



2023 Benefit Report

We are a women-led consulting firm specialising in gender equality and social inclusion research, strategy, monitoring, evaluation and learning, capacity strengthening and technical advice.

In 2023 we made the decision to become a registered benefit company as a testament to our unwavering commitment to driving positive social impact.

As a women-led social enterprise consulting firm specializing in gender equality and social inclusion, our decision reflects our dedication to aligning business practices with our core values. By adopting this status, we aim to amplify our influence in fostering positive change, advancing gender equality, and contributing meaningfully to social inclusion initiatives. This step underscores our belief that businesses can be a force for good, and we are proud to channel our expertise and efforts towards creating a more equitable and inclusive world.

As a benefit company, Kore Global is held accountable for assessing our social and environmental impact performance against an independent third party standard. We do this through B Lab's B Impact Assessment tool and by publishing our annual benefit report. At the time of publishing this report, we are working towards gaining our B Corp accreditation.

Our Public Benefit

Kore Global is a consulting firm specialising in gender equality and social inclusion research, strategy, design and evaluation. We're in business to transform unequal systems, structures and norms for a more gender just and inclusive world. At Kore Global, we envision a future in which all women, girls and people of minority genders exercise power and agency in order to claim their rights and lead fulfilling lives. We aim to use the resources we have - intersectional feminist inspiration, ideas, approaches and tools - to drive transformative change in the international development sector.

Governance & Employment

Women Owned

We are a 100% women-led and women owned company.

Equal Opportunity Employer

As an equal opportunity employer, we are unwavering in our commitment to providing fair employment opportunities irrespective of factors such as Indigenous identity, race, color, ancestry, citizenship, political belief, religion, marital or family status, physical or mental disability, sex, pregnancy, age, sexual orientation, gender identity or expression, previous involvement in sex work, or criminal convictions unrelated to employment. Our commitment aligns with the principles outlined in the BC Human Rights Code, and we take pride in championing diversity and eliminating discrimination in all its forms.

Certified Living Wage Employer

We are committed to fair compensation and are proud to be a certified Living Wage employer. Ensuring that our employees receive a wage well above the basic cost of living standards reflects our dedication to equitable employment practices and the financial well-being of our team.

Paid Time Off

Recognizing the importance of rest, our staff are given three weeks of paid time off annually, as well as paid time off on birthdays and extra days over the December holiday period. Paid time off is available to staff from their first day of employment.

Health Benefits

We prioritize employee well-being by offering health benefits, which encompass dental, medical, and mental health support. Employees receive a health spending allowance from their first day of employment.

Professional Development

Nurturing continuous growth and learning, we provide professional development opportunities for all staff.

4 Day Work Week

Embracing a progressive approach to work-life balance, we prioritise our staff's well-being through a four-day work week, with each week comprising 32 hours.

Diversity and Inclusion

In 2023, we began taking steps to even further enhance our commitment to diversity and inclusion, through the development of a JEDDI (Justice, Equity, Diversity, Decolonisation, and Inclusion) working group and JEDDI roadmap. The roadmap plan includes action towards decolonisation, climate justice and diversifying our supply chain.

Environmental Impact

We are a paperless organisation. In 2023 we took things further by setting a goal to be a Zero waste organisation by 2025.

Impactful Client Work

We work with a broad range of clients and partners, including INGOs, national governments, multi-laterals, foundations, grassroots and feminist organisations, impact investors, social entrepreneurs, design firms, and academic institutions. Our focus is on engaging with partners who share our values, working collectively towards common goals and impact areas.

Here are some examples of our client work contributing to gender equality and social inclusion in 2023:
Obama Foundation: Girls Opportunity Alliance Learning and Evaluation Partnership

Impact areas: Education, Violence Against Women and Girls

Kore Global served as the Learning and Evaluation partner for the Girls Opportunity Alliance (GOA), a program of the Obama Foundation. We designed a robust Monitoring, Evaluation, and Learning (MEL) framework, assessed the GOA's impact on girls' education and empowerment, conducted capacity-strengthening workshops, and produced a final evaluation report. Our feminist evaluation principles and a mixed-method approach provided valuable insights, guiding the program's future direction.

[Learn More](#)

Australian Government Department of Foreign Affairs and Trade (DFAT) – Southeast Asia Centre for Gender-Based Violence Prevention Program Design

Impact areas: Violence Against Women and Girls, Advocacy and Movement Strengthening

DFAT enlisted Kore Global to design the Southeast Asia Gender-Based Violence Prevention Platform. Engaging DFAT, UN Women, UNFPA, and the Prevention Collaborative, our feminist approach prioritized localization and accountability. We conducted a thorough consultation with 160 stakeholders across 10 countries, resulting in a robust, evidence-based design focused on efficiency, responsiveness, and sustainability.

[Learn More](#)

Bill & Melinda Gates Foundation: Primary Health Care Strategy – Gender and Social Inclusion Integration

Impact areas: Health

The Bill & Melinda Gates Foundation's Primary Health Care (PHC) portfolio aims for improved health outcomes. Engaging Kore Global, the foundation commits to gender equality and social inclusion (GESI). Over 12 months, we co-develop a GESI conceptual framework, conducted country scans, designed GESI roadmaps, and offered ongoing technical assistance. This pilot shapes future GESI integration in the PHC strategy.

[Learn More](#)

Population Services International (PSI): Adolescent360 Gender Strategy and Technical Support

Impact Areas: Women Economic Empowerment

Adolescents 360, initiated by PSI, tackles barriers to contraception for girls in Ethiopia, Nigeria, Tanzania, and Kenya. Kore Global's collaboration since 2020 prioritizes gender equality in project design. We conducted a life skills program review, developed a multi-country gender strategy, and provided ongoing support to integrate gender considerations for scalability.

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CGAP: Digital Rails

Impact Areas: Women Economic Empowerment

CGAP's transformative 3-year project fosters Digital Financial Services (DFS) Distribution Networks, prioritizing rural CICO networks across six countries. Kore Global's pivotal role integrates gender analysis, ensuring women's financial inclusion.

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Grand Challenges Canada (GCC): Multiple Projects

Impact Areas: Gender Lens Investing, SRHR, Violence Against Women and Girls, Humanitarian, Health

One of the largest impact-first investors in Canada, Grand Challenges Canada is dedicated to supporting Bold Ideas with Big Impact®. Kore Global is working with Grand Challenges Canada's (GCC) on two contracts: 1) to provide monitoring and evaluation support to their innovations across their global health portfolio, and 2) to provide gender and inclusion support to GCC and their innovators across their Health, Humanitarian and Indigenous innovation portfolios.

[Learn More](#)

Multiple Client Partners: Implementation Research: Impact Investing in the Care Economy

Impact Areas: Care Economy, Women Economic Empowerment, Gender Lens Investing, Climate Change

Canada's International Development Research Centre, in collaboration with the Soros Economic Development Fund, granted funding to Kore Global for a comprehensive Care Economy study. The research consortium, featuring Intellectap, Busara, Volta Capital, and CoreWoman, mapped and analyzed care economy business models in Latin America, sub-Saharan Africa, and Southeast Asia. More details and engagement opportunities can be found on the Project Hub, which includes a mapping of 150+ businesses across the regions and a blog on Mapping Care Economy Opportunities.

[Read More](#)

ITAD: UNICEF Ethiopia Nutrition-WASH-Education Joint Programme Impact Evaluation

Impact Areas: Health, Education

Kore Global, in collaboration with Itad and MMA Development Consultancy, led qualitative research for UNICEF's Nutrition-WASH-Education program in Ethiopia. We conducted baseline, midline, and endline evaluations, employing a theory-based impact assessment. Our focus was on understanding program effectiveness and attribution, providing valuable insights into achieving objectives.

[Read More](#)

Women Deliver: Multiple Projects

Impact Areas: Health, Advocacy & Movement Strengthening

Kore Global partnered with Women Deliver, shaping a robust 2021-2025 MEL system. We crafted a global theory of change, tactical action theories, a results framework, and an MEL tracker. Engagements included supporting Deliver for Good and the Young Leaders Programme, conducting impactful focus groups, and researching COVID-19's SRHR impact in LMICs, funded by Merck for Mothers.

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Kore Global acknowledges and thanks the Coast Salish people of British Columbia, Canada, on whose unceded, traditional territory we reside. We express our gratitude to the x̣ṃə̀łkwə̀ỵəm (Musqueam) Nation, Skwxwú7mesh (Squamish) Nation and sə̀lilwə̀tə̀ł (Tsleil-Waututh) Nation and we value the opportunity to learn, live and work on this land.

