

BY THE NUMBERS



112%

increase in individuals appointed to civic boards or commissions



24

unique organizations participated in our Pay Equity Learning Series



6%

increase in Employer Toolkit registrants



265

supporters and friends came together to celebrate our 30th Anniversary



4,000

users experienced our Self-Sufficiency Simulator in its first year launch



\$95k

granted to support local nonprofits and programs supporting women and families

30 Years Strong

Message from Leadership

Last year, as we marked the Women's Fund's 30th anniversary, we celebrated a legacy of research, advocacy, and community leadership that has shaped Greater Cincinnati for decades. We honored the changemakers and partnerships that fueled our progress while embracing new leadership and a renewed vision for the future. As we enter our next chapter, the work continues, and so does our responsibility to lead boldly in driving meaningful, lasting change for women and families across our region.



TAMMY BENNETT, LEADERSHIP COUNCIL CHAIR



Appointed.

In October 2025 the American Society for Public Administration- Greater Cincinnati Chapter honored Appointed with the 2025 Outstanding Public Service Initiative Award. On December 10, 2025, Cincinnati City Council passed a resolution that honored Appointed for preparing nearly 2,000 citizens for civic leadership. In 2025 alone, 142 individuals were appointed to civic boards or commissions, a 112% increase over 2024. Appointed Civic Leadership Academy also *expanded to Northern Kentucky*, hosting its first session at Northern Kentucky University in the fall of 2025.



112%
increase in individuals
appointed to boards or
commissions



44%
increase in individuals
trained



20%
increase in Appointed
graduates



AppointedNKY Launch, October 2025.



Camilla Worrell, Atnena Stefanou, Vice-Mayor Jan Michele-Kearney, Rosemary Oglesby-Henry, and Rasheda Cromwell in Motion Mixer in April 2025.

EMPLOYER TOOLKIT

The Women's Fund's Employer Toolkit equips organizations with workplace policy modifications that better serve frontline workers navigating benefits cliffs and economic instability. The resource has reached 1,153 registered users representing 755 unique organizations employing over 716,000 workers, creating ripple effects across the region's workforce.

<https://employertoolkit.org/>

PAY EQUITY LEARNING SERIES

The Women's Fund, in partnership with Ellequate and the Hamilton County Commission on Women and Girls, hosted three workshops for employers and community members interested in achieving pay equity within their organizations on October 14, 21, and 28.

24 UNIQUE ORGANIZATIONS
participated in this series in 2025.



Rajani Menon, Camilla Worrell, Matthew Randazzo, Nancy Grayson, and Brent Cooper at AppointedNKY Launch in October 2025.

COMMUNITY SUPPORT PARTNERS

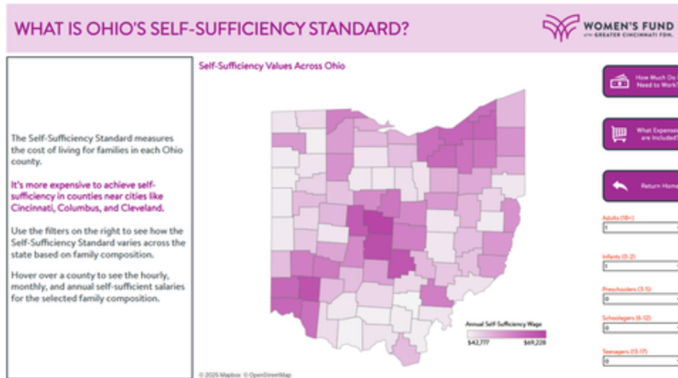
\$95,000 GRANTED TO SUPPORT THE FOLLOWING COMMUNITY PARTNERS IN SECOND YEAR:

- MORTAR Cincinnati
- Samaritan Car Care Clinic
- Ohio Justice and Policy Center
- Sweet Cheeks Diaper Bank
- Price Hill Will—Do It Yourself Darlin

SELF-SUFFICIENCY SIMULATOR

In March 2025, the Women's Fund launched the Self-Sufficiency Simulator, a free, interactive tool that calculates the hourly wage needed to cover basic expenses across all 88 Ohio counties and exposes the benefits cliffs trapping families in poverty. The Simulator is built on the Self-Sufficiency Standard, which calculates the real cost of living in every county based on family size and local expenses, offering a far more accurate picture of economic stability than the Federal Poverty Level alone. Self-sufficiency means earning enough to cover basic needs like housing, food, childcare, healthcare, and transportation without relying on public assistance, yet for many Ohioans, wages fall far short of what it actually costs to get by. In its first year, more than 4,400 users, including policymakers, families, and employers, accessed the Simulator to better understand the true cost of economic stability.

www.cincinnatiwomensfund.org/self-sufficiency



30TH ANNIVERSARY CELEBRATION

On September 4, 2025, the Women's Fund celebrated 30 years of driving gender equity in Greater Cincinnati. The milestone event brought together past executive leadership, honored regional changemakers, and raised historic funds to sustain this legacy work. The evening also unveiled our next major initiative: *Pulse 2.0*—an interactive, real-time dashboard tracking the status of women and girls across the region.

We held open community nominations and received more than 50 submissions recognizing changemakers across the region. From those nominations, our Leadership Council selected four honorees:

Leslie B. McNeill
Angele K. Blackshear "Sister Keli"
Mary Stagaman
Barbara Turner



Rasheda Cromwell, Leslie B. McNeill, and Camilla Worrell at 30th Anniversary Luncheon in September 2025.

"Women make miracles happen. They bring energy and skill to problem solving and they do it for eighty-two cents on the dollar. 'That's the way it has always been' doesn't work anymore. The work of the Women's Fund is just as important today as it was thirty years ago."

LESLIE B. MCNEILL, WOMEN'S FUND FOUNDER



Carolyn McCoy, Matthew Randazzo, Ellen van der Horst, and Kathy Merchant at 30th Anniversary Luncheon in September 2025.



Devona Stripling, Angele K. Blackshear "Sister Keli", and Shakila Ahmad at 30th Anniversary Luncheon in September 2025.

Women's Fund Founder

Leslie B. McNeill

Women's Fund Leadership Council

Diane Altmix

Nicole Armstrong

Tammy Bennett—Chair*

Jyotsna Bernet

Karen Dudley Grissom*

Jenn Dye

Miranda Hamrick

Rickell Howard Smith

Tina R. Macon*

Whitney Owens

Sydney Pepper

Ann Schwister

Annette Tice

Bill Tucker

Kyle Wynn-Sivashankar

Thank you for your exemplary support in championing the cause of the Women's Fund.

*30th Anniversary Co-Chair

Executive Director

Camilla Worrell

Women's Fund Staff

Shawna DuBose, Team Coordinator

Rajani Menon, Director, Civic Engagement and Leadership

Nicolette Rader, Development Director

Travis Speice, Ph.D., Applied Research Director

2024 Support

Grant Funders



THE CHARLOTTE R. SCHIDLAPP FUND
Fifth Third Bank, Trustee



Founder Sponsors (\$5,300+)



*

Changemaker Sponsors (\$1,500+)



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Leslie B. McNeill^
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Mary Stagaman and Ron Kull^
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Barbara and Damon Turner^

Thirty years ago, Les McNeill founded the Women's Fund with just \$5,300—a reminder that transformational change starts with a single act of generosity.

Visionaries (\$1,000+)

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Camilla and Andrew Worrell^

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Tammy R. Bennett^
Jyotsna and Brian Bernet^
Anna Kirwan Carey^
Michele and Matt Carey^
Margaret and Joseph Conway
Reba George Dysart
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Margo Heubi^
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Rajani and Santosh Menon
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Sallie Westheimer^
Dwinelva and Mark Zackery
Donna Zaring

^Supporter of 30th Anniversary Campaign

Partners



30 Years Strong

We are not scared into submission from decades of threats by broken men
We are not compliant in a system not designed for us
We are not weakened
We are not the continuous rise and fall of the tides
We are an unparalleled tsunami breaking down the walls built up around us
For we are not fragile glass flowers
We are the bomb blowing up every barrier they put in our way
We are not trophies sitting on the shelf collecting dust
We are the winners of the prizes
We are not stumbling back in time, our lives taken away before us
We are a Legacy in Motion, 30 years in the making
We are not defeated
We may be bruised but we are not broken
For we are the women our ancestors wanted us to be

We are the witches they persecuted for speaking their mind
The protesters marching the streets for all of our rights
We are the housewives in the living room fearing for their lives
The CEO finally getting her recognition for being overqualified
We are a poet writing out her feelings through heartfelt lines
The mothers and daughters that make up humankind
We are a village here to make sure no woman gets left behind

Behind in the world that our grandmothers were from
Where we had to fear for our right to speak up
And as Les McNeill has so promptly stated
“That’s the way it has always been” doesn’t work anymore.
The world is changing and with it, its ideals
We cannot stand back and watch
While they take away what’s important to us
And for every woman who feels their voice does not matter
Only you can make a change
We are in a new phase and we will make it ours
It is time that women own their power



Mia Watka, Cincinnati Youth Poet Laureate 2025

*Written and performed for the Women’s Fund 30th Anniversary
Fundraising Luncheon: 30 Years Strong - Legacy in Motion*

