



Inclusion, Diversity, Equity and Access (IDEA) Committee for AFP Silicon Valley IDEA Fellowship Program Application Guidelines and General Information

Program: The Inclusion, Diversity, Equity and Access Fellowship (IDEA) is a year-long program for fundraisers from underrepresented communities, including fundraisers of color (African-American, Latinx, Hispanic, Asian), LGBTQ and/or gender nonconforming fundraisers, Indigenous, other underrepresented communities, and emerging fundraisers who work at smaller, under resourced nonprofits. The program is intended to recruit, retain, and educate ethnically diverse non-profit fundraisers with the intent to increase the number of ethnically diverse fundraising/non-profit professionals in Silicon Valley.

The fellowship would provide participants with full access to all the benefits of AFP Silicon Valley Chapter membership, including:

- 2021 AFP Membership to AFP International including AFP Global's newest offering from Korn-Ferry, a 360 career building tool.
- 8 Chapter Luncheon Workshops on a variety of topics
- 4 IDEA Virtual Trainings on a variety of topics
- Opportunity to apply and participate in the AFPSV [Mentoring Program](#)
- Fundraising Academy, a two day program previously presented by Sanford School of Philanthropy
- 2 Networking Mixers
- Orientation session in January 2021
- Ticket to Silicon Philanthropy Day (dependent on Shelter-in-place guidelines)
- A Portion of 2022 Membership to continue your professional development

In addition to all of the training benefits, fellows would have opportunities to network, meet leaders in the fundraising and philanthropic sector, and participate in leadership opportunities while they build fundraising capacity and increase mission impact. (Note: This will be conducted virtually or in person depending on Santa Clara County Shelter in Place guidelines.)

Eligibility: The IDEA Fellowship seeks to identify and engage voices that are not currently engaged in the broader nonprofit fundraising community. Individuals from underrepresented communities, including fundraisers of color (African-American, Latinx, Hispanic, Asian), LGBTQ and/or gender nonconforming fundraisers, Indigenous, other underrepresented communities, and emerging fundraisers who work at smaller, under resourced nonprofits are encouraged to apply. You do not need to be a member of American Fundraising Professionals organization to be eligible for this opportunity.



IDEA Fellowship Program Application: Please submit the entire fellowship application as ONE PDF DOCUMENT including:

Name: _____

LinkedIn profile (if available): _____

Address: _____

City: _____ State: _____ Zip: _____

Best Phone Number to reach you: _____

Best times to reach you: _____ Email: _____

Current Employer: _____ Current Title: _____

Nonprofit Sector (ex - Human Services, Arts, Housing): _____

Who do you serve? (ex: Youth, Veterans): _____

Mission of your organization: _____

Website: _____ Annual Budget: _____

Your annual fundraising goal: _____ Total organization fundraising goal: _____

Progress to goal, how much has been contributed so far? _____

Type of Fundraising in current role: (ex: Events, Capital Campaign, Annual Fund, Corporate): _____

Immediate Past Employer & Dates of Employment: _____



Years working as Fundraiser _____ Gender: _____ Race/Ethnicity: _____

Do you consider yourself part of an under represented or underserved community? YES / NO

Please Explain: _____

What communities (list them all) do you consider yourself a part of: _____

What are your experiences with exclusion: (ex: looked over for promotion, could not support clients I served because I was not aware of..., inability to access services because of....)

What have been your biggest challenges that you have experienced in your work as a fundraiser this past year?

What has been your biggest accomplishment, high point and/or promising development you have experienced in your work as a fundraiser this past year?



Post Evaluation: In order to assess the success of the fellowship program, fellows will be asked to:

- Complete short surveys in June 2021 and again in November 2021
- Complete an exit interview at the end of 2021.
- In addition, IDEA fellows will be asked to write a one page written summary of their experience in the IDEA fellowship in October 2021. The results of all of these evaluation tools will be shared with the AFPSV Chapter Board and all program funders.

By submitting this application, I agree to represent the AFPSV Chapter IDEA Fellowship Program to the best of my abilities. I also agree to adhere and to the post evaluation expectations.

Name (please type/print): _____ Date: _____

Signature: _____

Please submit your application to Manju Ramachandran, VP IDEA AFPSV, vpidea@afpsv.org by November 30, 2020.

For more information or questions, please contact: Manju Ramachandran, AFPSV VP of IDEA at vpidea@afpsv.org, 415-999-7859 OR Ilyashe Peete, AFPSV VP-elect IDEA, AFPSV at vpeidea@afpsv.org or 901-258-2464