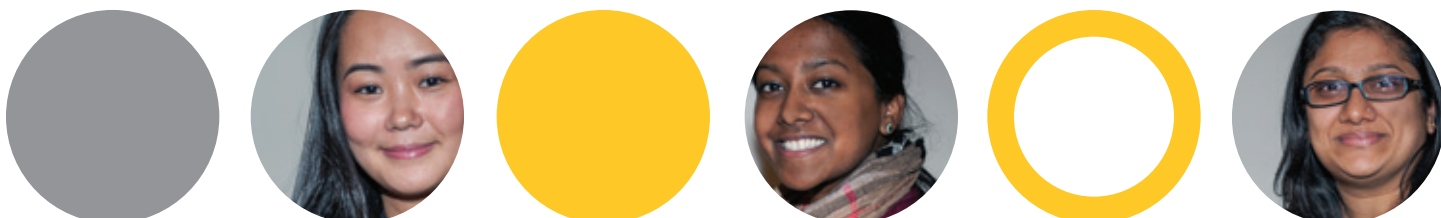
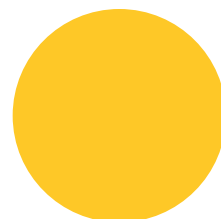




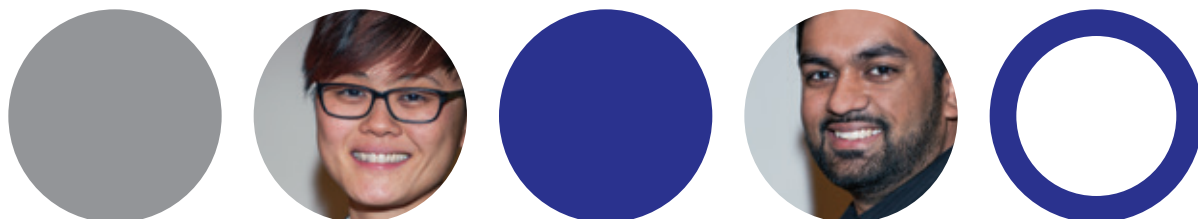
THE FUTURE OF PHILANTHROPY

# STRONG

SUSTAINABLE, DIVERSE



2016





“

When today's senior leaders retire, the next generation of Chairs, CEOs and Executive Directors will have the knowledge and networks to build diversity and philanthropy into the very DNA of their organizations. It will be embedded into every functional unit. Over time this process will lead to a **NEW STANDARD** for the sector as a whole, as **DIVERSE** new leaders with **STRONG KNOWLEDGE** and connections move into **SENIOR LEADERSHIP** positions within the AFP volunteer structure, within their own organizations, and throughout the fundraising profession.

**Emma Lewzey & Krishan Mehta**

*Fellowship in Inclusion & Philanthropy Co-Chairs*

”

## TRANSFORMING CANADIAN PHILANTHROPY

THAT'S THE VISION OF  
THE AFP FOUNDATION  
FOR PHILANTHROPY  
– CANADA.

The new Fellowship in Inclusion and Philanthropy is the next step in changing the face of philanthropy and ensuring philanthropy isn't associated exclusively with one type of face. 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.

These emerging leaders have already started collaborating and championing inclusion in their organizations and in AFP.

You will meet some of them through the pages of this report.

Keep watching these fellows. You'll see a prime source of the strength and sustainability our profession needs.



## HOW THE FELLOWSHIP TRANSFORMS PHILANTHROPY IN ONTARIO

1. The fellowship increases access to philanthropic knowledge and networks through AFP membership and resources.
2. Diverse fellows from across Ontario champion access and inclusion, and they engage members of their community in AFP and the fundraising profession.
3. As a result, the leadership gap that looms in the charitable sector is filled – with strong and diverse professionals who understand fundraising.

## HOW THE PROGRAM WORKS

High caliber 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 organizational policies on diversity and inclusion
- opportunities to work together and share resources, in person and via online communities
- one-on-one mentoring

In return, the fellows:

1. develop and lead inclusion projects as part of their fellowship experience;
2. share their own ideas and resources with other fellows in person and online;
3. share their growing fundraising knowledge and network with the organizations where they work and with the diverse communities they serve;
4. champion diversity goals within AFP and within their own organizations; and
5. provide feedback, inform the selection process for the next cohort, and continue learning and working in an alumni group.

## ROOTED IN RESEARCH

The award-winning three year project, From Diversity to Inclusion in Philanthropy: An Action Plan for Ontario's Charitable Sector, 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. AFP developed a series of papers and videos to summarize the findings. The Fellowship in Inclusion and Philanthropy is the next phase. It builds on this research and on the experience of the diverse fellows.

To download the papers or watch the videos, visit  
[www.afpinclusivegiving.ca/about-the-program/history](http://www.afpinclusivegiving.ca/about-the-program/history)



“

First, I got really good tools—through Congress, webinars, diversity sessions—that I've been able to use in my new career with not-for-profits. Second, the networking has been just amazing. I've been able to connect with so many people and draw on their expertise. Third, my mentor was there to provide me with support and link me up with people. **This kind of support helped me want to stay in the not-for-profit sector.**

Shehzad Qureshi *Fellow*

”



— “ —

**I haven't seen anything  
that's comparable.**

I can't think of any fellowship in  
the museum sector that brings so  
many people together from different  
backgrounds at different levels.

It's a unique approach  
to be so wide-ranging.

**Cheryl Blackman** *Fellow*

— ” —



— “ —

With experience,  
I have come to understand that  
becoming a changemaker is a dynamic  
process, requiring vision and mentorship.

**This fellowship is the ideal avenue  
to evolve my career as a  
professional fundraiser**

and to ignite new opportunities to  
make a greater impact in the sector.

**Mimosa Kabir** *Fellow*

— ” —

## A UNIQUE OPPORTUNITY

What makes this program stand out  
is the combination of access to AFP  
resources, specialized inclusion training  
and policy development work, and the  
incredibly strong, committed, and diverse  
network of mentors and fellows.

“

I don't think there is anything else like this in the  
sector. It's not only the education but also the  
time and labour-intensive process of coordinating  
mentorship that is valuable. Independently finding  
a mentor can be extremely difficult. Members  
of marginalized communities often have limited  
options as it relates to finding a great mentor.

**I wish a program like this was available  
when I began my career.**

”

**Nneka Allen** *Mentor*



## DOES THE PROGRAM REALLY MAKE A DIFFERENCE?

It's natural to wonder if a new program will actually make a difference in your life or advance your career. Here's what the first fellows are saying about this program:

“

The projects the fellows are doing are fantastic. **These projects have the potential to increase understanding and shape careers.**

There's nothing better than knowing your purpose, having the ability to pursue it and being supported to achieve it. I think the fellows will look back and clearly see the impact of the fellowship program.

”

**Nneka Allen** *Mentor*

“

**It's an amazing program that transformed my professional life.**

AFP has given me the confidence for fundraising—to tell my story and distinguish the organization and garner support. A lot of the success of our organization can be attributed to this fellowship.

**Eugenia Duodu** *Fellow*

”

“

It has opened doors for me. It's given me confidence.

**I know that there is a whole community that is supporting me and that I can rely on.**

Last but not least, it's given me a niche in the diversity and inclusion area and I can count on my fellows to grow my career.

**Shehzad Qureshi** *Fellow*

”

“

**I've been able to understand better what the opportunities are for someone like myself,**

where my niche is and how I can have high impact in philanthropy, specifically in fundraising and grantmaking.

**Toni Francis** *Fellow*

”





# THE FIRST FELLOWS

## LEARNERS, LEADERS, CHANGEMAKERS

In our first year, 31 fellows accessed the AFP network and educational resources. They participated in specialized access and equity training, and they discussed tools and methods to plan their own inclusion projects and to measure the impact of those projects.

The fellows worked one-on-one with highly experienced mentors. They also came together to share their own expertise, support each other, build our collective knowledge base, and lead the way to increased inclusion in philanthropy.

**Congratulations to the first cohort of  
Fellows in Inclusion and Philanthropy  
on their hard work and inspiring success  
in 2015-16**

1. Rebecka Abotossaway
2. Salomeh Ahmadi
3. Charlie Andrews, BFA, MA
4. Cheryl Blackman, MBA
5. Tania Cheng
6. Frankie Chow
7. Deona D'sa
8. Eugenia Duodu, PhD
9. Toni Francis
10. Melodie Gabriel
11. Tania Hossain
12. Mam Joof
13. Mimosa Kabir
14. Sara Lebensold, MA
15. Alana Liberman
16. Hope Lovell
17. Lucia Ly
18. Lorena Muñoz
19. Dulaa Osman
20. Irshad Osman, MSc
21. Alisha Pawa
22. Mohit Pramanik, MPH
23. Shehzad Qureshi
24. Sarah Midanik
25. Angela Severight, BA
26. Dolly Singh
27. Winsome Smith, MEd, BA
28. Muneeb Syed, CFRE, BA
29. Jacqui Terry
30. Andrea Thompson
31. Uma Venkataramaiah, B.Sc., MBA

For biographical information about the 31 fellows, please visit  
[www.afpinclusivegiving.ca/meet-the-fellows](http://www.afpinclusivegiving.ca/meet-the-fellows)



“

I have met some incredible fundraisers and mentors, who have taken the time to connect with me, share their stories and provide insights.

**I am excited at the possibility of expanding this network,** and I hope one day to be able to give back to this program and the fundraising community at large.

**Mimosa Kabir** *Fellow*

”

“

**The fellows are awesome.**

The caliber of the cohort right now is something that I've never experienced before.

**Eugenia Duodu** *Fellow*

”

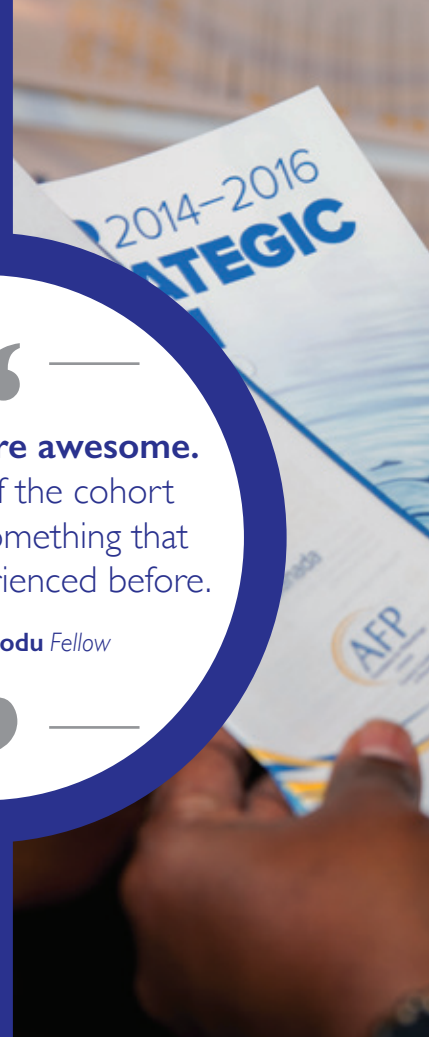
“

**They are energetic, vibrant, curious young leaders**

– likeable, open to learning, struggling to do the right thing. They are tasked with carrying out a mission, and that mission is to make the activities of AFP around diversity in the fundraising sector a priority within their organizations.

**Hamlin Grange** *Selection committee member*

”



## THE FELLOWSHIP EXPERIENCE

Four fellows from the first cohort were interviewed about what the program has meant for them and for their work

### Cheryl Blackman Fellow

#### Can you tell us about your fellowship project?

I'm examining how we acquire donors and looking to challenge some of the norms and make sure the team is aware that philanthropy is changing and our donor base needs to reflect the composition of society in Toronto and Canada. It's great that we're celebrating philanthropy, but it's important that we're not overlooking economic justice and social good.

#### What part of the program are you most excited about so far?

The AFP Congress experience and the pre-Congress experience. It was our first opportunity to connect and be surrounded by people who are like-minded. As well, the mentor experience has been phenomenal.

#### How do you think your organization will be different after you complete the fellowship?

I hope I will have brought to the table a facet of philanthropy they're not talking about yet. There's a need for some fearless conversation in our sector. It's been happening in the private sector and we have some catching up to do. If we're making that start, it's a really positive thing.

#### How do you think the fellowship program will change AFP? How will it change the philanthropic sector?

I hope AFP will begin to set targets as an outcome of the research done through these fellowships. It would be great to see strategic objectives aligned with what we learn through these fellowships.

### Eugenia Duodu Fellow

#### Can you please describe the fellowship project you're working on?

Are communities engaged? My project involves youth in a process that looks at low-income communities and how to engage them. I'm working with four other fellows, and we're looking at different communities. We plan to develop a tool to empower communities served, through meaningful engagement at the steps and stages where recipients want to be involved.

#### What part of your project are you most excited about so far?

I'm really excited about just asking the recipients. I've worked with youth for years and I've never asked them if they want to be part of raising funds, if they want to be empowered to raise funds themselves, and if they want to be at the table when the funds are allocated. It's about rounding out the assumptions. I'm really excited about the potential of something like that.

#### How do you think your organization will be different after you complete the fellowship?

My organization is already different. Understanding different ways of raising funds is new. Because I run the organization, having that understanding of fundraising allows me to structure my staff and direct my staff so that we are all working together to push that forward.



#### How do you think the fellowship program will change AFP? How will it change the philanthropic sector?

It was really evident that we were a new program and that we represented a shift. I could feel and see that at Congress. I feel that over the years we'll be able to visibly see the shifts that come out of it. It will make AFP more vibrant, more diverse, and inclusive, as it's intended to. I had never heard of AFP before. I've been able to go to my network and contacts and tell them about AFP and I feel like a lot of the fellows have done the same.



## Tania Hossain Fellow

### Can you please describe the fellowship project you're working on?

I'm looking at best ways to measure diversity and inclusion (D&I) in an organization. What are the core benchmarks that can be used to see if an organization is meeting their D&I goals? Part of the research will involve looking at both for-profit and non-profit organizations that have over the years been publishing reports and creating metrics that have been successful in helping them measure their D&I in their workplaces.

### What part of the program are you most excited about so far?

I'm excited to connect with the network of talented individuals who have been part of this fellowship. I also look forward to staying connected with the fellows beyond this program and to having that camaraderie amongst this group of people who are part of the fundraising sector.

## Irshad Osman Fellow

### Can you please describe the fellowship project you're working on?

How are donors recognized in the Muslim community and how do they see the value of being recognized? Is it different than other communities?

My project aims to answer these questions and set up principles and guidelines for donor recognition. I plan to contact mosques that are doing fundraising, and to interview donors and the people at the mosque about their policies and practices.

When I used to fundraise in mosques, we would raise \$50,000 to \$60,000 in half an hour. However, no one got tax receipts because the mosque where I volunteered to fundraise didn't have charitable status. So instead of formal recognition, all they would receive is prayers and blessings invoked upon them and their families.

I intend to research how mosque administrations retain these donors without standard recognition that we fundraisers believe is the primary motivation for giving.

### How do you think your organization will be different after you complete the fellowship?

We'll take the fundraising to the next level. We have seen lots of progress mainly because I have access to a larger network of fundraisers.

We wanted to start an endowment fund. I sent an email and everyone responded quickly. It's not like reading a book or Googling. You get knowledge and experience from the AFP network, the knowledge base and evaluations.

### How do you think the fellowship will change you and your work?

Through the fellowship, I've realized that there is solidarity and growing interests for many in the field to see best ways to integrate D&I in our everyday conversations and as well within our workplace practices. On a sectoral level, I believe this fellowship mobilizes people and accelerates the creation of long awaited conversations and practices around the importance of diversity and inclusion. It will increase and encourage individuals in this field to be more thoughtful, conscious of how each of us plays a role in creating inclusive practices in our workplace.



Through the AFP Facebook page somebody posted that Newman's Own Foundation was inviting funding applications. I applied and in December we got the confirmation that we will receive \$25,000. The organization has been operating for 45 years and that is the largest grant we have ever received.

### How do you think the fellowship program will change AFP? How will it change the philanthropic sector?

In some communities fundraising is not viewed as a profession. This program helps increase the credibility of fundraising as a profession, and this will encourage people from diverse communities to pursue fundraising as a career and the communities will not run short of potential fundraisers.

## THE MENTORSHIP COMPONENT

Each fellow is carefully matched with an experienced mentor. Mentors act as guides and connectors. They help fellows navigate workplace challenges, forge the career paths they want, find their confidence, share their strengths, and take their places in a growing network of diverse leaders.

### Thank you to our mentorship committee members:

Nancy Horvath, CFRE | Tania Little, CFRE | Sahar Vermezyari, program manager

### Thank you to our mentors

Aneil Gokhale	Marie Moliner
Ann Rosenfield, CFRE	Mark Hierlihy, CFRE
Ashleigh Saith	Mary McPherson, CFRE
Arlene Manankil	Michele Sharp, CFRE
Beth Weintrop	Mide Akerewusi
Cathy Mann, CFRE	Monique Archambault, CFRE
Celestia Richards	Nancy Horvath, CFRE
Chris Baylis	Nicole Salmon
Connie Swenson	Nneka Allen, CFRE
Denny Young, CFRE	Paul Nazareth
Earl Miller	Rickesh Lakhani, CFRE
Elisa Williams, CFRE	Robert Tomas, CFRE
Elissa Beckett, CFRE	Robin Cardozo
Janice Correa	Samantha Banks
Jehad Aliweiwi	Sara Zerehi
Jen Love	Sharon Lee, CFRE
Julie Wajcman	Stefanie McPherson
Katherine Hay	Susan Mullin, CFRE
Ken Aucoin, CFRE	Tina Tehranchian
Kimahli Powell, CFRE	Wendy Sung-Aad
Lois Fine	Zahra Mohamed

“The most exciting result of my work as a mentor has been in providing support, exploring issues of diversity and inspiring action to continue pursuing equality in our sector. It was great to see the group of fellows at Congress learn and connect with colleagues of colour. **One cannot underestimate the value of diverse representation.**”

**Nneka Allen** *Mentor*

“

I learn quite a lot from Lorena. She gave me guidance on engaging youth in fundraising.

**It's a mutually beneficial relationship.** It's important for fellows to know that as much as they are going to absorb information, they have a lot to share too, and people want to know what they have to say.

**Rickesh Lakhani** *Mentor*

”

“

When you start working with a mentor and have that moment of simpatico and make that connection with someone you can share ideas with, seek clarification with, it's priceless. If people get involved with the program for that only, it would be so worth it. But of course there is **much more going on here too.**

**Cheryl Blackman** *Fellow*

”

“

He's the best person I've met.

**When we met him, I was completely blown away by his knowledge and commitment.**

He's genuinely interested in AFP's Inclusive Giving project and he earnestly wants you to succeed. I saved thousands of dollars in communications consultant fees by getting pro bono help and information to our organization through my mentor.

**Irshad Osman** *Fellow*

”







## THANK YOU

Thank you to the funders, volunteers, and supporters who make the Fellowship in Inclusion and Philanthropy possible. The program is operated by the AFP Foundation for Philanthropy – Canada, and it is funded by the Ontario Ministry of Citizenship, Immigration and International Trade.

### FELLOWSHIP IN INCLUSION AND PHILANTHROPY

PROGRAMME DE  
PERFECTIONNEMENT  
EN INCLUSION ET  
PHILANTHROPIE



“The Ontario Ministry of Citizenship, Immigration and International Trade has been an exceptional partner. We are grateful for both their financial commitment to increasing diversity in the voluntary sector and their partnership approach.”

**Leah Eustace, ACFRE**

Chair, AFP Foundation for Philanthropy – Canada

“The ministry avoided taking a top-down approach and instead financially supported fellows to design and direct unique projects that truly serve the organizations and diverse communities where they work. This approach makes all the difference for a program focused on inclusion.”

**Lori Gusdorf**

Executive Director, AFP Foundation for Philanthropy – Canada

### Selection Committee

Hamlin Grange  
Victoria Grant  
Emma Lewzey, CFRE, Co-chair  
Krishan Mehta, PhD, Co-chair

### Management Committee

Lori Gusdorf, CAE, Executive Director,  
AFP Foundation for Philanthropy – Canada  
Emma Lewzey, CFRE, Co-chair  
Krishan Mehta, PhD, Co-chair  
Sahar Vermezyari, Program Manager

— “ —  
I want to thank the individuals who have put their time, their resources, and their energy behind creating this program.  
**This is something that was needed for a very long time.**

**Tania Hossain** Fellow  
— ” —

— “ —  
**The fellows will definitely make a lot of change to the organizations we work with.**  
We’ve been given the tools and the education and all the support from the Government of Ontario and from AFP to initiate change. We have the mandate and the support from the top. That makes us feel very comfortable that we can affect change.

**Shehzad Qureshi** Fellow  
— ” —

— “ —  
Thank you for really investing in this fellowship because it will pay dividends for the fellows and for the sector.  
**Keep us engaged and hold us accountable and we’ll hold ourselves accountable.**

**Cheryl Blackman** Fellow  
— ” —

“  
You don't  
know what  
you're missing!

Irshad Osman *Fellow*  
”

“  
You need to be  
involved. You need to  
check it out. **The fellowship  
program represents inclusion  
at its finest.** It really is helping  
to enhance and enrich AFP.

Eugenia Duodu *Fellow*  
”

“  
Our fellows are the future  
of fundraising. **Their talent,  
commitment, and knowledge  
of diverse communities will make  
the charitable sector stronger, more  
dynamic, and more sustainable.** It's an  
honour to help them access AFP resources  
to boost their confidence, extend their  
reach, and accelerate their work.

Sahar Vermezyari *Program Manager*  
”

## CONTACT US

Sahar Vermezyari, Program Manager  
Fellowship in Inclusion and Philanthropy  
AFP Foundation for Philanthropy – Canada  
260 King Street East, Suite 412  
Toronto, ON M5A 4L5

[diversityfellowship@afpnet.org](mailto:diversityfellowship@afpnet.org)

 @InclusiveGiving

 Inclusive Giving

[www.afpinclusivegiving.ca](http://www.afpinclusivegiving.ca)