A close-up portrait of a woman's face, partially covered by a green headscarf with a gold fringe. The woman has dark hair and freckles, looking directly at the camera. The background is a textured, light-colored wall.

ANNUAL REPORT 2021

WOMEN AT THE CENTER



ICRW

INTERNATIONAL CENTER
FOR RESEARCH ON WOMEN

“Women are at the
center of progress on
every major challenge
the world faces.”

— PEGGY CLARK, ICRW PRESIDENT AND CEO

Our Vision

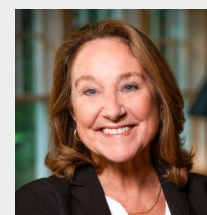
The International Center for Research on Women advances rights and opportunities for women and girls everywhere. We do this by uncovering evidence and solutions that have the potential to transform the roles, participation, and power of women and girls, in order to bring about stronger societies and a more just and equal world.

For over 45 years, we’ve demonstrated, time and again, that when women and girls are viewed as human beings, as individuals with rights and humanity, the world can solve intractable problems. Curtailing child marriage keeps girls in schools. Education paves the way for women to participate in lifting local economies. Economic advancement of women supports children and families. Men and boys raised in homes that respect women do not commit violence and share in caregiving.

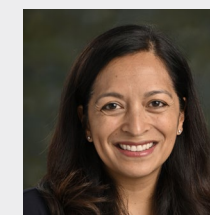
There’s a tremendous amount of work in front of us. There is still no country in the world that treats women equal to men. In low-income countries, gender inequality correlates with poverty, domestic violence, inadequate health care, and climate injustice. In high-income countries, women are still underrepresented in positions of power and leadership, suffer unequal pay, and often lack reproductive freedom.

At the International Center for Research on Women, we ask big questions that test assumptions about power, design innovative solutions, and advocate for a better tomorrow. We gather this evidence with women and girls, and in the process, we unearth new pathways forward and unleash new capabilities for inclusion.

There is much work to be done and here at the International Center for Research on Women, we are doubling our efforts to guarantee ICRW’s work makes a real difference. Thank you for investing in the International Center for Research on Women as we address the most critical issues impeding the dignity and potential of women and girls around the world.



PEGGY CLARK
President and CEO

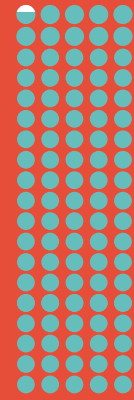


TARA ABRAHAM
Board Chair

WHY WOMEN? WHY NOW?

No country

in the world has achieved gender equity.



Only .2%

of environmental philanthropy goes to women-led climate action.¹

4x

as many women left the workforce during the COVID-19 pandemic as men.²

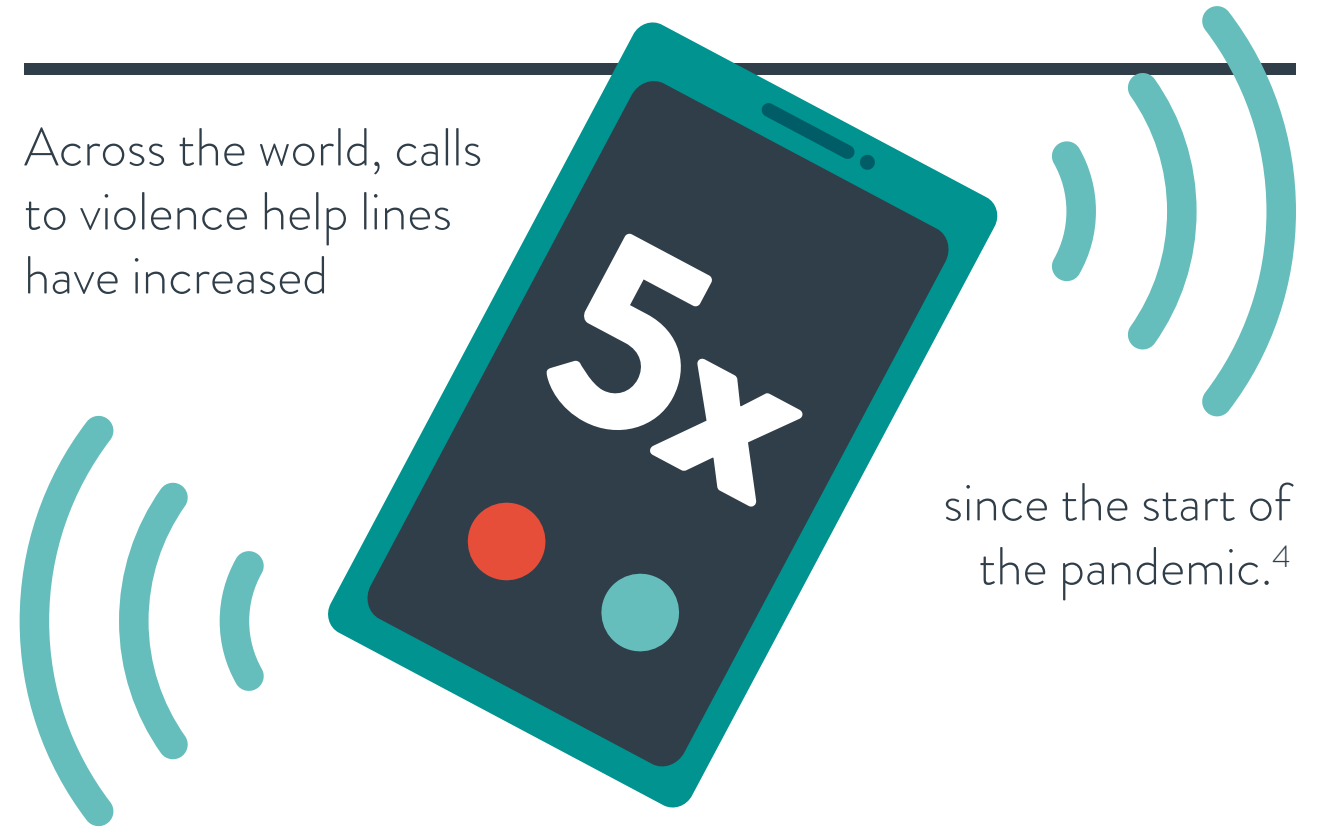


10 million

girls are at risk of child marriage this year.³



Across the world, calls to violence help lines have increased

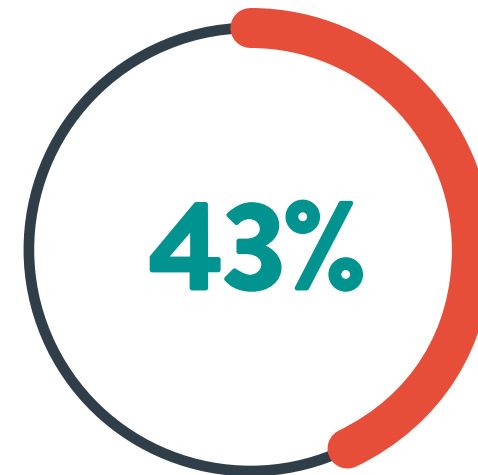


since the start of the pandemic.⁴

43%

of women,

worldwide, lack access to contraception.⁵



¹ https://forum.generationequality.org/sites/default/files/2021-09/FAC_AC%20.pdf

² <https://www.americanprogress.org/article/shambolic-response-public-health-economic-crisis-women-brink-job-recovery-stalls/>

³ <https://www.icrw.org/issues/child-marriage/>

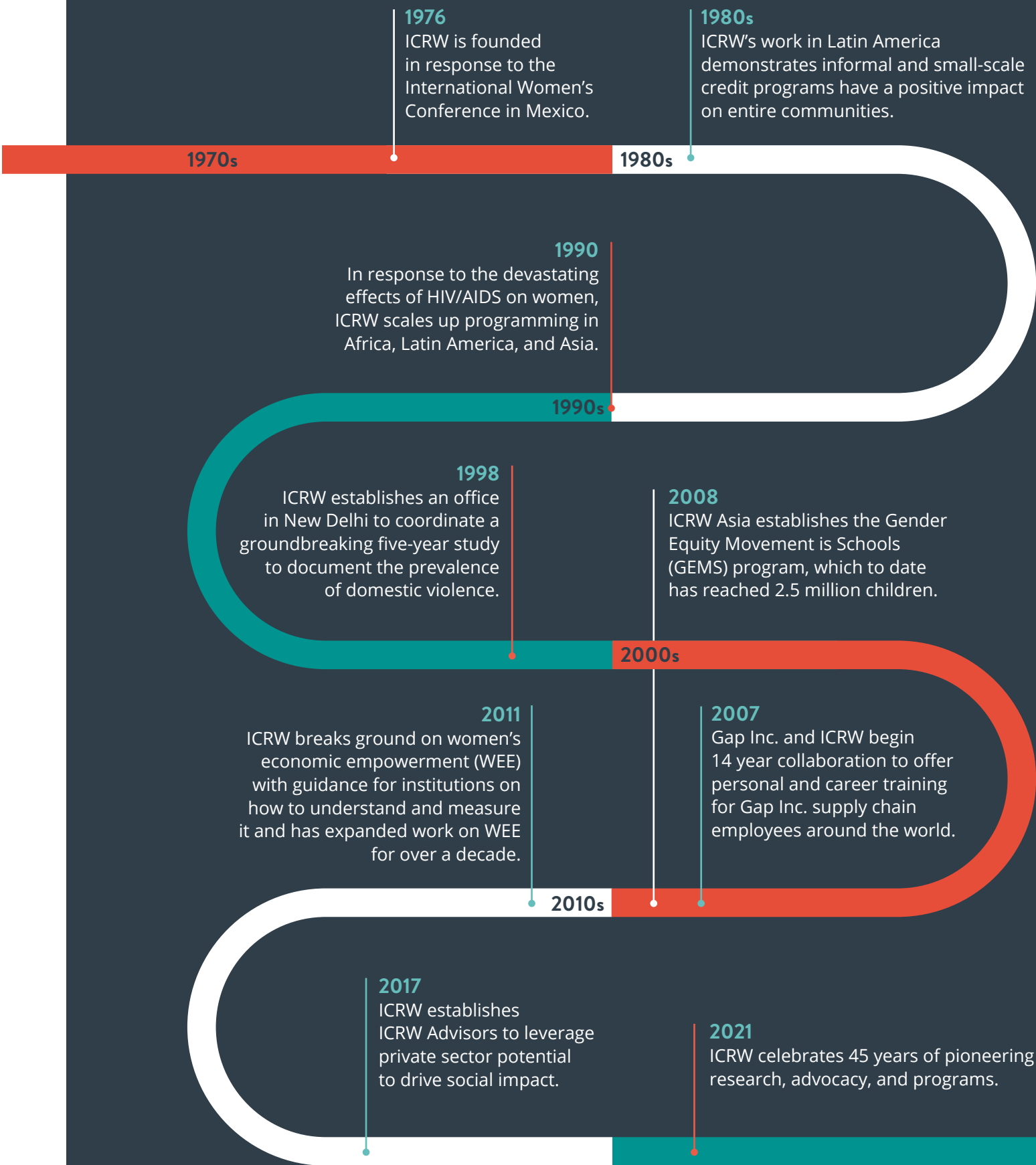
⁴ <https://www.unwomen.org/en/what-we-do/ending-violence-against-women/facts-and-figures>

⁵ <https://www.kff.org/global-health-policy/fact-sheet/the-u-s-government-and-international-family-planning-reproductive-health-efforts>

1976-2021

45 YEARS OF IMPACT

ISSUE	IMPACT
Women's Engagement in the Economy Poverty alleviation efforts had low impact, especially for women.	ICRW established that poverty alleviation programs need to pay attention to family structures, particularly families led by women.
Women and HIV/AIDS The prevalence of HIV and AIDS in women was skyrocketing in the 1990s, but few understood why.	ICRW was among the first organizations to call attention to how gender inequality fueled the transmission of HIV and AIDS among women. ICRW also played a critical role in understanding how stigma and discrimination fuels the epidemic.
Child Marriage Each year, more than 10 million girls are forced to marry before their 18th birthday.	ICRW is one of the first organizations to conduct research and engage in advocacy on child marriage, working with governments to successfully ban child marriage in several contexts.
Violence Against Women Despite decades of effort, rates of violence were not falling and young boys were reflecting unhealthy understandings of gender.	ICRW develops a school-based program across India, teaching 2.5 million children about gender equity and healthy masculinities. The program has reached over 16,000 boys in nearly 400 schools.
Women and COVID-19 Women in the informal economies of East Africa have limited access to power but are most impacted by the COVID-19 pandemic.	ICRW is documenting the effects of COVID-19 on informal sector women workers and connecting them to Kenyan and Ugandan members of parliament to ensure their voices are heard as these countries rebuild from the COVID-19 pandemic.
Engaging Men and Boys No one had asked, "How can men and boys join the fight for gender equity?"	ICRW and Equimundo asked and have since collected and analyzed data about men and gender equity from 40 countries, 65,000 participants, and 15 years of context.
Gender Equality in Corporations GAP Inc wanted to empower women factory workers and to understand the effectiveness of their worker training programs in their supply chain.	ICRW Advisors has worked with Gap Inc. and over one million women across 17 countries to raise self-esteem and financial literacy.



Rebuilding from COVID-19

The COVID-19 pandemic has had a devastating effect on women. Supported by the Danish International Development Agency, ICRW uncovered why women are leaving the workforce and what makes their small businesses so much more sensitive to economic stress. We developed strategies to protect women business owners in the formal and informal economy to ensure a strong recovery.

In 2021, ICRW launched an ambitious study in India, Kenya, and Uganda with the support of the Bill and Melinda Gates Foundation (BMGF) and the International Development Research Centre (IDRC). The work explores how government responses to COVID-19 took into account women's unique challenges during the pandemic. The work also examines how policy responses impacted livelihoods, gender-based violence, and the sexual and reproductive health of women working in the urban informal economy.

ICRW IS BUILDING:



Policies



Strategies



Work on the ground



ICRW AFRICA

PREVENTING VIOLENCE AGAINST CHILDREN

For decades, Ugandans have been working to prevent violence against children in their communities. Our research tells us that experiencing violence as a child impedes physical development and self-fulfillment. ICRW partnered with Pathfinder International, ActionAid Tanzania and C-Sema to support community champions to better understand what initiatives work, share learnings with other community members, and inform policy change in their region and country.

WOMEN'S ECONOMIC SECURITY AND JUSTICE

Women's economic empowerment is essential for realizing rights and opportunities for women and girls around the world. The International Center for Research on Women has and continues to lead the way on solutions and thought leadership on economic security. ICRW Africa, with the support of Bill & Melinda Gates Foundation, is bringing together the Women's Economic Empowerment Community of Practice to collect the best data and research, understand barriers to success, and bring insights to policy action for women across the country.

SEXUAL AND REPRODUCTIVE HEALTH

A woman's decision to make choices about her health is a fundamental right.

We are working with Population Services International and Self-Care Trailblazer Group and Evidence and Learning Working Group to understand which initiatives and tools work best for women in Nigeria and Uganda, and how best to measure the differences between self-care options available for women who are making decisions about their health.

Niyitengeka Francine and Gasana Rodrigue, a couple from Rwanda, visit a nurse to learn about the different contraceptive methods available to them.



ICRW ASIA

GENDER EQUITY IN SCHOOLS

Over the past five years, ICRW has connected with nearly four million students across India, teaching students about self-esteem, gender equity, career-building skills, and men and boy's role in the fight for equal opportunities and rights. The Gender Equity Movement in Schools and Plan-It Girls programs, supported by Children's Investment Fund Foundation and Bill & Melinda Gates Foundation, have brought together children, parents, teachers, businesses, and local community institutions to build a community that supports their girls' futures. To go beyond the classroom and community, ICRW partnered with Life Skills Collaborative to support the Indian government by building a life skills platform that will transform India's learning ecosystem.

FAMILY PLANNING – IT'S EVERYONE'S RESPONSIBILITY

But of course, not everyone takes on their fair share of the family planning responsibility. The Couple Engage project, funded by the Bill & Melinda Gates Foundation, explores the best ways to empower men, couples, and women in India to make choices about their families. ICRW's earlier research indicates that men's attitudes towards gender equality and masculinity are a strong factor in their opting

out of family planning or making decisions about the family that is counter-productive to their partner's and their own health, economic status, and agency. This research dives deeper into these challenges with men and boys in India.

ONLINE VIOLENCE AND ABUSE

Violence has taken new forms in our digital world, where we see people using technology to cause, facilitate, or threaten violence against others. As Internet usage rose exponentially during the COVID-19 pandemic, we joined forces with Quilt.AI to ask, "how has shifting internet usage impacted online violence and abuse, especially for women, girls, and urban and rural users?" We learned that when people search for information about online violence, they are not directed to localized resources. The information available is often from international organizations and technology platforms and is in English.

In urban areas, we saw an increase in exploitation, hacking, doxing and image-based abuse. In parallel, there was a dramatic increase in searches for help against online violence. Overall, these trends were similar in rural areas. We are looking to work with policymakers, tech companies, and civil society organizations to disrupt these online behaviors.

Women attend a community training about adolescent sexual and reproductive health.

Credit: Florian Lang/ICRW

ADVOCACY





We have expanded our work with global coalitions, emphasized accountability across governing bodies, and focused on unpaid care and women’s economic empowerment.

ICRW continues to lead the way on thought leadership, advocacy, and research on Feminist Foreign Policy. Over 80 organizations have now joined ICRW in the Coalition for a Feminist Foreign Policy in the United States.

Feminist Foreign Policy prioritizes peace, gender equality and environmental integrity; enshrines, promotes, and protects the human rights of all; seeks to disrupt colonial, racist, patriarchal and male-dominated power structures; and allocates significant resources, including research, to achieve that vision.

During the Generation Equality Forum, ICRW offered strong recommendations for both the Kenyan and U.S. governments on how to reach gender equity in our lifetime. In Kenya, ICRW collaborated with the Government of Kenya, UN Women, and United Nations Population Fund to craft a national roadmap to advance gender equality and end all forms of gender-based violence and female genital mutilation by 2026.

ADVOCACY HIGHLIGHTS

-  Issued 100-day scorecard on the Biden-Harris Administration’s progress towards launching the U.S.’ first feminist foreign policy.
-  Issued fourth annual report card on the U.N. Secretary-General’s actions on equity initiatives, earning him a ‘B’.
-  Offered recommendations to the U.S. government on incorporating policy on unpaid care work into their foreign assistance budget.
-  Engaged closely with U.S. Government on an equitable recovery from the COVID-19 pandemic, the advancement of racial justice and equity, and action on the global climate crisis.



ADVISORY SERVICES

Advisors continue to expand its work in corporate manufacturing and agricultural supply chains; socially responsible investing; diversity, equity, inclusion, and belonging; sustainability strategies; and purpose-driven brands driving consumer engagement.

SUPPLY CHAINS

Advisors' pilot of its **Gender Equity Self-Diagnostic Tool (SDT)** in supply chains expanded to over 160 suppliers in 2021. The tool can be found on the Gender Equity in Textile, Clothing, and Footwear Manufacturing Resource Hub, and it was highlighted in **Nike Inc.'s FY21**

Impact Report for the importance it has played in measuring and raising the standards of supplier performance. ICRW began convening other partner brands interested in the SDT pilot to add a worker voice component to the diagnostic process.

Amazon contracted ICRW Advisors to help develop a global gender equity strategy, with a focus on its global supply chains. ICRW provided a high-level assessment of complexities of Amazon's supply chain and existing gender equity programs within Amazon's supply chain. This strategy formed the foundation of 2022 action planning to operationalize the strategy.

ICRW's work with Gap Inc.—a 14-year collaboration—was **featured in Forbes**. The article highlighted how Gap Inc.'s Personal Advancement & Career Enhancement (P.A.C.E.) reached more than one million participants in 17 countries. The P.A.C.E. program has promoted workforce development and stable supply chains by enabling women to build skills, participate in technical training, and advance into leadership positions in factory workplaces.



DIVERSITY, EQUITY, INCLUSION AND BELONGING

With Dove, the Advisors team developed and facilitated a **series of interactive trainings on anti-appearance-based bias**. The trainings were designed to address how employees can recognize and counter bias in themselves and in others. The *Mitigating Appearance-Based Bias in the Workplace* workshop provides participants with a foundational understanding of this bias and its manifestations in the workplace. The pilot program is currently being made accessible to all employees across Dove.com.

INVESTMENT STRATEGY

ICRW Advisors partnered with Pilot House Philanthropy to apply a gender lens to their existing rural livelihood development and environmental work as well as explore new partners that focus on universal education and economic empowerment for women and girls. The analysis guided Pilot House to better place their women-targeted investments in Africa, Southeast Asia, Latin America and the Caribbean to align with their thematic priorities.

PURPOSE-DRIVEN BRANDS

Unilever engaged ICRW Advisors to conduct a thorough review of their supplier guidance tools and to ensure their suppliers are making best-practice gender considerations across their supply chain. ICRW refined and streamlined Unilever's Gender Supplier Guidance and incorporated gender-responsive Human Rights Due Diligence considerations throughout. ICRW's efforts will be used to better inform Unilever's suppliers on best practice gender programming.



1 Participants in a leadership program explain software to each other; peer learning building leadership and positive teamwork skills.

2 Informal worker, Martha Kotey, sells fabrics at Makola market in Ghana.

Diversity, Equity & Inclusion

ICRW is meeting this moment, as we are all called on to reflect on global power structures and colonial roots of development assistance work, by transforming power dynamics in and outside the organization.

ICRW is developing work that supports emerging gender scholars, advocates, and practitioners from the global south. We are also developing sustainable and enduring institutions around the world that will support gender equity leaders for generations to come.

It is vital that ICRW looks deeper at institutional shortcomings, pathways to growth and belonging, and approaches to dismantle long-standing social inequities that have maintained unequal access to power. ICRW is dedicated to overcoming the challenges that lie ahead—to interrogate injustice, drive evidence informed solutions, and collaborate with partners near and far to reimagine and create a better world.

ICRW staff at an event in Washington, DC.

Credit: © ICRW

KEY MOMENTS



ICRW supported the development of the Government of Kenya's "Roadmap for Advancing Gender Equality and Ending All Forms of Gender Based Violence and Female Genital Mutilation by 2026."



ICRW hosted discussions on online violence and abuse in Asia, the intersection between racial and reproductive justice, and feminist foreign policy.



ICRW's advocacy team spoke about gender-based violence, the United States' role in the global women's movement, and the informal economy at the 65th session of the Commission on the Status of Women.



During the Generation Equality Forum, **ICRW launched a Global Partner Network** for Feminist Foreign Policy.



The UMANG project (Hindi for Enthusiasm), focused on improving life skills for 12-19 year old youth in India. During the second wave of COVID-19 in India, **the UMANG program switched from street theatre to radio, reaching 10 million listeners.**

AWARDS

ICRW was listed among the top 10 of the most influential institutions in women's empowerment

The 2021 review from the Women's Studies International Forum identified the most influential journals, authors, and centers of excellence that have shaped women's empowerment research. We are so proud that ICRW made the Top 10 institutions.

ICRW was honored by Gap Inc. with the Lighthouse P.A.C.E. Council Award

Gap Inc. hosted their second annual P.A.C.E. Awards on December 8th. ICRW received The Lighthouse – P.A.C.E. Council Award for contributing to the "strategic thinking and knowledge building for the future of Women's Empowerment." ICRW CEO & President Peggy Clark accepted the award on the organization's behalf. The award is a testament to ICRW's nearly 15-year partnership with Gap, Inc. and the value of our staff's dedication and insights.

PARTNERS

Action Health Incorporated	Going to School	Population and Health Research Institute
Amazon	H&M	Public Health Institute
Amref Health Africa	Hand in Hand International	Puma
ANANDI India	Heifer International	Research Group, University of Nigeria
Asian Development Bank	Hewlett Foundation	Resonance Global
Bill & Melinda Gates Foundation	Ikea Foundation	Rise Up
C&A	Inditex	Robert Wood Johnson Foundation
Cartier Foundation	Institute for Fiscal Studies	Save the Children, Canada
Charities Aid Foundation America	International Development Research Centre	STiR Education
Children's Investment Fund Foundation	Johns Hopkins University	Sunlight (Unilever)
Compton Foundation	Lux (Unilever)	Sunsilk Global (Unilever)
Danish International Development Agency (Danida)	Magic Bus	Target
Dove (Unilever)	Making Cents International	Uganda Red Cross Society
Dutch Ministry of Foreign Affairs	Mobilising for Rights Associates	Unilever Global
Echidna Giving	Networks of Change	United Nations Foundation
ETR	Nike	United States Agency for International Development
Ford Foundation	NORC at the University of Chicago	United States Department of Health and Human Services
Frito Lay	Oak Foundation	United States Department of State
Futures without Violence	Overseas Development Institute	Vihara Innovation Network
Gap, Inc.	Packard	Weber Shandwick
Gender and Development Studies	Pathfinder International	Women for Women International
Global Health 50/50	PepsiCo	World Bank
	Pilot House Philanthropy	
	Primark	

LEADERSHIP

EXECUTIVE STAFF

Peggy Clark President & CEO	Manizha Nabieva Chief Financial Officer	Felicia Appenteng Vice President, Gender Centers of Excellence
Ravi Verma Director, ICRW Asia	Jessica Ogden Vice President, Research and Programs	Lauren Murphy Global Director, ICRW Advisors
Evelyne Opondo Director, ICRW Africa	Lytic Thompson Vice President, Policy, Advocacy, and Strategy	
Patricia Daunas Chief Operating Officer		

SENIOR STAFF

Amajit Mukherjee Director, Operations, ICRW Asia	Louise Erskine Chief of Staff and Gender and Climate Research Lead	Aria Grabowski Deputy Director, Policy and Advocacy
Josphat Njeru Director, Operations, ICRW Africa	Kathryn Reitz Director, Research Compliance	Shana Williams Director of Operations & Strategy
Pranita Achyut Director, Research & Programs, ICRW Asia	Joe Shaffner Director, Global Communications	

FINANCIALS

The charts below represent the total institutional support and revenue, as well as the total institutional expenses for the fiscal year ending September 30, 2021. Detailed financial statements can be viewed at www.icrw.org.

STATEMENT OF ACTIVITIES	Without donor restrictions	With donor restrictions	Total
REVENUE			
Grants, contracts, and contributions	\$3,097,816	\$4,708,852	\$7,806,668
U.S. Government	\$1,595,712		\$1,595,712
Foundation and other	\$1,502,104	\$4,708,852	\$6,210,956
Investment income	\$430,648	-	\$430,648
Program service fees	\$1,237,061	-	\$1,237,061
Other revenue	\$20,919	-	\$20,919
Loss on expired grants and contracts	-\$16,144	-	-\$16,144
Net assets released from donor restrictions	\$6,056,433	-\$6,056,433	-
TOTAL REVENUE	\$10,826,733	-\$1,347,581	\$9,479,152
EXPENSES			
Program services	\$8,064,234	-	\$8,064,234
Research and Programs	\$2,191,307		\$2,191,307
Policy and Advocacy	\$1,536,354		\$1,536,354
Asia Regional Office	\$2,238,515		\$2,238,515
Africa Regional Office	\$694,243		\$694,243
General activities	\$1,403,815		\$1,403,815
General & Administrative	\$2,405,134	-	\$2,405,134
Fundraising	\$150,252	-	\$150,252
TOTAL EXPENSES	\$10,619,620	-	\$10,619,620
Changes in net assets before other items	\$207,113	-\$1,347,581	-\$1,140,468
OTHER ITEMS			
Unrealized depreciation of investments	\$121,004	-	\$121,004
Changes in net assets	\$328,117	-\$1,347,581	-\$1,019,464
NET ASSETS			
Beginning of year	\$3,066,722	\$5,777,383	\$8,844,105
END OF YEAR	\$3,394,839	\$4,429,802	\$7,824,641

CONSOLIDATED STATEMENTS OF FINANCIAL POSITION

September 30, 2021 and 2020

ASSETS

CURRENT ASSETS	
Cash and cash equivalents	\$1,878,004
Investments	\$6,570,403
Investments – deferred compensation	\$101,025
Accounts receivable	\$75,395
Federal and non-federal contracts receivable	\$630,337
Grants receivable	\$30,472
Advances	\$20,658
Prepaid expenses	\$130,556
Total current assets	\$9,436,850
FURNITURE, EQUIPMENT, AND LEASEHOLD, NET	
	\$786,489
OTHER ASSETS	
Security Deposits	\$125,970
TOTAL ASSETS	\$10,349,309

LIABILITIES AND NET ASSETS

CURRENT LIABILITIES	
Accounts payable	\$236,816
Accrued payroll and leave payable	\$441,477
Deferred revenue	\$445,850
Deferred rent and deferred lease incentive	\$175,904
Total current liabilities	\$1,300,047
LONG-TERM LIABILITIES	
Deferred rent and deferred lease incentive	\$1,224,621
Total long-term liabilities	\$1,224,621
TOTAL LIABILITIES	\$2,524,668
NET ASSETS	
Without donor restrictions	\$245,438
Board Designated	\$3,149,401
Total without donor restrictions	\$3,394,839
With donor restrictions	\$4,429,802
TOTAL NET ASSETS	\$7,824,641
TOTAL LIABILITIES AND NET ASSETS	\$10,349,309

The only way to
create lasting change
is to do it **together.**





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