



Inclusive for Women Inc. DBA Women of Toledo

2020 IMPACT REPORT

womenoftoledo.org





WOMEN OF TOLEDO

Since inception 2014-2020

5,300 people



Economic Development

Focusing on the economic advancement of women through business development, providing networking opportunities and collaborating with other organizations to continue the movement to equality.

Advocacy

We established a special Responsive Advocacy Task Force to help lead, support, and assist at educating, engaging, and empowering our female community (and HeForShe) pertaining to our current political, economic and social issues.

Mentorship

The goal for our Mentors and Mentees is to fully capitalize on the opportunity and ability to connect, communicate, and collaborate with more women and leaders in our community.



22 Current
Mentors



40 Mentees
Assisted

HerHub Initiative

Our HerHub initiative is an online platform that highlights women-owned businesses, non-profit organizations and local events in the Toledo Metro area.



90+
Members



--- Authors
Listed



--- Events
Featured

"With a **mission** to **educate**, **engage** and **empower** women and youth to keep moving forward."



1,014 women and youth served in 2020
5,300 women and youth served since 2014

**duplication of individuals participating in multiple programs/services may occur.

Inputs

2020 HIGHLIGHTS

10

Group Mentoring programs, with an average of 5 One-on-One Mentorship sessions on a monthly basis.

11

Advocacy activities and awareness sessions.

7

Talking Circle sessions with a safe space for discussions.

8

Educational sessions focusing on Economic Development and Empowerment.

4

Young Women Group activities.

Outcomes

2020 HIGHLIGHTS

48

individuals with resources, referrals, and/or job references.

15

women-owned business improved Economic Advancement through our network connections and collaborators.

3

women-owned businesses secured grants/loans to expand their businesses.

4

Young Women Apprentices earn real-life experience working on advocacy, women's campaigns, and issues side along with our Task Force.



Economic Development

We successfully served **176 attendees with 26 participants** attending multiple sessions of the Women Economic Empowerment (WEE) series program in 2020.



International Women's Day
Each for Equal

COVID-19

**During the stay at home order*

20 total virtual Power Hour sessions.

25 Female Speakers & Experts

From various fields of business, human services, health/wellness, advocacy, and mental health organizations shared their resources and knowledge with the group.

9 sessions provided resource & strategy

5 sessions on skills & well-being, and tips on How to Cope During the Pandemic





Advocacy

3 Awareness Campaigns



I AM #HeForShe.

Join the movement | HeForShe.org

**JOIN THE
MOVEMENT**

**FOR
EQUALITY.**



Dr. Willie McKether



Joel O'dorisio



Dr. Brad Rieger

Local HeForShe allies who committed to women's economic empowerment.



Mentorship: HerStory



“

**Without Women of Toledo,
I would have struggled
with my anxiety and
quarter-life crisis alone.**

Lee Ann Song, Young Woman

HerStory: *with Lee Ann Song*

Early this year, during the pandemic I moved back to Toledo and needed to re-establish myself in the area. I was referred to Women of Toledo. I enrolled in the **Women's Mentoring Program** and got connected with their Discovery Coach, Karen, who taught me to be gentle and compassionate with myself. During the exploration, Nina also stood in my corner, fiercely believing in me, giving me exercises, and **kept me accountable** through my ups and downs – for almost 3 months.

We **need** community and fellowship and **women lifting other women**, now more than ever. Thank you so much for generously believing in me. It means the world to me, and I can't tell you how much I appreciated the love and support through a really difficult period in my life. Now I'm in Los Angeles pursuing a curiosity for bread baking and working to start up a cafe/bakery with my college classmate!



“

**Without Women of Toledo, I
would not have built my
confidence in and outside of
the workplace.**

Izzy Nelson, Leadership

“

Women of Toledo have made a big impact in my life this year! It is so important to educate, engage, and empower young women! I believe ALL women are strong and can do anything we set our minds to!

Molly Calgie, @future.is.fashion.thrifts





Mu Delta Alpha is a Muslim interest, professional sorority whose mission is to inspire leadership in all women and empower them through professionalism. Our organization aims to create women who conduct themselves with integrity, responsibility, accountability, and excellence. Such behavior cannot be instilled without positive mentorship.

We have been able to access such **mentorship through Women of Toledo. Women of Toledo has supported our organization as well as extended invitations to include us in theirs. We are very grateful for the support we have gained through Women of Toledo.**

Walaa Kanan, Founder of the Epsilon Chapter of Mu Delta Alpha, Sorority, Inc.



“

**Without Women of Toledo,
I would not have known
what it felt like to use my voice and
talk with wonderful, beautiful,
positive, educated, empowered,
and engaged women.**

Maya Williams, Young Women Apprentice

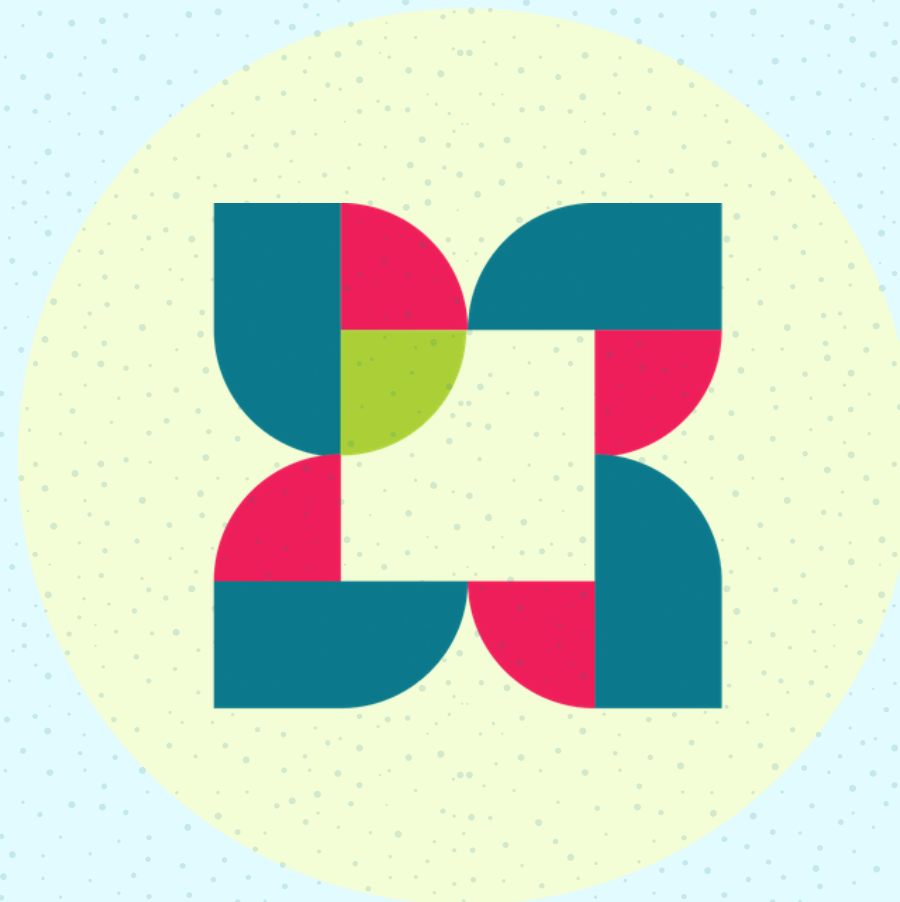


HerStory: *with Maya Williams*

I have a 3-year-old son who motivates me every day to fulfill my accomplishments for both of us. As a black woman, I have experienced disadvantages at school and in the workplace. As a parent, graduate student, and apprentice, I have learned to push myself more for my son and teach him to respect women and know that they matter.

Once I **contributed** to be part of Women of Toledo, **I felt like I could be myself**. I feel comfortable when I talk with the Task Team at Women of Toledo and working on projects. Also, my **networking skills increased** by meeting Women of Toledo's mentors via Zoom during this time.

Thank you to Women of Toledo for this **abundance of visibility, experiences, and opportunities**. As a result, I want to set an example for women to recognize the importance of feeling accepted and knowing that their voice matters.



HerHub
Women of Toledo Initiative



HerHub is an online platform that highlights and builds exposure for women-owned businesses, non-profit organizations, and local events in the **Toledo Metro** area.

Here are some of our **accomplishments for 2020**:

81



**Members who are
Women-Owned
Businesses**

50+



**Featured Books written
by Local Authors**

100+



**Highlighted Events posted
for HerHub Member**

\$4,400



**Paid out to 7 Businesses for
November Subscription Boxes
- 'For Her by Her'**

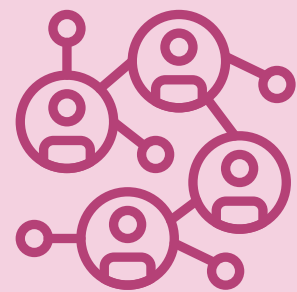
\$1,397



**Accelerator Fund Accessed for
Women-Owned Businesses**



Research



Network Gap

“Two people with equal talent should have equal access to opportunity. But some people do not have the right connections or community to help them land the job or business opportunity they want.” -LinkedIn

LinkedIn coined the phrase 'Network Gap'.

"It defines a lack of access to social capital for certain communities. The Network Gap is both a symptom and an amplifier of inequality. Just as COVID-19 has disproportionately affected communities of color, it has also exacerbated the gap in access to professional and business networking" -Forbes Women



Women Advocacy

Women of Toledo has developed a research survey to collect information about the current situations and opinions of local women

The purpose of the data collection was to:

- Help create better programs, services, and support/resources to help women thrive and improve their quality of life.
- To inform our local governments, politicians, and community leaders about the needs of women in our area.

STRATEGY to support research findings to begin implementation in 2021

Network Gap

With the support from Toledo Rotary Foundation and Toledo Business Growth Collaborative Funding Pool, we introduced an **Accelerator Fund to bridge the network gap.**

Women Advocacy

We established a special **Responsive Advocacy Task Force to explore forming a Gender Equity Coalition** in addition to support, and assist in educating, engaging, and empowering our female community (and HeForShe) pertaining to our current political, economic and social issues.



Circle of Supporters

Supporters & Stakeholders

In 2020, we had **37 partners** that consisted of women-owned businesses, corporate, private foundations, and public agencies.

Grants **\$68,000**

Corporate Partners and Supporters **\$20,625**

Individuals **\$8,464**

Total 2020 operational and program expense: \$99,451.28

Grantors, Partners & Corporate Supporters

AAUW Toledo	Fowl & Fodder	Principle Business Enterprises, Inc.
Amazon Smile	Future is fashion thrifts	SIP Coffee
Arista Home Care Solutions	Greater Toledo Community Foundation	Sisters of St. Francis of Sylvania
Bowling Green State University	Hylant	Sweeney Specialty Printing-
Brimming Design	Joyful Smiles	Proforma
Charities Aid Foundation of America	Jumpstart -TBGC	The Anderson Inc.
Cleveland Cliffs Foundation	Keybank - Key Private Bank	The Matriots
Columbia Gas	Kroger Community Rewards	The Secor Building
Connex Nation	Leadership Toledo	Toledo Business Services
Cooper Smith	Mansour Wealth Management	United Way of Greater Toledo
Creative Financial Partners	NoVo Foundation	Walleye Wishing Well Fund
First Energy Cybergrants	Owens Corning	Yanbal USA
First Federal Bank		Zepf Center

Individual Supporters

Alana Talkington
Ambrea Mikolajczyk
Angela Nelson
Antoinette Keahey
Audrey Johnson
Brandi Walerius
Cami Roth Szirotnyak
Casey Flanscha
Chelsea Bray
Christie McKenzie
Christine Krishnan
Christy Stone
Cindy Hille
Darren Washington
David Topoleski
Deb Cash
Debby Peters
Dhawi Pienta
Diana Drew
Diana Patton

Dionne Smith
Dr. Bradley Rieger
Dr. Brenda Holsey
Dr. John-David Smith/ Dr. Rupali Chandar
Erin Marten
Erin Peterson
Freda Shamma
Haley Schall
Heather Nye
Hyfah Hilou
Izzy Nelson
Jennifer Alford
Jennifer Marten
Joel O'Dorisio
Jonelle Massey
Judge Christine Mayle
Karen Kiemnec
Keith Corder
Kenetta Jones
Kristie Lynn

Kristina ElSayed
Kristine Hoffman
Laura Prill
Linda Fayerweather
Linda Furney
Lokita /Mala Rajan
Lorene Malanowski
Lori Cannon
Lorrie Beevers
Louise Crawford Kahle
Marina Zucchini
Mary Murray
Maya Williams
Michelle Ansara
Michelle Bradley
Michelle Molnar
Misty Mountain
Rachel Marie
Ramona Olvera
Rhonda Sewell

Rita Mansour
Robin Mahle
Sabrina Weaver
Sara Best
Sarah Mason
Sena Mourad & Bruce Friedman
Shayna Duke
Sierra Ortiz
Stephanie Solheim
Stephanie Villegas
Tina Penzinski
Tracey Edwards
Tyler Serafini
Yolanda Melendez
Ziad Abu Karam



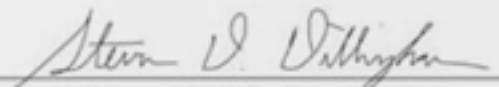
United States®
Census
2020

*Thank
you*

THE U.S. CENSUS BUREAU HEREBY RECOGNIZES

Women of Toledo

an invaluable member of the 2020 Census Community Partnership and Engagement Program. We appreciate the efforts you made in making the Partnership Program a success and helping achieve a successful 2020 Census.


Dr. Steven D. Dillingham, Director
U.S. Census Bureau





We are grateful for and value your support of Women of Toledo!

Please know that your support truly offers hope to all women, including young women, and girls, whom our organization serves. We will continue to acknowledge, celebrate, and honor their presence and value to our community.

Keep Moving Forward!