

IMPACT FELLOWSHIPS SUMMIT 2020



October 27-29

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Diverse and Equitable Leadership for a Changing World



NAMES & FACES

Submittable

AGENDA

DAY 1: Tuesday, October 27, 2020

Time	Session Title	Speakers
10:30-11:00am	Welcome, Opening Plenary Fireside Chat	Dr. Kristin Lord , President & CEO, IREX Cheryl Schoenberg , Deputy Director, Leadership Practice, IREX Troy Glover , New Orleans Director for the Center for Employment Opportunities; WKKF Community Leadership Network Fellow <i>In a time of significant change, how can impact fellowships develop diverse coalitions of leaders to address the multi-dimensional challenges we are facing now and in the future?</i>
11:00-12:00pm	Morning Plenary Ready...Get Set...Ground	Lucia Castañeda Kimble , Rockwood Leadership Institute Trainer / Curriculum and Training Director and Integral Life Coach <i>Oftentimes we jump into the hustle and bustle of our days, thinking that we are ready to go without taking the time to fully arrive. Let's take the time to fully arrive in community with each other, creating the conditions for our participation to thrive just as we seek for our participants. What are you learning about what is needed for you to ground these days? What is possible when you operate from a grounded presence?</i>
12:00-12:15pm	Break	
12:15-1:00pm	Breakout I Sessions	

= Where's Your Impact

= Answering the "So What"

= Connections Matter

= General Session

	<p>Impact in Context: Using Longitudinal Tracking to Measure the Nuanced Impact of International Scholarships</p>	<p>Mirka Martel, Head of Research, Evaluation and Learning, Institute of International Education</p> <p><i>This workshop will identify practical strategies for setting up longitudinal tracking of program participants or alumni over time to understand broader nuance and approaches to measuring impact.</i></p>
	<p>Preliminary Findings From the Survey for the 2020 Fellowship Industry Report</p>	<p>Nishtha Yadav, Social Entrepreneurship Fellow, ProFellow</p> <p>Vicki Johnson, Founder and Director, ProFellow</p> <p>Janet Kroll, Strategy & Planning Officer, Stoneleigh Foundation</p> <p>John Cape, Vice President of Programs, Global Health Corps</p> <p>Melissa Huerta, Senior Program Officer, Mozilla Foundation</p> <p>Cheryl Schoenberg, Deputy Director, Leadership Practice, IREX</p> <p>Kristen Hecht, Program Director, BA Women's Alliance</p> <p><i>ProFellow has taken the lead to produce the 2020 Fellowship Industry Report, in collaboration with IREX. With the support of the steering committee, a questionnaire was developed to capture information about the fellowship industry trends. Particularly, the survey gathered insights and information around impact evaluation and DEI practices of fellowship organizations. In this session, we will share the preliminary findings from the survey and engage in a discussion with the participants.</i></p>
1:00-2:00pm	Lunch	
2:00-2:45pm	<p>Afternoon Plenary Join the Conversation – Inclusivity and Accessibility in Fellowships!</p>	<p>Ashley Holben, Program Specialist, Mobility International USA</p> <p>Jill Grana, Senior Project Director, Mandela Washington Fellowship for Young African Leaders, IREX</p> <p>Yaa Oppong, Program Manager, World Bank Group's Young Professionals Program</p> <p>Mohammed Kabir Ibrahim, Alumnus, Mandela Washington Fellowship for Young African Leaders</p> <p><i>This moderated panel will discuss lessons and best practices of inclusivity and accessibility in Fellowships and in support of alumni. Among other topics, panelists will reflect on their biggest</i></p>

challenges and successes, accommodations in a virtual space, and how they each work to ensure inclusivity for all.

2:45-3:00pm	Break
3:00-3:10pm	Closing Remarks Cheryl Schoenberg , Deputy Director, Leadership Practice, IREX
3:10-4:00pm	Speed Networking <i>Grow your personal IFS network with efficiency! Share a little bit about yourself and make connections that will last well beyond the Summit.</i>

DAY 2: Wednesday, October 28, 2020

Time	Session Title	Speakers
10:30-10:35am	Opening Remarks	Cheryl Schoenberg , Deputy Director, Leadership Practice, IREX
10:35-10:45am	Reimagining Leadership Models	Monisha Kapila , Founder and CEO, Prolnspire <i>The social impact sector is changing rapidly - people are recognizing the importance of shifting power, closing the racial leadership gap, leveraging technology, and collaborating towards common goals. We need new ways of doing things to move our organizations from charity to justice. How do we reimagine leadership and support rising leaders from diverse backgrounds to create change?</i>
10:45-11:45am	Morning Plenary Reading Interpersonal Dynamics	Gabe Adams , Assistant Professor, University of Virginia, Advisor, Names & Faces <i>Consider your last awkward interaction. Do you know why it was awkward? How can you ensure things go more smoothly next time? Join this interactive, experimental session if you're interested in understanding how social information is conveyed and how people can better connect with one another (both virtually and in-person). Be prepared to get out of your comfort zone and have some real, awkward interactions!</i>
11:45-12:15pm	Announcements and Break	Cheryl Schoenberg , Deputy Director, Leadership Practice, IREX
12:15-1:00pm	Breakout I Sessions	
	Following a Fellowship: Nurturing Your Community Networks for Sustainability	Kesia Brown , Director of Fellowships, Public Rights Project Tyler Hudacek , Senior Associate, Global Impact Samantha Ducey , Director, Global Impact <i>Join this session to explore the different components of a successful alumni network, hear from program staff about best practices for effective alumni engagement, discuss how to strengthen connections within programs, and learn how staff have responded to feedback to improve their respective alumni programs. In particular, we hope to engage with staff whose fellowship programs have a global reach around how they continue to engage their alumni across the world.</i>
	Global Issues, Local Action: Inclusion and Innovation in Public Interest Technology	Melissa Huerta , Mozilla Foundation Amy Raikar , Mozilla Foundation <i>Mozilla's fellowship program, which has supported 200+ fellows since 2016, reimagines new policies, infrastructure, and technologies needed for providing for the protection and agency of people</i>

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	<p><i>online; reconstitutes the field so that more, and more diverse, groups are included in the development, deployment and management of technologies; and rebalances the power dynamics of the internet by shifting it back to individuals and communities. In this session, we will discuss the nuances of executing a global fellowship program in the tech sector that supports individuals to strengthen civil society, and challenge the status-quo in business and public policy across movements. We'll also discuss how the technology field is expanding how we define and address issues of diversity, equity, and inclusion.</i></p>
	<p>Applying a Design-Thinking Approach to Program Development and Implementation</p> <p>Marcia Mundt, Impact Director, New Sector Alliance</p> <p>Brian Garshelis, Executive Director, New Sector Alliance</p> <p><i>Workshop participants will become familiar with the steps of the design-thinking cycle and how to apply them to developing, delivering, and monitoring the effects of new content. They will walk away with tips on how to quickly research and generate content on new program ideas, a physical low-level prototype of a new program idea of their own, and feedback from their peers.</i></p>
1:00-2:00pm	Lunch
2:00-3:00pm Breakout II Sessions	
	<p>Lessons in Monitoring, Learning and Evaluation for Fellowship Programs</p> <p>Monisha Kapila, Founder and CEO, Prolnspire</p> <p>Emily Ackley, Prolnspire</p> <p><i>This session will focus on lessons for monitoring, learning, and evaluation (MLE) from the Prolnspire Fellowship in Digital Finance. This fellowship program placed professionals with experience in fintech, digital finance, and financial inclusion in U.S. federal government agencies (USG). The MLE process used different techniques to understand how investments in people translate to impact and systems change. This session will include key steps and tools that other fellowship programs can take to measure impact.</i></p>
	<p>Communities of Practice and their Place in the Fellowship Community</p> <p>Kate Mastro, Senior Program Manager, Wildlife Conservation Society</p> <p>Elizabeth Stephenson, Director, Marine Conservation Action Fund, New England Aquarium</p> <p>Stephanie Eisenman, Manager, Russell E. Train Education for Nature, WWF Global Science</p> <p><i>The Conservation Leadership Community of Practice (CLCP) came out of a need for a community where impact fellowships focused on conservation could come together to learn,</i></p>

		<p><i>collaborate, and enhance our programs. This discussion will look at lessons the group has learned through their participation in communities of practice, the challenges and opportunities this collaboration can have, and how to continue to evolve these communities to remain relevant and become more impactful.</i></p>
	Connect with Communities in Photovoice Projects	<p>April Allen, Founder and Principal Consultant, Resilient Futures LLC</p> <p><i>Participants will leave the session with a foundation in the processes and ethical considerations for adopting Photovoice in their program evaluations, including specific opportunities for integrating Photovoice into sharing program effectiveness with funders, policymakers, and other stakeholders. The use of this method provides leaders with a practical and actionable way to demonstrate a learning mindset, as fellowship participants and alumni are empowered to bring questions, insights, and solutions to assessments of program implementation and effectiveness.</i></p>
3:00-3:15pm	Break	
3:15-4:00pm	Breakout III Sessions	
	Leveraging Stakeholder Mapping as a Tool for Learning and Engagement	<p>Alison Opoku Donyina, Senior Monitoring, Evaluation and Learning Officer, IREX</p> <p>Sarah Boeving, Director of Special Initiatives, Mandela Washington Fellowship for Young African Leaders, IREX</p> <p><i>This session will explore stakeholder mapping and identify practical strategies for effectively engaging a range of audiences in fellowship learning, innovation and impact.</i></p>
	Leveraging LinkedIn for Positive Changes	<p>Jennifer Bangoura, University of Southern California</p> <p><i>How can you leverage LinkedIn for positive change? This session will explore the 3 Ps of LinkedIn and how to make the most of them for leaders of fellowship programs: Profile, People, and Posts.</i></p>
	Strategies for Finalists Interviews	<p>Shannon Scott, Director, Fellowship Experience, Foster America</p> <p><i>Explore Foster America's approach to finalist interview activities, hear our hard-learned lessons, and discuss how to build connections even in a totally virtual interview process.</i></p>
4:00-4:10pm	Closing Remarks	<p>Cheryl Schoenberg, Deputy Director, Leadership Practice, IREX</p>

DAY 3: Thursday, October 29, 2020

Time	Session Title	Speakers
10:30-10:35am	Opening Remarks	Cheryl Schoenberg , Deputy Director, Leadership Practice, IREX
10:35-12:00pm	Learning Lab	<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>
Booth Breakouts		
10:35-11:05 am	Keeping Fellows Connected and Engaged – The Value and The Practice	Gabe Adams , Assistant Professor, University of Virginia, Advisor and Jake Lammert , Names & Faces <i>Fellowships, leadership groups, and networks of all kinds face the challenge of maintaining relevance and providing value beyond the content their program provides. The value beyond that program of content - indeed the preeminent long-term value of the whole Fellowship - lies in the network of individuals within it and the relationships your Fellows make. The challenge for administrators is keeping up-to-date details on who's who, where they fit in, and what they're doing and in making that information accessible to others in the program so it's easy to use, and helps fellows stay connected and build relationships. Names & Faces has set out to solve these challenges. Join Gabe Adams, Advisor and Assistant Professor at the University of Virginia, and Jake Lammert from Names & Faces as they talk about the value and the practice of keeping fellows connected and engaged.</i>
11:30-12:00pm	You've selected your fellows. Now what?	Sigrid Sheie , Sales Manager and Jared Smith , Account Executive, Submittable <i>After running a thorough search and selecting your top applicants, it's time to make sure you have a strategy and process in place to collect all documentation and follow up reports needed to actively track progress. Join Submittable in a discussion and demonstration of how to leverage modern tools to streamline effective, thoughtful communication and data collection through the end of your fellowship cycle.</i>
12:00-12:10pm	Break	

12:10-1:00pm	Afternoon Plenary I Demographic Data Collection – A Tool for Change	<p>Rella Kaplowitz, Senior Program Officer, Evaluation and Learning, Charles and Lynn Schusterman Family Foundation</p> <p>Jasmine Laroche, Program Associate, Evaluation and Learning, Charles and Lynn Schusterman Family Foundation</p> <p><i>Many of us, whether trained evaluators or program staff have never questioned how or why we collect demographic data. This type of data collection is often viewed as a rote task, a matter of tacking on a set of generic and seemingly “neutral” questions at the beginning or end of a survey or application. However, how and what demographic data we collect signals who our organization is and what we stand for. In this session, session leaders, Rella Kaplowitz and Jasmine Laroche, will lead a discussion on the, "More Than Numbers: A Guide Towards Diversity, Equity and Inclusion in Data Collection" and how the guide provides practical considerations for how to collect demographic data in an inclusive and respectful way.</i></p>
1:00-2:00pm	Lunch	
2:00-2:30pm	Afternoon Plenary II Paired Commonalities: Collaborate and Connect with Your Fellow Leaders	<p>Shannon Scott, Director, Fellowship Experience, Foster America</p> <p><i>Through a variety of prompts and questions, this session will give the IFS community a chance to reflect on the past three days, both individually and collectively, and look forward to what comes next. What are some of your main takeaways, lessons learned, and what meaningful connections have you made?</i></p>
2:30-2:45pm	Break	
2:45-4:00pm	Afternoon Plenary III Adapting to the New Normal – Leading in a Time of Rapid Change	<p>Adria D. Goodson, Director, Ford Foundation Global Fellowship Program</p> <p>Latina Black, Program Manager, Detroit Revitalization Fellows, Wayne State University</p> <p>Nina Oduro, Leadership Technical Advisor, IREX</p> <p>Megan Smith, Project Director, Young Leaders of the Americas Professional Fellows Program, IREX</p> <p><i>Join us as we end IFS 2020 with an inspiring conversation between leaders of different types of fellowship programs on how they are adapting to our new normal. Following the initial dialogue, participants will have the opportunity to converse with each other to explore what it means to be adaptive as leaders of fellowship programs, and identify how the IFS community can be more</i></p>

supportive of fellowship managers during this time of uncertainty.

4:00-4:10pm

Closing Remarks

Nicole Mechem, Director, Leadership Practice, IREX

Cheryl Schoenberg, Deputy Director, Leadership Practice, IREX