

*ICRW Advisors is a global gender consultancy that guides clients with evidence-based, actionable insights and solutions to enhance intersectional social impact and drive business value.*

## ABOUT US

ICRW Advisors offers a range of services, including customized gender diagnostics, strategy design, capacity building, measurement, and evaluation to help clients become more gender equitable across their full range of operations.

And our clients include companies, investors, development agencies, foundations, and leading NGOs.

## WHERE WE WORK WITHIN CLIENT ORGANIZATIONS

### Working across the full value chain

- **Supply Chain:** We help clients assess suppliers' gender equity policies and practices supporting women workers in factories and farms and as business leaders. We help clients harmonize their corporate and supply chain efforts for consistent approaches and mutually reinforcing outcomes.
- **ESG & Sustainability:** We help clients integrate gender equity into their ESG and Sustainability strategies to improve their intersectional approaches, reporting and investor engagement.
- **Consumers & Community Engagement:** We develop research and consult companies on how to incorporate a brand purpose into their marketing strategies to promote transparency, build connections, and create a strong affinity with their consumers.
- **Corporate Diversity, Equity, Inclusion & Belonging (DEI/B) in the Workplace:** We help clients improve their DEI/B efforts with a focus on gender-based violence and harassment (GBVH) through addressing individual mind-sets; organizational culture; and corporate policies, practices, and HR structures.
- **Impact Investment:** We advise impact investors on how to craft investing strategies that better value and advance gender equity within their investment portfolio.

## HOW WE WORK: --- PRODUCTS & SERVICES



### Gender Diagnostics

We assess gender-related needs and opportunities in your workplace and across the full value chain. From rapid assessments and standardized scorecards for benchmarking, to deeper-dive diagnostics, we shine light on gender gaps and opportunities to unlock solutions from a 360 view of clients' organizations and their people.



### Strategic Guidance

We help clients leverage gender diagnostics as business intelligence. We help clients craft recommendations, theories of change, KPIs, and priority action plans based on social and gender

data, using Human Centered Design and ICRW's five decades of expertise on what works to empower women while promoting shared value.



### Capacity Building

We build phased action plans to help clients within their own operations and along their supply chains. Examples include:

- **Tools and decision-making matrices** to continuously diagnose gaps, screen vendors and/or portfolio companies.
- **Strategic advice** on embedding a gender perspective into existing processes and strategies.
- **Staff training** on tools and gender proficiency to disrupt bias and reduce gender gaps moving forward.
- **Gender Action Plans** to improve performance.
- **Communications and reporting** to drive internal buy-in and external awareness



### Monitoring & Measurement

Across sectors and product and service areas, we create tools that help our clients measure material progress toward their goals. We integrate gender data into clients' existing monitoring and reporting systems and develop fresh indicators and tracking platforms where needed for gender-specific program efforts.



### Evaluation

We conduct a range of evaluation methods to understand social and business impacts, from pre/post studies to more sophisticated, rigorous evaluations including randomized control trials.

## LET US KNOW HOW WE --- CAN SUPPORT YOU

Contact us at [info@icrwadvisors.org](mailto:info@icrwadvisors.org).