

YR2023



Inclusive for Women Inc. DBA Women of Toledo

# OUR STORY

womenoftoledo.org





## Board of Directors



**Kathy Tucker**  
VPresident



**KiKi Cunningham**  
Vice President



**Karen Kiemnec**  
Secretary



**Michelle Pommeranz**  
Finance Officer



**Shayna Duke**  
Member-at-Large



**Mary Brucker**  
Member-at-Large



**Lily Hickey**  
Youth Initiative



**Dr. Brenda Holsey**  
Eemritus Laedership  
(Non-Voting)

## Chairpersons



**Sandy Spang**  
Women's Business Council



**Sena Mourad-Friedman**  
Women's Business Council



**Aby Sadowyn**  
HerHub



**Shyam Suchak**  
HeForShe

# Task Team (Staff)



**Nina  
Corder**

Managing Director



**Sierra  
Ortiz**

Associate Director



**Annora  
Harbick**

Operation Associate



**Nacema  
ElOrra**

Accounting Clerk



**Aileen  
Mendoza**

Marketing Associate



**Lisa  
Halsey**



**Julia  
LaBay**



## Our Program Associates



# Mentorship

NWOhio Business Mentoring  
 Discovery Mentoring  
 Young Women of Toledo  
 Girls Hub



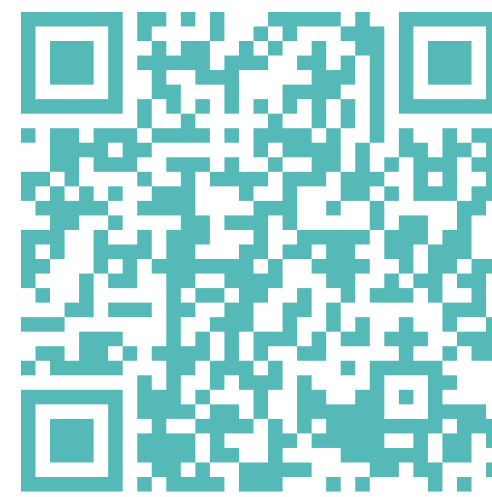
# Advocacy

Belonging: Find Your Circle  
 Signature Forum  
 Diversity, Equity, and Inclusion  
 #HerStory  
 HeForShe



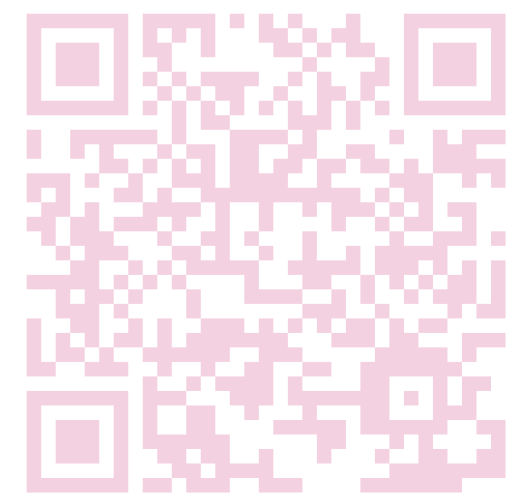
# Economic Empowerment

Business Development Opportunities  
 Roundtables & Circles  
 Workforce Diversity  
 NWOhio Women's Business Council  
 HerHub



# Community

Welcome TLC  
 Intercultural Gala  
 Multicultural Twilight Market  
 Women's Empowerment



# Network Partners

64

Community partnership is growing! Companies eager to be involved and recognized for involvement with our many programs help us continue to impact the lives of women and youth we serve identifying as BIPOC (Black, Indigenous, and People of Color) as well as immigrants with 68% identified as low moderate-income (LMI) individuals and families.

Primary zip codes served:

43604, 43605, 43608, 43606, 43612, and 43620



**1,684 women and youth served in 2023**  
**9,459 women and youth served since 2014**

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



# 2023 WAS A REMARKABLE YEAR FOR WOMEN OF TOLEDO

Through it all, Women of Toledo continued to educate, engage, and empower women, including young women, through achieving and even surpassing our 2023 goals.

53

Program Sessions and activities, serving 1,684 participants

300

Attendees for the International Women's Day Advocacy Forum Kick off with 17 countries represented on March 8th

17

Learning modules under business development opportunities with a total of 540 attendees

600

Mentoring hours through Northwest Ohio Business Mentoring, Mentoring on the Moment, and Discovery Mentoring

# MENTORSHIP

<b>NWO BUSINESS MENTORING</b>	<b>SPEED MENTORING</b>	<b>YOUNG WOMEN OF TOLEDO</b>
<p>Between January to November 2023, we referred 28 business owners to the NW Ohio Mentoring Program, in which Women of Toledo partners with Toledo African American Chamber and Hispanic Chamber. 2023 saw a general attendance of 40 mentees and 48 mentors with over 600 mentoring hours.</p> <p><b>2</b> CHAMBER PARTNERS</p>	<p>Our Speed Mentoring is a mentorship program available to all women and young women in our community who are in transition, looking to make a career change, and or a mentor to help them define their career and life path. Through this, we received 88 mentee intakes with 71 active mentees and 59 mentor volunteers to refer to NWO Business Mentoring and Discovery Mentoring.</p> <p><b>5</b> SPEED MENTORING SESSIONS</p>	<p>Our youth program is available to young women ages 12 - 17 and extends from Monthly Mentoring Circles during the school year, to the Girls Hub Summer Program and includes spring and fall Young Women of Toledo Youth Forums, Big Ideas!</p> <p><b>153</b> PARTICIPANTS</p>





**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.*





**MY EXPERIENCE AT WOMEN OF TOLEDO BROUGHT ME A FRESH PERSPECTIVE ON WHAT IT MEANS TO BE IMPACTFUL IN YOUR COMMUNITY. IT WAS ALWAYS EXCITING TO WALK IN AND WORK ON A PROJECT. THE WORKING ENVIRONMENT WAS ALWAYS COMFORTABLE AND POSITIVE.**

**WOMEN OF TOLEDO INVEST IN YOU, THE STAFF CARES ABOUT YOU AND APPRECIATES YOUR WORK, AND YOU ARE ALWAYS SAFE TO BE YOURSELF WHEN YOU WALK THROUGH THOSE DOORS.**

**THOUGH WALKING INTO NEW SPACES WILL ALWAYS GIVE ME SOME ANXIETY, THE WOMEN OF TOLEDO GAVE ME THE CONFIDENCE TO KNOW I AM WORTHY OF BEING IN THOSE SPACES.**

**STORMY HOGLE, UNIVERSITY OF TOLEDO'S EBERLY CENTER FOR WOMEN  
COMMUNITY IMPACT FEMINIST FELLOWSHIP INTERN**

Young Women of Toledo's 'Monthly Circles' provide regular opportunities and a safe sharing space for young women to share personal stories and network with skilled staff, consistent opportunities, and a safe sharing space.

Through a grant from the Toledo Rotary Foundation, YWOT is educating and integrating human rights education in all programming for the 2023-24 academic year, including our **Monthly Circles**. The goal of the day is to empower young women to protect their human rights in the age of technology. **#girlsrightsarehumanrights**

**PARTICIPANTS BECOME MORE KNOWLEDGEABLE, INFORMED, AND EMPOWERED, ENABLING THEM TO MAKE BETTER DECISIONS AND ACHIEVE THEIR LIFE GOALS**

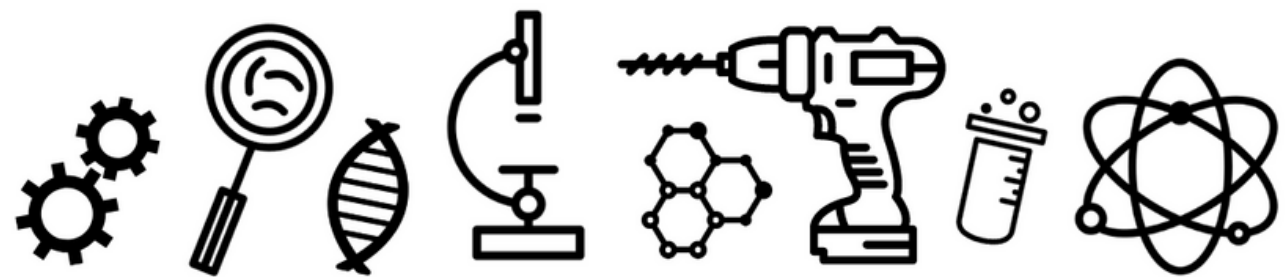




“

I have noticed an enormous improvement in my confidence and public speaking. I think that having Girls Hub as a safe place is very important in my life because of all they have done to help me. - Lienna Raush, Girls Hub Participant





# **GIRLS HUB**

**YOUNG WOMEN OF TOLEDO**



# FEW OF THE FEARLESS BUILDERS CLASS OF 2022



# FEARLESS BUILDERS CLASS OF 2023



The Girls Hub Exhibition, 'A Seat at the Table' includes a portrait exhibition, and a chair display focusing on the stories of our diverse Girls Hub's Fearless Builders and culture while examining how art can activate ideas for both the maker and the audience. The impact of this installation provides people with ways to think critically about different approaches to activism and how you can use your own voice to build your own seat at the table.





“Girls Hub doesn't just help with learning how to build a chair. Yes, this project is for you to build your seat at the table but, **you don't just want a seat so that you're there. Have a say in the conversation.** Whether it's to change something in your neighborhood, others, or the whole world.”

Lienna Raush, Girls Hub Participant



“Last year I was building a chair for myself that represented me and this year I’m coming back to build a chair that represents other people. I came back to see everyone again and reconnect and be more involved with Women of Toledo.”

Kynneddy Knighten,  
Girls Hub Participant



# ADVOCACY

## 4 QUARTERLY ADVOCACY FORUMS

Our quarterly advocacy forums focus on bringing together diverse groups of women, young women, and men who show up as allies for women. We offer strong partnerships, top notch speakers, and facilitated dialogue in which participants leave with a greater understanding of the need for gender equity and equality, and demonstrate positive behaviors and attitudes related to civic engagement

**500** + PARTICIPANTS

## DIVERSITY, EQUITY, ACCESS, INCLUSION & BELONGING

In order to facilitate networks, pathways, and resources that support diversity and gender equity, and equality among businesswomen and women entrepreneurs, we highlight women in our community, storytellers and advocacy efforts that are consistent with our mission and women supporting women. We aim to forge positive visibility of women, celebrate women's achievements and influence others' beliefs and actions through campaigns and #HerStory Blogs.

**62** PARTICIPANTS

## RESOURCES

- Social Services Community Resource for Social Services from basic human needs to foundation well-being,
- What To Do Guide for workplace harassment, homelessness, divorce, domestic violence, and loss of employment.
- Lucas County Food Assistance Resource Guide 2023 developed by the OSU Extension Community Nutrition Programs

**3** DIGITAL HUMAN SERVICES  
AND RESOURCES

# International Women's Day

Women of Toledo's International Women's Day Advocacy Forum harnessed the power of #HerStory to celebrate all of women's achievements.

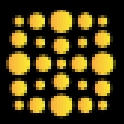
Participants are exposed to **new networking opportunities**, leave with a greater understanding of the need for **gender equity and equality**, and demonstrate positive behaviors and attitudes related to **civic engagement**.



This day provides a space for women to create their own sense of belonging featuring

- ★ Top-notch speakers
- ★ Strong Partnerships
- ★ Facilitated Dialogue





# MULTICULTURAL TWILIGHT MARKET

In conjunction with Immigrant Heritage Month

**20** At-A-Glance: Highlights based on our impact by the numbers  
**23**

# MULTICULTURAL TWILIGHT MARKET

**15**

city & county-wide network partners

**450+**

COMMUNITY MEMBERS IN ATTENDANCE

**75**

BIPOC, Immigrants & women small businesses featured

**10**

business development organizations & agencies provide resources and opportunities for business support



An initiative that aims to increase the visibility and opportunity to connect small businesses with available resources to sustain and grow their business while promoting a vibrant, diverse Toledo Lucas County as a welcoming city and county

**11**

planning committee members with 1 canvassing activity within DORA mapping

**\$3K**

WITH \$1000 EACH AWARDED TO THREE BUSINESSES VOTED BY PEOPLE'S CHOICE AWARD

(To be eligible the businesses must also participated in business development opportunity and submitted SBA 641 form.)

Helping reduce barriers that underrepresented and underserved small businesses and entrepreneurs often face to grow or start their businesses, we aim to strengthen our community through the appreciation of diversity and raising awareness of the role that newcomers play in our society.

Presented by:



CLARK SCHAEFER HACKETT BUSINESS ADVISORS



PNC LUCAS COUNTY OHIO

Collaborators:



Partners:



# Women's Equality Day

Women's Equality Day recognizes the passage of the 19th Amendment extending voting rights to women in 1920.

**Women of Toledo's NWO Women's Equality Day Forum Provides a day of local celebration to increase awareness of women's issues and identify strategies to enhance women's rights in Greater Toledo**



This day of celebration of women with community dialogue on issues affecting women and gender equality features **Guest Speakers and Roundtable Dialogues.**





# HeForShe

## 2023 Bi-Monthly Listening Sessions & Forum

**Male allies discuss ways they can advocate for women in the workplace, marketplace, community, and family.**



**HeForShes pledges \$250, which goes towards the No Women Left Behind initiative.**

# ECONOMIC EMPOWERMENT AND WORKFORCE DEVELOPMENT

<b>BUSINESS GROWTH COLLABORATIVE</b>	<b>BUSINESS DEVELOPMENT OPPORTUNITIES</b>	<b>HERHUB DIRECTORY</b>
<p>The collaborative network consists of existing small business assistance organizations in the Greater Toledo Community. Working together, these organizations are dedicated to finding and filling gaps in the service continuum and connecting their clients to the resources they need, wherever those resources are found.</p> <p><b>11</b> SBA &amp; CNPP ORGANIZATION PARTNERS</p>	<p>Women of Toledo organized 17 learning modules under business development opportunities, HerHub, and global workforce categories. Topics and discussions included Branding, Marketing, Mentorship 101, Hiring Global Workforce, and Business Growthwheel.</p> <p><b>540</b> ATTENDEES</p>	<p>HerHub provides online resource for women-owned businesses, resources, member promotion, networking and educational events. HerHub's attendees become more knowledgeable, informed, and empowered, enabling them to make better decisions and achieve their goals. Women report positive business results from the use of community resources.</p> <p><b>228</b> HERHUB LISTINGS</p>

**HerHub's** mission is to connect women, resources, businesses, and organizations through an online Hub. We believe in connection, collaboration, communication, and celebrate women's contributions.



**HerHub**<sup>TM</sup>  
Women of Toledo Initiative



The **Northwest Ohio Women's Business Council** is dedicated to recognizing a diverse group of female entrepreneurs. We celebrate their accomplishments and support them by telling their encouraging stories.





*We take **pride** in the **diversity** within our support network and continue to find ways not only to elevate, highlight and **celebrate minority businesses** but also to **decrease the network gap** that exists among women of color businesses owners through our heritage month campaigns.*



# HOW TO GET INVOLVED



@womenoftoledo

## Attend

Create meaningful connections with women of diverse backgrounds and discover opportunities to grow. We've got so much to offer from educational initiatives, networking, and much more!

## Volunteer

Raise awareness about the Women of Toledo and contribute to our community. We provide opportunities to develop lifetime friendships and peer-networks with a diverse group of women.

## Support

Each time you make a sustained monthly gift of \$25 you are supporting women's economic empowerment, gender equality and helping build a stronger community with HER in it.

## Partner

Promote your company's commitment to compassion and generosity while working to push for equality and empower over 1,200+ women & youth that are currently a part of our circle

## Time

## Time & Talent

## Treasure

## Influence

# FOR MORE INFORMATION, VISIT US AT

[www.womeoftoledo.org](http://www.womeoftoledo.org)  
[www.419herhub.org](http://www.419herhub.org)  
[www.nwowbc.org](http://www.nwowbc.org)



[facebook.com/womenoftoledo](https://facebook.com/womenoftoledo)



[@womenoftoledo](https://@womenoftoledo)



RESPONSIVE ADVOCACY  
TASK FORCE



[sierrao@womenoftoledo.org](mailto:sierrao@womenoftoledo.org) 567.970.7172



[www.womenoftoledo.org](http://www.womenoftoledo.org)

Our mission is to educate, engage and empower to keep moving forward.