



2022
2023

women

in

training

ANNUAL REPORT



WITKITS®

*Women in Training, Inc.'s
signature program for supporting
people in need*



WHAT'S IN A WITKIT



- ✓ one month's supply of sanitary pads
- ✓ unscented soap
- ✓ a regular size bottle of shampoo and conditioner
- ✓ a regular size bottle of lotion
- ✓ a regular size bottle of deodorant
- ✓ a toothbrush, toothpaste and floss
- ✓ a pair of fuzzy socks
- ✓ a washcloth or loofah
- ✓ a journal
- ✓ a personalized WIT bracelet





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a message from our founders

One in five girls and women living in the United States skip school or work because they lack menstrual supplies. We want to change that because girls -- and all human beings -- deserve to be happy and live healthy and fulfilling lives!

We envision replacing poverty among marginalized girls with a culture of wealth, compassionate leadership and global awareness. In 2019, as we excitedly prepared for our 12th birthday, we resolved to help end period poverty by making systemic changes to empower girls to stay in school and participate in employment and extracurricular activities that enhance their happiness. Period poverty is a systemic problem that needs systemic solutions.

Along with our mother, Adeyela Albury Bennett, who is now the Chief Executive Officer of Women in Training, Inc., and our eldest sister, Nuola Akinde, we developed a three-prong approach to fulfill our menstrual equity vision:

- ***Create and distribute WITKITS of menstrual, dental and hygiene supplies to girls, young women and gender expansive young people in our local, national and global community***
- ***Inspire and advocate for menstrual equity policies***
- ***Collaborate with corporations, organizations and educational institutions to help cultivate young women in the WIT Leadership Development Academy into culturally competent and compassionate global leaders who care about themselves and the world around them.***

Thanks to the love and generosity of countless individual volunteers and organizations, like Auburn University of Montgomery, Junior League of Montgomery, JustServe of Central Alabama, Montgomery Public Schools, the United States Air Force Maxwell Air Force Base and our illustrious Board of Directors; local, statewide and national elected officials, like Alabama State Representative Rolanda Hollis, Congresswoman Grace Meng and Congresswoman Terri Sewell, City of Montgomery Mayor Steven Reed, and Montgomery County Commission; as well as corporations, like Always brand of period products by Procter & Gamble, and Grant Thornton LLP; our vision is becoming a reality.

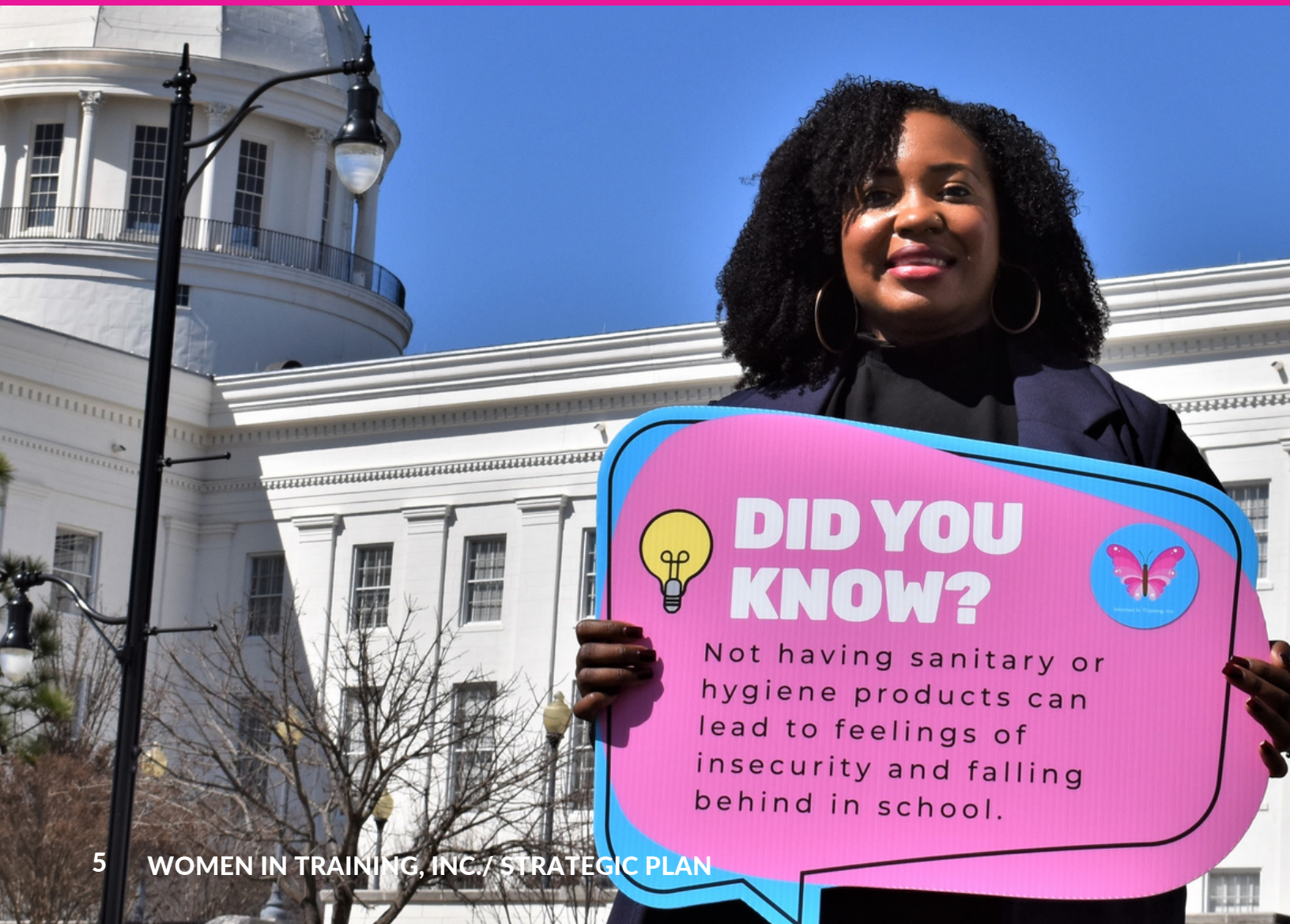
Together, we can end period poverty and End Poverty. PERIOD!

Brooke and Breanna



mission

Women in Training, Inc. (WIT) is a youth empowerment organization that advocates for menstrual equity, menstrual education, and engages girls and gender expansive youth, ages 10 to 18, in community service and social justice.



vision

**ENDING
POVERTY
PERIOD.**

core values

Womanism: A form of feminism that centers the experiences of Black women and other women of color

Global Citizenship: The concept of a person's identity transcending personal and physical borders; we have a responsibility for each other

Intersectionality: The recognition that all of us belong to multiple identity groups and experience privilege and oppression in complex ways

Liberation: All people deserve access to life, liberty and the pursuit of happiness. All people have the responsibility to use their privileges to uplift others

Decolonization: The process of deconstructing Eurocentric patriarchal ideologies and uplifting indigenous worldviews

women



Objective 1:

Unite women—centering Black girls and women and other women of color—to support each other. This includes standing up for all humanity and opposing discrimination based on race, class, gender and sexual identity.

Objective 2:

Empower girls and women. This includes facilitating leadership training, educational exploration, and shared learning opportunities.

Objective 3:

Disrupt oppressive systems. This includes fighting racial and cultural injustices that cause economic, educational and health inequities for girls and women, with an emphasis on those who are Black, indigenous or other people of color.

Objective 4:

Promote sexual and reproductive health among girls, women, and other menstruating people. This includes breaking down stigma about menstruation, infertility and infant-maternal health, and making health services, education resources and menstrual products more accessible.

global citizenship



Objective 1:

Educate and inspire girls and women. This includes leading and advocating for human rights for all world citizens.

Objective 2:

Cultivate a diverse community of girls and women who are dedicated to creating positive social change. This includes equipping them with the knowledge and skills to foster a more inclusive world.

Objective 3:

Engage in cross-cultural exchanges to educate and enlighten girls and women on global issues. This includes preparing them to be active participants in advocating for social, health, and economic justice.

intersectionality



Objective 1:

Promote inclusivity and equity. This includes identifying and dismantling systems of oppression that disproportionately affect marginalized girls and women.

Objective 2:

Appreciate the interconnected nature of the lived experiences of girls and women from diverse backgrounds. This includes acknowledging the intersection of gender with other identities, such as race, class, ethnicity, sexual orientation, and disability.

Objective 3:

Create safe spaces for girls and women from diverse backgrounds. This includes building meaningful connections and ensuring they feel heard, valued, empowered and free to share their stories.



liberation



Objective 1:

Develop and implement programs and workshops that empower girls and women. This includes equipping them with knowledge, skills, and resources to assert their rights, make informed decisions, and take control of their lives.

Objective 2:

Raise awareness about gender inequality and discriminatory practices. This includes advocating for policy changes that support women's rights, gender equality and social justice.

Objective 3:

Offer training and mentorship programs to nurture girls' and women's leadership skills. This includes encouraging them to take on leadership roles in their communities, schools, workplaces and beyond.

decolonization



Objective 1:

Actively seek out and provide platforms for marginalized girls and women to share their experiences, perspectives and knowledge. This includes girls and women from indigenous communities, colonized regions and historically oppressed groups.

Objective 2:

Foster solidarity among girls and women from different cultural backgrounds and encourage cross-cultural understanding. This involves organizing events, workshops and dialogues that facilitate meaningful exchanges and promote unity in diversity.

Objective 3:

Economically empower girls and women from marginalized communities. This includes providing access to entrepreneurial training, financial literacy programs and resources that support sustainable and equitable economic development.

menstrual equity advocacy

- **Advocated successfully for unanimous passage of Alabama House Bill 50, sponsored by State Rep. Rolanda Hollis:** Gov. Kay Ivey signed the bill into law in April 2022, allocating \$200,000 in funding to the Alabama State Department of Education to provide grants to Title I schools to fund menstrual supplies for girls in Grades 5 through 12.
- **Received Leadership Award:** United States Senator Katie Britt of Alabama presented to Breanna and Brooke Bennett, on behalf of Women in Training, Inc., the Engage Woman Award for Nonprofit Leadership during Women's History Month in March 2023.
- **Advocating for the Menstrual Equity for All Act:** In their capacity as Always Period Heroes, Breanna and Brooke Bennett are advocating for passage of the Menstrual Equity for All Act, sponsored by Congresswoman Grace Meng of New York. When passed and signed into law, the legislation would provide funding for period products to be available in all federal buildings and public schools in the nation.

In support of this policy, the WIT founders have taken the following steps:

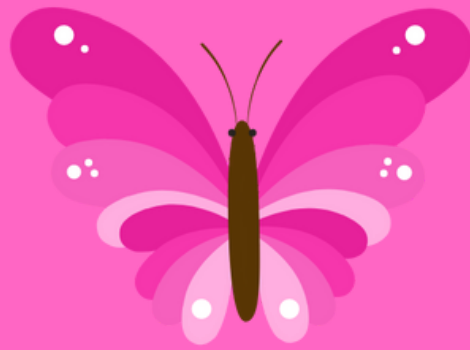
- Met with Congresswoman Meng in 2022 and 2023
- Met with The White House Office of Public Engagement leaders in 2023
- Spoken at the Global Citizen Festival in New York in 2022
- Addressed members of the Democratic Women's Caucus at the United States Capitol in 2022
- Spoke at the International Paper Menstrual Hygiene Day event in 2023.

WIT Leadership Development Academy

The purpose of the WIT Leadership Development Academy is to facilitate formal and experiential learning opportunities to cultivate young women from a wide range of backgrounds into a cohort of culturally competent and compassionate global leaders who care about themselves and the world around them.

Here are some program highlights:

- ***The Sacredness of Menstruation Workshops:*** Nurse Educator Nyoka Samuels facilitated a series of intimate workshops covering the biology of the menstrual cycle, the responsibilities that accompany being sexually active, and how each WIT Young Leader can care for herself while menstruating.
- ***WIT Judicial Workshop: Women of the Bench and Bar:*** The Honorable Brooke E. Reid managed a daylong session for high school girls from public and private schools to have guided conversations with several prominent women attorneys and observed court proceedings with circuit judges. The day's highlight was lunch with women federal judges: The Honorable Emily C. Marks, Chief Judge of the Middle District; The Honorable Kelly Pate, Federal Magistrate Judge; and The Honorable Jerusha Adams, Federal Magistrate Judge.
- ***State Farm Teen Driver Safety Workshop:*** Motor vehicle crashes remain the number one cause of death among teens, ages 15 to 18, in the United States. To that end, National Teen Driver Safety Week is observed October 16 to 22 annually; this marks a time when communities raise awareness and encourage safety for teen drivers. The WIT Leadership Development Academy and Fortitude Leadership Academy hosted the State Farm Teen Driver Safety Workshop at the Tucker Center in Montgomery. The interactive workshop, presented by the University of Alabama in Birmingham TRIP Lab and sponsored by State Farm, addressed the most critical issues young drivers need to follow to stay safe behind the wheel. The course covered texting and driving, seat belt use, speeding, alcohol use, the number of passengers to transport in a motor vehicle and other topics.
- ***STEM, Arts & Government (SAG) Tour of the Nation's Capital:*** The WIT Young Leaders met at the United States Capitol with members of the Democratic Women's Caucus, and other U.S. Senators and Representatives. They also met with leaders at NASA and toured Howard University, where they participated in doctoral-level science experiments. Finally, they packed WITKITS of Always sanitary pads, dental and hygiene supplies at the offices of Procter & Gamble to distribute to unhoused teenagers in the nation's capital. Southern Black Girls and Women's Consortium sponsored the SAG Tour.



ENDING POVERTY PERIOD.

womenintraining.org

WIT Strategic Plan Steering Committee

Ms. Kimberly Brown, Steering Committee Chairwoman
Ms. Akiesha Anderson, Esq., Legal Counsel
Ms. Adeyela Albury Bennett, Chief Executive Officer
Ms. Elizabeth Johnson Sellers, Board Secretary

Women In Training (WIT) is a nonreligious organization that works with and benefits from the generosity and volunteerism of many organizations and entities. WIT is an inclusive organization that respects the human rights of all people, regardless of sex, gender, race, color, national origin, age, disability, citizenship, sexual orientation, gender identity, or religion. WIT does not participate in religious ceremonies or proselytize in any way.

Women in Training is a 501(c)3 tax exempt organization.