



OUR STORY



Inclusive for Women Inc. DBA Women of Toledo is a 501c3 non-profit organization serving the Greater Toledo community that is committed to advocating for Diversity & Inclusion with a focus on Women's Economic Empowerment.

WHY SUPPORT WOMEN OF TOLEDO?

Since inception through December of 2018, we have organized

- 19** Educational Initiatives Forums & Dialogues,
- 11** Advocacy Campaign programs,
- 41** Coaching & Mentoring Sessions,
- 15** Diversity & Inclusion Power Hour workshops and
- 34** Youth Initiatives efforts

In 2018, we served

1219*

women and youth with 68% of our participants having accessed our program and services for **FREE.**

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

Our Women's Connection program impacted

187 WOMEN**

by increasing their access to:

- economic resources
- job opportunities
- financial services
- skills development
- peer-network support

** data up to Dec. 2018

**COACHING
MENTORING
NETWORKING
CONNECTING**

Creating spaces to nurture leadership with the goal of creating a more just and equitable future



IMPACT

“Often times the greatest impact can be made in smaller, more intimate settings. Women of Toledo is a group of women who came together to make their city diverse and inclusive. They didn’t wait for anyone else to “fix it.” They saw a need, organized themselves and did it. Educational Initiatives Success Stories: Women in Hijab session was a testament to their work. About 100-150 people had the chance to be exposed to new ideas. Conversations were started, minds opened and love built. Congrats to WOT leadership and team. I am so thankful they asked me to participate and I pray for their success!!”

-Zarinah El-Amin Naeem, Founder of: Beautifully Wrapped and Enliven Your Soul



ALCY'S STORY

“Women of Toledo helped me find my footing as I transitioned from campus involvement and activism at The University of Toledo, to community involvement and employment with YWCA Youth Development Programming in the Toledo Public Schools.” – Alcy Barakat



INTERSECTIONAL YOUTH

Intersectional Young Women (age 15-28) identify themselves with overlapping identities — including country, race, class, ethnicity, religion and sexual orientation. Programs impact the way they experience oppression and discrimination. WOT promotes and forges visibility of these young women, and their positive achievements.

TALKING CIRCLES

In a Talking Circles, each one is equal and each one belongs. The talking circle symbolizes a sacred space created where all who come, come to listen and respect the views of all others in the circle.

WOT successfully organizes various topics of talking circles and finds the method a very effective way to remove barriers and to allow people to express themselves with complete freedom.





CLAIRE'S STORY

*“Feminism to me simply means equality for all and speaking out for justice. This is why I am so happy that I discovered Women of Toledo while I was working with some incredible women in my school to develop a group called Girls United. Growing up with three older sisters, their experiences had a very meaningful impact on me and helped mold and educate me as to what some of the issues in the world are. In a world full of so much division and conflict, it is so important to have open and honest conversations as well as create a space for inclusivity. For a long time, I was a pretty introverted person who avoided going out and doing fun things, but as I’ve gotten older, I’ve come into my own and realized that I truly enjoy talking and learning from others. As I continue to grow and experience life, my hope is to continue having open dialogues with other women and to **inspire others to use their voices for change!**”*



SPEED MENTORING

“Having attended the M.o.M has helped me gain confidence as I walked to my interviews. It was beyond helpful in ways of how to speak and present myself as well as being given job hunting resources. From the session, I followed up with a mentor. It was nice to hear the mentor’s career journey and where she is planning to take it. M.o.M is a great resource for those looking to build their networking skills, as well as getting connected to influential women in the city. I am so glad that I came across this organization!” - Mentee



M.O.M: MENTORING ON THE MOMENT

Speed Mentoring events have 10 to 15 tables for two. Mentees rotate tables, meeting with each Mentor, focusing on quick-hit information and time-efficient networking.

- community-based knowledge and discussions
- woman to woman support
- economic empowerment
- building strategic alliance partnerships

97 Mentees connected with
78 women Mentors and leaders in
12 months of sessions.



SPEED MENTORING

“This was one of the best events I have ever been to, connecting me with women from Toledo who were willing to help me out in my ventures at no cost to me was amazing!” - Mentee



SHRUTI'S STORY

Shruti Daya, is part of Young Women of Toledo and a junior at Notre Dame Academy. A daughter of immigrants from India, Shruti credits her work ethic and drive to her parents. Having a strong mother has pushed her to reach out to other girls who are not blessed with a positive female role model, while working on projects that aim to heal social, political, and personal divisions in her school and community. Shruti radiates the positivity and support that she received from her family and Women of Toledo onto other women. She is excited to be a part of Women of Toledo's close-knit community filled with diverse women and to learn from those who all have unique stories to share.

We challenge the social status quo for #PressforProgress.

- 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





INTERNATIONAL WOMEN'S DAY

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. At the left are the results of the attendees and their commitment to specifically concentrate on #PressforProgress for gender parity in their own sphere of influence.



KAYLA'S STORY

“As a Young Woman of Toledo, I am privileged and grateful to be studying and working in a field in which change can occur - politics. Studying political science at The University of Toledo has shaped me through educational instruction, but more importantly by allowing me to be mentored and empowered by inspiring Women of Toledo. While working as the Public Relations chair of the Political Science Students Association, I was the moderator in our first ever Women in Politics panel sponsored by Women of Toledo. I then learned of all the great ways that Women of Toledo helps build an empowering community for women. Their continuous efforts to create an uplifting community for women motivates me to promote these same values through the future work that I pursue.”



DIVERSITY & INCLUSION ADVOCACY

Between 2016 to 2018*, we conducted 17 sessions serving 268 community members. *data up to June 2018

Diversity and Inclusion using Salad Bowl or Fruit Salad is a two to three Power Hour program, designed to include up to 30 participants in dialogues, activities and reflections on celebrating cultural differences. The outcome for the program is to create awareness about diversity. More than ten partners collaborated and supported us in our efforts to advocate for Diversity and Inclusion by hosting this program.

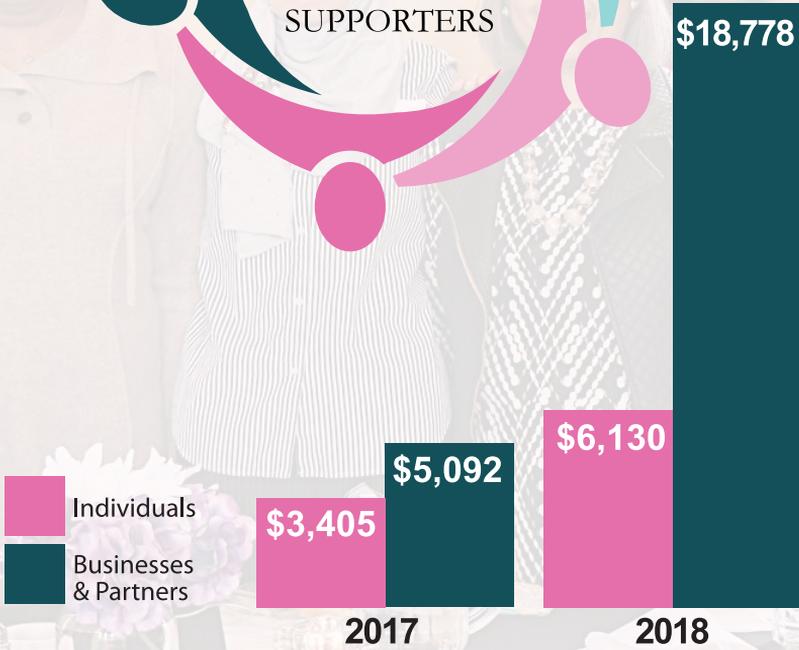


In March 11, 2009, President Obama signed an Executive Order creating the White House Council on Women and Girls. **From year 2015 to 2016, our leadership team was given an opportunity to join multiple conversations as a delegate with the White House Council for Women & Girls under Obama Administration.**

In his remarks at the signing, the President underscored that the purpose of the Council is to ensure that each of the agencies in which they're charged considers the needs of women and girls in the policies they draft, the programs they create, the legislation they support and that the true purpose of our government is to ensure that in America, all things are still possible for all people.

Women of Toledo Founder Named as UN Women's Empower Women CHAMPION FOR CHANGE

In 2017, Nina Corder was named 1 of 170 Global Champions for Change by United Nation Women's - Empower Women Initiatives. The nomination of the 170 Champions is the result of a month-long rally and advocacy movement on Women Economic Empowerment with almost 4,000 applicants from all over the world. Only 12 Champions are recipients from the United States of America.



MORE FUNDS = MORE WOMEN SUPPORTED

Our circle of support, both corporate and personal, is growing.

WWW.419HERHUB.ORG

HerHub's mission is to connect women, resources and organizations through an online HUB that will expand HER potential. It is an online connection to local women's development opportunities including a business and organizations listing.

As of January 2019, 36 womens' groups and organizations have listed under HerHub.





GENIUS CIRCLE

In 2018, we maintained a connection and outreach with more than 110 young women in the Lucas County area. New development: We are launching Young Women of Toledo Genius Circle certification program in 2019. Any young women of the ages 15 to 26 can participate in this certification program. The Genius Circle program aims to build positive Attitude, Behavior and Character which is proven to improve Intelligence Quotient (IQ), Emotional Intelligence (EI) and Consciousness (CQ).



WOMEN'S ECONOMIC EMPOWERMENT SUMMIT

Unleashing your Superpowers, our April 2018 Summit successfully served a diverse group of more than **200** women in attendance. The Summit included two panel forums, five breakout sessions, keynote speaker Diana Patton, lunch with 15 women mentors, and a closing performance by Toledo Jazz Legend, Ramona Collins. The survey assessments from the participants of the Summit showed **58.3 %** attended the Summit program for personal growth and development, and **33%** for networking and program content. Overall, **91.7%** rated 5 of 5 that the Summit fulfilled the participants' reasons for attending the Summit program.





Toledo
Community
Foundation



KeyBank Foundation



OUR STAKEHOLDERS – GRANTORS

The primary funding source for the organizations' general operating support to cover general expenses and three-year sustainability plan is funded by Novo through March 2020. Our Speed Mentoring program is made possible through a community grant from the Toledo Community Foundation for the period of August 2018 to June 2019. Partial support of our Women's Connection program is made possible through MHR SB and Keybank Foundation.



[See more partner logos on our website!](#)

CIRCLE OF SUPPORTERS

Women of Toledo's Circle of Supporters includes local businesses who choose to partner in making an impact on local women with financial support. Our Circle of Friends is comprised of individuals who support us through monetary giving and help us reach more underserved women through our No Women Left Behind initiative.

107 ACTIVE VOLUNTEERS

- Well-developed organizational structure
- Daily Operations Task Force
- Engaged and Empowered Volunteer Pool
- Dedicated Advisory Board of professionals and leaders

Volunteers experience working with a variety of cultures, races and ages expanding their understanding of the world. Women of Toledo truly embraces others' differences.



Educate • Engage • Empower

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