



AFP FELLOWSHIP IN INCLUSION & PHILANTHROPY

EMERGING LEADERS IN PHILANTHROPY

DIVERSE • CONNECTED • STRONG



2016



“ After surveying our membership, I think AFP was surprised at how disproportionate its membership was of the communities we serve. It forced us to pay attention to how more diverse workplaces tend to be more entrepreneurial. We realized **the importance of having different voices at the table.** ”

— **Leah Eustace**, ACFRE
Chair, AFP Foundation for Philanthropy
– Canada

NURTURING THE FUTURE OF PHILANTHROPY IN CANADA



Realizing the vision of the AFP Foundation for Philanthropy–Canada

With Canada's changing economic and cultural landscape, savvy charities know that they won't achieve success by adhering to dated fundraising practices. Our stakeholders are changing: our fundraisers, our donors and the communities served by our causes. And their needs are changing in kind.

The AFP Foundation for Philanthropy – Canada created a nationwide Diversity and Inclusion strategy to ensure the fundraising profession addresses this important issue. In 2015 we launched the Fellowship for Inclusion in Philanthropy, an exciting new program designed to engage and nurture the future of the sector. Our fellows will lead the fundraising profession to better reflect and respect the faces, contributions, experiences, and needs of the many communities that make up this remarkably diverse country.

The program was borne out of the award-winning three year project, *From Diversity to Inclusion in Philanthropy: An Action Plan for Ontario's Charitable Sector*, which brought together donors, fundraisers, volunteers, and charity leaders from 12 different communities. Participants shared insights about the giving traditions and interests of emerging philanthropic groups across the province.

“This province and this country require **diverse and inclusive leadership** to best serve the mosaic of our population. This program is ensuring the non-profit sector professionals currently coming of age have the skills and education to solve some of Canada's and the world's most intractable issues.”

— **Hava Goldberg**, MA, BA
Fellow



“From my perspective the fellowship invites various communities to address where diversity, inclusion, equity and social justice fit within fundraising. **It's an opportunity to explore and incorporate the tools to address the issues the sector faces as a whole.**”

— **Jothi Shanmugam**, *Fellow*

HOW THE PROGRAM WORKS

Accomplished fellows from diverse communities across Ontario receive complimentary access to many benefits:

- AFP membership for one year;
- AFP professional development including Fundraising Day, Congress, the Fundamentals of Fundraising course, and three AFP webinars;
- Specialized training and the opportunity to develop inclusion projects;
- Opportunities to work together and share resources, in person and via online communities;
- One-on-one mentoring.

In return, the fellows:

- Develop and lead inclusion projects as part of their fellowship experience;
- Share their own ideas and resources with other fellows in person and online;
- Share their growing fundraising knowledge and network with the organizations where they work and with the diverse communities they serve;
- Champion diversity goals within AFP and their own organizations;
- Provide feedback, inform the selection process for the next cohort, and continue learning and working in an alumni group.



“I’ll always have a community to come back to who understand diversity and inclusion issues specific to fundraising. I’m looking forward to tapping into this brain trust as I move forward in my career.”

— **Anil Kanji**, *Fellow*



“Through the fellowship I created a training module called **Embracing Diversity and Building Effective Teams** to help our diverse groups of volunteers at Endeavour Volunteer Consulting for Non-Profits work more effectively together. This module will be launched in March 2017 and we hope that it will help us achieve even higher quality outcomes for our clients.”

— **Ada Tsang**, *Fellow*

OUR 2016 FELLOWS

The proof of the program’s success lies not only in the outcomes of the resulting projects, but also in the new learnings gained along the way. Fellow Amy Soden noted a key takeaway from her experience.

“We represent the communities we serve; we don’t just serve them,” she said. “This program is about cohesion and unity and the world needs that more than ever right now. People want to feel respected professionally and this program emphasizes that people with diverse experience and backgrounds really add to the work we do in philanthropy. This sets the stage for new fundraisers coming into the field and wanting to feel part of a community.”

Amy’s project involved the creation of a digital storytelling platform where sector professionals could share and dialogue about their personal and professional lives.

“The more I reached out the more I realized the diversity of experiences and that none of us are alone,” she added. “Most professional development opportunities don’t hit you in a way that this one did—it’s all about what you make of it in creating a project. This fellowship engaged my personal values and challenged me to think bigger about what I could do with life experience with vision loss that I have. Not many other experiences have challenged me to be transparent in this way.”

These young professionals will adopt their inclusion projects into their organizations today, and embed their learnings into the cultures of their workplaces throughout their careers.



THE AFP FOUNDATION FOR PHILANTHROPY–CANADA CONGRATULATES OUR SECOND COHORT OF EMERGING LEADERS IN PHILANTHROPY

Teresa Cheng	Jannies Le, B.A.	Thiviya Sehasothy, BSc.
Helen Choi, B.A.	Melissa Leite	Jothi Shanmugam, M.A.
Jessica Farias	Gerri Lutaaya MPNL	Matina Singh
Hava Goldberg, M.A.,	Janneth Mayorga	Lissette Teran
Ifhtia Haque	Wanjiro Ndungu	Ada Siu Ting Tsang
Claudia Hughes	Sumera Quadri, B.A.(Hons)	Amy Soden, BA, MM, MPC
Wafaa Jawed	Frances Quintero Rawlings	Derek Spooner, M.A.
Anil Kanji	Tanya Hannah Rumble, CFRE	Sandra Villarraga
Ranjan Khatri, M.A, bCRE	Fatima Sajan	Betty Xie
Nayeon Kim, B.A.	Zaina-Sophie Salibi	



OUR 2017 MENTORS

Our fellowship mentors live and breathe philanthropy. Through the donation of their time and wisdom, they actively support their mentees in navigating workplace challenges, exploring potential career opportunities and maximizing their talents. Their collective efforts will help ensure the vitality of the charitable sector in the long-term.

The importance of focused mentorship was top of mind with Debra Kwinter, B.A. When she began working with Jothi Shanmugam, M.A., her fellow didn't consider herself a fundraiser:

"I opened her eyes to what fundraising is and what a front-facing position is, how to leverage her outgoing personality and find her voice," Debra explained. "I gave her the basics and mechanics of fundraising such as how to deal with the inevitable 'no's' that we all face."

Debra's approach drew directly from her own professional development: the Major Gifts track of the Association of Healthcare Philanthropy Madison Institute at the University of Wisconsin.

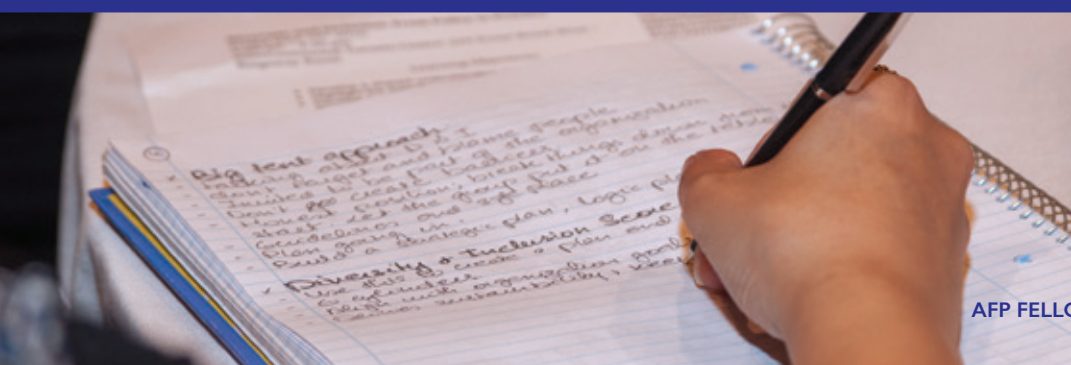
"My binder of notes from the track served as the guide for our discussions. We picked out the kernels of truth from each topic, such as gratitude, moves management, stewardship and reporting and balancing a pipeline. It was Major Gift boot camp, but served to demonstrate general best practices for fundraising across the board."

"I'm new to the sector and the program gave me exposure to the lay of the land," Jothi added. "I identified a mentor who I thought would complement my work in a hospital. This was a huge plus as it gave us an opportunity to build on other aspects of fundraising beyond diversity and inclusion. For our project we decided to create a workshop based on the Madison Institute module."



“I am a part of almost 12 mentoring programs from my university, professional associations, church groups to community organizations. NONE of them has a diversity component. **This experience has been as cathartic to me as to my learning partner to be able to discuss and work on this element of our work and lives together.**”

—Paul Nazareth, Mentor





“The mentorship opportunity has been the most exciting aspect of the program. Being paired up with a mentor who is seasoned, well-connected and most importantly, friendly and warm, is what has helped me believe that I can succeed in the field of philanthropy and fundraising on my own.”

—**Sumera Garcia Quadri**, *Fellow*

Thank you to our Mentorship Committee Members

Nancy Horvath, CFRE

Tania Little, CFRE

THANK YOU TO OUR MENTORS

Mide Akerewusi

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Sara Zerehi





NURTURING THE PHILANTHROPIC SECTOR

Along with the development of young professionals and the satisfaction of the mentor experience, a key benefit of the fellowship program is the enhancement of the charitable sector as a whole.

Donna Buchan, Executive Director of the Lutherwood Child and Family Foundation in Kitchener, Ontario, has two fellows on her team: Jacqui Terry from the first cohort and Sandra Villaraga from the second.

"Jacqui and Sandra have both come to Canada within the past ten years," Donna said. "They bring amazing perspective and are excellent role models to others. I'm grateful for the two of them as they are exceptional women who seek learning and growth opportunities that they bring back to our organization. This has helped increase positivity and openness in the workplace.

"I think that because of Jacqui and Sandra taking part in this fellowship we will do a better job of engaging in philanthropy with diverse groups. We've had a very traditional base of people who care about the work we do; my hope is to reach out to more people who care about our mission."

Donna and her foundation have benefited first-hand from the fellowship program and her thoughts on its future echo those of many of the fellows and mentors.

"If we as a sector are going to strive to be as responsive as we need to be, we need programs like this one," she explained. "Diversity and inclusivity are key to our entire organization and the learnings would be useful for all."

As the program continues to develop its future leaders, Leah Eustace, ACFRE, Chair of the AFP Foundation for Philanthropy – Canada notes another great benefit. "At AFP Congress in November the fellows got onstage to get their certificates, and I had tears in my eyes due to the emotion of the moment," she recalls. "They were a reflection of Ontario and of Canada, and it made me proud of our country, our association and our profession."

"There is incredible talent and passion for philanthropy that exists in the communities which we serve as charities. I have a huge amount of hope for the future based on these emerging fundraising professionals."



“Diversity and inclusion will not happen without intentional leadership.

We risk irrelevance to our communities and donors if we are not able to respond and collaborate with diverse visions, and voices.”

— **Cheryl Blackman, MBA,**
Mentor and Former Fellow



“The fellowship has opened up conversations at my organization that have been needed. **It has also built my confidence to be the conversation-starter, rather than consistently a participant.**”

— Anita Abraham, *Fellow*

“I think that a lot of time people keep a veneer of professionalism which prevents honest discussion about the real challenges and choices we are facing with our careers.

The fellowship helped me continue to reframe my struggle as resilience.”

— Celeste Taylor, *Mentor*



“The dynamics and demographics of our city are changing; if we want to be able to respond to the communities that we serve it's important that we as a sector are representative of those communities.

The program is an investment in the sector.”

— Jothi Shanmugam, *Fellow*



“As part of the program the fellows research, create content and engage online specific to the issue of diversity and inclusion. **What they are creating isn't just groundbreaking in its new approaches, but it's also transformational because it's public, visible and shareable.**”

— Paul Nazareth, *Mentor*



“The fellowship has made me more **conscious** of my own bias and provided me with tools to coach my staff on addressing theirs.”

— Tanya Rumble, *Fellow*



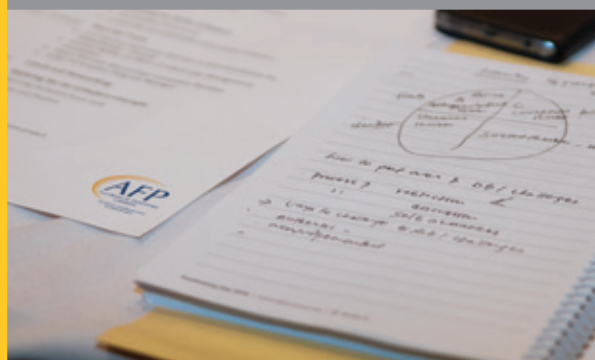
THANK YOU

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FELLOWSHIP IN INCLUSION AND PHILANTHROPY

PROGRAMME DE
PERFECTIONNEMENT
EN INCLUSION ET
PHILANTHROPIE



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