

Preparing the Next Generation



**Cause Effective
Fellows Program**

*Advancing Leaders of Color
in Fundraising*

**Our Inaugural
Program Highlights**

November 2020

Vision

Cause Effective envisions a future in which nonprofits thrive with empowered leadership and abundant funding to achieve an equitable world.

Mission

Cause Effective transforms nonprofits by partnering with mission-driven leaders to achieve social change. We work with leadership to develop, employ, and expand effective fundraising, governance and organizational strategies to advance equity and justice.

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Program focus

The Cause Effective Fellows Program arose from Cause Effective's **"Money, Power and Race: The Lived Experience of Fundraisers of Color"** report (2019), which reflects participants' experience that people of color in the nonprofit sector need to be skilled not only with fundraising acumen, but also have the awareness and tools to navigate the intersectional dynamics of power, race and class that are endemic to fundraising encounters. The program is designed for mid-career Development Directors who self-identify as a person of color across various spectrums of race, ethnicity, gender, sexual identity, ability, and socio-economic class, to build their capacity as fundraising professionals and develop their leadership within the organizations they serve.

Program goals

The program's goals, as initially stated, were to help development professionals of color:

- become more connected to each other, their roles, and the field;
- enhance their ability to navigate equity issues with greater ease; and,
- ultimately, increase the number of development professionals of color succeeding in their development careers.

In addition, we stated that beyond simply supporting individuals, the program was targeted toward institutional and sectoral influence, by raising awareness and creating organizational change and development within nonprofit environments to be able to recruit, support, retain and advance development professionals of color into the nonprofit leadership pipeline.



The Fellows of Our Inaugural Cohort of the Cause Effective Fellows Program

After sifting through nearly 70 applications from individuals representing some of New York City's leading nonprofit organizations, Cause Effective was extremely proud to partner with this passionate and committed group of nonprofit leaders:

▶ **Lisandra Lamboy**

Bronx River Alliance (transitioned to
Riseboro Community Partnership)

▶ **Dipal Shah**

Center for Court Innovation

▶ **Tara DeWorsop**

Children of Promise, NYC

▶ **Danielle Freire**

Circle for Justice Innovations

▶ **Unique Brathwaite**

Community Resource Exchange

▶ **Daryl Garrett, Jr.**

Coro New York Leadership Center

▶ **Jackelyn Garcia**

Hudson Guild

▶ **Aminah Abdul-Majeed**

JustLeadershipUSA

▶ **Tanya Silas**

Legal Services NYC

▶ **Helen K. Stewart**

Mercy Home for Children

▶ **Meera Vaidyanathan**

New York City Gay
and Lesbian Anti-Violence Project

▶ **Stanley Smith**

Rebuilding Together NYC

▶ **Janice Da Silva**

SCO Family of Services

▶ **Fatima Malik**

South Asian Youth Action

▶ **Tiffany Caton**

Trail Blazers

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Program model

The program began with in-person meetings and shifted to a remote structure in March due to the pandemic.

Participants attended 6 full-day sessions, one joint executive director/development director panel, a virtual conversation with Rashad Robinson, President of Color of Change, and an additional program on Fundraising Under COVID.

The topics for each monthly full-day session ranged from workload, capacity and wellness to the dynamics of diversity, equity and inclusion for fundraisers. Cause Effective created a rich curriculum that provided space to examine participants' purpose and voice in the nonprofit sector and strategies to have more agency around their work. It was a transformational experience for the cohort and the Cause Effective staff.

Individual coaching

Each director received six months of individual coaching from a Cause Effective senior consultant. One of these sessions required the organization's executive director to participate with the Development Director.

Mentor support

Each fellow was paired with a senior professional of color in the sector as a mentor.

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Cause Effective Fellows Senior Advisors

Cause Effective is grateful to this amazing group of senior nonprofit leaders of color who served as Senior Advisors and mentors for the Cause Effective Fellows Program:

▶ **Zanetta Addams-Pilgrim**

ZAP Consults

▶ **Jamila Baucom**

Children's Village

▶ **Funmilayo Brown**

Student Leadership Network

▶ **Chevon Deputy**

EDF

▶ **Sidney Jackson**

Immigration Equality

▶ **Mamie Jackson Williams**

Planned Parenthood of Metropolitan
Washington, D.C.

▶ **Yolanda Johnson**

YFJ Consulting

▶ **Lynn Law**

National Urban League

▶ **Deborah Martin Owens**

NYC Bar Association

▶ **Melissa Madzel**

Koya Leadership Partners

▶ **Diana Medina**

LatinoJustice PRLDEF

▶ **Christine Oh**

Coach and Consultant

▶ **Anika Rahman**

NRDC

▶ **Stephanie Royal**

Robin Hood

▶ **Wendy Sealey**

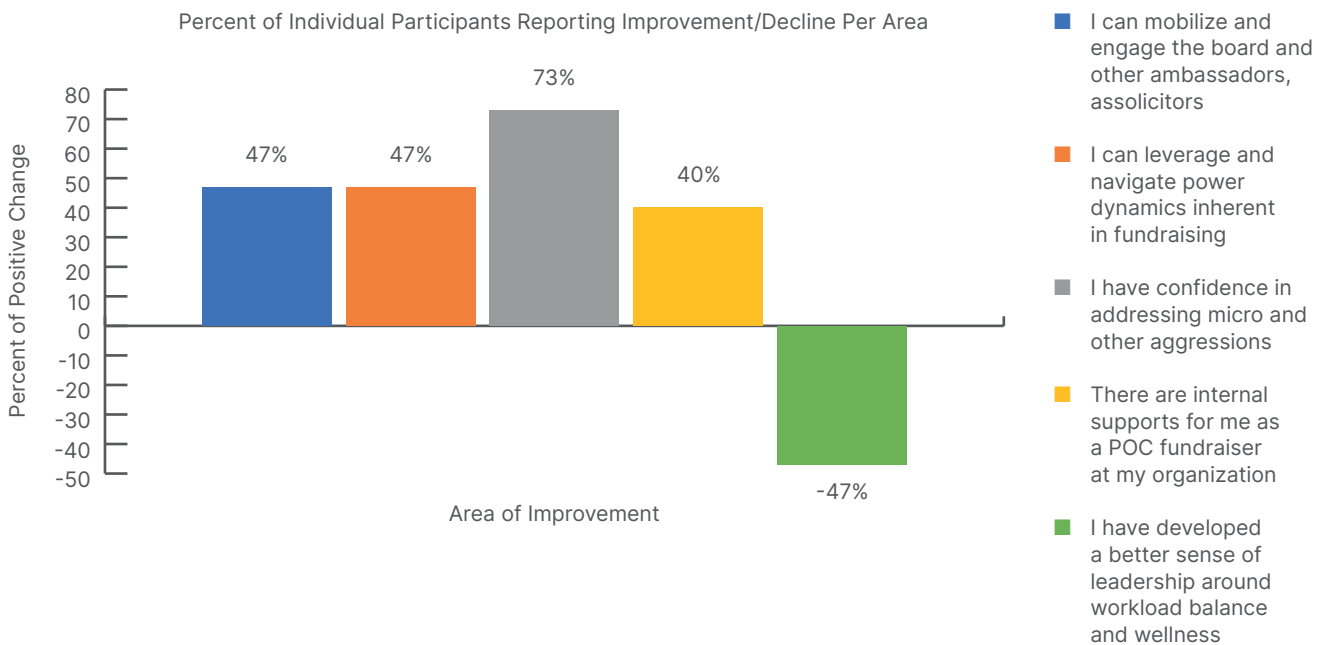
New York Civil Liberties Union

▶ **Carl Sylvestre**

Theatre Forward

Program impact

Participants were asked if the program met their expectations (93% said yes) and if they would recommend this program to their colleagues/friends (100% said yes).



While two participants reported growth in their sense of leadership around workload balance and wellness, almost half of the participants reported a drop in this area. We believe this is because of changed professional conditions due to COVID-19 related concerns.

Reflections from participants



“ This experience is a game-changer, and more of this is needed particularly in communities of color. I believe supportive environments like this fellowship program are one of the most effective ways to shift the narrative around power dynamics and race in this country. ”

Agency and Leadership

“ I feel much more empowered to voice my needs and where I believe the organization should be positioned. ”

Power Dynamics and Related Challenges

“ I heard about a lot of different ways to approach power dynamics that were food for thought; and am more confident dealing with power dynamics internally (advocating for other staff with less positional power at my organization) and less so externally (with donors/funders/Board). ”

Navigating Micro and Other Aggressions

“ Since the Program concluded, I have had to address micro-aggressions head on. I would not have expended the energy to address them (no matter how “small”) without the support of the Program. ”

Reflections from participants



Supporting Professional Development

“ This program has facilitated much of my growth as a professional of color. I have gained a sense of strength in hearing the journeys and experiences of others. The program has not only equipped me with tools to assist in the technical aspects of my job including communications and major gift solicitation strategy, but it has also helped me mentally and emotionally gain clarity around challenging interpersonal dynamics. ”

How Participants are Applying the Fundraising Skills Learned to Their Work

“ I've used the personal branding and storytelling techniques to support with pitches and grant writing. I've also been using the materials around donor cultivation to support my fundraising strategy. ”

Participant Feedback on the Program's Ability to Build Peer, Community and Network Support

“ I feel like there was nearly an immediate connection within our cohort and I am most grateful for the connections formed during this experience. I think having a safe space to share our lived experiences together in many ways validated my own personal narrative as a professional of color. ”

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We are grateful to our funders for their support of this initiative:



JPMORGAN CHASE & CO.



I'm deeply proud to partner with Cause Effective in launching this groundbreaking program that is so needed for people of color in the development field. My hope is our support inspires additional resources from funding institutions to help build a pipeline of leaders who play a vital role in the future of the nonprofit sector.

Patricia A. Swann, Senior Program Officer,
The New York Community Trust



And to the institutions that provided space for Cause Effective to present the findings from the Money, Power and Race Report and share the benefits of the Cause Effective Fellows Program:

- Alliance for Nonprofit Management
- ARNOVA (Association for Research on Nonprofit Organizations and Voluntary Action)
- Asian Americans/Pacific Islanders in Philanthropy Development Professionals Roundtable
- Planned Parenthood Federation of America Development Officers Council Conference
- Development professionals of color and allies employed at agencies funded by the NYC Department of Youth and Community Development
- Women of Color in Fundraising and Philanthropy (WOC)

Our facilitation of the Cause Effective Fellows Program has been a meaningful time of growth for the Cause Effective team as we work to partner more deeply with nonprofit leaders. As a participant stated, this initiative is truly a game changer.

We are looking forward to launching the second year of this program in Winter 2021, and to adding an executive director component to this initiative. We invite everyone's participation in this effort, which we believe, over time, holds the potential to rebalance the scales that currently tip against full participation of development professionals of color in the sector.