

**AGM**

# Diversity

**FELLOWSHIP PROGRAM**

AN INITIATIVE  
TO EXPAND  
DIVERSE  
LEADERSHIP IN  
PHILANTHROPY



**Associated Grant Makers**  
advancing effective and responsible philanthropy

A COMMITMENT TO

# Diversity

As part of our ongoing efforts to promote and advance philanthropy, Associated Grant Makers is pleased to announce *The AGM Diversity Fellowship Program*. Founded in 1969, AGM is a regional association of grant makers in Massachusetts and New Hampshire. Although our member organizations represent many distinct values and funding priorities, they share a common purpose: to shape a better future for the residents of our region.

As our region experiences rapid demographic change, so do the faces of community leaders and organizations with which funders interact. Our members' recognition of the value of diverse staffing is increasing, yet diversity in philanthropy has not kept pace. Nationally 21% of foundation professional staff are ethnic/racial minorities<sup>1</sup>; AGM member organizations are approximately 11% people of color. Further, the potential pool of more representative staffing is also low given the prevalence of informal networks that are often used in the hiring process.

This fellowship program aims to inspire the next generation of philanthropic leaders among people of color by offering training and support to a select group of passionate, emerging professionals. We strive to increase the number and proportion of people of color as staff – and executives – in the field of philanthropy.

During the fellowship year, Fellows will gain knowledge and experiences in a wide range of areas. Fellows will expand their networks in philanthropy. And the Diversity Fellowship Program will provide assistance to help Fellows to obtain employment in the philanthropic sector.

## PREPARING EMERGING LEADERS

The program has four key components. Together, these four components will position Fellows to become the next generation of philanthropy professionals. Fellows will have knowledge, skills, experiences and relationships that prepare them for a career in philanthropy.

1

**Learning Community** including an initial two week orientation and weekly meetings thereafter during which Fellows come together to learn about the history, tools, critical issues and legal structures that govern philanthropy.

2

**A Placement** for 4 days per week with a host grant making organization. Work with professional staff and trustees to gain hands-on experience in grantmaking.

3

**Professional Collaboration Opportunities** through which the Fellows engage with the field's affinity groups such as the Boston Education Funders or Asian Americans/Pacific Islanders in Philanthropy, and attend a national or regional conference in the northeast.

4

**Structured Connections** for the Fellow, linking him/her to key philanthropy leaders in our region. A minimum of two structured connections will be made for Fellows during the Fellowship.

