

# IMPACT FELLOWSHIPS SUMMIT 2021



**November 16-18**

[www.irex.org/ifs](http://www.irex.org/ifs)

Beyond Fellowship Adaptation: Towards Sustained, Inclusive & Systemic Impact



NAMES & FACES

## AGENDA

### DAY 1: Tuesday, November 16, 2021

Time	Session Title	Speakers
9:15-10:00am	Pre-Summit Speed Networking (M)	
10:00-10:30am	Welcome and Keynote Fireside Chat (M U T)	<p><b>Dr. Kristin Lord</b>, President &amp; CEO, IREX</p> <p><b>Bavidra Mohan</b>, Director, Acumen Academy</p> <p><b>Cheryl Schoenberg</b>, Deputy Director, Leadership Practice, IREX</p>
10:30-11:00am	Social Network Analysis Map Reveal	<p><b>Philip Davidovich</b>, CALI Senior Technical Specialist, IREX</p> <p><i>This session will discuss the social network analysis of our community that attendees could opt into participating on the summit registration form. We will unveil the network directory that resulted from the survey data to date and discuss what information will be added after we check in on contacts made during the summit. The directory is an interactive document that can be referenced beyond the summit.</i></p>
11:00-11:45am	Community Building Reciprocity Ring (M U)	<p><b>Sarah Allen-Short</b>, Vice President, Give and Take</p> <p><i>The reciprocity ring activity will explore the benefits of giving and receiving help. IFS attendees will be introduced to the Impact</i></p>

Learning Path Key: M – For Me, U – For Us, T – For Them  
 Fellowships Summit Community Givitas  
 Platform.

11:45-12:00am **Wellness and Journaling Break**

12:00-12:45pm **Grounding/Reflection (M)**

**Raj Escondo**, Program and Curriculum  
 Manager, Rockwood Leadership Institute

*In this quick and engaging 45minute session, participants will ground themselves in easeful practices of self-awareness- a foundational skill in building sustained and systemic impact. This session will thoughtfully prepare participants for the rest of the summit through a strength-based invitation into personal reflection, breath, and accessible movement.*

12:45-1:30pm **Lunch Break**

*Optional on-demand content to explore*

1:30-2:30pm **Speed Networking (M)**

2:30-3:15pm **Breakout I Sessions**

**Methodologies Worth a Thousand Words: Participatory Photography for Evaluation and Engagement (U)**

**Selma Talha Jebril & Shanna Kirgan**, Institute of International Education

*During this workshop, we will share and reflect on the experiences of Salzburg Global in co-creating and managing networks over the past year and will invite participants to work through a series of activities and group discussions to help participants to reflect on their own contexts and develop strategies for implementing best practices within their Fellowship networks.*

**Finding your Fellows: Inclusive Recruitment and Selection Practice (U)**

**Anyu Silverman**, Schusterman Fellowship

**Libby Wann**, Ford Foundation

**Kenita Williams**, Southern Education Foundation

**Luis Quijano**, IREX

*This panel session explores fellowship recruitment and selection strategies across multiple programs. Recruitment and Selection topics discussed will include embedding diversity, equity and inclusion practices, programmatic pivots due to the covid-19 pandemic, and more.*

	<p><b>Where to start? Implementing a DEI Plan (U)</b></p>	<p><b>Daniel Kroo</b>, VP Operations, The Global Good Fund</p> <p><b>Kimberly Lewis</b>, CEO, EveryChild Fed</p> <p><b>Rachel Watson</b> CEO and President, Goodwill Industries of East Texas</p> <p><i>This session will look at how Global Good Fund (GGF) measures DEI throughout the organization with entrepreneurs and how that impacts GGF programs through the mentorship partnerships that are cultivated to move the mission forward.</i></p>
	<p><b>The Playbook: How Leaders and Followers can score big by using Diversity Inclusion as a superpower to positively Impact Followership (M U)</b></p>	<p><b>Deatra Heisel</b>, Indiana Wesleyan University</p> <p><i>This session will discuss followership as it relates to diversity and inclusion, and how to use it as a competitive advantage rather than resilience. The session will discuss some tools and frameworks that can assist leaders and followers score big using Diversity and Inclusion as a superpower to positively impact followership.</i></p>
	<p><b>Leadership Learning Circles: a cost-effective model for peer-led group coaching (T)</b></p>	<p><b>Hannah Taylor</b>, Global Health Corps</p> <p><b>Shannon Salentine</b>, Lead for Good</p> <p><b>Maggawa Baker Ndugga</b>, USAID</p> <p><i>Mentorship programs can be expensive and therefore out of reach to many, particularly early career professionals, and professionals in the social sector. This session addresses how the Global Health Corps has partnered with certified career coaches and global health professionals to create a cost-effective model for peer group coaching, Leadership Learning Circles (LLC).</i></p>
	<p><b>Supporting the Wellness of Frontline Workers in the Nonprofit Sector (W U)</b></p>	<p><b>Kristen Hecht</b>, Longbrake Family Foundation</p> <p><b>Kesia Brown</b>, Worker Advocate and Empowerment Coach</p> <p><i>The Longbrake Family Foundation will pilot a new fellowship in 2022 for nonprofit leaders who serve on the frontlines of their organization and interact directly with the people, issues, and communities that their organization serves. In this session, we will share the design approaches we're using to build the program (DEIJ, human-centered, and trauma-informed), our current program concept, and what we've learned about leadership development through this research. Attendees will be invited to share feedback on our program concept, take back approaches that support their own fellowship (re)design or implementation, and join our work as we build and pilot the program in the months ahead.</i></p>




Afternoon Plenary Session		
3:15-3:30pm	<b>Break – Lightning Talk</b>	<p>Atlantic Fellows, Developing Approaches to Evaluating Impact</p> <p><i>This pre-recorded content will be available on demand throughout the summit.</i></p>
3:30-4:15pm	<b>Strengthening Fellowship Connections in a Virtual Space (T)</b>	<p><b>Abbie Wade</b>, Communications Coordinator, IREX</p> <p><b>Alessandra Hodulk</b>, Senior Program Officer, MEL, IREX</p> <p><i>This presentation explores how the Mandela Washington Fellowship, a program of the U.S. Department of State with funding provided by the U.S. Government and administered by IREX, utilizes Givitas and other virtual spaces to maintain and inspire connections across the Fellowship Network.</i></p>
4:15-4:30pm	<b>Wrap up and Feedback Session (M)</b>	<p><b>Cheryl Schoenberg</b>, Deputy Director, Leadership Practice, IREX</p> <p><b>Kesia Brown</b>, Worker Advocate and Empowerment Coach, and IFS Steering Committee Member</p>

**DAY 2: Wednesday, November 17, 2021**


Time	Session Title	Speakers
8:00-9:00am	<b>Participatory Approaches to Building Responsive and Sustainable Networks (T)</b>	<b>Jennifer Dunn, Faye Hubson</b> , Salzburg Global Seminar  <i>This workshop will share and reflect on the experiences of Salzburg Global in co-creating and managing networks over the past year and will invite participants to work through a series of activities and group discussions to help participants to reflect on their own contexts and develop strategies for implementing best practices within their Fellowship networks.</i>
9:15-10:10am	<b>Early Bird Yoga and Welcome (M)</b>	<b>Amy Fisher-Bruey</b> , Project Director, Community Engagement Exchange, IREX
10:10-10:20am	<b>Keynote Speaker (M U T)</b>	<b>Janella Ferguson</b> , Director of Strategic Partnerships, IREX introducing  <b>Tara Hogan-Charles</b> , Senior Director of Racial Equity Partnerships and Programs, Procter & Gamble Company
<b>Breakout I Sessions</b>		
10:25-11:30am	<b>Ethical Engagement During Virtual Fellowships (T)</b>	<b>Nishtha Yadav</b> , Foundation for Community Development and Empowerment  <i>As virtual fellowships continue for the second year in a row, it is essential that the fellows who work with vulnerable populations or in the Global South engage in ethical conduct. As remote workers are fellows building an intercultural understanding of the population they are working with? Are they not aware of their privilege or microaggressions as they work virtually? My session aims to explore how fellowship organizations can ensure that their fellows engage in ethical practices.</i>
	<b>Ubuntu: Human Connection Within and Beyond Community (T)</b>	<b>Dumisani Magadla</b> , SADB  <i>This will be a session about human connection within and beyond community using ancient values and principles of Ubuntu ("I am because we are"). These are the values and principles that Nelson Mandela lived by. The session will share highlights of what Ubuntu and Ubuntu Intelligence is about, and HOW to live by it, ways to practice it, and infuse it in our daily lives, starting with 'conscious greetings'. There will be break-away sessions with clear assignments to practice and experiment.</i>

	<b>Eradicating Inequities for Fairer, Healthier and more Inclusive Societies (T)</b>	<b>Atlantic Fellows</b> , Atlantic Institute  <i>Using augmented reality and a panel discussion to share case studies, perspectives and experiences of Atlantic Fellows who received a Solidarity Grant in response to Covid-19. This breakout session will explore lessons learnt and ways of amplifying the impact of Fellows' work.</i>
11:30–11:50pm	<b>Wellness and Journaling Break (M)</b>	
11:50–12:30pm	<b>Topical Networking (M)</b>	
<b>12:30-1:15pm Breakout II Sessions</b>		
	<b>Diversifying the Next Generation of Leaders: Best Practices from Forward-Thinking Fellowship Programs (U)</b>	<b>Ashley Holben</b> , Mobility International, (USA)  <b>Silvija Stoljevska</b> , IREX  <i>In this session, attendees will hear about fellowship programs that are specifically designed to create doorways for people of color, people with disabilities, and other historically underrepresented communities to enter and thrive in careers in international development, federal agencies, nonprofits, congressional offices, and more. We will discuss strategies for recruiting participants (including those who represent multiply-marginalized groups in recognition of intersectionality), working with partner placement organizations, evaluating the impact of these programs, and other practices that any organization can apply to their own fellowship programs.</i>
	<b>Diversity, Equity and Inclusion; a Luxury or Necessity for Startup Social Enterprises (T)</b>	<b>Sandra Waithaka</b> , Global Good Fund  <b>Neha Arora</b> , Founder of Planet Abled  <i>At this session we hope to have a rich lively discussion about how DEI manifests itself in different social enterprises that are facing different difficulties. We also hope to answer the question: if DEI today is a luxury, how can we make it a necessity for social entrepreneurs who are just starting their businesses and hoping to grow their companies.</i>
	<b>Value of Connection (T)</b>	<b>John Cape</b> , Global Health Corps  <b>Batool Hassan</b> , Acumen  <b>Elikem Tomety Archer</b> , Chief Program Officer, Global Citizen Year  <b>Ruth Achillah</b> , Director of Fellowships, Global Health Corps

 = Impacting at all Levels

 = Whole Fellow Approach

 = Beyond the Fellowship

 = Plenary Session

**Brit Yamamoto**, CEO and Co-Founder of Perennial

*The focus of this panel will be what programs like ours have learned during the pandemic about how to build communities virtually, and the significance of those lessons for our program design: are virtual or hybrid models here to stay? Is there community building that can only be accomplished in-person? How should we think about the ROI of costly in-person programming vs. lean virtual programming? What lessons have we learned about the role of technology in community building that we'll continue forward?*

1:15-2:00pm Lunch

2:00-3:00pm Breakout III Sessions

**Evaluating Program Impact: Using Simple Theory-Based Models to Identify Your Program's Short & Long-term Impact (U)**

**Vicki Johnson**, ProFellow

*During her PhD research, Vicki developed simple models to evaluate the long-term impact and effectiveness of programs that teach children about disaster risks and disaster preparedness. These models can be applied to any program with undefined measures of impact. During this session, she will walk participants through these models which can help staff define the desired outcomes of their programs and ways to measure those outcomes.*

**Alumni in the time of Covid and Beyond (T)**

**Maram Suleiman**, Regional Program Officer, MEPI Alumni Connection IREX

**Lena Derisavifard**, Operations + Alumni Program Manager, Global Health Corps

**Melanie Whittaker**, Head of Membership and Development, Leadership Programs, The German Marshall Fund

*This panel will explore what has been lost, what has been gained and where we go from here, looking ahead at how we support our alumni networks.*

**Fellowship Collaboration: Building a Trust-Based Ecosystem (U T)**

**Emma Cappiello**, Summit Impact

**Kaitlin Capobianco**, Halcyon

**Marica Rizzo**, Acumen

**Brook Wilson**, Notley Leadership Network

	<p><i>The fellowship space is inherently collaborative, and not competitive; and the best way to have an impact on our fellows is to leverage shared learnings between one another. In this interactive conversation, we will discuss how we have thoughtfully architected community amongst fellowship programs. We will share our process for identifying and understanding each program's value proposition, each fellowship program's strengths, and helping our impact leaders flow more easily to (or between) programs.</i></p>
3:00-3:15pm	Break
3:15-4:00pm	Breakout II Sessions
	<p><b>Social Network Analysis Methods (T)</b> <b>Phil Davidovich</b>, IREX Senior Technical Specialist, CALI</p> <p><b>Aisha Thompson-Baton</b>, Monitoring, Evaluation, and Learning Advisor, IREX</p> <p><i>This session will discuss the social network analysis methodology and how it can be applied and leveraged in fellowships and with alumni networks for multiple benefits.</i></p>
	<p><b>Intersectionality as a Bridge: Supporting Fellows with Close Ties to the Communities They Serve (T)</b></p> <p><b>Kesia Brown</b>, Mending Tree Coaching and Consulting</p> <p><i>This session will focus on fellowship space - and on supporting and nurturing fellows from historically unrepresented groups. This will include a brief primer outlining what diversity often means in the workplace and introducing the concept of "intersectionality" in how a fellow may see themselves and see their placement.</i></p>
	<p><b>Leaders as Learners: Using Enneagram for Leadership Development (U)</b></p> <p><b>Kathryn Bradley, Charmaine Mercer</b>, William &amp; Flora Hewlett Foundation,</p> <p><b>Alcine Mumby</b>, Envision Learning Partners</p> <p><i>Through this session, we hope to offer an example of a funder and grantee relationship that intentionally centers and funds leaders' learning as they execute the work of leadership development. We hope that sharing this example will inspire a conversation about leaders reflecting and analyzing their own leadership. Through this, we hope not only to share an example of how to invest in fellowship programs; we also hope to show how to invest in the leaders and see the impact on the programs. Lastly, we hope to learn from a community of fellowship program leaders.</i></p>
4:00-4:30pm	<p><b>Closeout, Feedback and Reflection</b> <b>John Cape</b>, Global Health Corps and IFS Steering Committee member</p>



**DAY 3: Thursday, November 18, 2021**

<b>Time</b>	<b>Session Title</b>	<b>Speakers</b>
9:15-10:05am	<b>Speed Networking and Opening (M)</b>	
10:15-12:00pm	<b>Learning Lab and Research Corner (M U T)</b>	<i>Join us at the Learning Lab to learn about innovative tools, technologies and services that can help you improve the management or impact of your fellowship or leadership development programs. Don't miss out on the live sessions that will be hosted by IFS partners, check the schedule for exact times.</i>
12:00-1:00pm	<b>Networking Challenge Lab (M U)</b>	<i>The Challenge Lab offers a unique networking opportunity to come together around a challenge, nominated by the group with time spent sharing ideas or experiences that can help think through the challenge. The information gathered during this session will be shared with all attendees after the summit.</i>
1:00-2:00pm	<b>Lunch</b>	<i>Engage in informal networking, watch sessions you missed, or just relax and recharge.</i>
2:00-3:00pm	<b>Finding Balance and Achieving Personal Wellness amidst Uncertainty: Using Nature to Nurture (M)</b>	<b>Yoshi Silverstein</b> , Founder & Executive Director, Mitsui Collective  <i>We will close out IFS by tapping into the energetic and embodied flow of nature, time, and place to ground and sustain ourselves as we prepare to go back to our work.</i>
3:00-3:30pm	<b>Closing Remarks and Feedback</b>	<b>Cheryl Schoenberg</b> , Deputy Director, Leadership Practice, IREX  <b>Aisha Thompson-Banton</b> , MEL Advisor, IREX

Learning Path Key: M – For Me, U – For Us, T – For Them