



**WOMEN'S FUND**  
of the GREATER CINCINNATI FDN.

## 2024 Annual Report

BY THE NUMBERS



67

leaders appointed  
to boards or  
commissions



60

unique  
organizations  
participated in  
our pay equity  
workshops



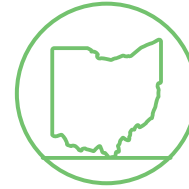
7.6%

increase in  
Employer Toolkit  
registrants



50

advocates and  
stakeholders  
attended the Ohio  
Paid Leave Policy  
Institute



1.7M

Ohioans could  
benefit from our  
EITC research



\$95K

granted to support  
local nonprofits and  
programs supporting  
women and families

## OUR WORK

Our mission: The Women's Fund's mission is to advance gender and racial equity for women by addressing systemic barriers to upward mobility.

## Appointed.

The Appointed Civic Leadership Academy is a training series that offers structured classes on local government, board governance, and finance; in-depth exploration of the structure and function of various civic boards and commissions; and opportunities for participants to engage one-on-one with local government officials.

- **WINNER OF THE 2024 CANARY AWARD**
- **1,100+ LEADERS PARTICIPATED AS OF DECEMBER 2024**
- **67 LEADERS WERE APPOINTED** to boards or commissions in 2024 following a multi-session training program



**MICHELLE STARR,**  
Founder & CEO of Be  
Brown Brave LLC

### Appointments:

Elected Woodlawn Councilwoman, Hamilton County Economic Inclusion Advisory Council, Co-Chair of Service Committee for The Rotary Club of Cincinnati

"The Appointed Civic Leadership Academy is instrumental in motivating, inspiring, educating, and training women on how to advocate for themselves and others so as to make our communities thrive. Thank you Appointed for consistently showing support to me and other appointed women."



**RACHEL STRUNK,**  
Vice President, Regional  
Sales Director for the NKY  
Market at Republic Bank

### Appointments:

Northern Kentucky Agency for Substance Abuse Policy Board, Transportation Improvement District Board

"[Appointed and the team from the Women's Fund] showed me that my voice matters, and I can make a positive impact through my unique life experiences. I quickly learned that once you raise your hand, the opportunities start to present themselves. Attending Appointed has played a key role in empowering me to do so."



Educational Workshop 2024

## OHIO PAID LEAVE POLICY INSTITUTE

On September 12, the Women's Fund partnered with Collaborate Cleveland and the Women's Fund of Central Ohio to co-host the Ohio Paid Leave Policy Institute. This event **BROUGHT TOGETHER 50 ADVOCATES AND STAKEHOLDERS** from across the state to learn from national experts, discuss the impact of paid leave policies, and outline the next steps for advancing paid leave in Ohio. To learn more, visit <https://www.gcfdn.org/news/exploring-paid-leave-policy-in-ohio/>

## EMPLOYER TOOLKIT

This innovative resource outlines standard workplace policies affecting frontline workers and suggests modifications to serve their needs better. As of the end of 2024, there are **1,096** registered users of the toolkit, from **672** unique organizations with over **660,000** employees, a **7.6%** increase from the previous year. <https://employertoolkit.org/>



Nicole Armstrong, Holly Hankinson, Commissioner Denise Driehaus, Nicole Neri, and Mary Maune at the Pay Equity Summit in October 2024.

## PAY EQUITY WORKSHOPS

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

### 60 UNIQUE ORGANIZATIONS

participated in these pay equity workshops in 2024.

## EARNED INCOME TAX CREDIT

Research by the Women's Fund highlights the potential impact of a refundable Earned Income Tax Credit (EITC) for Ohioans. An estimated 1.7 million residents, including 660,000 children, could benefit. **STATES WITH REFUNDABLE EITCS HAVE SEEN A 40% REDUCTION IN CHILD POVERTY**, compared to those without such credits.

The Women's Fund staff published this research in a Cincinnati Enquirer op-ed, and it has since guided the ongoing efforts of a statewide advocacy coalition urging legislators to adopt a refundable EITC.

Report: <https://bit.ly/4452SDv>

Webinar: <https://bit.ly/440ILX7>

## COMMUNITY SUPPORT PARTNERS

### \$95,000 GRANTED TO SUPPORT THE FOLLOWING COMMUNITY PARTNERS:

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



Kyle Wynn-Sivashankar, Bill Tucker, Camilla Worell- Executive Director, and Chris Flores at the Guys Who Get It event November 2024