



WOMEN of the WORLD



ANNUAL IMPACT REPORT 2022

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MESSAGES FROM WOW LEADERSHIP



Samira Harnish

FOUNDER & EXECUTIVE DIRECTOR

The past year at WoW has been our best ever and I couldn't be more proud of our staff, Board members, community, and donors that made it happen. WoW continues to thrive, serving more forcibly displaced women.

Indeed, 2022 was a bellwether year, where we were able to appreciate many new funders who helped us reach \$1 million in fundraising. Our staff grew in response, allowing us to intake more new clients than in any year before.

The displacement of people due to war, oppression, poverty, and climate accelerated in 2022. Each of the people fleeing their home tells the contrasting story of suffering and hope. Women and girls are especially vulnerable. The war in Ukraine and female oppression in Afghanistan and Iran focused the world both on the importance of offering refuge and standing up for your rights.

Our vision for the new year is focused on our Community Building program. WoW is known for offering a safe, second home to our new neighbors and plans to offer this uniquely women-centered environment as a place of peace and hope to all of the Salt Lake City community.

My profound thanks to all of you who support the Women of the World mission and the hope it brings to thousands of women and girls.

2022 turned out to be a groundbreaking year for Women of the World. Thanks to the tireless efforts of the founder and Executive Director, Samira Harnish, the organization has expanded and is now ready to serve even more women. My deepest gratitude goes to the individuals, corporations, and foundations who shared our vision and made generous gifts to enable us to expand our services. In 2022, we provided more scholarships than ever before. We saw our Employer Partnership Program expand, solidifying relationships between our clients and local companies who learned of the many benefits to be gained by embracing our community of displaced women and giving them opportunities for self-reliance.

2022 also turned out to be a heartbreaking year for so many societies worldwide. The war in Ukraine touched us as we watched millions forced to flee their homes and be torn apart from their loved ones. We also witnessed the harsh, future-destroying policies as the Taliban denied girls and women the opportunity to have an education. And these are just two examples of the many countries in the world where war, famine, brutality, or repression force women to flee with the fragile dream of forging a future for themselves and their families. I am immensely proud to be connected with Women of the World, which remains a small but powerful nonprofit that never wavers from its mission to provide a glimmer of hope to displaced women, enabling them to fulfill their dreams and their promise. But just as important is that significant economic benefits are brought to Utah by the women we serve (many of whom are highly educated and well-trained) as they become self-sufficient and give back to the place they now call home.



Debbie Mintowt-Czyz

BOARD CHAIRWOMAN

WoW AT A GLANCE



ORGANIZATIONAL OVERVIEW

- 5 New Staff Members in 2022
- 1,000+ Clients Impacted
- 185 New Clients
- 14 Scholarship Recipients

ECONOMIC EMPOWERMENT

- 30 Women employed
- 100+ job applications
- 568 Case hours of Economic Empowerment provided

COMMUNITY DEVELOPMENT

- 624 hours of Practical English
- 14 workshop themes
- 40 Workshops

CUSTOMIZED SERVICE & ADVOCACY

- 1,510 hours of customized service provided
- \$456K saved through WoW's actions

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

1,093

Volunteer hours during 2022

\$456K

*Savings through customized
service and advocacy*

\$1M+

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

WOW'S MISSION

Since 2009, our mission has been to empower women from all nations to achieve independence, economic success, and a voice in their community. Regardless of their legal status—immigrant, refugee, asylum seeker, or undocumented—all international women are welcome to join our WoW community.

Our clients have all overcome multiple trials, sorrows, and hardships from escaping their war-torn countries. They come to a new place with the determination and desire to create a new life for themselves and their families. We aim to support them on every step of this journey and to encourage self-reliance. We want our clients to be confident in their abilities so they no longer have to live in a state of fear or vulnerability. We know this will bring them security and peace for themselves and their loved ones and allow them to give back and strengthen their community. We are better together and want each woman to know their unique and important role here in Salt Lake City.







In 2022 Utah welcomed 397 refugees from 22 countries. They also have welcomed 900 Afghani Humanitarian Parolees, the largest resettlement group in state history.

As the need for our services has grown throughout our state, Women of the World becomes 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.

ANNUAL EVENTS



MOTHER'S DAY

We love celebrating all our fabulous and hardworking mothers. Each year we highlight one very deserving woman as our "Mother of the Year" to honor all the hard work she has accomplished over the year.

CELEBRATION OF SUCCESS

We recognize the women that reach their goals and become independent. It is motivating for the community to see women recognized for even the smallest step on the path toward self-reliance. Local government and business members help us recognize our ladies.

WHAT OBSTACLES DO OUR LADIES FACE?

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

ABC

English Skills

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.



Lack of Strong Social Networks

70% of Americans have their current employment due to a connection in their network. Displaced women come to the US without social capital and connections to learn new skills, access resources, and seek advancement.



Economic Vulnerability

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 a stress inducing crisis.



OF WOW



FASHION SHOW CULTURAL GALA

The Women of the World Fashion Show & Cultural Gala is our biggest fundraising event of the year. This event is important because it gives Utahns an opportunity to learn more about their new neighbors who bring beautiful cultures & add diversity to our state. We hold this event the same week as International Women's Day and give our clients a chance to showcase their rich culture and highlight their dreams.

COMMUNITY DEVELOPMENT

Program at a Glance

40

Workshop sessions

150

English Classes

3

Community Events

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. We believe by building our community we build impact.

One of the things that our clients miss the most when moving to the US is their sense of identity and connection. WoW's Community Development Program is about building a community that gives our clients a sense of belonging, regardless of their backgrounds, beliefs, or experiences. This program covers services ranging from the very first step with client intake, mail comprehension, and frequent check-ins, to the heart of this program which is events and workshops.

The workshops covered under this program provide education that is crucial to our client's integration into their new society. WoW hosted 14 workshops throughout 2022, our themes ranged from financial literacy, digital literacy, cancer awareness, nutrition, and even jewelry making. We also hosted culturally-specific workshops such as Ukrainian egg painting to encourage new social connections. During those 40+ sessions, our clients learned, shared, and connected.



Beyond the Data

Stories that Inspire



Flavia, from Uganda, moved to the US from a Refugee camp in 2019 with her three young children. She worked many jobs to support her family and herself, but she didn't feel like she was learning anything new or growing. Even though she was making a decent wage she did not feel fulfilled in her work and had goals of really building her career.

Flavia attended the 4-session financial literacy workshop that we hosted and through Flavia's hard work and WoW's contacts, she is now a full-time employee at the same institution that led those workshops. She loves her new job and feels she is building her resume and learning many valuable skills.



Eliane approached WoW staff about addressing a prevalent issue she was seeing in her community: domestic violence and a lack of knowledge about women's rights. She organized a workshop with WoW staff and WoW community partners to educate women in her cultural community about these issues and to give resources to address them. We were inspired and impressed by Eliane's initiative and leadership in her community and her collaboration with our Community Development efforts. Women's rights are human rights and WoW will continue to support women in all capacities!



ECONOMIC EMPOWERMENT

Program at a Glance

\$1M+

Annual Economic Impact

>100

Job Applications

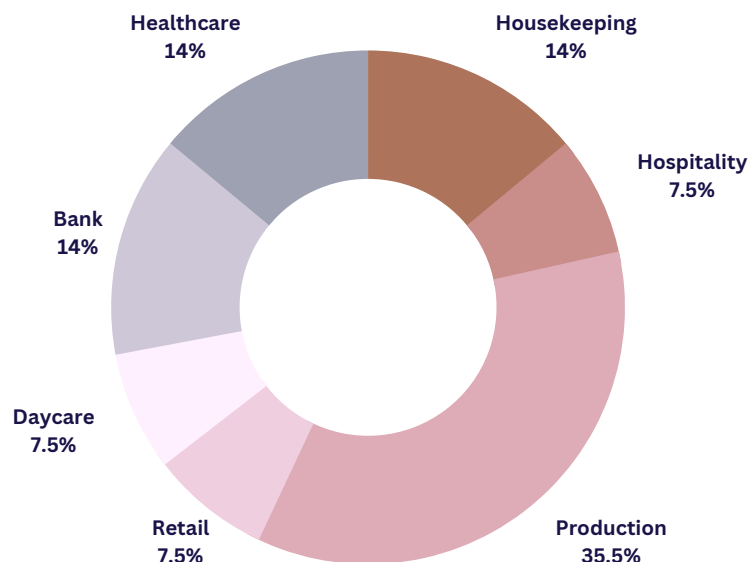
\$15.40

Client Average Starting Wage

2022 was a big year for Economic Empowerment at WoW! Our client's average starting wage is the highest it has ever been, we added 7 employment partners to our program and our first dedicated employment specialist to our case management team. We have also seen an increase in the diversity of industries in which our clients work. Whereas two years ago the majority of our client base was working in production, warehousing, or housekeeping, today popular industries include healthcare and banking.

We have also seen an increase in the number of clients who have access to health insurance benefits and paid time off, as well as the opportunity for upward mobility within their workplace. We will continue to promote and offer professional development opportunities which help our clients achieve economic success.

WoW Client Employment by Industry, 2022



WoW Client Avg Starting Wage





EMPLOYER PARTNERSHIP PROGRAM



**Governor's Office of
Economic Opportunity**

This year WoW joined Utah's Skilled Immigrant Integration Program (SIIP) digital skills cohort. The cohort of community development organizations are working to ensure that New Americans have representation and access to the Utah State Digital Equity Planning process. This will ensure that forcibly displaced women are included in state-wide planning and funding efforts to promote digital equity for years to come.

WoW is proud to have been selected by the county as a Workforce Inclusion and Successful Employment Program (WISE) grantee this year. Within this program, WoW will work to get more forcibly displaced women into the workforce, with a particular emphasis on connecting clients to workforce training skill development opportunities.



2022 Employer Partners

Platinum Level Partners

Anagraphica
Flagship Facility Services
Neighborhood House
Edwards Lifesciences
Huntsman Cancer Research Institute

Gold Level Partners

Newrest LLC
Sleep Number
Intermountain Healthcare
FedEx
Sun Print Solutions
Salt Lake City School District
Mountain America Credit Union

Silver Level Partners

ALSCO Uniforms
Work Activity Center

Bronze Level Partners

Starbucks
U of U Health
The Grant America Hotel

2022 Employment Skills Programming Partners

Easterseals Goodwill Rocky Mountains
USU Extension 4H Office
LDS Humanitarian Center

EMPLOYER PARTNERSHIP PROGRAM



Starting wage \$15+ an hour ·
Health insurance benefits · Paid
time off · Upward mobility ·
Provides constructive feedback for
WoW candidates and employees ·
Provides services to make the
workplace more accessible



Starting wage \$15+ an hour ·
Health insurance benefits · Paid
time off · Upward mobility ·
Provides constructive feedback for
WoW candidates and employees



Starting wage \$15+ an hour ·
Health insurance benefits · Paid
time off · Upward mobility



Starting wage \$15+ an hour ·
Health insurance benefits ·
Paid time off



Above: WoW client Samira is honored by Neighborhood House for her great work at the 2023 Celebration of Success.

Below: WoW client Cecilia is honored at the 2023 WoW Celebration of Success for paving the way for other forcibly displaced women to be gainfully employed through WoW's EPP program. Cecilia is WoW's longest standing EPP placement - she has been doing a great job at Edwards Lifesciences for 7 years.



We would like to extend a big thank you to all of our Employer Partners for supporting forcibly displaced women through employment this year.

Beyond the Data

Stories that Inspire

This year, Women of the World partnered with Mountainland Technical College to promote technical job training and skill development for forcibly displaced women. Mountainland Technical College will award two WoW clients with the Presidential Scholarship for Forcibly Displaced Women. The scholarship will pay for any program offered at MTech of the student's choosing. We are happy to announce we have chosen our first recipient, Mu Mu! Mu Mu is an aspiring nurse and will be starting her journey in the healthcare profession by studying at MTech to become a Certified Nurse Assistant. By completing this program, she wants to show other women in her community that they can pursue technical training too! *To the right, Mu Mu is pictured with Holly Peterson, Vice President of Instruction at Mountainland Technical College.*



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WoW client Samira teaches how to cook an Afghan dish at her job as an Adult Program Aide with WoW employer partner Neighborhood House.

"This is the magic that can happen when our staff have the imagination and inspiration to see beyond visual or linguistic differences."

-Sarah Scott, Adult Program Manager

Ghufran came to the US as a refugee from Iraq 13 years ago. Her dream is to become a Pediatrician. She came to Women of the World in the summer of 2021, looking for help applying to Phlebotomist positions. Having just finished her Phlebotomist certification, she was ready to leave her job at Harmons making \$11.50 an hour, and begin her career in healthcare! WoW helped her update her resume, write her cover letter, create a LinkedIn profile, and learn how to job search online. WoW also connected her with a Phlebotomist opportunity with our partner Intermountain Healthcare, whom she has been with for over a year now! Since last summer, she has received three raises and is making \$18.50. Most recently, she was promoted to Team Leader.







SCHOLARSHIP FUND

Our Scholarship is central to the goals and values of Independence and Economic Success

While we provide services to help navigate the academic world, we know that overcoming the financial barrier to higher education is key to individual and community success. Through our scholarship, we are able to provide financial support to those who potentially don't qualify for traditional financial aid or need additional support to reach their potential.



“ Receiving this scholarship allowed me stay in school and I was able to finish my degree. Besides finishing school, this scholarship enabled me to gain more self-reliance and my voice in the community. ”

Naserian, Kenya

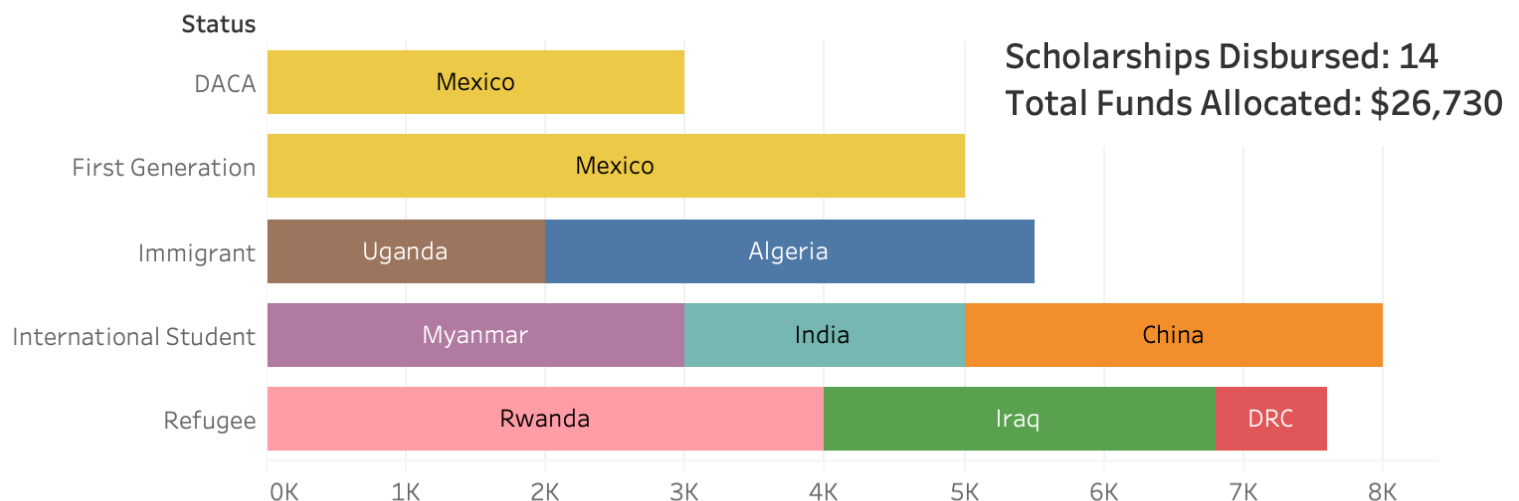
“ I cannot express how grateful I am for the financial support. This helped me complete the prerequisites for the Nursing Program at SLCC. Because I did not have to worry about money, I dedicated more time to earning good grades. ”

Adrianna, Mexico

“ This scholarship has given me so many opportunities to grow, learn, and become a better person that can give back to my community the way I have been helped before. It has made a huge impact in my life. ”

Perla, Mexico

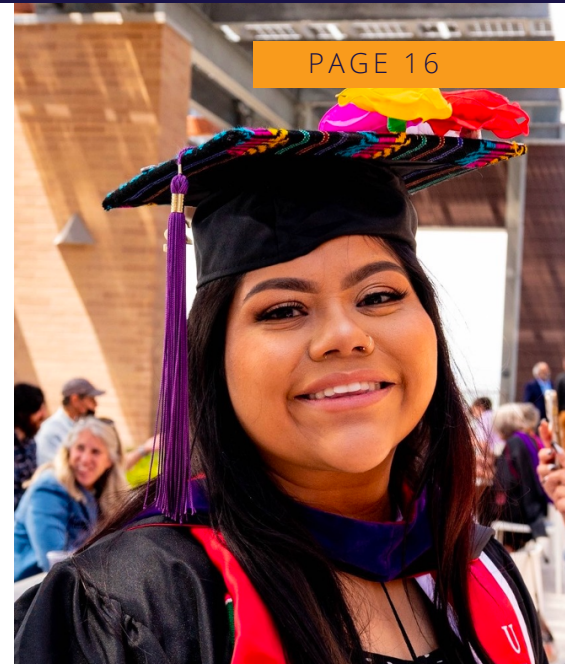
SCHOLARSHIP HIGHLIGHTS



Beyond the Data

Stories that Inspire

Itzel graduated with a Bachelor of Arts in Linguistics and certificates in Teaching English as a Second Language, and Criminology & Corrections. I currently work as a Customer Success Representative for the startup company, SignGlasses LLC. WoW's scholarship has increased my self-reliance from facing different challenges based on my DACA and being a first-generation student. Due to working part-time and this opportunity I was able to graduate debt free and now am applying to various law schools to pursue my education to become an advocate for the Deaf community in the legal system. I also want to advocate for people with DACA and the first generation to become successful like me



Naserian was an international student at the University of Utah, one semester away from getting her bachelor's degree in Political Science and Gender Studies. As an international student, she was extremely limited in what financial aid she qualified for and was not able to work enough to pay for the tuition herself due to her immigration status.

After she graduated, she planned to return to her home country of Kenya and help women work toward policy change and justice for the many violations of human rights they face. She had already started a project to help victims of Female Genital Mutilation in her community as a student. Eventually, her career goal is to pursue a degree in Law to best fight for women's rights.

Perla came to the United States from Mexico when she was very young and became a DACA recipient. With this background, she volunteered to give back to the immigrant and refugee community here. With this love of helping others, she started the Respiratory Therapist program at Weber State University.

She was working while going to school full-time to cover her tuition, but with the financial burden lifted, she took on a lower-paying job that got her foot in the door of her field of study. This gave her invaluable experiences and a professional network to catapult the future of her career. She planned to continue her education after graduation by attending Physical Therapy school.

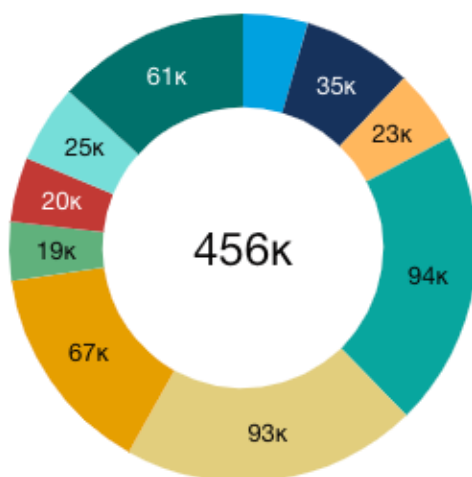




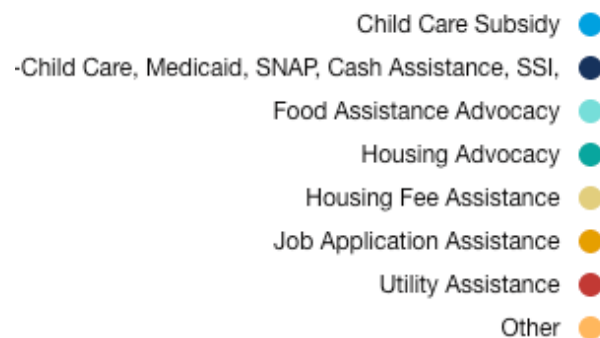
CUSTOMIZED SERVICE & ADVOCACY

Program at a Glance

Customized Service and Advocacy encompasses a wide array of support including (but not limited to) childcare, civics, legal aid, healthcare, food security, and housing. But rather than try to provide those services ourselves, we instead connect our clients to other organizations that already provide those resources. This means that not only is WoW able to help each woman in an individualized way, WoW also has a larger economic impact by connecting clients to resources, rather than directly providing them through WoW's emergency funding!



Sum of Service Dollars saved in 2022



Services & Areas of Advocacy

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

In Her Own Words

"Women of the World is an amazing organization and they are really caring and responsive to their clients."

-Khatima, Afghanistan

"Women of the World has helped me feel good; they have taken care of me and shown good hearts. They are my family and help me with what I need.."

-Wilma, Central Africa Republic

"My family all died in Somalia, when I moved to Salt Lake, WoW became my family when I had no one else. WoW helped me learn things to survive and I don't have to stay home and be quiet."

-Fahmo, Somalia

Beyond the Data

Stories that Inspire

Natalya, a new asylum-seeker from Ukraine, came to Women of the World after she--through no fault of her own--lost her housing, leaving her and her son homeless, jobless, and without the knowledge, skills and resources to survive in their new community. Women of the World partnered with a local landlord and rental assistance agencies to secure Natalya an apartment and rent payments until she was able to get a job and pay her own way. We connected with other local resources to provide furniture, housewares, and one-time start-up costs. We connected Natalya with one of our employment partners that gave her both full-time employment and on-the-job English language training. We also taught her to navigate governmental agencies providing other kinds of assistance. After weeks of being terrified that she and her son would be alone on the street in the dead of winter, she said "I have a feeling of security and gratitude."

Natalya's experience exemplifies what makes this program unique, necessary, and effective in our community. We understand that there isn't a one-size-fits-all solution to many of our client's cases, so we meet them where they are and see their case through to the very end. But we don't just help our clients solve their immediate problems: when the immediate crisis is over, we continue to help them develop life-long plans to build their income potential, develop professionally, and meet their family's needs.



VOLUNTEERING AT WOW

Volunteers play an integral role at Women of the World, working alongside staff to provide vital services for our clients. Our diverse volunteer opportunities allow Utah's community members to become involved in a way that best suits their experience and interests, allowing us to build organizational capacity by connecting our clients with skilled and knowledgeable support.

While the program had exemplary numbers this year, with 106 volunteers dedicating 1,903 hours to support our clients, the true impact of Women of the World volunteers cannot be quantified. The friendships forged through our mentorship program, the laughter that rings through the office as our clients gather for English class, the trusted child care that allows for greater accessibility to our workshops, the ease of mind our client's experience knowing they have a powerful support system; all of this plus the love and time our volunteers invest, builds a much-needed and warm home for forcibly displaced women here in Utah. We cannot quantify the value of home, **nor can we thank our volunteers enough for their invaluable service!**



Volunteer Stats

1,903
Volunteer Hours

5
Practical English
Volunteers

2
Staff Wellness
Volunteers

18
Mentorships

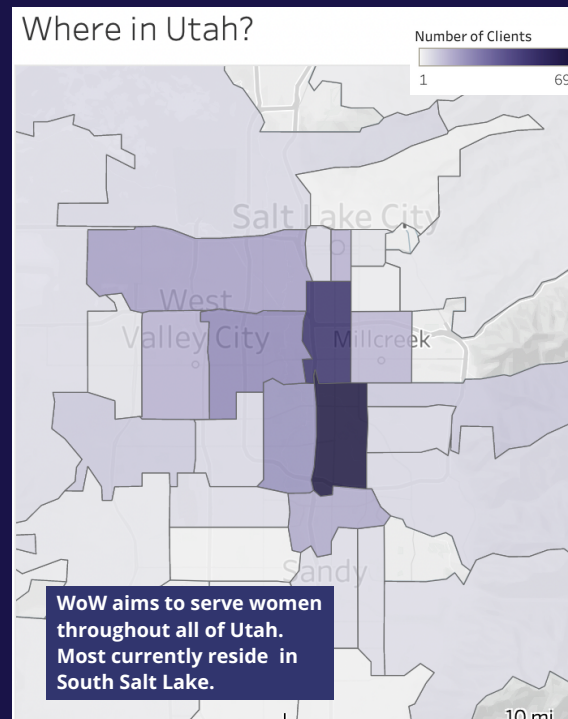
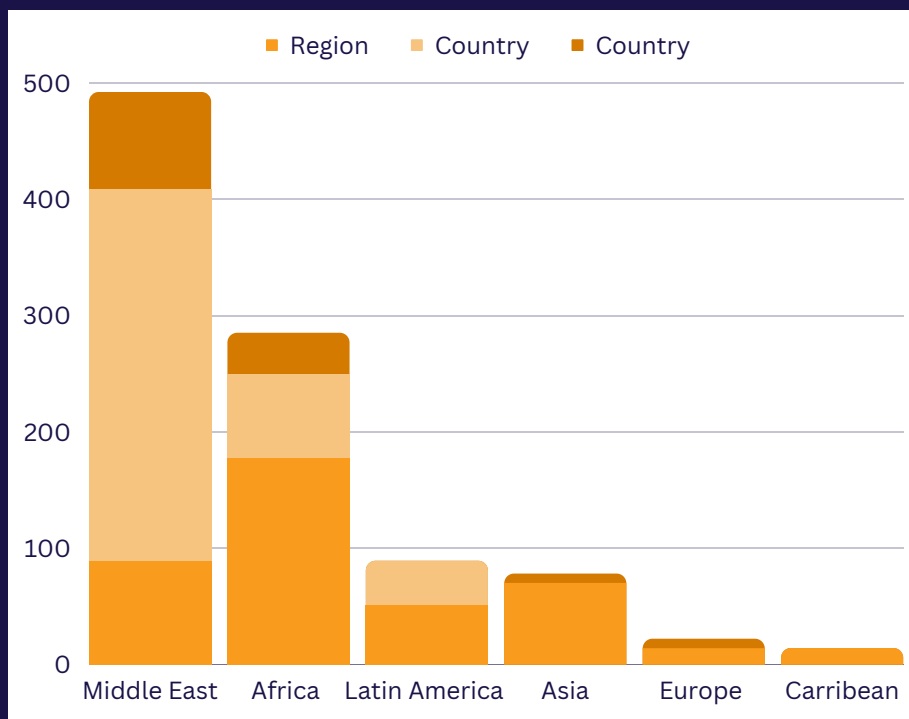
106
Current Active
Volunteers

12
Volunteer
Orientations



DIVERSITY IN WOW'S CLIENTS

THE WORLD REPRESENTED IN OUR CLIENTS



Total Clients

992



Languages

+26



New Clients in 2022

185

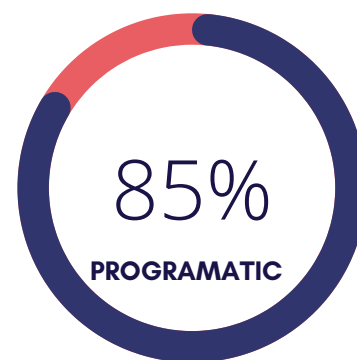
FINANCIAL REPORT

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.

1.45 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!

2022 SPENDING



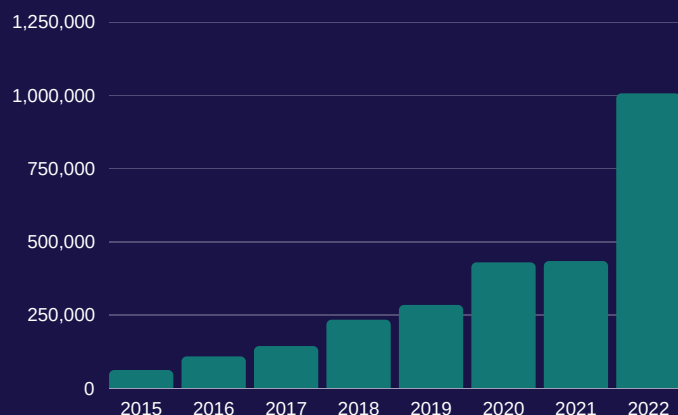
10% FUNDRAISING

5% ADMINISTRATIVE

REVENUES

Gifts	\$686,144
Grants	\$234,759
Fundraisers & Sponsorships	\$84,482

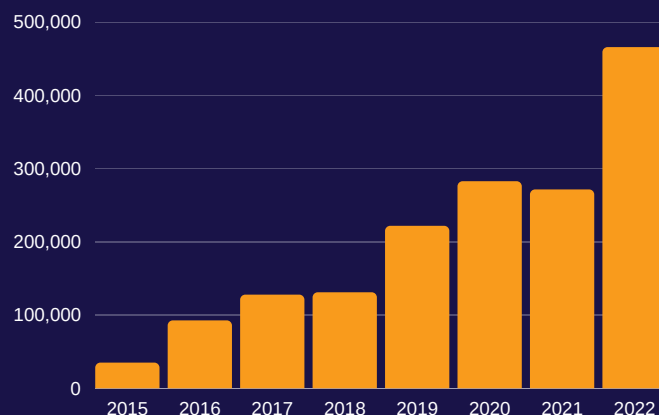
2022 TOTAL REVENUE \$1,005,856



EXPENSES

Payroll	\$321,387
Other Expenses	\$144,102

2022 TOTAL EXPENSES \$465,489



WOMEN OF THE WORLD ORGANIZATION

EXECUTIVE BOARD

DEBBIE MINTOWT-CZYZ
JOELLE KANSHEPOLSKY
PAIGE WITT
ALEXX GOELLER

BOARD OF DIRECTORS

JUSTIN HARNISH
JULIE MCADAMS
MY NASSON
DANA ROGERS
EVAN STRASSBERG
TRACEY THOMPSON
ELYSE WINTER

2022 STAFF MEMBERS

Samira Harnish
Executive Director & Founder

Ryan Cook
Operations Manager

Ghinwa Hneide
Case Manager

Roxie Harshbarger
Economic Empowerment Program Manager

Ruby Wahinehookae
Case Manager

Candice Stratford
Case Manager

Katherine Filpescue-Sanchez
Office Administrator

Madeline Rhodes
2022 AmeriCorps VISTA
Volunteer Coordinator



AWARDS & RECOGNITIONS

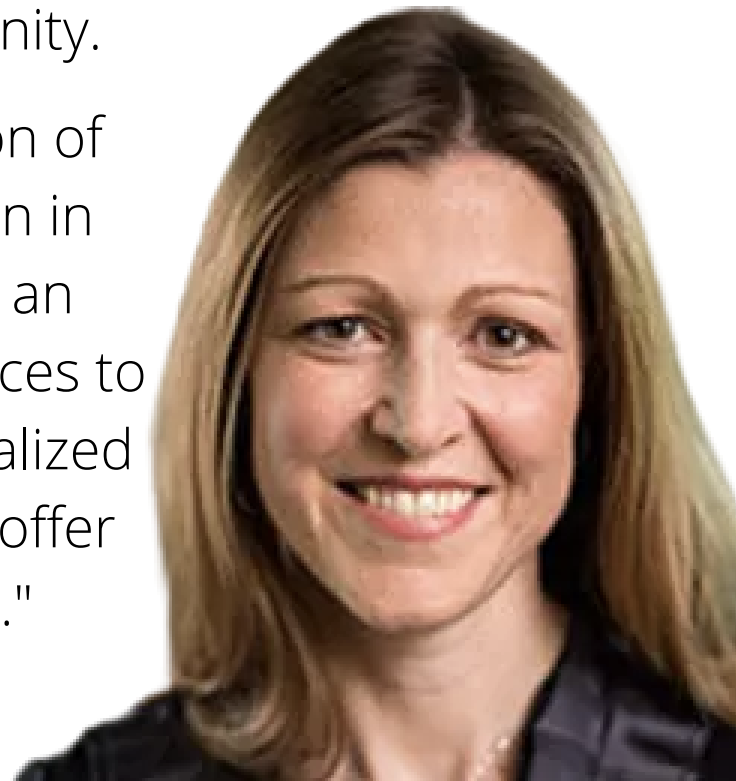
- State of Utah Volunteer Recognition for Co-Founder Justin Harnish, 2022
- Business Woman of the Year Business Magazine, 2021
- Global Citizenship Hero American Red Cross, 2019
- Nansen Refugee Award United Nations High Commissioner for Refugees, 2018
- Ruby Award Soroptomists of Utah, 2016
- Human Rights Award Salt Lake City Human Rights Commission, 2013





"I have seen the significance of Women of the World firsthand and support the work they do to empower women from all nations to achieve independence, economic success, and a voice in the community.

With a large and growing population of refugee and asylum-seeking women in Salt Lake, we are fortunate to have an organization with customized services to provide support. The crucial, specialized services that Women of the World offer are more important now than ever."



- *Julie McAdams*
Board Member

TO OUR DONORS:

The achievements attained by our clients are possible because of generous supporters like you. On behalf of our clients, staff, and Board of Directors, *thank you.*

Diamond (\$60,000+)

Larry H. Miller Charities
Salt Lake County Health Department
The Derek and Shelaine Maxfield Family
Bruce and Cecilia Petersen Foundation Trust
Dave and Wendy Morgan Foundation
Boeing Foundation

Platinum (\$25,000-\$59,999)

George S. and Dolores Dore Eccles Foundation
Gore Memorial Family Foundation

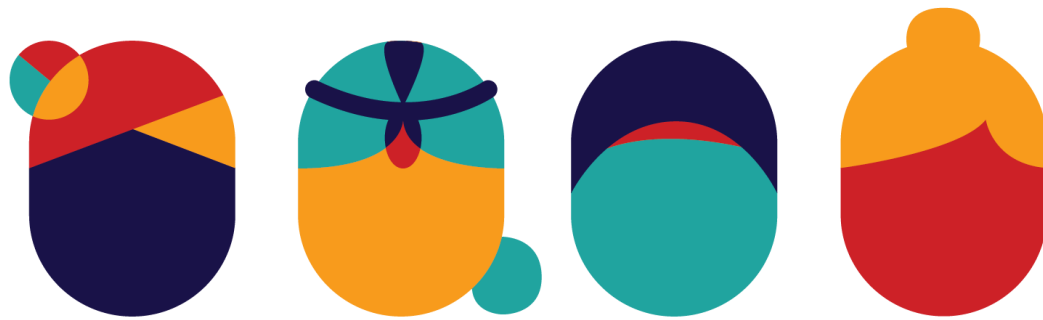
Gold (\$10,000-\$24,999)

Ally Bank
Grantmakers for Girls of Color
Sorenson Legacy Foundation
Jeff and Helen Cardon Foundation
Adobe Foundation
Richard K. and Shirley S. Hemingway Foundation

Silver (\$5,000-\$9,999)

Semnani Family Foundation
Edwards Life Sciences
Sundt Foundation
Dominion Energy
Ashton Family Foundation
Jeremy and Kristin Andrus
Maureen Pelton and Charlie Hartwell
Jill & Michael Jeppson
Thornton - Linder Family
Grandeur Peak Global Advisers LLC
Lawrence T. and Janet T. Dee Foundation
Adobe Foundation
McCarthy Family Foundation





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.