A close-up portrait of a Black woman with a serene expression, looking slightly off-camera. She is wearing a vibrant red headwrap with intricate braiding. Her gold jewelry includes large, ornate earrings and a matching necklace. The background is a soft, out-of-focus grey.

ANNUAL IMPACT REPORT 2021

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MESSAGES FROM WOW LEADERSHIP

PAGE 02



Samira Harnish

CO-FOUNDER/EXECUTIVE DIRECTOR

As Board Chair at Women of the World, it is difficult to find words to express how honored I am to be involved with this profoundly impactful nonprofit. The last few years have brought unimaginable change to nearly all of us, yet our trials pale in comparison to the hardships experienced by many of the ladies who seek help at Women of the World.

As the pandemic has persisted unabated, Women of the World fearlessly and selflessly continues to maintain and even improve the level of services they provide to refugee and displaced women. Samira has relentlessly done her part in fighting the onslaught of the deadly virus. She steadfastly refused to close her doors, instead insisting on offering services wherever possible, while maintaining the highest standards of health and safety. With unending commitment, Women of the World continues to bring support, education, guidance, financial independence, and above all hope to all women who seek help.

I know that I speak on behalf of the entire Board of Directors when I say that I am proud to be associated with Women of the World and their worthy mission.

WoW serves our ladies at all times after resettlement. At the end of 2021, WoW was very busy as many of our Afghani clients that we had been serving for many years desperately sought our help to petition on behalf of their loved ones still in Afghanistan. We set up a petition drive at our office and helped over 35 clients to fill in more than 200 petitions to set a process of asylum in place. We continue to support all forcibly displaced women and are working hard to ensure that as many of these families can be reunited.

In the coming year, Women of the World is buoyed by our ladies' increasing vaccination rates and safety within the community. Furthermore, we have launched our Employer Partnership Program and are creating a lasting collaboration where our ladies not only get a job, but also can look forward to customized work accommodations, childcare & health benefits, and opportunities for career development. We look back over our difficulties of the last two years to a healthier and more empowered community.

I share my most profound appreciation for all the people that have believed in Women of the World and that continue to support us in many ways!



Debbie Mintowt-Czyz

BOARD CHAIRWOMAN

WoW AT A GLANCE

ORGANIZATIONAL OVERVIEW

- 3 New Staff Members in 2021
- 1,000+ Clients Impacted
- 116 New Clients
- 12 Scholarship Recipients

COMMUNITY DEVELOPMENT

- 50 hours of citizenship preparation
- 259 hours of Practical English
- 5 workshop series

ECONOMIC EMPOWERMENT

- 34 Women employed
- 100+ job applications
- 538 Case hours of Economic Empowerment provided

CUSTOMIZED SERVICE & ADVOCACY

- 1,290 hours of customized service provided
- \$230,448 saved through WoW's actions

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

759

Volunteer hours during 2021

230K

*Savings through customized
service and advocacy*

1.1M

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

ABOUT WOMEN OF THE WORLD

Women of the World is a second home, a helping hand, and a shoulder to lean on during the difficult journey displaced women face as they adapt to their new life in Salt Lake City, Utah. As a boutique nonprofit, our mission is to empower women from all nations to achieve independence, economic success, and a voice in the community. Regardless of their legal status—immigrant, refugee, asylum seeker, or undocumented—all international women are welcome to join our WoW community.



In 2018, Women of the World was recognized by the United Nations High Commissioner for Refugees in Geneva, Switzerland with their highest award for excellence in the service of displaced people in the Americas region—the Nansen Award.

12 YEARS

2009

IT BEGINS

Samira founds Women of the World from her Honda Pilot

2010

501(c)(3)

WoW receives its 501(c)(3) status

2014

GRANTED!

WoW brings on its first Case Manager, Abby, thanks to our first grant from WGC

2015

October

MOVE IN DAY

WoW moves to its first office space

2016

November

MAKING ROOM

WOW expands to the office next door--doubling its capacity!

2010

[FASHION] SHOW-ING OFF

WoW holds its first Fashion Show to highlight diversity and inclusivity in SLC

2015

RUNWAY

The Fashion Show becomes an official fundraiser

2016

January

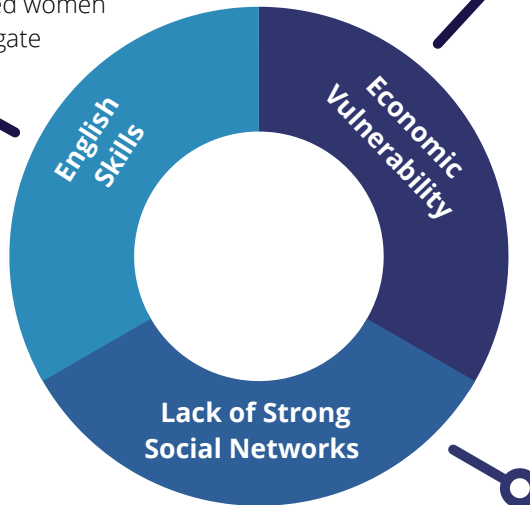
EMPOWERMENT X 2

The team grows to include a second Case Manager

WHAT OBSTACLES DO OUR LADIES FACE?

Women of the World exists to challenge several obstacles faced by forcibly displaced women

English is the key to access in America. Without English proficiency, displaced women are not able to navigate the complex world of employment, finances, education, benefits, and more.



The majority of our ladies and their families are living day to day and month to month. An unexpected bill can be financially crippling and cause stress inducing crisis and withdrawal responses brought on by PTSD.

70% of Americans have their current employment due to a connection in their network. Displaced women come to the US with no social capital and no connections to learn new skills, access recourse, and seek advancement.



OF WOW

2018
AWARDED

Samira is awarded the Nansen Award by the UNHCR in Geneva

2020
March

GROWING ON THE GO

WoW moves to the Gamar Refugee Resource Center JUST as COVID hits.

2021

EVERYONE'S BUSINESS

Samira is nominated as one of Utah Business's Women of the Year for Women of the World's community impact

2017

MARCHING FORWARD

The Women's Marches held around the world bring renewed emphasis to WoW's role in the community

2019

RECONGNIZED

Samira is awarded the American Red Cross's Global Citizenship Hero award for WoW's human rights efforts

2021

June
EXPANDING!

WOW expands to 3 full-time case managers (and we're all still busy!)

2021

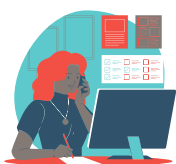
MONEY MOVES

WoW breaks \$1 Million in Economic Empowerment impact

COMMUNITY DEVELOPMENT

Community is about more than just having people around you. It is about your ability to find and develop kinship and self-expression. Women of the World's mission to empower independence relies on fostering a sense of community to help women physically and metaphorically voice their thoughts and access the benefits of a community.

Language is the key to success for our New Neighbors because it is required for :



EMPLOYMENT



EDUCATION



SOCIAL BENEFITS



RELATIONSHIPS

Women of the World's Community Development program includes Practical English courses, 1:1 mentorship, and workshops. Women of the World's Practical English courses are unique because they help our ladies use their language skills in the home, community, and work. Our Practical English teachers (volunteers) also encourage students to speak up and practice English with other students in the classroom. Mentors and mentees improve English skills, study for the citizenship test or for a driver's license, college prep activities, and homework help. And of course, the WoW staff has organized 5 workshops this year including workshops on financial literacy, women's health, and yoga.

Community Development is an essential part of Women of the World because it helps each woman integrate into their new communities and feel confident building relationships.



ENABLING SELF-RELIANCE TOGETHER

Of all the barriers brought on by COVID-19, the impact on the sense of "community" has been the hardest hit. 2020 was a year full of adjustments, and thanks to the hard work of our staff and volunteers in 2021, we are happy to provide a safe environment for gathering.



ECONOMIC EMPOWERMENT

As an organization with the core mission of empowering women towards achieving self-reliance, Women of the World provides the Economic Empowerment Program. Through this program WoW staff assists our ladies to further their education, enhance their careers, and obtain financial independence. We are there at each step of the process!

1 showcase unique talents in a well-written resume and navigate them through the confusing process of finding jobs that fit their skills and goals.

2 help them apply to those jobs and prepare for job interviews.

3 guide them to finish the hiring process and settle into their new positions.

Empowerment means more than simply filling out applications or encouraging women. We help our ladies set goals and tease out what their dream future looks like. Then we help them find and access opportunities that get them closer to realizing that future. At Women of the World, we believe that dreams can become reality and a crucial step to attaining goals is through receiving additional education. While education may be at a traditional college or university, it can also be at a technical school, receiving certificates, getting trained for new roles, improving language skills, and developing yourself.

Women of the World is not a hiring agency or a guidance counselor. Instead, we leverage community and institutional resources where we often coordinate directly with recruitment departments and educational advisors to smooth the transition beyond a traditional referral to give our ladies the best chance of success possible. By providing the support our clients need to obtain better education and better jobs, WoW walks beside our ladies on their journey of achieving self-reliance and independence.

\$1.1 M
in annualized
economic impact

\$27,000
in scholarship
distributed in 2021

100+
job applications completed

205
women and their families
impacted with economic
empowerment



IMPROVING OUR EMPOWERMENT

SCHOLARSHIP FUND

13

The number of scholarships given in 2021. The amount of scholarships is dependent on a variety of factors including the number of applicants, the amount requested, and available funding.

"I can't describe my feeling when WoW gave me scholarship for my first semester. Can you imagine what does this scholarship mean to me? Simply it means hope, power, and the ability to advance a whole family not just a person."

- Sarah, Iraq

"Thanks to this scholarship I had the opportunity to do an internship at the Dream Center at The University of Utah where I support undocumented or first-generation students and whose parents do not have a status."

- Paola, Mexico

"This scholarship was the gift that helped me stay afloat during the turmoil of Covid19. When the pandemic hit I was forced to stop working for about a month and a half... Yet, the hope that kept me determined and resilient was knowing that my tuition for my last semester was paid for due to FAFSA and WoW."

- Asma, Afghanistan



NEW

EMPLOYER PARTNERSHIP PROGRAM

Women of the World habitually evaluates how it can improve its services to better serve our amazing ladies. Over the last few years, we have noticed consistent barriers that our ladies face when they submit job applications that prevent them from completing the hiring process or drastically reduce their job retention. In an attempt to mitigate these challenges, WoW developed its Employer Partnership Program.

EMPLOYMENT BARRIERS

- Digital Applications
- Outsourced/off-site hiring
- Difficulty with telecommunication
- Nontraditional work experience

PARTNERSHIP PROGRAM

- Making direct contact with hiring managers
- Understanding specific employment needs
- Follow up questions on job descriptions
- Assistance in scheduling interviews
- Relevant cultural and vocational training

Learn more about the program, current partnerships, and how to join at [womenofworld.org/employer-partnerships](https://www.womenofworld.org/employer-partnerships)

Services & Areas of Advocacy

- Child Care
- Civics/Legal Aid
- Food Insecurity
- Housing Instability and Access
- Health Care
- Insurance
- Mental Health
- Immigration Referrals
- Welfare Benefits



CUSTOM SERVICE & ADVOCACY

Our Customized Service and Advocacy program is at the core of what makes Women of the World unique, necessary, and effective in our community. This program encompasses a wide array of support including (but not limited to) childcare, civics, legal aid, healthcare, food security, and housing.

As community case workers, we recognize that Salt Lake City has MANY organizations and resources that are available to support our ladies. However, not all organizations are able to provide over-arching, comprehensive facilitation between these resources to ensure that clients not only have access to aid but that they receive it. This means that WoW has a larger economic impact by guiding clients to resources compared to directly providing them through WoW's emergency funding—**25 times more!**

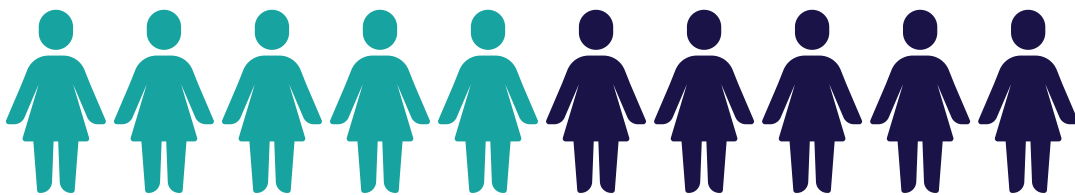
Once they have been approved for outside assistance, the work does not end there. We facilitate dialogue on their plans, their income potential, professional development goals, and their family's long-term needs.

This is how our customized work at WoW is structured - we understand that there is not a one-size-fits-all solution to many of our client's cases, so we meet them where they are at and see their case through to the very end. By guiding them through various processes and programs, we are the facilitators of their experience within the mainstream aid space. We recognize that mainstream solutions to poverty and marginalization are not accessible to all members of our community and aim to fill in this gap by providing case management that is tailored to individual clients' needs.

"...She fought for me like she was my own mother."

Diane, Burkina Faso

ADVOCACY MAKES ALL THE DIFFERENCE

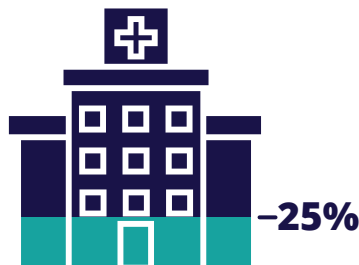


50% of our ladies walk through our doors in need of advocacy services

Women of the World's services are varied but produce tangible impacts in the lives of forcibly displaced women in Utah. Some of them include...



36% of our ladies came to WoW looking for help with food and housing assistance. Our services helped to mitigate **\$119,000** in costs for our ladies and their families.



25% needed help alleviating medical expenses totaling **\$45,000**.

In Her Own Words

"Every woman is welcome to go and dance on the platform of WOW without being judged or discriminated. We can all dance on the same platform and feel comfortable. And, we receive love, care, and support."

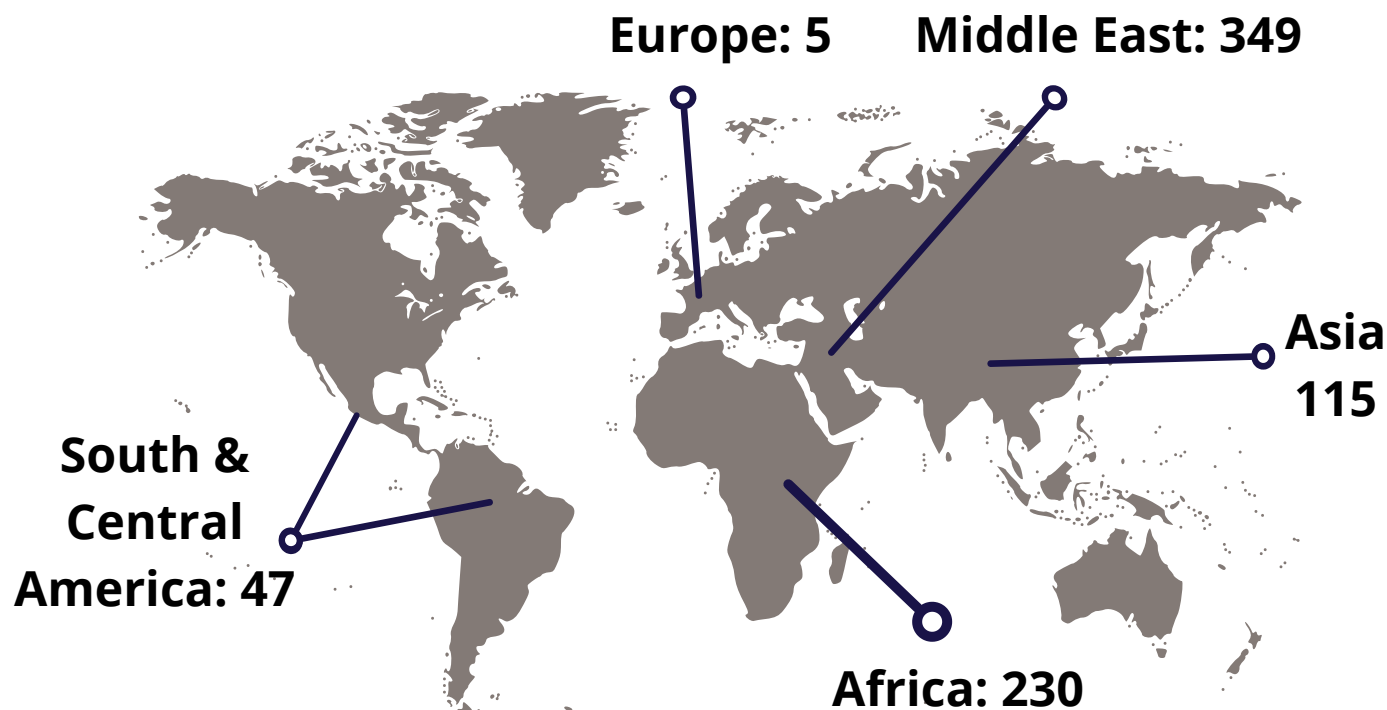
-Flavia, Congo

"I came to Women of the World to find a job, and I spent so much time at the office, working to figure out how to get a job and give back to the community. I want to be useful and supportive of people who need help. I have received so many opportunities here, I want to live respectfully and give back."

-Julie, India

DIVERSITY IN THE DATA

WOMEN OF THE WORLD REPRESENTS THE WORLD



Family Impact

+2600

the number of family members impacted by WoW's services

Languages

+24

languages spoken

Passion

100%

the number of our ladies dedicated to learning and growing in Utah

How Did 2021 Measure Up?*

*Compared to 2020 values

221%

Increase in
volunteer
hours

26%

Increase in the
number of
cases WoW
was able to
solve

151%

Decrease in
time it takes
for our ladies
to become
employed

23%

Increase in
the number
of new
clients

11%

Increase in
economic
benefits for
our ladies

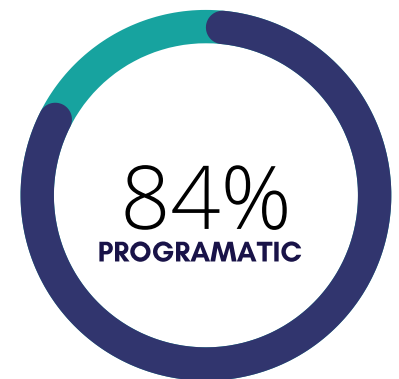
FINANCIAL REPORT

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.

3.15 Community R.O.I.

ROI or Return on Investment represents the impact of every dollar donated to Women of the World. Thanks to the hard work of our amazing ladies and our efficient staff, our impact continues to grow!

2021 SPENDING

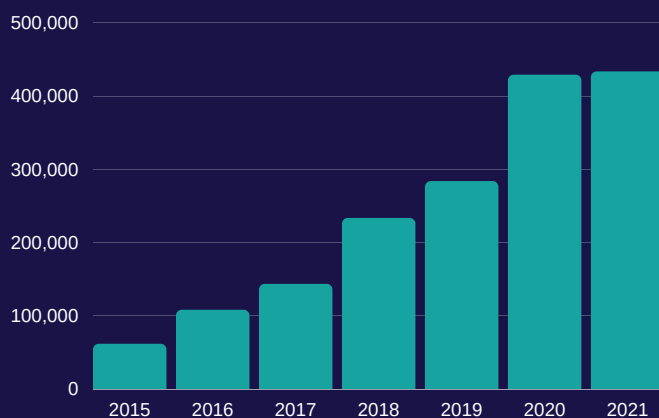


9% FUNDRAISING

7% ADMINISTRATIVE

REVENUES

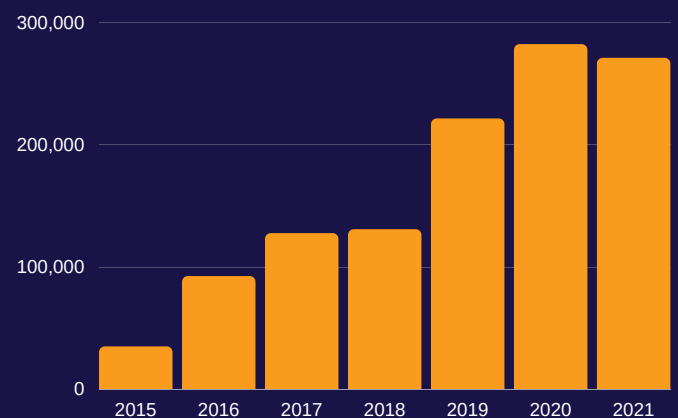
Individual Donations	\$149,616
Corporations & Foundations	\$210,311
Fundraisers & Sponsorships	\$31,802
Government Grants & Other	\$41,653
2021 TOTAL REVENUE	\$433,382



EXPENSES

Payroll	\$184,149
Other Expenses	\$87,015

2021 TOTAL EXPENSES \$271,164



WOMEN OF THE WORLD ORGANIZATION

EXECUTIVE BOARD

DEBBIE MINTOWT-CZYZ
ALEXX GOELLER
JOELLE KANSHEPOLSKY
PAIGE WITT

BOARD OF DIRECTORS

ALLISON BLAIS
POOK CARSON
JULIE MCADAMS
VANESSA PEREZ
SWATI SHARMA
EVAN STRASSBERG

ADVISORS

MARY DICKSON
JUSTIN HARNISH
KIMBERLY HAYWOOD

2021 STAFF MEMBERS

Samira Harnish
Executive Director & Founder

Justin Harnish
Acting-Development Director & Co-Founder

Zachary Malcarne
Office Manager

Luz Carreno
Senior Case Manager

Ghinwa Hneide
Case Manager

Roxie Harshbarger
Case Manager

Rachel Thornton
2021 AmeriCorps VISTA
Program Member



THANK YOU

TO OUR DONORS:

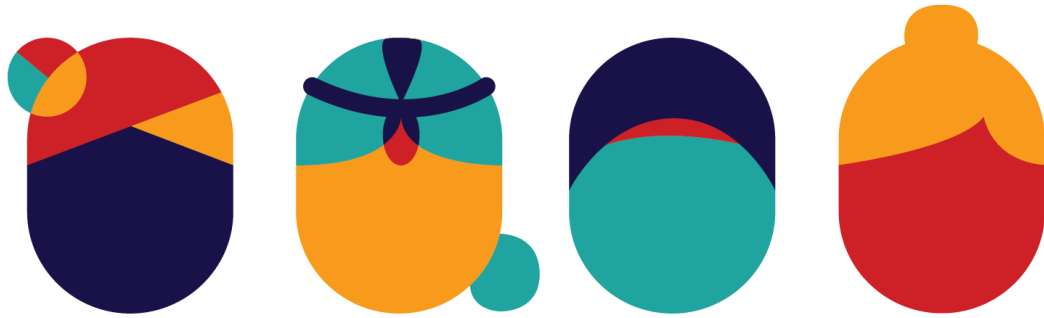
From all of Women of the World's staff, volunteers, and clients, we say a profound thank you! The impacts of the last year have been far-reaching in our community. Jobs have been lost, evictions have occurred, and families have been unsure where their next meal would come from. Women of the World has been with our amazing ladies through it all and we could not do it without the support of donors like you. Your generosity has and will continue to make an exponential impact in the lives of Utah's most vulnerable.

TO OUR COMMUNITY

A special thank you to the women and families that make up the heart and soul of Women of the World. Thanks to your dedication, grit, and determination, we continue to see lives change.

Thank you for making us laugh and giving us hope for the future. Together we are building our community and making our office a second-home to all.





WOMEN of the WORLD

Women of the World
415 E 3900 S
South Salt Lake, UT 84107

(801) 953-0008

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.