



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 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 by building upon the strengths of others

In 2014, we established our diversity and equity statement stating that all our program and services is non-discrimination and inclusive that ensures it does not discriminate based on race, ethnicity, color, sex, religion, age, national origin, ancestry, citizenship, sexual orientation, gender identity and/or expression, or disability.

In summary, WOT offered program and services that help tackle issues that critical to women's economic advancement and interrupt various biases in the marketplace,

workplace, and community. We are teaching women and young women to lean in with our organization for support, connect with other women, build new skills and resources, while creating a mentorship and peer-networking circle to share ideas, offer support or seek advice. We help diverse group of women to come together to learn from each other and achieve their goals.

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 enhance professional and personal development while engaging participants in women's issues, diversity and inclusion, and leadership to advance the rights of women in our community. We offer 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:

- **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 help create connection and building a community that provides safety, respect, non-judgment, and a listening environment. 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 talking circle series session, 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.

Have you ever had the experience of sitting in a room attending a program training or workshop activities, and realized that there was something missing from the conversation? Majority leaders and women who want to serve their community will get the education or professional development that they need, then begin to engage with the work that create pathways to opportunity. It can be a training to help elevate poverty, or workshop on how to support workforce development or perhaps, a speaking engagement that get you motivate to advocate for certain issues or cause. As leaders or community members, we have spent majority of our time getting equipped and the knowledge to mobilize the transformational change, the process of and systematic criteria for helping, rather than the actual experience the help itself. According to Simon Sinek author of *Start with your Why*, one of the factors why transformational change failed, because we spend our focuses more on the how and the what of certain issues or cause; instead of the why. We spent our time in conversation on the latest processes, criteria, charts, trends, studies and research to create the system for change rather than spent our time with the individuals, families and communities experience the struggles that they faced every day in their lives. We believe, transformational change will be more effective if individuals can experience the motivation from the core of human behavior with an integration of Relational-Cultural and Human Development Theories.

In other words, we want to create a space that offer our community members an opportunity to experience the heart, emotion empathy, care, concern – all the content that grabs you and reminds you what being human is all about. We believe, by doing so we can create an open space for our community members to connect, communicate, collaborate and contribute towards change, be present, always with those we serve.

The Women’s Connection Circles is centered on the following goals and objectives:

- **Strength:** Affirmed and strengthened in a caring circle, women gain esteem, confidence and power to live according to their true values.
- **Purpose:** By participating in meaningful, gender-relevant discussions and capacity building activities, women reinforce their vital roles within the community and society.
- **Growth:** Women grow through and toward relationships as they share diverse strengths and capabilities that shape their lives and their communities.
- **Skills:** Through discussions and creative social activities, women address and build skills in the areas of relationships, self-care, clarifying purpose, goal setting, money, conflicts, skills in work and professional life, and more.

Upon this foundation of healthy connections and integration of all the theories above, WOT develop and offers four series circle models – Momentum Circle, Young Women of Toledo Chat and Chew, Women’s Circle and InterConnections Circle. Each monthly circle session targeted a specific participants group and age according to the interests and needs of specific life experiences circumstances. All our series circle employs evidence-based principles of a strengths-based approach, motivational interviewing strategies and have a strong focus on cognitive “ways of knowing” development. The traditional process of communing in a safe circle is the foundational strength of all the sessions.

Program Circle:

- **Momentum Circle:** A focused peer-networking group for a diverse group of women-owned businesses, entrepreneurs and start-ups to connect, and grow their businesses.
- **Young Women of Toledo (YWOT) Talking Circle Chat & Chew** - An opportunity for intersectional and young females ages 15 to 26 to share, discuss and debate constructively to help build empowerment.
- **Women's Circle:** All women deserve a voice, all women deserve to be believed in, and all women want to know that “they are not alone.” Women are involved in all parts of society, but some matters affect and touch women more than others. From the power of the women's vote to reproductive rights and the pay gap, Women’s Circle look at a few of the major issues that modern women face. Inclusive platform- open to all.
- **InterConnection Circle:** Serves women, youth and families that identify elements of intersection in their lives including Interracial, Interfaith and Intercultural in their lives.

- **M.o.M Speed Mentoring** provides mentoring and guidance for females of all ages. The goal for our Mentors and Mentees to fully capitalize on the opportunity and ability to connect, communicate and collaborate with more women and leaders in our community.

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, businesses 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.

Why HerHub: We want to continue to educate, engage and empower our community members in any capacity we can. However, we do believe we can do anything, but not everything. Hence, if we are unable to serve and support you, we want to help you find the right opportunities, resources and businesses to connect and grow, from personal or professional development to volunteer to advocacy to shop local and women-owned.

By providing this resource, we hope to enhance and elevate the visibility of the existing women's groups, women owned businesses and events by building a large network of women to promote activities and businesses through a one-stop-shop.

In addition, with Women of Toledo as the conveyor, our goal is to also reduce duplication and schedule conflicts among women's activities to enhance collaboration efforts, partnerships, activity attendance and resources. We are looking to strengthen the local economy through marketplace and workplace by connecting our female

communities to the right networking and development opportunities, as well as promote and support female-owned businesses

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. Our team value the importance of evaluating the work that we do to understand the impact and success of our series program. The simple act of paying attention to something will cause our organization to make connections that we will never did before, and we will improve those areas - almost without any extra effort. We believe, "What gets measured, will gets managed" – Ducker

We evaluate all our series circle in four different levels:

- Input – describing the resources that we use
- Output – describing the activities and reach
- Outcome – describing the effect on people and issues
- Context – describing the issues we work on

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.

2018 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.

Our Momentum Circle program is made possible through the Toledo Business Growth Collaborative Initiatives funding pool of \$20,000, under the conveyor Jumpstart Inc. from November 1, 2019 to June 20, 2020.

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 Intercultural celebration was scheduled on October 2016. Sponsorships and sales were robust indicating the organization had raised more than \$6,000. Our 3rd Intercultural in 2018 had raise about \$7,000. In 2019 we successfully raised \$12,936.47.

We recognize the fact that most philanthropic gifts are made by individuals. Building a sustainable annual gift via individual donors requires strong and vibrant outreach to individuals and community partners. Our Advisory Board leads and participates in identifying new supporters while cultivating and stewarding existing supporters. Another revenue source for the organization will be earned-income activities: revenue generating programs from attendees' fees for services rendered through our power-hour program. Our Expansion and Development team will implement an action plan to seek participations for all our Women's Connection Circle series program. Schools, higher learning institutions, youth-centered or senior living organizations, and other women-centered organizations will be great connections to establish partnerships with our organization.

Currently, we maintain program partnership with the American Association of University Women, Welcome TLC, the University of Toledo Center of International Studies & Programs, Eberly Center for Women, City of Toledo- Human Relations Commission, Harbor Behavioral Youth Enhancement Services, Ottawa Hills High School Girls United chapter group, YMCA and JCC of Greater Toledo Youth Opportunities Program. Such partnerships and collaborations help the organization meet the Program's goal and mission to reach more people than before.

For more information about this overview please contact:

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