ICIMOD's effort on integrating gender issues in its programmes and organizational culture has evolved gradually over the years with the development and implementation of different operational strategies, approaches and policy enforcement. The gender and equity policy was officially adopted in 2007 although gender focused activities were initiated on project basis since mid 1990s. Number of gender best practices for example; the gender and equity policy; the Gender Resource Team; the Gender Champions Awards; International Women's Day celebration; Gender auditing, Women Leadership and Management Training, the Gender Focal Points and the best measures for increasing women participation in ICIMOD's training, meeting and workshop events are being implemented within the organization and also with partner organizations in the Greater Himalayan region. All these gender best practices being adopted by the ICIMOD are going to be important milestones in advancing gender-positive change and women empowerment within the centre and beyond. However, the best practices evolved at ICIMOD reflect both positive and negative impact on nurturing a culture of gender equality and strengthening collective capacity. These are documented as "Best Practices at ICIMOD for Gender Positive Change and Women Empowerment".