



OUR STRATEGIC PRIORITIES

Advancing women's and girls' equity through education, empowerment, and connection.

OUR PURPOSE

We are steadfast in our mission to **Educate**, **Engage**, and **Empower**. Our strategic priorities address the needs of our community while creating inclusive, sustainable pathways for women and girls to elevate the quality of life and advance economic equity in our communities.



Our Values & Cultures: Connecting & Belonging with a culture that promotes inclusion and welcoming.

PRIORITY 1: INVEST IN OUR YOUTH



Expected Outcomes:

- 80% of youth participants report increased confidence in leadership and decision-making.
- At least 150 youth annually access mentorship and skill-building opportunities.
- A sustainable pipeline of empowered young women prepared to shape Toledo's future.

Vision: Empower the next generation of women with the skills, confidence, and networks to lead unapologetically.

Objectives:

- Expand **Girls Hub** and **LeadHerWay** to reach more young women ages 12-24.
- Broaden **mentorship access** through intergenerational connections and peer-to-peer learning.
- Integrate STEAM education, financial literacy, and civic engagement into all **youth programs**.
- Establish a Young Women's Advisory Group to elevate youth voices in program design and leadership.

PRIORITY 2: REMOVE BARRIERS TO ECONOMIC EQUITY



Expected Outcomes:

- 50% gain in women entrepreneurs accessing mentoring and capital support.
- 100+ small businesses annually benefit from collaboration and networking opportunities.
- Growth in women's household income and financial stability across targeted neighborhoods.

Vision: Ensure that ALL women, especially those from low- to moderate-income households and/or underrepresented communities, can fully participate in and benefit from the economy.

Objectives:

- Scale **Economic Empowerment** efforts through collaboration with business partners and agencies.
- Strengthen **workforce** readiness and opportunities, especially for the newcomers, international professionals (Global Talents), and women in transition.
- Advocate for inclusive policies and practices that dismantle systemic barriers to women's economic participation.
- Expand **mentorship access** for women in business, entrepreneurship, and the workplace (workforce).

PRIORITY 3: STRENGTHEN PARTNERSHIPS THROUGH COLLABORATION



Expected Outcomes:

- \$500,000 in annual philanthropic and partnership support secured by 2030.
- Expanded partnerships with at least 75 institutions, businesses, and civic organizations.
- Increased collective impact through cross-sector initiatives advancing equity at systemic levels.

Vision: Build a connected ecosystem of allies, institutions, and partners united in advancing community & equity.

Objectives:

- Expand the Circle of Supporters and grow corporate, foundation, and individual giving.
- Deepen **collaborations** with educational institutions, local government, and global partners.
- Leverage Signature Forums (International Women's Day, Women's Equality Day, HeForShe) to broaden **community engagement**.
- Develop a **Partnership Innovation Lab** to co-create programs with partners that address emerging challenges. (Anchor organization for **the Northwest Ohio Business Mentoring Program**)