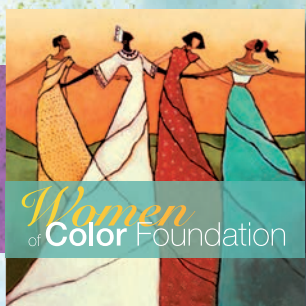


Celebrating a Legacy of Giving Voice to the Voiceless



Annual Report
2021/2022



“ We can no longer allow ourselves to dwell on past injustices...It is time for us to celebrate Black Girl Magic. ”

— ALEXANDRIA JOHNSON BOONE



HER-STORY FROM THE BEGINNING

The Women of Color Foundation (WOCF) began its mission to change the lives, careers, and circumstances of African American women in 2002 with a simple website (www.womenofcolorevents.com) and a dream. In 2005, the Internal Revenue Service approved our application for official designation as a 501c3, tax-exempt foundation. After achieving this critical milestone, the rest is **her-story**.

We were originally devoted to addressing the plight of Black women only. We realized early on that we needed a safe place and space to laugh, cry, network and share our successes, triumphs, and our failures with our peers and younger women coming along behind us.

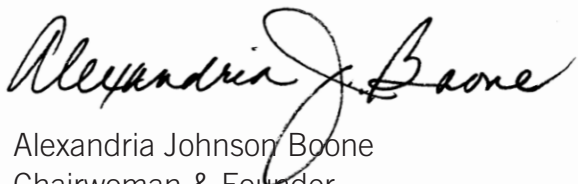
While we recognize our personal and professional goals are perhaps the same as other women, our career challenges, family pressures, social obstacles, and life stresses as women of color are very different. We initially focused on providing personal and professional development, education and training events and activities in Cleveland, Columbus, Cincinnati, and Chicago. However, our mission evolved, and we developed a unique concept and forum to facilitate the collaboration, networking, mentoring, sharing, and the development and training of women and girls of **all** colors.

Looking to grow the WOCF network, its audience base, programming, and partnerships, we held meetings and had ongoing discussions with women of color across the country. Those discussions confirmed that it was critical for us as women to collaborate and support each other, no matter the circumstances, color or background. So, as a direct result of that feedback, we pivoted to include our Caucasian sisters, women in prison, men (many of whom became amazing allies and supporters), and the LGBTQ community.

Our work has sparked a local, regional, and national movement. We are seeking (demanding), equity, recognition and appreciation of the brilliance and contributions of women and girls of all colors, in all careers, all the time, everywhere.

This has been a journey of love, joy, triumph, and even struggles. We expect the future to be filled with more of the same, as well as many new adventures. Yet, we look forward to it with even more enthusiasm and excitement than we had at the beginning. We invite you to join us as we continue this journey together. IT'S OUR TIME!

Sincerely,

A handwritten signature in black ink that reads "Alexandria Johnson Boone". The signature is fluid and cursive, with the first name being the most prominent.

Alexandria Johnson Boone
Chairwoman & Founder
Women of Color Foundation

Publisher & Chief Editorial Officer
CL Magazine

“It took me quite a long time to develop a voice, and now that I have it, I am not going to be silent.”

— MADELEINE ALBRIGHT

Celebrate and Continue the Journey

As we commemorate this 20th year milestone in **her-story**, we will launch yet another amazing signature event, the 1st National Executive Women's Summit. Our Summit will be held Sunday-Wednesday, October 23-26, 2022. On Tuesday, October 25, we will celebrate the WOCF 20th Anniversary with a Gala and Awards Ceremony.

These two events represent significant milestones in a steady and fulfilling journey. We were fighting for equity, diversity, and inclusion, long before the world embraced and acknowledged the need and the problems, or created the words to describe them. Still, at the end of the day, all that matters is the action and commitment to the cause.





We Got by With A Little Help From Our Friends

Of course, none of this could happen without the support of key sponsors and grantors such as National City Bank Foundation (currently known as PNC Bank Foundation), that provided the initial funding that launched our program; KeyBank Foundation; Dominion Energy Charitable Foundation; Cleveland Clinic Foundation; American Greetings Corporation; Cleveland State University; University of Akron; Case Western Reserve University; Cuyahoga Community College; FirstEnergy; the Oatey Co.; Northeast Ohio Regional Sewer District; Deaconess Foundation; Scripps-Howard Foundation; the Urquhart Memorial Foundation; The Honor Project Trust; St. Luke's Foundation; Cleveland Foundation; Neighborhood Leadership Institute; Urban League of Greater Cleveland; YWCA of Cleveland; and the Albert G. and Audrey B. Ratner Family Foundation.

We have also enjoyed our collaborations with several local, nonprofit organizations and so many local and regional partners, that there are too many to name specifically. If we omitted any organization, it was an error of the head, not the heart.



“There is no limit to what we as women can accomplish.”

- MICHELLE OBAMA



“Women belong in all places where decisions are being made...It shouldn't be that women are the exception.”

- RUTH BADER GINSBURG

CELEBRATING A LEGACY OF GIVING VOICE TO THE VOICELESS

When WOCF began this epic journey 20 years ago, little did we know that the trip would be so profoundly rewarding. As we developed our signature events and began unique and creative programs, we also expanded our footprint to the midwest. Along the way we embraced and have been embraced by countless women of stature in nearly every field imaginable. They have supported our work and helped us to expand our influence nationally and internationally. Best of all, we have done so while paying it forward. After all, what good is it to have access and the ability to create an entity that reaches thousands every year unless it includes those who really need us. That is what legacy is all about. It has always been and will continue to be our honor and a labor of love.

Over the years our attendees, sponsors, and supporters have looked forward to our signature events with anticipation and excitement. Every event includes space for young, up-and-coming professional women to meet and learn from accomplished women who have blazed a trail for them to follow.

Our signature events include Connections, Community and Career: A Personal and Professional Development Retreat for Women of Color; and the Women of Color Leadership Development & Training Institute. The Institute is a full day of programming that includes the Stellar Awards Luncheon celebrating Women of Color with the Woman of the Year Award, the Young Professional Woman of the Year Award, and the Congresswoman Stephanie Tubbs Jones Courage Award. Finally, our “C-Suite” Executive Women’s Summit creates an experience specifically for corporate and nonprofit executives and entrepreneurs.

“I feel now that the time is come when even a woman or a child who can speak a word for freedom and humanity is bound to speak.”

— HARRIET BEECHER STOWE





Expanding the Voice of the Voiceless

C L Magazine: Thousands of women who have attended our events, expressed an interest in receiving more information from our staff, faculty, and subject matter experts outside of our normal programs, events, and other activities.

They wanted more information about topics like trends, lifestyles, pop culture, career strategies, health & wellness, politics, travel, education, and food, just to name a few.

In response to this keen interest, the Women of Color Foundation launched a new media product in 2015. C L Magazine, a quarterly, digital career and lifestyle publication for today's women professionals, entrepreneurs, nonprofit leaders, and corporate executives, was designed to meet an intense desire for more.

C L Magazine was conceived to further enhance our outreach, education and engagement of women and girls of all colors across the country and around the globe. With a digital circulation of more than 20,000 subscribers, C L Magazine is proud to meet those needs!

The response to the magazine was so strong we were inspired to launch C L Magazine Live!, an Internet Radio Program that aired on WOJU (Our Voices United) Radio, 95.5 FM, hosted by our WOCF Chairwoman and Founder, Alexandria Johnson Boone.





LENDING A HELPING HAND

WOCF has always sought ways to support organizations and individuals whose work enhanced the quality of life in our community by promoting their programs and events through our vast network of contacts. Some of those organizations include the S.H.I.N.E. Foundation, YWCA, Birthing Beautiful Communities, Black Professional Association Charitable Foundation, Pregnant with Possibilities, W.E.L.D., Village of Healing, WBEC ORV, Jumpstart, Christian Business League, LATINAS! and the Hispanic Alliance.



“We need women at all levels, including the top, to change the dynamic, reshape the conversation, to make sure women’s voices are heard and heeded, not overlooked and ignored.”

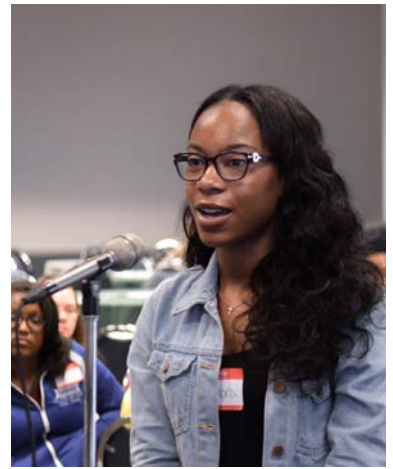
— SHERYL SANDBERG

WOMEN OF COLOR FOUNDATION

FILLING THE NEED

WOCF keeps an eye open for opportunities to fill a need that aligns with our mission. Based on our history and experience to date, we are constantly expanding our programming to reach broader sectors of the community and to include younger women and girls, as well as marginalized women of color. The list of these programs and initiatives is extensive. Here are just a few:

<p>Women's Prison Outreach Initiative, a ground-breaking, unique collaboration with the Ohio Reformatory for Women in Marysville, Ohio, the 4th largest women's prison in the United States.</p>	<p>Speaking of Women! A Quarterly Dialogue Series for Women in Leadership, a partnership with American Greetings Corporation, Cleveland Clinic, Cleveland State University, Dominion Energy and the Northeast Ohio Regional Sewer District. We provide leadership and career development programs featuring local and regional icons and experts.</p>	<p>Black Women's Leadership Project focuses specifically on Black women professionals and entrepreneurs in Northeast Ohio, to provide access, training, and support to accelerate their rise to senior and executive level positions in their respective fields and organizations.</p>	<p>The Women of Color Foundation Fellows Program is a program designed for minority focused nonprofit executives. The program will help them address civic and community issues affecting Black women and girls in the Greater Cleveland area. (Scheduled to begin in 2023-24.)</p>
<p>The Equity Project launched in 2022, provides education, economic and equity training to Black women who have been marginalized by society and/or are living at or below the poverty level.</p>	<p>The M-Suite Network engages and integrates young Black, professional "millennial" women (ages 25-40), into the Women of Color Foundation programs.</p>	<p>C L Magazine is a quarterly, digital career and lifestyle publication for today's women professionals, entrepreneurs, nonprofit leaders, and corporate executives.</p>	



“ I raise up my voice—not so that I can shout, but so that those without a voice can be heard...We cannot all succeed when half of us are held back. ”

— MALALA YOUSAFZAI



THE PEOPLE THAT MADE IT HAPPEN

Year in and year out, the team members of WOCF continued to add their energy, creativity, expertise and heart, which made it possible for us to achieve our mission for the past 20 years.

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M-SUITE NETWORK CO-CHAIRS

Simone Swanson

Yentil Rawlinson

The Women of Color Foundation is a nonprofit organization that receives no federal, state, or local government funding. It is because of the generous support of our sponsors, community and academic partners and grantors, that we are able to better train and develop the leadership skills of thousands of women and girls of color every year.



TWO DECADES IN REVIEW

82%

of our funding goes directly to programs.

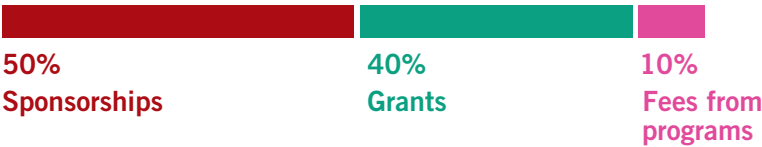
23,340

women and girls of color have participated in our programs over the last 20 years.

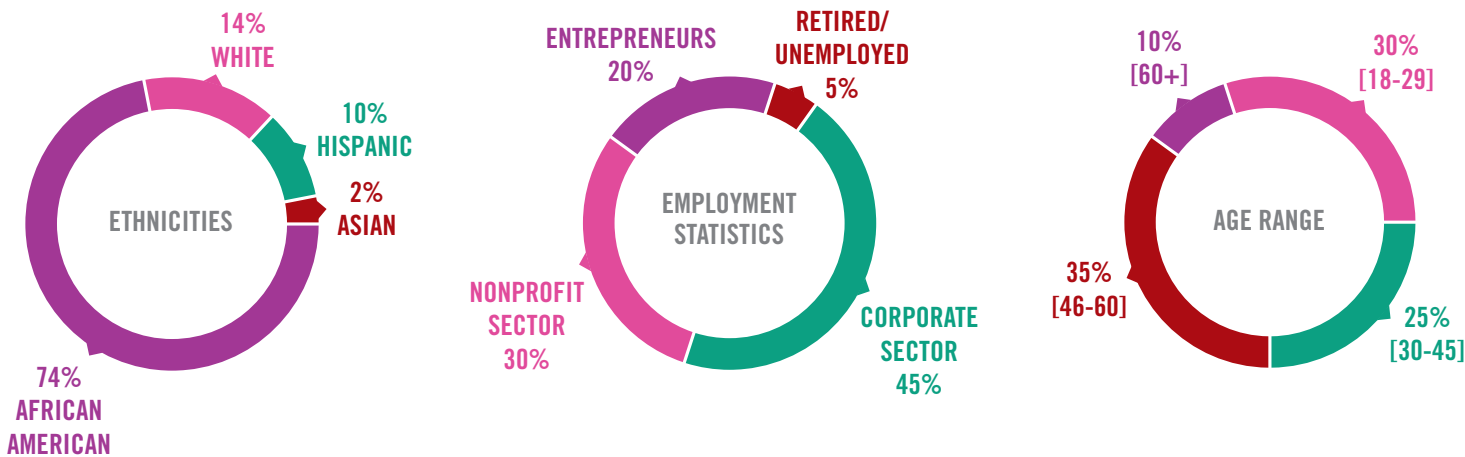
79%

of our women and girls of color have attended one or more of our programs since our inception.

Our Sources of Revenue



Demographic Profile



SOME OF OUR CORPORATE AND COMMUNITY PARTNERS & INVESTORS

Cleveland Clinic

American Greetings Corporation

WEWS News 5

Forest City

KeyBank

Toyota Direct-Toyota/Scion

PNC Bank

Fifth Third Bank

Cleveland State University

Medical Mutual of Ohio

University of Akron

Case Western Reserve University

The Ohio State University
Medical Center

Urban League of Greater Cleveland

Columbus State Community College

Columbia Gas of Ohio
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MEDIA PARTNERS

Call & Post Newspaper

The Cleveland Women's Journal

CODE M Magazine

Max'n Out Entertainment

GrapeVineColumbus.com

The Women's Book

FOUNDATION AND OTHER GRANT SUPPORT

The Honor Project Trust

The Albert B. and Audrey G. Ratner
Family Foundation

Key Foundation

Dominion Foundation

Scripps Howard Foundation

Steve and Sondra Hardis

Michelle & Ernest H. Urquhart

Deaconess Foundation



In Memoriam
Dr. Charleyse S. Pratt



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