

# W2WM DIVERSITY, EQUITY, & INCLUSION (DEI) 2023 SUMMARY & SNAPSHOT

Over the last eighteen months, Woman to Woman Mentoring (W2WM), through its DEI Taskforce, has been listening, evaluating, learning, and visioning to ensure our organization and our programs are welcoming, inclusive, and available to all women. This snapshot provides an overview of our activities and where we see W2WM going in the future to be an inclusive leader in mentoring and program design. DEI will remain a strategic priority for W2WM.



## ***Assessment Strategy:***

- Surveyed current and former W2WM mentors & mentees in September 2021
- Conducted focus groups in January 2022

Overall, survey and focus group respondents rated W2WM, its processes, and programs highly.



## ***Areas of Opportunity:***

- Intentionally diversify recruitment of both mentees and mentors to attract and engage under-represented, non-traditional groups
- Provide more educational and training opportunities to discuss DEI topics for program participants, board members, and staff
- Recruit and retain a diverse board and staff that reflects our community
- Make DEI a way of life for W2WM

## ***Changes Implemented and/or Planned:***

- Communicate results of survey/focus groups to the W2WM community
- Finalize W2WM's DEI vision, mission, and goals for sustainable commitment
- Continue efforts to diversify recruitment of program participants, board members, & staff
- Consistently and regularly examine W2WM's policies, practices, and participants with a DEI lens
- Promote W2WM's DEI efforts publicly



To learn more and ask additional questions, please email [inclusion@womantowomanmentoring.org](mailto:inclusion@womantowomanmentoring.org)

