



Executive Summary

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Organization Genesis

Established in 2014, Inclusive for Women Inc. – Women of Toledo (WOT) is a 501c3 nonprofit organization serving the Greater Toledo community that advocates for diversity and inclusion with a focus of economic empowerment. Our grassroots educational organization has a very diverse group of women leaders committed to bringing together youth and women to learn from and about each other. **The WOT mission is to educate, engage, and empower local young women and women to keep moving forward.**

The first WOT diversity strategy initiatives begin in March 2013, where a group of eighteen diverse women with active roles as community leaders in Greater Toledo met for a doctoral dissertation focus group discussion surrounding a diversity in networking organization. The objective of this initiative was to build a connecting hub for a diverse group of women. The approach to NOT preclude multicultural women or women of color from their involvement in Toledo's existing networking or organizations, but instead to enhance their experiences by providing an opportunity to participate in networking events, community service projects, educational programs and leadership initiatives that would be tailored to their professional and personal aspirations. This objective seeks to fulfill WOT's goals by creating new ways for people, especially women, from different cultures to identify common goals and work towards co-exist constructively. This brings together people and groups with highly varied backgrounds in terms of socio-economic levels, race, culture, education, demographic, age, and profession, while examining commonalities among passions and interests. In addition, serving as a means to learn from each other's strengths based on attitudes, skills, knowledge, coping strategies, support and power.

A finding from the focus group is that most existing networking groups do not exclude multicultural women, women of color or avoid diversity within their members. However, women often choose to participate in a group because of cultural, racial, and other similarities to coexist. Another study shows that women with diverse backgrounds have issues adapting to existing groups because of the organizational culture that already exists within their members (Klein, 2008). Hence, a new organization with a new culture to promote diversity among its members is not only needed but necessary. From this point forward, WOT is dedicated to creating programs specifically designed to be inclusive, diverse, and inviting to everyone. We seek to provide a forum--the connecting hub--in which individuals and groups can become more effective in their own right and also by building upon the strengths of others

With strength in community organizing by its leadership, today the organization effectively offers meaningful, women-focused educational programs, advocacy forums, intergenerational leadership development, dialogue and coaching sessions, as well as mentoring and peer-networking services that are proven to have a high impact in diversity and positive social progress.

The organization's work is centered on the following cause and objectives:

- **Global Impact:** To collaborate with area women's and youth' organizations to build a strong society of diversity and inclusion.
- **Advocacy:** To provide a platform where women and youth can find their voices, choices and share their stories.
- **Positive Living:** To facilitate intergenerational leadership development for women and girls.
- **Education:** To provide programs, activities and services that advance social opportunities for learning, promoting literacy and advance conflict resolution.
- **Empowerment:** To mentor women and youth in need of personal and professional development.
- **Economic Sustainability:** To develop a connecting HUB for women's focus groups and organizations.

Motto "Diversity is more than skin-deep".

The program delivery model is centered on the three E's of Educating, Engaging and Empowering. Through services and programs outlined below, WOT will fulfill its mission.

Programs

The organization programs fall into three distinct categories: Educational Initiatives, Women's Connection, and HerHub Initiatives. Each category is spearheaded by a chairperson alongside standing committee, facilitators and task force team. Programs are required to utilize the 3E organizational model: Educating, Engaging and Empowering. The model ensures that every program sponsored by the organization will incorporate activities to educate participants, advancing in social learning, engage them in a life improvement activity and empower them to act within their own circles of influence.

Educational Initiatives offers community-based knowledge and information about local women and young women. Discussions center on how local women and young women can help support and empower each other, build strategic alliance partnerships, celebrate success and make true progress.

Educational Initiatives programs include:

- **Success Stories** – designed to promote local women and young girls doing amazing things in the community. Discussions often center on mutual support, building strategic alliances, and goal attainment. Featured programs to date are: Women in the Arts, Sports, Hijab, Construction, Leadership, Politics, Music and BIG Idea STEM for Girls.
- **Women Economic Empowerment (WEE)** – to improve our participants capacity to bring about economic change for themselves, by overcoming poverty, discrimination and exploitation. We organize the WEE forum in celebration or conjunction with International Women's Day, Equal Pay Day, Immigrant Heritage Month & National Equality Day. In addition, WOT partnered with other

organizations, such as the American Association of University Women (AAUW). League Women Voters, UN Women and various group on advocacy Call for Action discussion with local elected officials and community influencers.

- **Power Hour & Advocacy series-** each of our Power Hour sessions and workshop programs are consistent with our 3E model goals & objective: To Educate, Engage and Empower.

Women's Connection provides mentoring and guidance to female of all ages. This program encourages *women and youth in transition* to embrace change, improve performance, raise awareness, and assist in personal and professional development. The program encouragement for transformational change, performance, awareness and development through a coaching, M.o.M mentoring and peer-support/networking services. It can be a 1:1 or group settings with Talking Circle components added in the series.

Program sub-group:

- Discovery Series
 - Target Group: Women in Transition, New to Toledo/Relocating
- Momentum Series
 - Target Group: Small Women-Owned Business, Women Business Enterprise, Entrepreneurs and Start-Ups
 - Momentum Circle -monthly networking activity
- Interconnections
 - Target Group: Interracial, Interreligion, Intercultural and Intersectional
- Young Women of Toledo
 - Young Women Genius Circle
 - Partner agencies, school chapters & higher learning Institutions

Women's Connection programs include:

- **Coaching** - A 3-part series in a group or 1:1 coaching why discovery session to help women and youth in transition get back on the right track, discovering a new way of thinking about the events and experiences that shape our lives.
- **Speed Mentoring program** -M.o.M (Mentoring on the Moments) is speed dating meets mentoring. At this event, the program is set up like a typical speed dating environment with tables for two. Depending on the number of participants, there could be at least 20 mentors to meet in one session. The goal is for Mentees to meet as many Mentors in 1 ½ hours as humanly possible and have a blast doing it. A speed mentoring event could potentially raise awareness of the benefits of mentoring and kick-start connections that build over time.
- **Intergenerational opportunity**-We have created spaces where girls, young women and women of many generations can interact and support one another. Creating intergenerational spaces, based on non-hierarchical and anti-oppression frameworks, allows for the emergence of transformational leadership that draws on the contributions of all generations. Here, you will be introduced to our **Young Women of Toledo** group.

By supporting a variety of young women and women across different ages to join in a participatory exchange knowledge, experiences, and skills, we create spaces that foster unique opportunities for innovation mentorship, learning, and action planning. It is in these spaces that leadership can be nurtured and supported with the goal of learning from the past and reflecting on the present to create a more just and equitable future.

New Initiatives: HerHub

Under the auspices of the UN Women's Empower Women Champions for Change 2016-2017 Project, HerHub's mission is to connect women, resources and organizations through an online HUB that will expand HER potential. It is a one-stop, online connection to local women's development opportunities.

HerHub Goals

- Helping women find the right opportunities to connect and grow, from professional development to volunteer and advocacy opportunities.
- Enhancing existing women's groups and events by building a large network of women to promote activities to through this one-stop shop.
- Reducing duplication and schedule conflicts among women's activities to enhance partnerships, activity attendance, and funding.
- Strengthening local companies by connecting female employees to the right networking and professional development opportunities.
- Promoting and supporting female-owned businesses.

WOT believe VISIBILITY is one of the most powerful tools at educating and empowering the community about all the amazing options that exist in Greater Toledo.

Anticipated Desired Outcomes of all programs & services

The main goal of all WOT program and services are to increase the quality of life and social progress index of the community we served. Social progress index aim is to measure the outcomes that matter to the lives of our participants, not the inputs. For evaluation purposes, each event or program includes a pre- and post-session survey designed to capture expectations and goals prior to the session and assess whether those expectations and goals were met by program activities. If necessary, follow up meeting is scheduled with the facilitator and coach to share evaluation results for improvement. In addition, a follow up survey and feedback will be requested from participants to measure the longevity outcomes of the program.

Measurement on impact includes:

- *Self-Awareness and Self-Advocacy*, did participants successfully develop a greater sensitivity to the challenges and opportunities in Greater Toledo to be a responsible citizen in the community and increase their awareness of how to become dynamic, global and diverse?
- *Decision Making*, is the individual able to make healthy decisions, develop self-esteem and become empowered? These factors are conducive to

obtaining/maintaining employment, returning to school, being a good parent, and responsible citizen.

- *Economic Empowerment*, did participants improve their quality of life and capacity to bring about economic change for themselves, by overcoming poverty, discrimination and exploitation? Quality of life is extremely important as it is the contributing factor to achieving gender equality, poverty eradication and inclusive economic growth for their lives, families and communities.
- *Advancing Social and Emotional Learning*, did participants successfully develop skills to mentor others on how to create an inclusive relationship? This includes high performance and interacting in a group setting; where the individual is able to speak, disagree, offer insights and reflect to produce meaningful conversation.
- *Professional and Personal Development*, did participant successfully build skills that increase professional success and adapt to various organization culture?

The program framework helps participants reflect on their role as an individual in creating an innovation community where participants work towards positive goals.

Current IMPACT

Since inception, we have organized 18 Educational Initiatives Forums and Dialogues, 7 Advocacy Campaign programs, 32 Coaching and Mentoring sessions and 14 Diversity and Inclusion Power Hour workshops. ***data up to June, 2018*

In 2017, we served 750 women and youth with 93% of our participants having accessed our programs and services for FREE.

We successfully impacted 104 women in transition through our Women's Connection program by increasing their access to economic resources and opportunities including jobs, financial services, skills development and connection with our peer-network support group.

II: Report on specific programs and services that we offer at Women of Toledo to meet our mission goals, visions and objectives.

Diversity and Inclusion Project

Between 2016 to 2018*, we conducted 17 sessions serving 268 community members. (*data up to June 2018) Demographics: From the survey, we successfully served a very diverse group of the community with various ethnic backgrounds, ages, counties and professions. More than ten partners collaborated and supported us in our efforts to advocate for Diversity and Inclusion in the Greater Toledo area by hosting this program. Hence, allowing our mission to reach more community members than ever before.

Youth Development Efforts

We have created spaces where young women and women of many generations can interact and support one another. Creating intergenerational spaces, based on non-hierarchical and anti-oppression frameworks, allows for the emergence of

transformational leadership that draws on the contributions of all generations. Here, you will be introduced to our Young Women of Toledo group.

During the fiscal year (FY) 2014-2015, the number of unduplicated young women and girls who participated in services and programs with our organization increased by 100%. This dramatic trend has continued, with another 68% increase in the number of youths in FY 2015-2016. We continue increasing of up to 40% in the number of women and girls accessing WOT's services and programs in FY 2016-2017. At a minimum, we are expecting another increase of up to 20% in 2018. Currently, we maintain a connection and outreach with more than 77 young women within our network on quarterly basis.

Women's Connection

With support from our Women's Connection mentors and peer-network, we organized multiple sessions of leadership connections and mentoring programs during the period of October 2017 to February 2018. Each of our sessions offered our participants community-based knowledge and discussions centered on how women in Toledo can help support and empower each other, build strategic alliance partnerships, celebrate success and make true progress. At each session, we intentionally set up the room with at least 10 to 15 stations of tables for two. This ensured an opportunity for one to one connection with a newer concept focusing on quick-hit information, time-efficient networking and the methodical pursuit of a mentorship. During this period, we successfully connected 45 of our participants to 32 top women leaders in the community. Here are a couple of testimonials from participants:

"I attended this session and left so empowered. Empowered to take risks. Empowered to embrace my authenticity. Empowered to tell my success story and become a leaders"- Latoya M.

"What a wonderful group of women- so open to the experience of learning and growing their leadership skills. I love this energy and spirit of helpfulness by everyone" – Kelly W.

As a recent immigrant in transition, stay-at-home-mom, who is also trying to start a new business, Nida A. felt a dash of limitation to her ability to advance. She needed some form of empowerment, which she finally found by participating in this session. She continues "I got the chance to meet with 15 of the best women in Toledo who have succeeded in building businesses and careers that lasted for years and years to come. I felt relevant because I could relate to each one of them. I was given lots of great advice, pointed in wonderful new directions and given lots of resources that I need to advance my skills. I am very grateful for everyone in this program as they have proven to me that there is no such thing as impossible"

“As a new entrepreneur, Women of Toledo's speed mentoring was exactly what I needed, and I am so glad that I attended this time as a mentee. The advice I got from ten women in 50 minutes was gold--I learned as much in that time as I've researched on my own in the past six months. If you've never attended one of Women of Toledo's speed mentoring events, I highly recommend. Women of Toledo does program right”. - Cami

From our survey assessments, 72% enjoyed the connections and almost 60% of the participants agreed the sessions enhanced their skills, experience, knowledge, and networks to succeed while creating an opportunity to generate value in their lives, families and communities.

Advocacy Series – Forums

We organized two advocacy forums in 2017-2018; the first forum was a Women's Intersectional-Intercultural panel discussion and the second forum was International Women's Day, #PressforProgress.

In Fall 2017, the Intersectional-Intercultural panel successfully helped create awareness and advocated for common values, such as commitment to solidarity, social justice and stronger cohesion and a stronger voice for the community. In this panel forum, we featured four women and two families from various traditions and ethnicity highlighting their inspiration and challenges as they continued creating strong family bonds. Our moderator and panelists successfully engaged the audience on how mixed, interracial or blended families live together, not just to co-exist.

In Spring 2018, we were joined by 90 women in the community for an organized panel dialogue on #PressforProgress surrounding discussions on how we can strengthen Women Economic Empowerment and gender parity in Greater Toledo in conjunction with International Women's Day. Below are the results of the attendees and their commitment to specifically concentrate on #PressforProgress for gender parity in their own sphere of influence:

- 9 women pledged to Forge Visibility of Women
- 22 women pledged to Challenge Stereotypes and Bias
- 29 women pledged to Celebrate Women's Achievements
- 15 women pledged for Positive Power
- 6 women pledged all four of the above #PressforProgress

Our organization, which includes a combination of Advisory Board, facilitators, Chairpersons, Task Force committees and our Program Director, all agree that our programs and services enhance our participants to set a direct path towards gender equality, poverty eradication and inclusive economic growth. This impact report has proven that our programs and services at Women of Toledo increase women's access to economic resources, improve quality of life and opportunities including jobs, financial services, property, skills development and market information. Women make enormous contributions to economies, either as entrepreneurs/employees, or as unpaid caregivers

in the home. As a result, it will create opportunities that are substantial, as research suggests, that when a woman's economic status improves, so does her family, household, and, potentially, her community.

Leadership Team

The organization relies on a small group of dedicated Advisory Board members, Community Leaders and volunteers to run daily operations.

(Available upon request: DOC #3WOT-Women of Toledo's Board Members)

Organization Financial Support

The organization has a well-developed organizational structure with dedicated Advisory Board members, Community Leaders, Volunteers and a small Task Force team to run daily operations. The organization leverages its limited resources to deliver exceptional programs by using an engaged and empowered volunteer pool of area professional women and leaders in the community. At this time, the primary funding sources for the organizational general operating support to cover expenses and three-year sustainability plan is funded by Novo Foundation totaling \$75,000.00.

Our Speed Mentoring program is made possible through a community grant totaling \$21,500.00 from the Toledo Community Foundation for the period of August 2018 to June 2019.

In late 2016, we introduced our Circle of Supporters Program as part of our expansion and sustainability development for the organization. Circle of Supporters consists of Circle of Community Partners (local businesses) and Circle of Friends (individuals) that support the organization through monetary giving. In 2017, Community Partner contributions to the organization totaled \$5,092 and Circle of Friends totaled \$1,559. In 2018, from January to November contributions were on track to grow more than double as we raised more than \$13,575 with Community Partners and more than \$3,178 with Circle of Friends.

Many of us come from families of immigrants who had to work hard and overcome obstacles to make it here and that tradition carries on with us today. However, working hard demonstrates that even by holding down two or three jobs at once, as many Ohioans do, it does not lead to financial stability. According to the ALICE report of 2015, across Ohio, 40% of households struggled to afford basic household necessities. "ALICE," is an acronym for Asset Limited, Income Constrained, Employed. This report gives a name to the people in our state who are hard-working but still struggle to make ends meet. In Lucas County, 19% of households are living in poverty while 26% of households are identified as ALICE. There is no tool for development more effective than the empowerment of women and young women. Hence, in 2018 we launched our new "No Women Left Behind" Initiative and, through crowdfunding, we raised more than

\$3,120. The No Women Left Behind (NWLB) fund offers any women, young women and disconnected youth that have been identified as marginalized or underserved and with financial hardship (according to ALICE threshold) will receive education, engagement and empowerment within our programs and services for free. Since March 2018 to October 2018, more than 49 individuals between the ages of 19 to 66 years old have accessed, received services and attended our programs under this NWLB initiative.

The annual fundraising event is an Intercultural celebration. In 2015 the event attracted more than 250 attendees and raised \$5,600 through business sponsorship and ticket sales. The 2nd annual Intercultural celebration was scheduled on October 2016. Sponsorships and sales were robust indicating the organization had raised more than \$6,000. Our 3rd annual Intercultural in 2018 had raise about \$8,000.

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