "My economics are different today because I resisted assault. My pocketbook is different because I'm a woman. The promotion that doesn't materialize, the shift that's reassigned, being passed over for advantageous overtime... those are all ways that women are punished."

At ICRW, it's important for us to host both difficult and inspiring conversations like these. In order to create change, we must face our challenges head-on, strategize how best to do just that and work with partners who help us broaden and sustain the impact of the work we do.





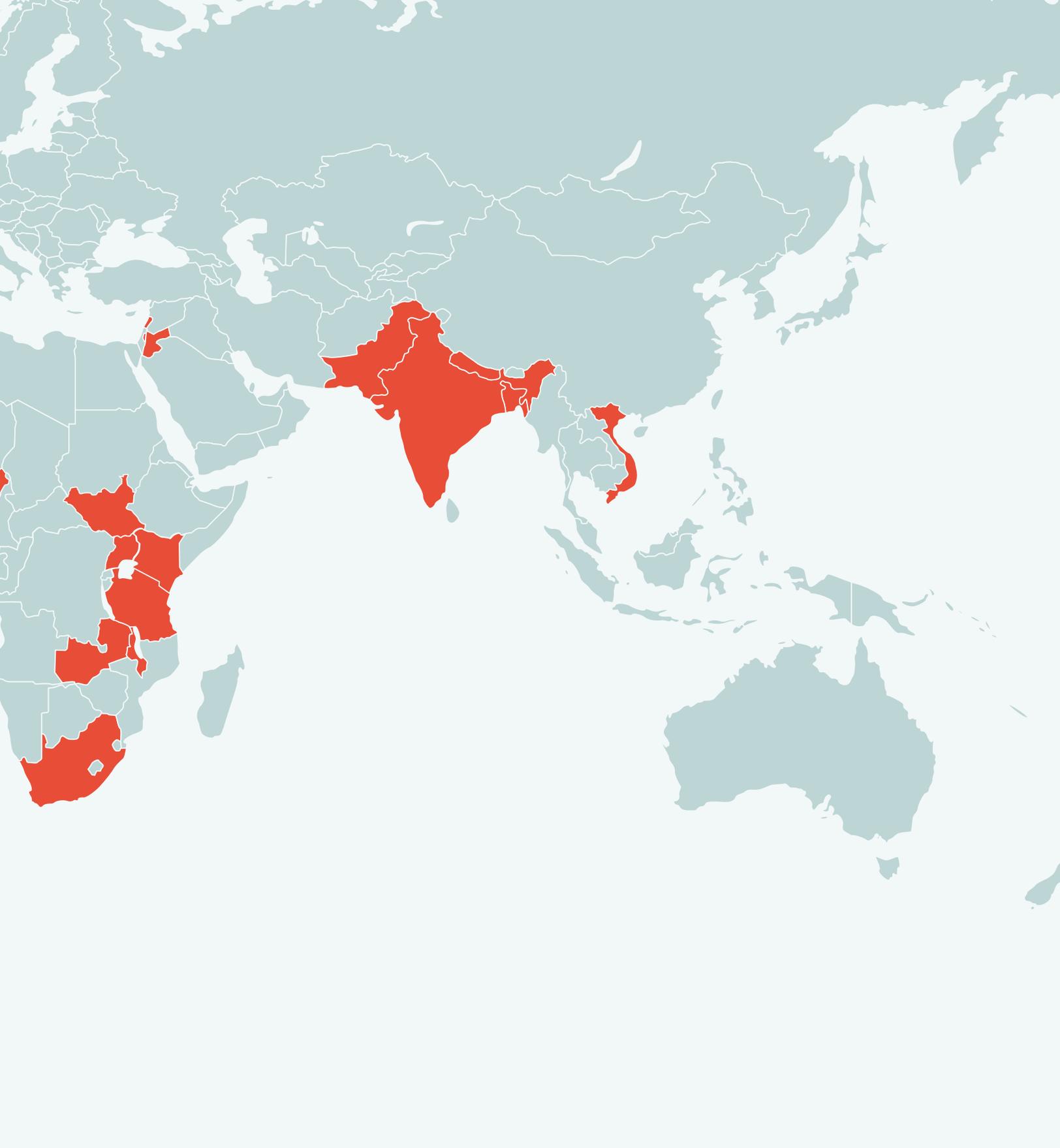


OUR PROJECTS & PARTNERS

ICRW appreciates the steadfast commitment of our partners — such as those listed below — to our work advancing gender equity and empowering communities around the world.

BILL & MELINDA
GATES foundation





TRESemmé
#poweryourpresence

WALLACE
GLOBAL FUND
For a sustainable future



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LEADERSHIP

STAFF LEADERSHIP



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KAMBOU**
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Regional Office



CLEOPATRA MUGENYI
Director, Africa
Regional Office



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Nina Totenberg

Correspondent, Legal Affairs, National Public Radio

Gayle Tzemach Lemmon

Fellow and Deputy Director of the Women and Foreign Policy Program Council on Foreign Relations





ICRW FINANCIAL SUMMARY 2018

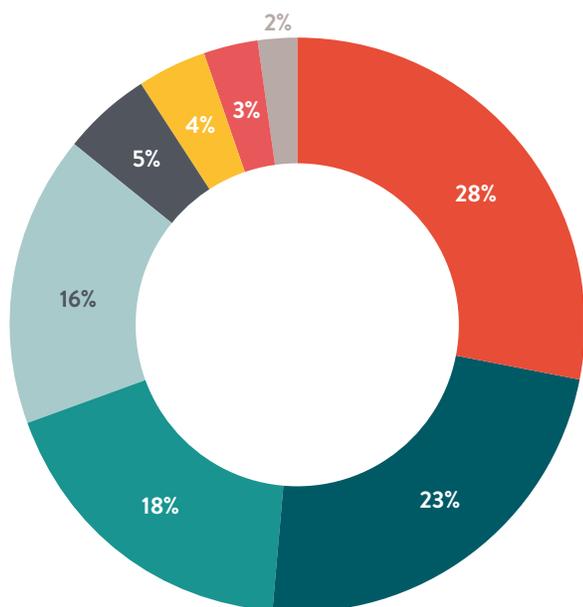
The two charts below represent the total institutional support and revenue as well as the total institutional expenses for the fiscal year ended September 30, 2018. Detailed financial statements can be viewed at www.icrw.org/icrw-financials.



SOURCES OF SUPPORT

Total: \$13.8 million

- Foundations, Corporations, & NGOs
- U.S. Development Agencies
- Other Revenue
- Bilaterals
- Multilaterals
- Investment Income



USE OF FUNDS

Total: \$12.4 million

- Global Health, Youth & Development
- ICRW Asia
- Gender, Economic Empowerment & Livelihoods
- Violence, Rights & Inclusion
- Advisors
- Policy / Advocacy
- ICRW Africa
- Fundraising

LOOKING AHEAD

Some days it seems like the world is moving faster than it ever has before, and ICRW continues to adapt, pivot and forge ahead with a determined spirit. We were founded because we knew that if we were going to tackle gender inequities successfully and advance shared prosperity, we could not afford to leave women out of the equation. We had the evidence to prove it.

Research is at the heart of everything we do, coursing through our programs, advocacy initiatives and advisory services. As an institution, we are successful because our research works.

We work collaboratively with communities and partners to ensure that we are solving the *right* problems *together* by taking an intersectional approach to our work— understanding that gender can't be addressed separately from sexuality, class, ethnicity or even geography. Our longtime partners know that our multidisciplinary team is always scanning the horizon for the next challenge.

We work with policymakers and advocates to ensure that laws and policies that address gender discrimination — like the Women's Entrepreneurship and Economic Empowerment Act passed this year in the U.S. Congress — are informed by rigorous evidence.

And we work with corporate clients to develop solutions to advance gender equity along the value chain, as we're doing with our Gender Equity Leadership Lab, which is helping clients improve their internal human resources policies and practices.

ICRW is launching a transformational program to increase its strategic and operational effectiveness. This innovative approach, leveraging internal resources and staff expertise, will constantly take the pulse of the organization to ensure that we are evolving and positioning ourselves so that we are prepared to take advantage of the rapidly changing field.

ICRW, with our 100 staff located in our three regional hubs, is resolute in our determination to take on the greatest challenges facing the world. And we know we can meet these challenges and continue to work towards our mission because of the steadfast support of partners, donors and friends who are with us on this road to gender equity for all.





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T 202.797.0007 ♦ F 202.797.0020

1120 20th Street NW ♦ Suite 500 North, Washington, DC 20036

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