



AFP Fellowship in Inclusion & Philanthropy

Laying the Groundwork for a More Diverse and Inclusive
Philanthropic Sector

DIVERSE | CONNECTED | STRONG

2018-19





“The AFP Foundation for Philanthropy – Canada has Diversity and Inclusion as one of its pillars in the Case for Support. The Fellowship in Inclusion and Philanthropy is helping to lay the groundwork for a more diverse and inclusive sector. While you are the pioneers of today, you are the leaders of tomorrow. The AFP is proud of your many accomplishments and we know that you are going to do great things in fundraising and philanthropy as you progress throughout your careers. Congratulations to our third cohort of Fellows!”

- ROGER ALI, CFRE
Chair, AFP Foundation for Philanthropy | Canada Board



Diversifying The Face Of Philanthropy In Canada

Realizing the Vision of the AFP Foundation for Philanthropy – Canada

EMMA LEWZEY, CFRE
Chair, AFP Fellowship in Inclusion and Philanthropy

Five years ago, the Association of Fundraising Professionals (AFP) Foundation for Philanthropy – Canada, with the support of government and private funders, embarked on an ambitious journey: change the “faces” of charitable sector leadership for the future.

We recognized that the charitable sector does not adequately represent the diversity of communities across Canada. We also were aware that sector leaders remain primarily white males while the fundraising staff below them are 70% female and with a very small percentage across the sector identifying as being part of a racialized or marginalized group.

The Foundation recognized that it had a responsibility to work towards bringing systemic change to the sector. And... the Fellowship in Inclusion and Philanthropy was born, with the vision of empowering diverse fundraisers early in their careers – fundraisers who will one day become the leaders of the charitable sector and beyond. *(Continued on p. 5)*



JONEA AGWA

“This is by far the most enriching experience I have had in my professional career.”

“This is by far the most enriching experience I have had in my professional career. I am an early career fundraiser and most of what I know today about fundraising, and inclusive practices in fundraising, I learned during the AFP Fellowship in Inclusion and Philanthropy. The Fellowship unlocked opportunities that otherwise would not have been available. It provided the means for me to get connected with a mentor, to attend Congress, to connect with other fundraisers and to meet and learn from leaders in the sector. I walked into this experience not knowing what to expect, and I left with a dozen new friends and a new found confidence in my abilities as a fundraiser. Thank you so much for the opportunity.”

- JONEA AGWA
2018-19 Fellow | Toronto, ON

“My direct learning experiences would not have been possible without this program.”

“As the only First Nations Fellow, it was important to me to elevate and encourage action on the Truth and Reconciliation Commission recommendations in the philanthropic sector, gain skills in national fundraising and broaden my national network.

There are very few Indigenous fundraisers in Canada. The AFP Fellowship in Inclusion and Philanthropy is an essential program that will not only help build the fundraising capacity of Indigenous fundraisers, but also build bridges between the Indigenous and non-Indigenous communities. My direct learning experiences would not have been possible without this program.”

- SHARON REDSKY
2018-19 Fellow | Winnipeg MB



SHARON REDSKY

(Letter from Emma Lewzey, cont)

Since 2014, the Fellowship program has graduated nearly 80 Fellows across Canada. This past year, thanks to a generous grant from Canadian Heritage, we launched the national expansion of the program, opening up new possibilities and challenges, making us realize just how vital this program is.

Through the Fellowship program, emerging fundraising professionals gain expertise that they take back to their organizations and communities, and then on to future leadership roles throughout their careers. Embedding diversity and inclusion practices early in their careers and having them carry this knowledge forward both internally within their charity and externally with those they serve is how we believe systemic inclusion can change our sector.

Not only does this impactful program train the Fellows, it involves and impacts a much broader swath of both the charitable sector and the many communities and individuals they serve. In addition to the Program cohorts, an equal number of senior sector leaders are involved as program mentors and ambassadors. Their involvement ensures they too are accountable to “practice what they preach” regarding diversity and inclusion within their organizations and externally with their key stakeholders.

The multiplier effect means the program’s reach goes well beyond the Fellows themselves but through the mentors and their organizations to many thousands in communities from coast to coast.

These Fellows represent not only the diversity of our vast country, they are our country’s front-line professionals connecting with, serving and engaging the many thousands of people in the diverse communities that call Canada home.

I invite you to join me in congratulating this group of Fellowship Graduates and take a moment to feel some pride in these critical first steps towards a diverse and inclusive sector.

Congratulations!

– **EMMA LEWZEY, CFRE**
Chair, AFP Fellowship in Inclusion and Philanthropy



CHRYSLYN (at far right) speaking on a panel at York University about fundraising in the international sector.

“The Fellowship gave me this chance to demonstrate to young people of colour that there is a place for them (and me) in the fundraising profession and illustrate a career path in philanthropy for students in the international development field!”

– **CHRYSLYN PAIS**
2018-19 Fellow | Toronto ON





2018-19 AFP Fellows during team-building exercise

How The Program Works

The program provides our Fellows with a comprehensive experience that incorporates learning opportunities and meaningful connections with sector leaders. It focuses on three major components:

- 1 EDUCATION** – train future fundraising leaders in fundraising, ethics, and diversity and inclusion work;
- 2 MENTORSHIP** – with seasoned fundraisers, to enhance technical fundraising skills and leadership and;
- 3 NETWORKING** – amongst peers with a shared focus and commitment to embed diversity and inclusion in the fundraising sector.

Within these components, the Fellows are challenged to work with their mentors to incorporate best practices and new learnings into real-time projects that reflect the vision of the Fellowship and apply to the Fellows' day-to-day professional lives.



Accomplished Fellows from diverse communities across Canada receive complimentary access to many benefits:

- AFP membership for one year;
- AFP professional development including, Congress, the Fundamentals of Fundraising or the CFRE Review 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.



JANET FAIRBRIDGE, CFRE

“I am so grateful for the whole Fellowship experience. Right from the word go, everyone involved in this program has supported, encouraged, listened to and lifted up my ideas, concerns, challenges, wins and losses. I have witnessed difficult conversations and learned ways to navigate them as an ally.

The training opportunities and membership in AFP have been most valuable. The introductions made to other Fellows, mentors, and fundraising professionals are priceless.

This program has given me much insight into the fundraising profession and social-profit industries as a whole, and I have found new inspiration for my place within them. Thank you to the AFP Foundation for Philanthropy Canada for this incredible opportunity.”

- JANET FAIRBRIDGE, CFRE
2018-19 Fellow | Collingwood ON





Our 2018-19 Mentors

Our Fellowship mentors live and breathe philanthropy! Through gifting their 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.

When Joan Blight, Founder, President and Managing Consultant at Strategic Philanthropy Inc. was asked to be a mentor, she immediately recognized a unique opportunity for mutual growth. She was interested in learning more about Indigenous culture and what we can learn from one another about philanthropy. With the Indigenous population so under-represented in the field of fund development, she warmly welcomed the opportunity to mentor Sharon Redsky, the only Indigenous Fellow in this program.



JENNIFER BERNARD



JOAN BLIGHT

“It was a privilege to be involved as a mentor in the 2018/19 AFP’s Fellowship in Inclusion and Philanthropy program, and in particular, working with Sharon Redsky. It was a professional development opportunity for both of us. The focus on diversity in the fund development profession is essential and this is a positive way to advance that agenda”.

- JOAN BLIGHT
2018-19 Mentor



MUTHONI KARIUKI

“Serving as a mentor has been a rewarding experience. It has given me the opportunity to self-reflect about who I am and what I want. More importantly, what I’ve learned through this process is that I don’t have to have all the answers, but it is important for me to listen and be present as a mentor.”

- MUTHONI KARIUKI, CFRE
2018-19 Mentor



2018-19 Fellow Stachen Frederick (2nd from left) at the event she co-organized with Fellow Fatou Jammeh as part of the Fellowship: “Dispelling Myths in Philanthropy”

LEFT TO RIGHT: Nadine Spencer, President of the Black Business Professionals; Jennifer Bernard, Stachen’s Mentor and President & CEO of Women’s College Hospital Foundation; Alicia Mathlin, Philanthropist



AFP FELLOW SHARON REDSKY (2ND FROM LEFT) WITH (L-R): Ry Moran, Director of the National Truth and Reconciliation Centre; Joan Blight, Strategic Philanthropy and Sharon's Mentor; Laver Simard, National Truth and Reconciliation Centre Project Manager.



Thank You To The Wonderful 2018-19 Mentors!

Celeste Taylor, CFRE

Darius Maze, CFRE

Elissa Beckett, CFRE

Jeannette Heywood and the AFP Central Ontario Board

Jen Love

Jennifer Bernard, CFRE

Joan Blight

Liv Mendelsohn

Maral Tersakian

Marilyn Brown

Michelle Vinokurov, CFRE

Mide Akerewusi

Muthoni (Yunis) Kariuki, MNPL

Nicole Salmon

Nneka Allen, CFRE

Rosemary Oliver, CFRE

Sandra Sualim

Sara Ly

Scott Elliott, CFRE

Suzanne Bélanger, CFRE

Thank you very much to Nneka Allen, CFRE for being the driving force behind this year's successful mentorship component.



Letter from the Incoming Chair



The transformation of the Inclusive Giving Fellowship from a provincial to a national program 2018-2019 was a momentous achievement that validated the hard work and support of 60 previous Fellows who helped to refine, improve, and shape what inclusive giving can look like in Canada. Their efforts allowed us to identify and engage twenty new Fellows this year whose passion, initiative, and expertise has already helped advance our knowledge of diversity & inclusion and fostered a national network of change makers who will push us to break down barriers faster and better than we are doing now. This is a push that we've long since needed and as it increases its momentum, I am excited to see what these talented Fellows, and future cohorts to join them, will accomplish!

– **DARIUS MAZE, CFRE**

Incoming Chair of the Fellowship in Inclusion and Philanthropy



The AFP Foundation for Philanthropy – Canada congratulates our third cohort of emerging leaders in Philanthropy

TOP ROW LEFT TO RIGHT: Ronit Yarosky, National Program Director; Camila Pereira; Zoya Islam; Caroline Chan; Shobi Sivaraj; Daniel H. Lantaigne, CFRE; Kirstin Ling; Khalil Guliwala; Trevor Loke; Roger Ali, CFRE, Chair, Foundation for Philanthropy – Canada; Lori Gusdorf, CAE, Executive Vice President, AFP Foundations for Philanthropy; Sarah Ali

BOTTOM ROW LEFT TO RIGHT: Chryslyn Pais; Allison Hughes; Shamina Senaratne; Fatou Jammeh; Isabel Perez-Doherty; Janet Fairbridge, CFRE; Sharon Redsky.

ABSENT: Jonea Agwa; Teresa Catalano; Stachen Frederick, Adrian Fernandes

“Diversity and inclusion will not happen without intentional leadership.”

- CHERYL BLACKMAN, Former Mentor and Fellow

The Fellowship in Inclusion and Philanthropy has an extraordinary impact on the Fellows. We are pleased to share some of their stories with you.



CAROLINE CHAN

My participation in the AFP Fellowship has been extremely positive and has even benefited me in ways I had not anticipated. Through the course of the Fellowship, I learnt how the values of diversity and inclusion apply to all areas of my life, not just in my professional life. These values have become a part of who I am as a person moving through the world. It's been a very rewarding experience that has also allowed me to grow and develop my leadership skills.

As a result of the work that I did through the Fellowship, I gained a promotion from Manager to Senior Manager of Development at Canadian Art. I am very grateful for this opportunity and look forward to seeing this program grow and thrive!



ISABEL PEREZ DOHERTY

I have felt quite moved and raw since I started the Fellowship. The small interactions with other Fellows and access to the learning has deeply transformed me. The Fellowship was also happening at a time when I became immersed in an organization that is, through its leadership, seriously embracing inclusion. This is not an easy task but internally we have built safe spaces to bring inclusion practices in our work.

As I wrote lines of my blogs for the Fellowship and had conversations with friends, family and colleagues, I would find myself in tears. I realized that so many of my past experiences were discrimination and I did not have the chance to call them as such until a light was shone on them through the mental and physical space created by the Fellowship. It has helped shape the better person I am today.



KHALIL GULIWALA

Growing up in Dubai to Indian Muslim parents, Canada was always a part of our collective imagination: the vast winter landscapes, the caribou and the wolves, the Mounties in red, a country that wasn't a bully and was always helping others on the global scene, with a society that had a sort of quiet patriotism that appealed a lot more than its neighbour to the South.

And in 2005, at the age of 19, I immigrated to Canada with my mother and sister. This was the place my family wanted to move to, to create our new legacy, to set our roots, part of a journey across three generations that saw us move from India to the Middle East and then to Canada.

(Continued on p. 12)



(KHALIL GULIWALA, *Continued*)

I'd like to say that it's always smooth sailing within Canada's charities...but then I wouldn't be telling the truth.

Canada's charities have phobias, because Canadian society has phobias. And in this sector that skews away from minorities, I was sometimes unwittingly the embodiment of these phobias, through my skin color, religious background, and the fact that I'm also a man.

And at times, it became very difficult for me to balance my love for the sector, which is essentially a love for Canadian society "warts and all", with the prejudice I experienced. What made it worse, was that there was hardly anyone I could turn to guide me and mentor me, very few resources that spoke directly of navigating these issues within the charity sector, and I often felt like the sole voice talking about bringing on New Canadians as donors or just being more inclusive to all Canadians.

This Fellowship was and is a lifeline to me.

It brought me together with the kind of people I've always been searching for.

It gave me the tools and support to face issues of discrimination and harassment that I've experienced professionally.

It's strengthened my voice to be able to address and treat some of the phobias that we have within charities. It has made a huge difference to my children because now when I come home, they no longer see their father as a broken man, but as someone proud of who he is and the work he does.

The AFP Fellowship in Inclusion and Philanthropy is to me one of the most important initiatives currently in the charitable sector, and I support it with all my heart.



Thank You

The Fellowship in Inclusion and Philanthropy is operated by the AFP Foundation for Philanthropy – Canada and was generously funded in 2018-19 by Canadian Heritage.

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Thank you to the funders, volunteers, local AFP Chapters and the many supporters who have contributed to the Fellowship's launch 4 years ago – and to its continued growth across the country.

Selection Committee

Darius Maze, CFRE

Gerri Nakirigya Lutaaya

Alexis Gaipman, CFRE

Management Committee 2018-19

Cheryl Blackman

Emma Lewzey, CFRE

Darius Maze, CFRE

Louis Moubarak

Gerri Nakirigya Lutaaya

Tanya Rumble, CFRE

John Wong, CFRE

Staff

Lori Gusdorf, CAE,
Executive Vice President,
AFP Foundations for Philanthropy

Ronit Yarosky,
National Program Director

Fellowship Projects Included the Following Topics

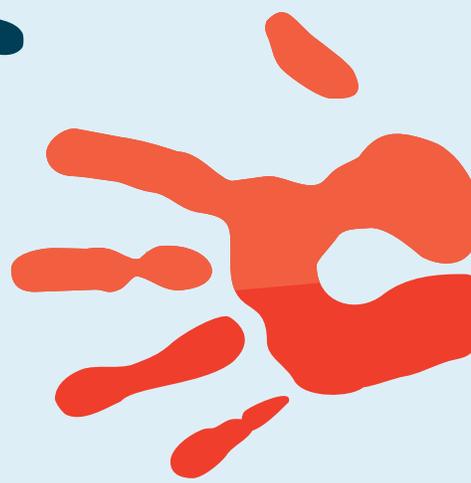
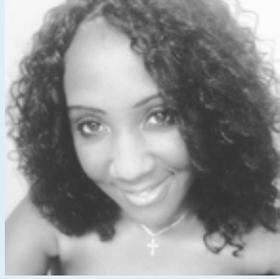
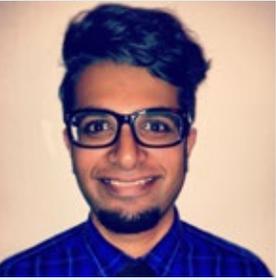
- Diversifying Board Governance and Donor Audiences
- Exploring Inclusivity and Support for Introverts to Thrive in Fundraising
- Discussing Ableism in Fundraising: Making a Disability a Priority in the Fundraising Sector
- Deepening the Conversation on Equity
- Hiring Beyond “Fit”: Reviewing Equity, Diversity and Inclusion Practices in Hiring and Recruitment
- Enhancing Inclusion, Diversity, Equity and Access (IDEA) Practices
- Mandating Diversity & Cultivating Inclusion
- Shedding Some Light on Corporate Giving and Non-Profit Relationships
- A Diversity and Inclusion Toolkit for the Non-Profit Sector in Quebec
- Ending Stigma Around Invisible Diversities
- Implementing a Diversity and Inclusion Committee
- Mind the Gaps – A Demographic Data Collection Exercise
- Diversity in Corporate Social Responsibility – Linking to Prospects for ‘Frontlines’
- What are AFP Fellows in Diversity and Inclusion Trying to Change?
- Philanthropic Sector & Truth and Reconciliation
- Diaspora Philanthropy in International Development Work
- Start From Where You Are: Diversity & Inclusion Exploration Within Organizational Culture



Fellow Daniel H. Lanteigne, CFRE, at the Institut universitaire sur la réadaptation en déficience physique de Montréal.



Fellows Alison Hughes, Janet Fairbridge and Khalil Guliwala at a session on building allyship during the 2018 AFP Congress



FELLOWSHIP IN INCLUSION AND PHILANTHROPY

PROGRAMME DE BOURSES EN INCLUSION ET PHILANTHROPIE

Fellowship in Inclusion and Philanthropy
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