

**ICRW-Africa champions a triad of approaches:** human rights, gender equity and women's empowerment, prioritizing those most at risk or facing intersecting forms of discrimination. Our work closely integrates rigorous research, sustained advocacy, innovative public engagement, and evidence-based programmatic solutions.

ICRW-Africa has operated its offices in Kenya and Uganda since 2011 and 2017, respectively. From 2023, we started a journey of recreating and strengthening ICRW-Africa into a Gender Center of Excellence. Since then, we have put in place a strong governance structure by establishing a predominantly [female Africa Board](#) that brings diverse and strategic expertise to our work. The development of this inaugural Strategic Plan marks another critical point in the history of our growth and focus of our work.

**ICRW-Africa work focuses on four thematic issues:**

Women's Economic Opportunity and Security; Health and Sexual Reproductive Health and Rights; Climate Action; and Social Norms and Power Dynamics. We translate



our research into insights that can inform policy and programmatic actions.

Through this Strategy, we shall contribute to strengthening the gender research field by forging a formidable network of young, diverse gender researchers across Africa who are globally connected, and guided by eminent gender scholars and practitioners on the continent. This will enable us to contribute to cutting-edge gender scholarship and also serve as a formidable bulwark against backlash to gender justice and equality.

As we embark on the critical journey of implementing this Strategy, characterized by deeper community engagement and our continued commitment to empirical evidence, we recognize that our enduring legacy hinges on the fidelity to our mission and the courage to be vulnerable and to reimagine our organizational structure, roles, relations, and processes. We look forward to fostering dynamic, inclusive partnerships in our journey of implementing this Strategy.

## Our Vision and Mission



### Vision

An equitable, sustainable, and prosperous world where women, girls, and gender marginalized people lead progress and thrive

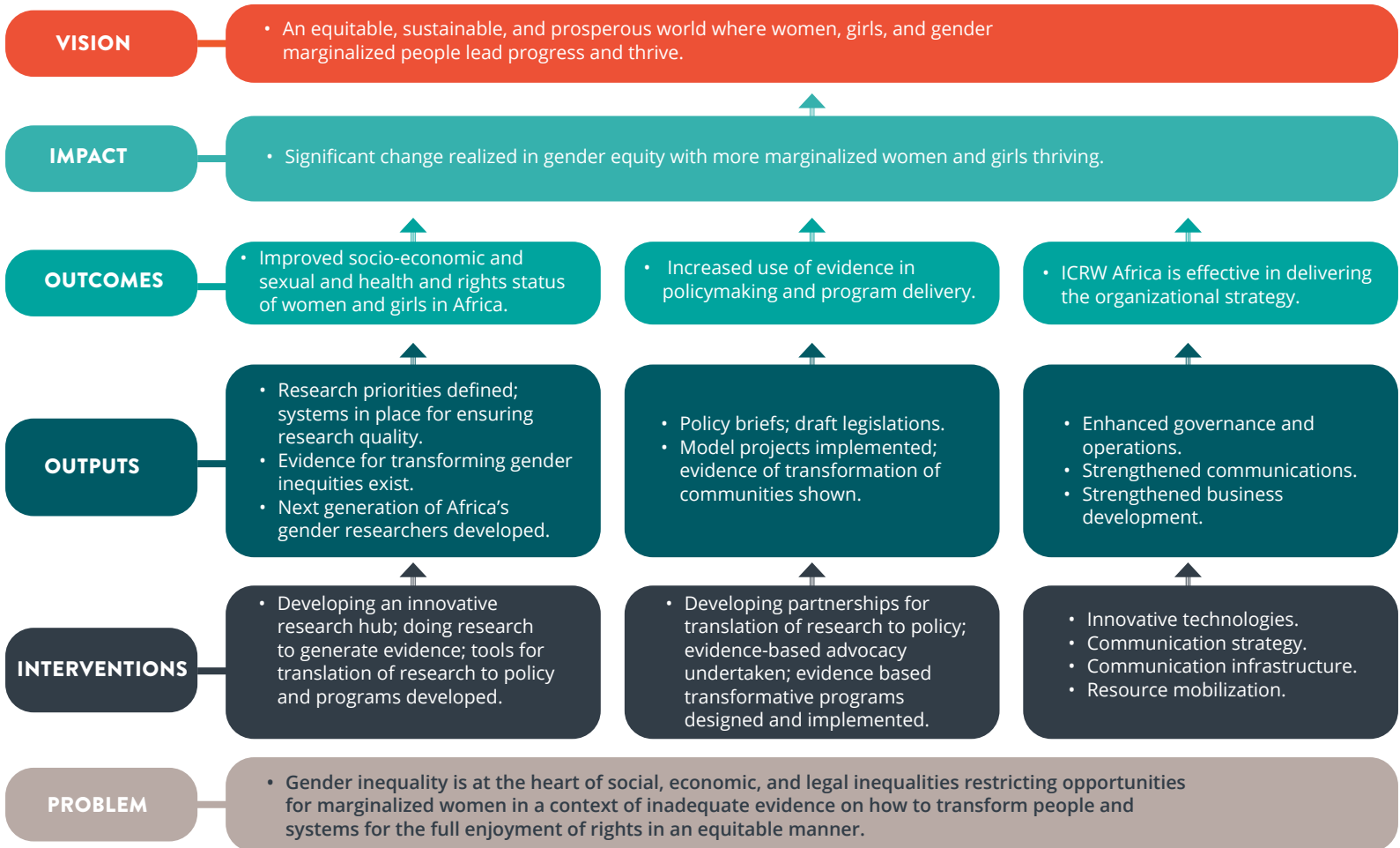


### Mission

To advance rights and opportunities for women, girls and gender marginalized people through actionable evidence and solutions

## Our Theory of Change

Achieving gender equity in Africa requires evidence-based decision-making in setting priorities, allocating resources and implementing effective intervention programs. **ICRW-Africa's theory of change is that grounded, intersectional and afro-feminist research as well as evidence-based advocacy and programmatic action** can dismantle the structural barriers to rights and opportunities and drive lasting societal transformation within the continent. Our interventions focus on the systemic changes needed to accelerate efforts towards an equitable, sustainable, and prosperous world for African women and girls, prioritizing those facing intersecting forms of discrimination.



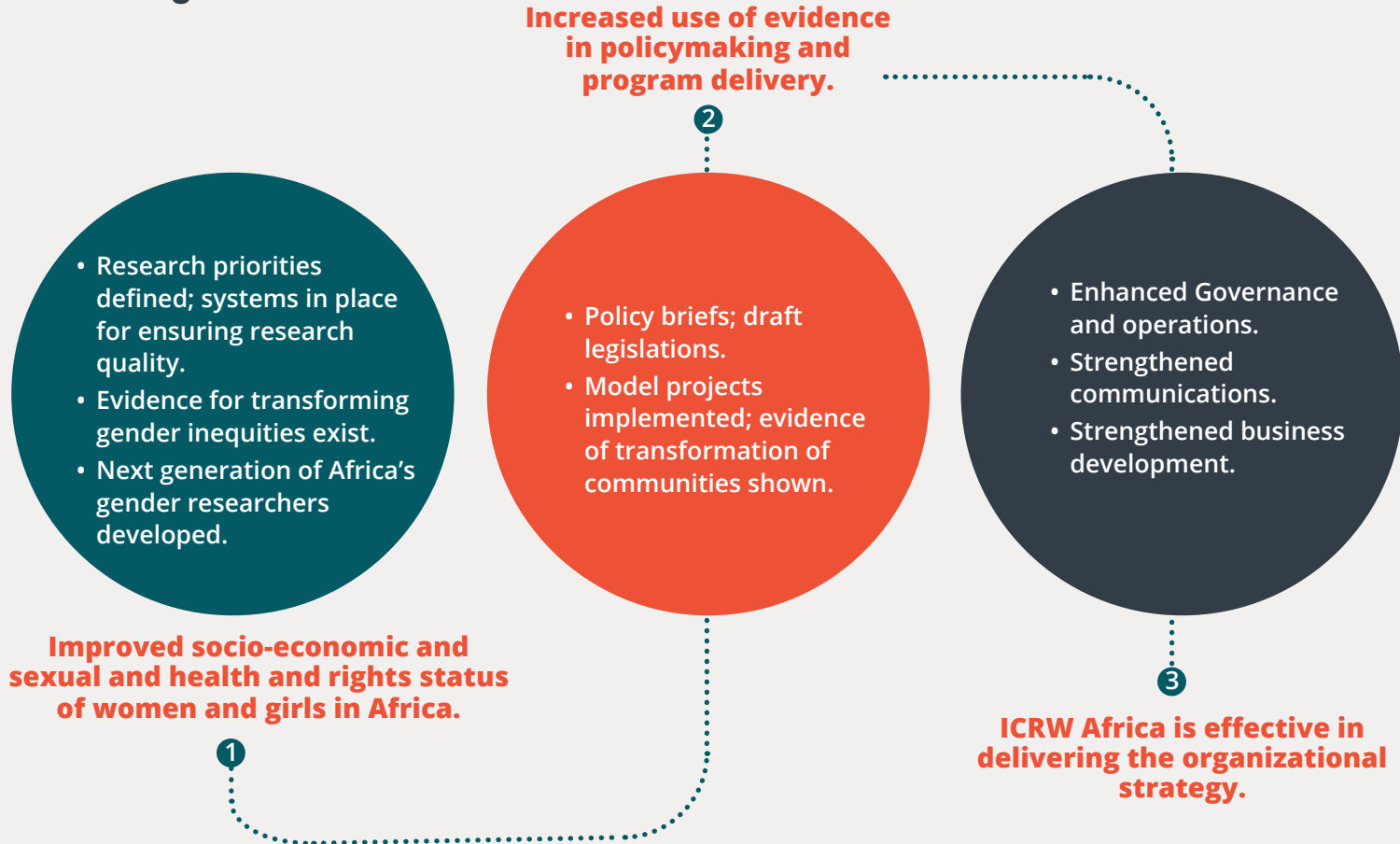
## How we work

Addressing the challenges faced by women, girls, and gender-marginalized groups in Africa requires solutions grounded in research and evidence generated within the continent by those who best understand its context and nuances.

We apply an Afro-feminist lens in our work, which offers a strategic framework for understanding and challenging power dynamics through intersectional, decolonial, and global perspectives. Centering the experiences and struggles of African women and girls, we provide valuable insights into the complexities of power shifts and offer pathways towards more inclusive and equitable social and political change.

Our program priorities are anchored in local knowledge and are responsive to the aspirations of the communities we serve. We believe that community-driven insights are crucial for developing sustainable solutions that resonate with those they aim to help. By integrating the lived experiences and wisdom of local communities, we ensure that our initiatives are not only impactful but also culturally and socially relevant.

## Our Strategic Result Areas



### **Kenya Office**

Vienna Court, Fourth Floor (West Wing),  
State House Crescent Road,  
Nairobi Kenya P.O. Box 42818 – 00100 Nairobi, Kenya

**Email:** [info.kenya@icrw.org](mailto:info.kenya@icrw.org)

**Tel:** Kenya: (+254) 20 5138 584

### **Uganda Office**

1st Floor, S&L Chambers, Plot 14 Mackinnon Road,  
Nakasero – Kampala, Uganda  
P.O. Box 131136, Kampala, Uganda

**Email:** [info.uganda@icrw.org](mailto:info.uganda@icrw.org)

**Tel:** (+256) 393 206 506