



# ANNUAL IMPACT REPORT 2024



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# MESSAGE FROM WOW LEADERSHIP

In 2024, Women of the World (WoW) **empowered more forcibly displaced women than ever before**. We broke barriers, challenged systems, and ensured that refugee and immigrant women were not just seen—but heard, valued, and uplifted.

This year, WoW:

- **Helped hundreds of women** secure sustainable jobs, breaking cycles of poverty and dependence.
- **Provided life-changing education and skills training**, equipping women to navigate a new world with confidence.
- **Expanded mental health and wellness programs**, ensuring that healing is part of every woman's journey.
- **Advocated for fair policies**, ensuring refugee and immigrant women have a voice in shaping their future.

Yet, despite our success, **our fight is far from over**.

The political climate continues to shift, threatening progress. Women who fled war and persecution are still forced to navigate systems that were not built for them. They face discrimination, economic instability, and isolation. **This is unacceptable.**

We must act—**now**.

To policymakers: **Create opportunities, not obstacles**. Refugee and immigrant women deserve a seat at the table, access to fair wages, and protection from exploitation.

To our community: **Stand with us**. When women rise, entire communities flourish. Speak up against intolerance, hire and mentor refugee women, and support policies that foster inclusion.

To our supporters: **Your generosity transforms lives**. Every dollar invested in WoW fuels a woman's journey from survival to self-reliance. **Donate. Volunteer. Advocate.**

**The future of refugee and immigrant women is being shaped today. Let's ensure it is one of justice, opportunity, and dignity.**

**Join us. Together, we rise.**



**Samira Harnish**

Founder &  
Chief Executive Officer





MIPRO

WOMEN of the WORLD

WOMEN of the WORLD





WOMEN of the WORLD

WOMEN of the WORLD

WORLD

WOMEN of the WORLD

Empowering women to achieve independent success and a voice

WoW Programs

Community Development

Helping displaced women with resumes, and improve their networking

Economic Empowerment

Helping displaced women with resumes, and improve their networking

Customized Support

Our case managers help women with their immigration cases



# WoW AT A GLANCE



## ORGANIZATIONAL OVERVIEW

- 6 New Staff Members in 2024
- 1,600+ Clients Impacted
- 377 New Clients
- 32 Scholarship Recipients

## ECONOMIC EMPOWERMENT

- 56 Jobs Started
- 353 Job Applications
- 888 Case Hours of Economic Empowerment Provided

## COMMUNITY DEVELOPMENT

- 300+ Hours of Practical English
- 14 Active Community Mentorships
- 18 Workshops with 5 Themes and 156 attendees
- 52 weeks of non-stop(!) Intensive English

## CUSTOMIZED SERVICE & ADVOCACY

- 1,291 Hours of Customized Service Provided
- 3 New Case Managers Hired

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

# 2,533

*Volunteer Hours During 2024*

# \$940K

*Savings Through Customized  
Service and Advocacy*

# \$1.8M

*Annual Earnings Increase and  
Education Monetary Benefit for  
Women Through Economic  
Empowerment*



# WOW INTRODUCTION



Women of the World helps forcibly displaced women achieve self-reliance, economic success, and a voice in the community.

## ABOUT US

Since 2009, Women of the World has worked to empower women from all nations to achieve independence, regardless of their legal status. Every international woman is welcome to be part of our WoW community.

Our clients have endured immense trials, sorrow, and hardship, fleeing violence to seek safety and opportunity. With determination and resilience, they arrive ready to build a new life for themselves and their families. We are committed to supporting them through every step of this journey, fostering self-reliance and confidence. Our goal is for each woman to feel secure and empowered, free from fear or vulnerability. By achieving this, they not only find peace and stability for their families but also contribute to and strengthen their community. Together, we thrive, and every woman plays a vital role in enriching Salt Lake City.

## WHAT WE DO

Through our three-pronged model of Customized Service, Community Building, and Economic Empowerment, we offer post-resettlement services.

- **Personalized Case Management**
- **English Classes**
- **Career and Educational Development**
- **Community Mentorships**
- **Citizenship Preparation**
- **Workshops**
- **Digital and Financial Literacy Classes**





# OUR CLIENTELE

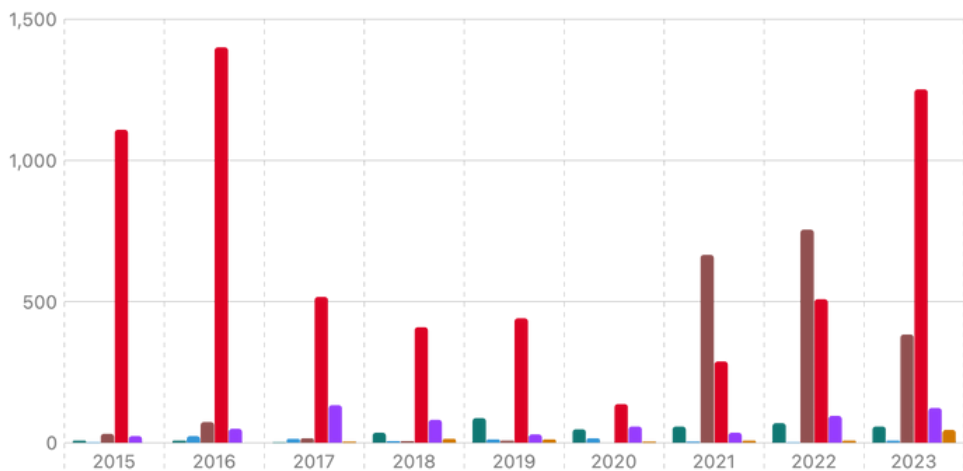
WoW supports forcibly displaced women residing in Utah. These women have been compelled to leave their homes due to conflict, persecution, human rights abuses, violence, or threats to their safety.



Since 2012, Utah has accepted individuals under various visa types, including over 8,500 refugees, according to data from the Utah Department of Health & Human Services. Despite being the 30th most populous state, Utah impressively ranks 11th for refugees accepted per capita. This demonstrates the state's commitment to welcoming those fleeing persecution, conflict, or adversity. As the chart highlights, refugee arrivals consistently form the largest group, with significant contributions from other visa categories. Women of the World continues to meet the growing demand for services statewide, becoming a vital source of support for displaced women navigating their new lives in Salt Lake City, Utah.

**NUMBER OF PERSONS BY VISA TYPE**

■ Number of Persons by Visa (SIV), and ■ Victims of Trafficking (VOT) ■ Year for Asylee, ■ Other, ■ Parolee, ■ Refugee, ■ Special Immigrant





# WOW'S INTERNATIONAL CLIENTS

We support women fleeing from some of the most brutal conflicts on earth, including Venezuela, Myanmar, South Sudan, and Syria. In Salt Lake, we are leaders in supporting displaced women and in helping families integrate into their new communities.

**94** **36+**  
countries languages



## Asia Region



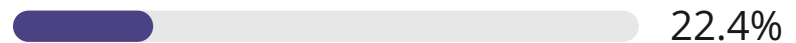
## Middle East Region



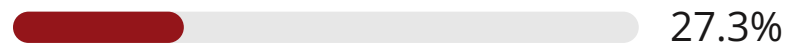
## Europe Region



## Central/South America



## Africa







## Services & Areas of Advocacy

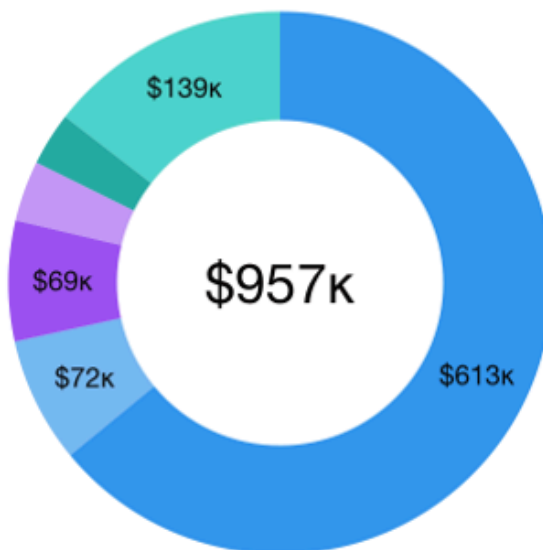
- Child Care
- Civics/Legal Aid
- Food Insecurity
- Health Care
- Housing Instability and Access
- Immigration Referrals
- Insurance
- Mental Health

## CUSTOMIZED SERVICE & ADVOCACY Program at a Glance

The Customized Service Program empowers forcibly displaced women by providing tailored support to help them navigate challenges in their new communities. Through a holistic approach that includes practical resources, skill-building, emotional support, and community engagement, the program fosters integration, personal growth, and self-reliance. By offering personalized services for refugees, asylum seekers, and immigrant women, we help them achieve their full potential and become active contributors to society. The program cultivates self-reliance, confidence, and leadership, ensuring women have the tools and support needed to thrive. As they gain skills and independence, these women become integral members of their communities and agents of positive change, helping to build a more inclusive, just, and thriving global society.

Total Amount WoW saved Clients in 2024

- Career/Employment Direct Support
- General Direct Assistance
- Housing Advocacy
- Job Training Certification
- Medical Advocacy
- Other







## Beyond the Data

### *Stories that Inspire*

Karen came to Women of the World (WoW) seeking help with an overwhelming medical bill. Following surgery, she was burdened with a debt of \$599,988.52. Despite multiple attempts to resolve the issue, she was unable to make progress. Arriving at WoW in a wheelchair, she asked if we could intervene. We immediately took action, making several calls to the hospital. As a result, her bill was reduced to \$108,000—an improvement, but still an unaffordable amount.

We continued advocating on her behalf, and by mid-December, we received life-changing news: a foundation had covered the remaining balance. During our call with the hospital, when Karen learned that her bill had been reduced to zero, she broke into tears. It was a deeply emotional moment, and even the hospital agent remained silent as she wept with relief. Before the year ended, we referred Karen to a local nonprofit clinic, where she received vouchers to begin physiotherapy. She is now undergoing treatment and walking with two crutches. The clinic also referred her to Select Health, and she successfully applied for insurance, which will begin once she starts working.

Karen expressed deep gratitude to WoW, saying she doesn't know what she would have done without our help. We encouraged her to stay strong and focus on the positive because even in difficult times, hope remains.



# ECONOMIC EMPOWERMENT

## *Program at a Glance*

# \$1.9M

Annual Economic Impact

# 353

Number of Job Applications

# 56

Number of Jobs Started

In 2024, WoW's Economic Empowerment program continued to make meaningful strides in supporting our clients' journeys toward self-reliance. This year, we facilitated job placements for 56 clients, helping them secure positions with sustainable wages and benefits. Our employment specialists assisted with a record 353 job applications, supported college enrollment, and connected clients with English language programs to enhance their career prospects.

We are proud to report a growing number of clients securing jobs with health insurance, paid time off, and opportunities for career advancement. Our commitment to fostering professional development remains unwavering as we work to ensure each client is equipped with the tools and confidence needed to thrive. Through these efforts, WoW continues to uphold its mission of empowering forcibly displaced women to achieve economic independence and build brighter futures for themselves and their families.





# Beyond the Data

## Stories that Inspire

Ghotai, a 32-year-old refugee, came to Women of the World (WoW) seeking help to find a more affordable apartment for her family. During her intake, she shared a deeper aspiration—to find work and use her skills in beadwork and embroidery. Immediately, we connected her with Craft Lake City, which sponsored her booth at their DIY Fest. With support from a Pashto-speaking staff member, Ghotai showcased her beautiful pieces and made her first income in the U.S.—a thrilling step toward self-reliance!

Since then, Ghotai has completed the Craft Lake City Business Academy, participated in a holiday market, and is also enrolled in English classes at SLCC, investing in her future. Ghotai's journey highlights WoW's holistic approach: securing stable housing, expanding education, and launching careers. By creating pathways for lasting economic empowerment, we ensure women like Ghotai can build independent, thriving lives.



*"In my career, including time at the University of Utah Health, Intermountain Healthcare, and various staffing agencies across Salt Lake and Utah county, I have witnessed firsthand the invaluable contributions these women make. Their hard work and perseverance remind me of my own journey as an immigrant and the sacrifices my parents made to build a better future."*

**-Sergio, University of Utah Health**

When we first met Magali, she was unemployed and uncertain about her future. Through our Economic Empowerment Program Coaching, Magali gained the tools and confidence to turn her situation around. We helped her explore her skills and interests, crafted a professional resume, and provided interview coaching, including strategies for following up after interviews.

With the support of WoW, Magali graduated with honors from MTech's Digital Marketing and Analytics program. Soon after, she secured a fulfilling job as a "Human Trafficking Support Housing Specialist" with the Asian Association of Utah.

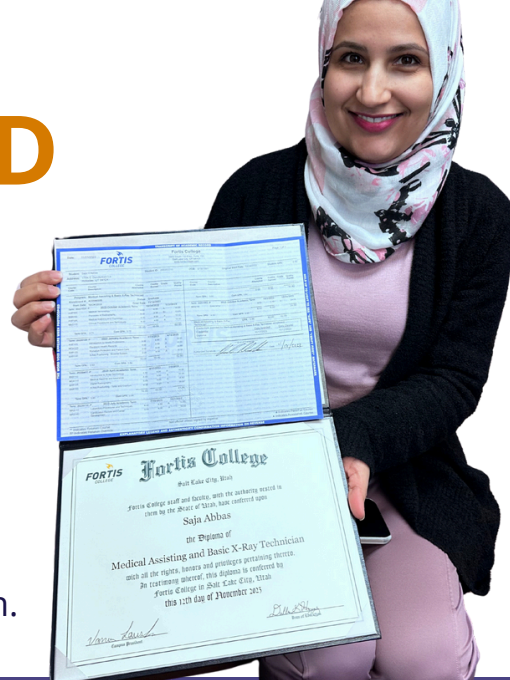




# SCHOLARSHIP FUND

**Our Scholarships are central to the goals and values of Independence and Economic Success**

Women of the World understands that overcoming the financial barrier to higher education is crucial for success. Our scholarship provides financial support to those who may not qualify for traditional aid. In 2023, WoW awarded 32 scholarships to forcibly displaced women seeking to improve their lives through education.



“ When I arrived in Salt Lake, I knew no one. Women of the World welcomed me warmly and connected me with support, helping my husband and me find work. Thanks to their guidance, I’ve started my own cleaning business. I’m deeply grateful for their help.

Bella, Brazil

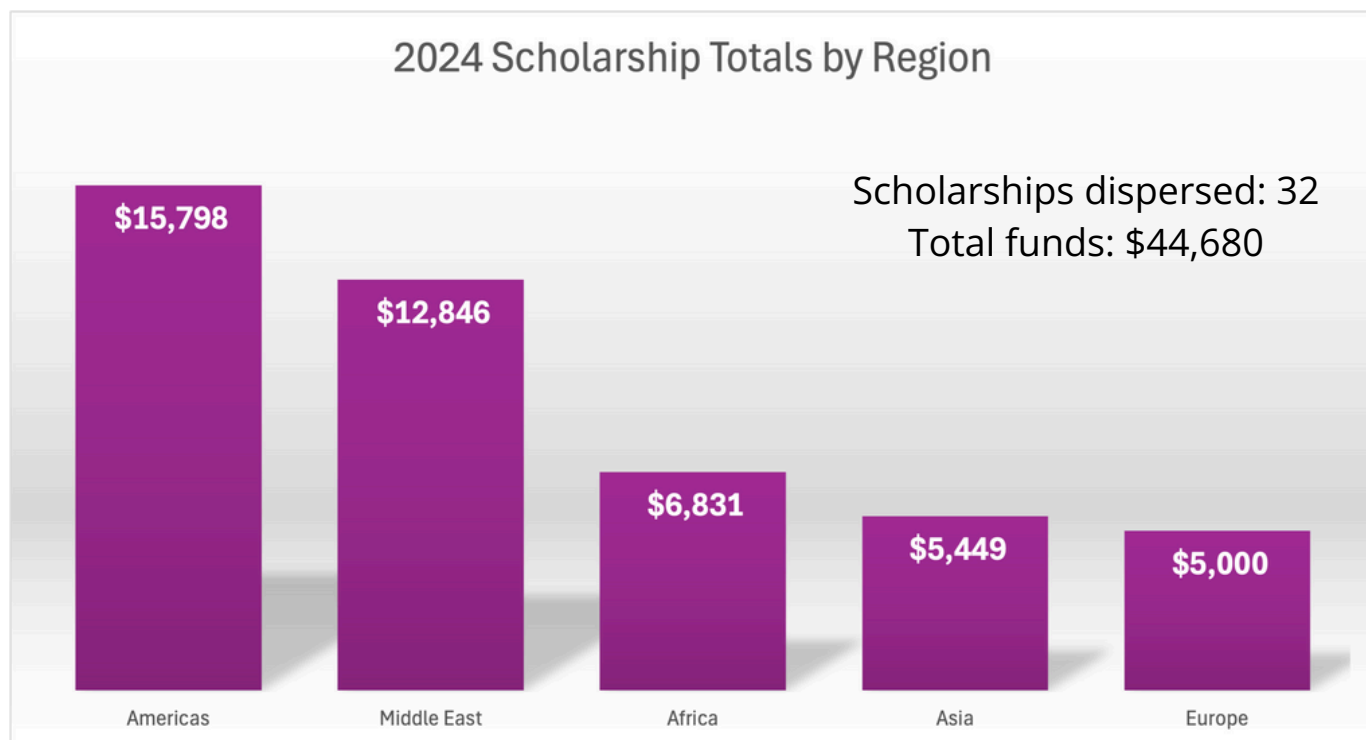
“ I came to Utah as an international student but lost my status and had no support. Women of the World connected me with Valdirene, who became like family. She helped me with everything and is now guiding me in my nursing journey. Thank you!

Sadia, Chad

“ I am deeply grateful to Women of the World for their invaluable support. After fleeing the war in Ukraine, they helped my family adapt, providing care, legal guidance, and encouragement. Their kindness gives us strength, proving that even in hard times, goodness prevails.

Olha, Ukraine

## WHERE OUR SCHOLARSHIP RECIPIENTS COME FROM





# Beyond the Data

## *Stories that Inspire*

My name is Valentina and I was born and raised in Nicaragua. The Women of the World Displaced Women's Scholarship has been a transformative milestone, helping me embrace self-reliance and amplify my voice in the community. As a recipient pursuing a degree in aviation management, I have experienced tremendous personal and professional growth. This scholarship eased my financial burden, allowing me to focus entirely on my studies and build confidence in my future. I am thrilled to share that I recently secured a position as an Airport Operations Specialist at XNA Airport. In this role, I oversee airport operations, ensuring safety compliance and coordinating with airline partners. The scholarship gave me a strong foundation in aviation management, shaping my journey toward a fulfilling career and lasting economic independence.



My name is Mina; my family and I sought refuge in the U.S. after Afghanistan's government collapsed, I carried with me the resilience and spirit of my homeland. Afghanistan, the heart of Asia, is a land of breathtaking landscapes, ancient history, and a rich tapestry of cultures. Wearing my Gand Afghani dress reminds me of my roots, a testament to the artistry and strength of my people.

Women of the World changed my life by providing me with a scholarship when I needed it most. Now, as I pursue a Masters of Software Development while supporting my family, I dream of becoming a highly skilled software engineer. I want to harness technology and AI to drive digital equity, uplift communities, and mentor others. Technology has the power to transform lives—I want to be part of that transformation.

My name is Yee Yee, and I am deeply grateful for the support that made my education possible. With the help of the Women of the World Displaced Women's Scholarship, I earned my Master's in Social Work from Brigham Young University, equipping me with the skills to serve those struggling with mental health and addiction recovery.

My journey has been shaped by resilience, faith, and a commitment to social justice. I want to give back—advocating for underserved communities, mentoring youth, and one day returning to Myanmar to establish vital social services. There, I hope to create counseling centers, recovery programs, and scholarship opportunities that will empower future generations.

Education changed my life, and now I want to help others find hope, healing, and opportunity. Thank you for believing in me—I will pay it forward.





# COMMUNITY DEVELOPMENT

## *Program at a Glance*

# 18

Workshop sessions

# 383

English Classes

# 1,060

Total Attendees

**The Community Development Program at WoW is centered on the expertise and perspectives of our case managers and clients. The vision of this program is to complement and extend case management services by building community and belonging through education, group activities, & mentoring. We address challenges identified by the communities we serve through initiatives that provide more accessible and impactful solutions than individual case management alone. These initiatives make our events stand out from others in the Salt Lake Area.**

Our events and workshops are centered around our client's needs and concerns, which inform how we prepare for each event, and particularly what topics are chosen. We identify these needs through direct client feedback on post-event surveys, client requests, as well as the frequency in types of cases we see in our customized service program.

Topics covered in 2024:

- Health: Nutrition, Yoga, Mental Health & Wellness, Art Therapy, Opioid Epidemic, Domestic Violence & Sexual Assault, Pregnancy, Birth Control & Family Planning, Oral Health, Breast Cancer Awareness, and Medicaid.
- Transportation: UTA services, trip planning, UTA costs vs other transportation options, etc.
- Financial Literacy: Banking 101, Personal Budgeting, Credit Card Tips
- Laws and Rights: Divorce & Custody, Law in Daily Life, Basic Medical Rights, Worker's Rights and Disability, Immigration
- Youth Education: Girls in STEM: paleontology, robotics, science history, biology, etc.





# Beyond the Data

## *Stories that Inspire*

In 2024 we had the majority of workshops focused on some aspect of health. As case managers, we see how our clients' health drastically impacts their ability to succeed in every other aspect of their lives, which is why we focused on this topic so heavily.

In July we held a unique workshop for our clients focused on Breast Cancer Awareness. We partnered with PreventHer, another local organization centered on teaching refugee and immigrant women about breast cancer, and the Huntsman Institute of Cancer. A special addition to this workshop was having one of our clients, a former OBGYN in her country, give us a detailed explanation and demonstration of how both self-exams and clinical exams are performed. She did this in both English and her native language, Farsi. Having this client share her expertise as both a medical professional and a forcibly displaced woman now living in Utah was empowering to the participants who could feel understood by a woman with lived experiences, fears, and cultural adjustments, just like them.

Workshops like this one exemplify our commitment to empowering women at critical points in their resettlement journeys. We know that traditional and existing resources do not address the barriers that our clients in particular face, which is why we work diligently to provide as many quality opportunities to our women as possible. Forcibly displaced women deserve the chance to learn, grow, and achieve their full potential with support to overcome and navigate the difficult circumstances and additional challenges they face.





# ANNUAL EVENTS



## 14TH FASHION SHOW AND CULTURAL GALA

The Women of the World Fashion Show & Cultural Gala is our biggest fundraising event of the year. It allows Utahns to learn about their new neighbors who 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. This year we raised more donations than ever for our programs--a tremendous success!

## MOTHER'S DAY

We love celebrating our fabulous and hardworking mothers. Each year we highlight deserving women as our "Mother of the Year" to honor all the hard work they have accomplished over the year. This year we recognized two moms, our client Evelyn for utilizing a support network to change her circumstances to better support her children, and Margret for overcoming health challenges while caring for her family and completing her CNA certification.



## CELEBRATION OF SUCCESS

At the end of each year, we celebrate women who achieve self-reliance goals. Recognizing even the smallest steps toward independence inspires the entire community. Local government and business leaders join us in honoring their achievements. This year, we recognized more than 35 women for starting jobs, getting promotions, launching businesses, or graduating from college. We also celebrated the volunteers who supported these women, emphasizing the collective effort behind their successes.





# VOLUNTEERING AT WOW

In 2024, volunteers played a vital role in advancing Women of the World's mission, supporting forcibly displaced women on their path to self-reliance. They contributed thousands of hours across programs, including English conversation labs, mentorship, childcare, and major community events. Volunteers also served as ambassadors, connecting women with resources, recruiting new supporters, and inspiring donor engagement.

A significant portion of volunteer time supported English programs, helping clients build confidence and communication skills. Hundreds of hours of conversational English practice were provided through mentorships and conversation labs. A new beginner English class was launched with the help of a volunteer, offering participants guidance and encouragement. Weekly conversation labs, now held four days a week, were supported by a dedicated group of volunteers.

More than supporters, volunteers are changemakers, creating lasting connections and fostering hope. Their dedication empowers clients to thrive, transforming challenges into opportunities for brighter futures. **Thank you to all our volunteers from the bottom of our hearts!**

## Volunteer Stats

2,533

Volunteer Hours

766

Practical English Volunteer Hours

25

Practical English Volunteers

14

Mentorships

136

Current Active Volunteers

\$84,830

Saved through Volunteer Hours





# EMPLOYER PARTNERSHIP PROGRAM



- Blended Table
- Intermountain Health
- Mountain America Credit Union
- Newrest
- O.C. Tanner
- Priority Dispatch
- Road Home
- SLC School District
- SLCC
- SleepNumber
- SpringBar
- Starbucks
- Wasatch Group

Receives WoW clients first, highest placement on Job board, most prominent logo placement on all media outlets, and recognition at public events



- BioMérieux
- Columbus Community Center
- Edwards LifeSciences
- FedEx
- Flagship Facility Services
- Neighborhood House

Receives WoW clients with priority, high placement on WoW job board, and prominent logo placement on media outlets.



- University of Utah Health
- USPS
- Work Activity Center

Receives WoW clients, placement on WoW job board, and logo placement on media outlets



- ALSCO Uniforms
- Anagraphica
- Grand America Hotel

Receives WoW clients as available, placement on WoW job board, and logo placement on WoW website



*"It's been great partnering with the Women of the World. We've been impressed with their dedication to their mission and their ability to be adaptable to make their resources work. We look forward to their success!"*

*-WoW Employer Partner Priority Dispatch*



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



# FINANCIAL REPORT

Women of the World knows that every dollar donated represents faith and trust in our mission to support forcibly displaced women. We don't take that statement lightly, and we will continue to honor that trust through financial transparency in our reporting.

## Community R.O.I.

# 3.53

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!

## Overall Impact

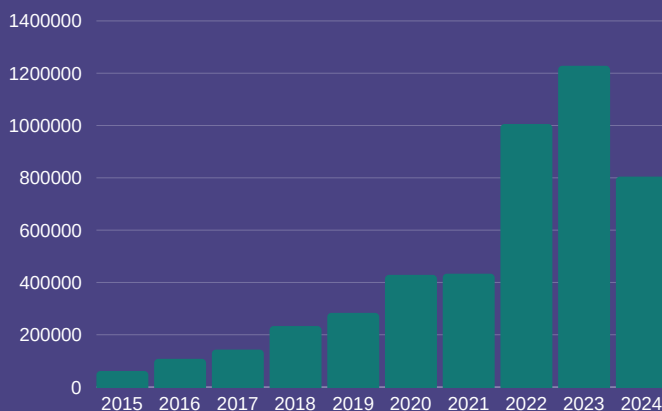
# \$2,890,000

WoW documents all of its support--every appointment through the year--and when it results in either economic empowerment or expense reduction, we record that impact. It is just one of the many outcomes we provide our ladies!

## REVENUES

Gifts	\$173,144
Grants	\$290,900
Fundraisers & Sponsorships	\$184,175

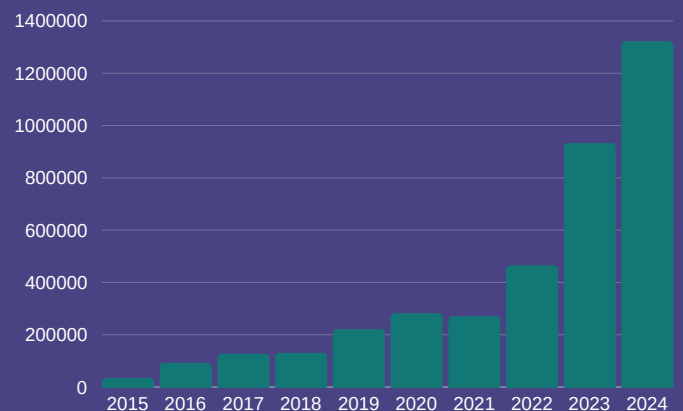
**2024 TOTAL REVENUE \$804,635**



## EXPENSES

Payroll	\$670,889
Other Expenses	\$651,723

**2024 TOTAL EXPENSES \$1,322,612**





# TO OUR DONORS:

The achievements attained by our clients are possible because of generous supporters like you.

## **Diamond (\$50,000+)**

Boeing Foundation

Larry H. Miller Charities

Salt Lake County Health Department

## **Platinum (\$25,000-\$49,999)**

Bruce and Cecilia Petersen Foundation Trust

George and Dolores Dore Eccles Foundation

Thornton Family Starfish Foundation





# THANK YOU!

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

Adobe  
Ally Bank  
Church of Jesus Christ of Latter-day Saints  
Grandeur Peak Global Advisors  
Jacquelyn & Gregory Zehner Foundation  
Jeremy and Kristin Andrus  
Jeff and Helen Cardon Foundation  
Lightspark Foundation  
Measom Family Foundation  
Sam and Diane Stewart Foundation

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

Blacksmith Foundation  
Cyprus Credit Union  
Edwards Life Science  
Enbridge Gas  
Francis W. Burton Foundation  
Herbert & Elsa Michael Foundation  
Ken & Kimberly Menlove  
King Family Foundation  
Lawrence T. and Janet T. Dee Foundation  
Linder Charitable Fund  
Meta  
Richard K. & Shirley S. Hemingway Foundation  
SeroVital  
Stewart Family Foundation  
Umpqua Bank  
University of Utah Health





# WOMEN OF THE WORLD ORGANIZATION

## EXECUTIVE BOARD

EVAN STRASSBERG  
 JOELLE KANSHEPOLSKY  
 TRACEY THOMPSON  
 PAIGE WITT

## BOARD OF DIRECTORS

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## 2024 STAFF MEMBERS

### SAMIRA HARNISH

CEO & FOUNDER

#### Programs

Alan Daloul Dalul-Blondin  
 Case Manager-- Employment Specialist

Camille Morgenstern  
 Case Manager

Jessica Musil  
 Case Manager

Natalie Davis  
 Intensive English Teacher

Renelle Smith  
 Economic Empowerment Coordinator

Ruby Wahinehookae  
 Community Development Coordinator

Valdirene Thomas  
 Case Manager Supervisor

#### Administrative

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 Associate Director

Emily Cuccarese  
 Grant Writer

Debbie Mintowt-Czyz  
 Interim Director of Development

Melanie Vlam- Findeis  
 Office Manager

Stefanie Stakland  
 Volunteer Coordinator











# 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.