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WOMEN OF THE WORLD

2020  
ANNUAL  
IMPACT  
REPORT



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# EXECUTIVE DIRECTOR MESSAGE

On behalf of the staff, directors, and clients of Women of the World, I offer my most profound compassion to those that have lost loved ones, struggled with their own health or financial security this year.

The global pandemic has impacted everyone differently. For our ladies, their ability to find social networks to “give them a voice and be their friend” was severely limited by physical distancing and their jobs—largely in the hospitality and retail industries—were the most heavily impacted. But, I am pleased to report that the resilience of our new neighbors and the trust they place in WoW enabled them to ask for help when they needed it and quickly get new jobs.

As you will see throughout this report, our services increased to meet this critical need and ensure our ladies continued to thrive in our state. Our service supported our ladies’ health, food, and housing security; while our capacity building placed women in new jobs and careers and rewarded hard-working students with over \$27,000 in scholarships, mostly for DACA and asylum seeker statuses.

We could not have met this unprecedented level of need had it not been for the epic support of our community. In June, Women of the World moved into the Gamar Refugee Resource Center (a donated space from the Semnani Family Foundation), which allowed us to maintain safe, physically distanced services throughout the pandemic. Our programs utilized 90% of our record annual fundraising and we are so grateful for your continued trust in the impact we are having.

I truly believe that WoW has a bright and busy future. We are excited for a more humanitarian Federal Administration with increasing levels of refugee inflows and support to heal the pain and discrimination of the last four years. The value of the example of the daughter of immigrants becoming the Vice-President of the United States will support the dreams of girls and young women everywhere.

Women of the World will continue to work hard to enable the dreams of our ladies and plans to increase our support for women who want to start their own small businesses. Our support will be holistic, understanding a women’s childcare and healthcare needs that go beyond the bottom line. Utah offers excellent opportunities to women who can work hard and make their skills into services or products for this growing marketplace.

Our motto for the 2021 (virtual) Fashion Show is Rise Up. The only way we were able to get through this year was to give our hand and rise up together. It took women supporting women. And today offers us another opportunity to rise up from past problems, no matter how heavy the problems weighing you down, when we solve them together, there is nothing we cannot do.

## Samira Harnish

CO-FOUNDER/EXECUTIVE DIRECTOR

# WoW AT A GLANCE

## ORGANIZATIONAL OVERVIEW

- 3 New Staff Members in 2020
- 600+ Clients Impacted
- 74 New Clients
- 12 Scholarship Recipients

## COMMUNITY DEVELOPMENT

- 50 hours of citizenship preparation
- 300 hours of Practical English
- 3 Practical English classes successfully transitioned to a virtual learning environment

## ECONOMIC EMPOWERMENT

- 34 Women employed
- 200+ Job applications
- 606 Case hours of Economic Empowerment provided

## CUSTOM SERVICE & ADVOCACY

- 1,270 hours of customized service provided
- \$261,286 saved through WoW's actions

*An overview of outcome highlights in self-reliance:*

# 306%

*Increase in dollars saved for our ladies*

# 263K

*Savings through customized service and advocacy*

# 943K

*Annual Earnings Increase and Education Monetary Benefit for women through economic empowerment*

# ABOUT WOMEN OF THE WORLD

Women of the World is a boutique nonprofit located in Salt Lake City, Utah. Our mission is to empower forcibly displaced women to achieve independence, economic success, and a voice in the community. Forcibly displaced women come from all over the world, from every nation, religion, and creed. Regardless of their legal status—immigrant, refugee, asylum seeker, or undocumented—all international women are welcome to join our WoW community.



## What a year it's been!

If nothing else, 2020 taught the world the value of a community that supports, encourages, advocates, and empowers. Each woman requires a different approach. As the only refugee service organization that targets women and their specific needs, we are proud to have continued our quality services throughout the year. These women epitomize vulnerable populations. In the best of times, a single unexpected expense could mean financial disaster. In a pandemic economy, the stakes are even higher.



# COMMUNITY DEVELOPMENT

Women of the World's community is founded on the principle that each woman succeeds as a result of the community around her. Our Community Development program is highlighted in our Practical English courses. This year, classes looked different than they ever have before. They were smaller, more focused, and we were all wearing masks! Classes and gatherings—in person or virtual—provide an opportunity to raise their voices, speak their minds, and develop themselves. There is a unity of purpose in learning English alongside women who are also facing the daunting task of assimilating to a new, foreign culture.

COVID-19 disrupted many of our daily tasks and our ability to gather as a community. Like the rest of the world, WoW had to rely on social distancing visits, distance learning, and reducing the flow of traffic through the office. We are excited to continue to provide 1:1 mentorship and tutoring opportunities to continue the vital task of improving our ladies and educating our local community.

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- 1 Intensive English Course
  - 300+ Hours of Practical English Class
  - 23 Active Mentorship Pairings
  - 7 Women supported with citizenship preparation

# ECONOMIC EMPOWERMENT

Economic Empowerment is crucial to the goal of empowering self-reliance, and it played a unique role this year during the COVID-19 pandemic. Along with the millions of Americans who lost their jobs, our new neighbors were among the most affected communities because they often work in service and tourism industries such as restaurants and hotels.

Women of the World helped women who were laid off to apply for unemployment benefits to ensure their short-term financial stability. Navigating bureaucratic government programs is a never-ending task for refugees and during times like the COVID-19 pandemic, it is crucial for their survival. For long-term self-reliance, job application assistance and interview practice are even more important.

Since there are more people out of work and fewer jobs to offer, the expectations have become higher, making it more difficult for our ladies to meet employers' requirements. In spite of these challenges, Women of the World successfully prepared more than 30 ladies with resumes, interview skills, and application assistance, leading them to obtain and maintain employment.

The work is not complete once a woman has a job. We continue to monitor their success at their new position, help our ladies to advocate for wage increases, and when appropriate, mitigate potential disputes. Always, the focus is on helping our ladies to achieve THEIR goals and THEIR dreams.

Job Placements: 34

Scholarships Granted: \$27,000

Employment Case  
Hours: 248

Economic Earnings Increases:  
\$943,522



## Service Highlights:

202% Increase in  
Service Dollars  
Saved compared  
to 2019

Helped a woman  
to receive  
financial aid to  
reduce  
emergency  
medical bills by  
more than  
\$80,000

Advocated for  
utility assistance  
for a family and  
coordinated  
efforts between 3  
different  
organizations to  
cover \$4,000+ in  
utility needs

Worked with local  
businesses to find  
the perfect job for  
an elderly woman  
with health issues



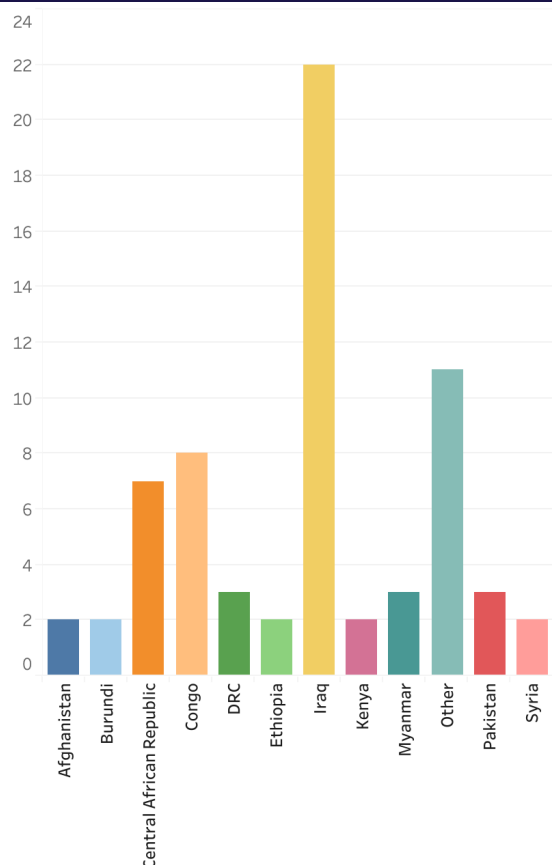
# CUSTOM SERVICE & ADVOCACY

Each client we serve at Women of the World has a unique story and background. WoW understands that the needs of our clients are also unique. This is where our Customized Service & Advocacy program comes into play. Our Customized Service & Advocacy program provides specialized case management to each of our clients depending on their needs. Case managers connect women to local housing, food, medical, immigration, and legal resources. Furthermore, case managers act as advocates when a client has been taken advantage of or is not provided just and fair treatment. With COVID-19, the Customized Service & Advocacy program has been especially crucial because many of our ladies have lost their jobs or experienced housing insecurity. While many organizations and businesses closed at the beginning of the pandemic, WoW remained opened and continued providing services to our ladies, even if just by phone.

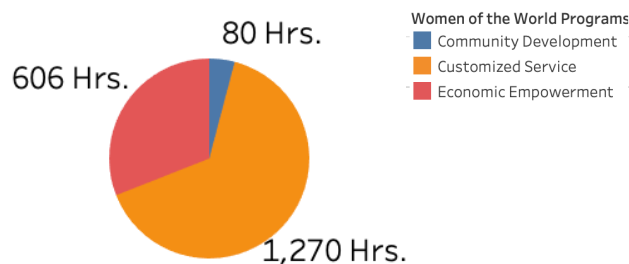
When English is not your first language, navigating the American social system can be very difficult. Our case managers guide our clients in becoming self-reliant. The path to independence is different for everyone! This necessitates a tailored, empathetic, trauma-informed approach.

# THE STORY BY NUMBERS

## Who's New?

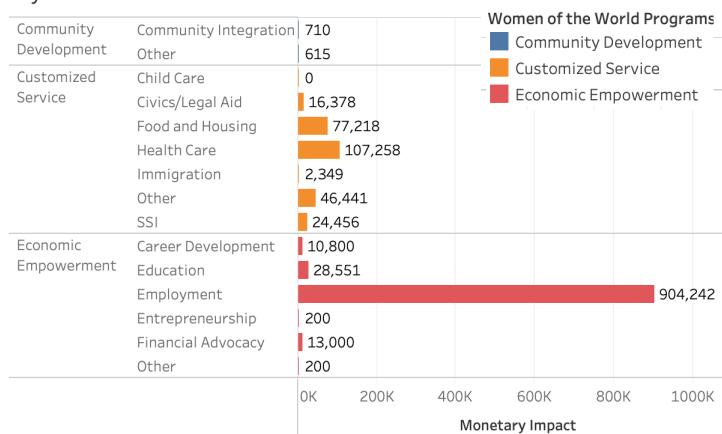


## Where Did The Time Go?



## How Did We Help?

### By Dollars



## How Did 2020 Measure Up?\*

\*Compared to 2019 values

**11%**

Increase in  
appointment  
hours

**26%**

Increase in the  
number of  
cases WoW  
was able to  
solve

**-12%**

Decrease in  
the amount  
of time it  
took WoW to  
solve a case

**9%**

In the total  
number of  
people  
impacted  
[300+ people!]

**22%**

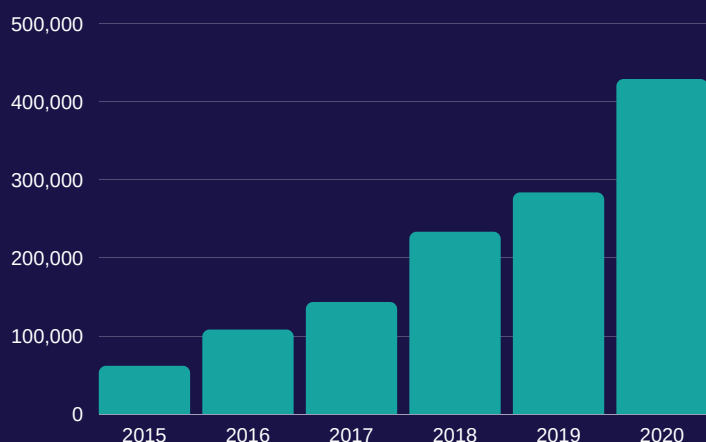
Increase in  
economic  
benefits for  
our ladies

# FINANCIAL REPORT

As a nonprofit serving economically vulnerable populations, Women of the World understands the value of a dollar. We are committed to complete transparency with our financials in order to create an inclusive and collaborative nonprofit environment.

## REVENUES

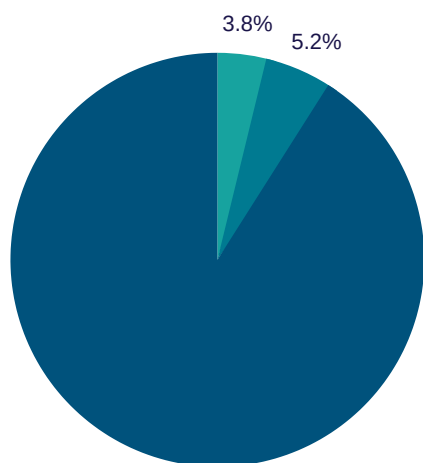
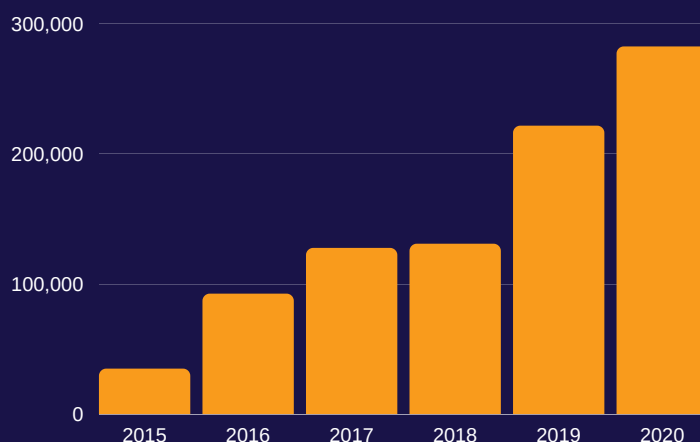
Individual Donations	\$96,814
Corporations & Foundations	\$250,075
Fundraisers & Sponsorships	\$12,866
Government Grants	\$68,888
<b>2020 TOTAL REVENUE</b>	<b>\$428,916</b>



## EXPENSES

Payroll	\$157,165
Other Expenses	\$125,223

**2020 TOTAL EXPENSES \$282,388**



## SPENDING

Programmatic	91%
Fundraising	5.2%
Administrative	3.8%

91%



## COMMUNITY R.O.I.

**2.81**  
2020

$\left[ \frac{\text{Total Economic Benefit}}{\text{Total Revenue}} \right]$

For every dollar of investment the community gave to us, we returned \$2.81!

# WOMEN OF THE WORLD ORGANIZATION

## BOARD MEMBERS

**ALLISON BLAIS**

**ALEX GOELLER**

**CYNTHIA MUCILLO  
THOMAS**

**JULIE MCADAMS**

**JOELLE KNASHEPOLSKY**

**REBECCA RITCHIE**

**SWATI SHARMA**

**JANA LANEY**

## ADVISORS

**MARY DICKSON**

**KIMBERLY HAYWOOD**

## 2020 STAFF MEMBERS

**Samira Harnish**  
Executive Director & Founder

**Justin Harnish**  
Development Director & Co-Founder

**Dakota DelValle**  
Case Manager

**Jana Richardson**  
Case Manager

**Sarah Gibson**  
Office Manager

**Luz Carreno**  
Case Manager

**Quest Cuesta**  
Case Manager

**Zach Malcarne**  
Office Manager

**Rebecca Aaron**  
2020 AmeriCorps VISTA  
Program Manager

# Thank You

## TO OUR DONORS:

2020 was a tumultuous year! The uncertainty we all felt (and feel) will have deep and lasting effects. As a nonprofit, we rely on your support to carry us through in order to continue to fulfill our mission to empower Utah's forcibly displaced women.

Without your support, we would not have been capable of meeting our community's needs this year. We know we can continue to make a lasting and sustainable impact with your help.

## OUR NEW LOCATION



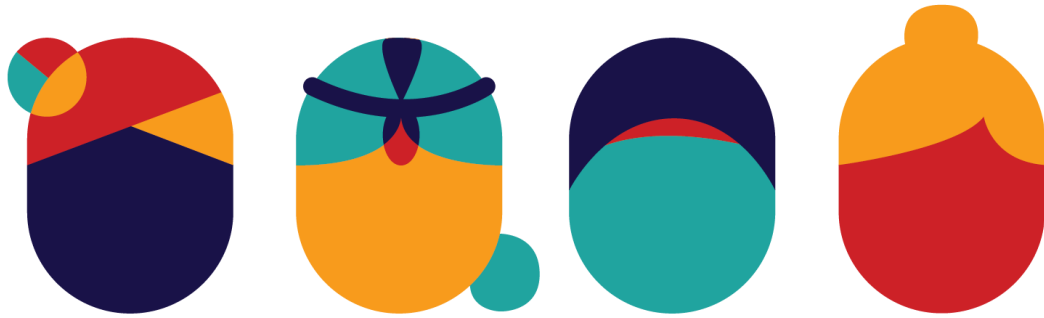
Women of the World started out of my Honda Pilot in 2009. It took 7 years to get an office and now, 3 years later, Women of the World has expanded again! We are proud to be a part of the newly established Gamar Refugee Center (GRC), located at 415 E 3900 S. The Center was founded in honor of Gamar Taj, the mother of Utah businessman and philanthropist Khosrow B. Semnani.

The change came at a perfect time as the new location allows for social distancing and individual offices for each staff member!

We particularly want to thank the generous Semnani Family Foundation for establishing the GRC and for supporting our mission.

-Samira Harnish, Founder & Executive Director





# WOMEN of the WORLD

Women of the World  
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Women of the World is a tax-exempt 501(c)(3) non-profit whose mission is empowering women from all nations to achieve independence, economic success, and a voice in the community.