



Impact Report 2021

A social enterprise, Accelerate Her Future™ is a virtual career accelerator providing self-identifying Black, Indigenous and women of colour tailored programs to launch their careers in business and STEM while addressing the allyship gap through building a movement of solidarity, allyship and action.



Land Acknowledgement

Message from the Accelerate Her Future™ Team



We are excited to present our first annual Accelerate Her Future™ (AHF) Impact Report. AHF is a relatively young organization that started out as a pilot Summit in 2019. We received an overwhelmingly positive response from approx. 80 women of colour in attendance. Why? Because a safe space was significantly lacking altogether for our community.

2020 brought many challenges for our organization and community and called on us to re-think our programs for greater accessibility. Additionally, COVID-19 exacerbated systemic barriers already faced by women across the country.

As a virtual career accelerator, we introduced the Fellowship Circle in fall 2020. We ran two cohorts in 2021 hosting 101 Fellows and 54 Mentors.

We also held our first virtual Summit with the theme of *Leading with Audacity*, amplifying and celebrating Black, Indigenous and women of colour leaders, innovators and disruptors for 170+ attendees.

We engaged several sponsors and educational partners. We also received a grant from the Investment Readiness Program funded by the Government of Canada which partially funded our first strategic plan and financial management efforts.

We also set out to find ways to make our programming more inclusive and attractive to Indigenous women. We hired an Indigenous Engagement Lead to support our strategic priorities and initiatives. We worked with an Indigenous Reconciliation Consultant to learn about Indigenous history, allyship, and identified the Truth and Reconciliation and MMIWG2S+ Calls we commit to advance in a sustainable way.

We were introduced to Elder Alice Kaquitts, a proud member of the Stoney Nakoda Wesley First Nation, and respected Elder and community leader, who supported our program opening and closing through her powerful presence, wisdom and messages from the heart.

We lead with audacity. We use our voices and stories to influence change. We challenge the status quo. We advocate for gender and racial equity while calling on organizations and leaders to get real about the allyship gap.

From all of us at AHF, a big shout out to Sumayya Daghar who was an integral part of the team and on sabbatical since April 2021. We also thank our partners, funders, supporters and most importantly our AHF community. We must work together to challenge the status quo by integrating gender equity through an intersectional lens into discussions, actions and strategies to advance Black, Indigenous and women of colour in their careers of choice.



Chanel Williams
Social Media Lead



Dana Carriere
Indigenous Engagement Lead



Deborah Eliezer
Digital Marketing Associate



Dr. Golnaz Golnaraghi
Founder



Nadia Alick
Community Engagement Lead



Natasha Sidi
Operations & UX Lead



Rashmi Venkatesh
Mentor Engagement Lead



Simran Bakshi
Programs Coordinator

About Accccelerate Her Future™

A social enterprise, Accelerate Her Future™ is a virtual career accelerator providing self-identifying Black, Indigenous and women of colour tailored programs to launch their careers in business and STEM while addressing the allyship gap through building a movement of solidarity, allyship and action.

Our Vision

We envision a Canada in which self-identifying Black, Indigenous and women of colour are fully participating and thriving at all levels of leadership in their careers of choice and communities.



Our Core Values

Our values are our compass and guide how we work together and with our community, and how we make decisions.

authentic voice

1. Engage in real talk with compassion
2. Centre different voices, perspectives and lived experiences
3. Be present and listen appreciatively



compassionate engagement

1. Prioritize relationships and lead with compassion to foster trust, safety, and sense of belonging
2. Support each other's strengths, energy and growth through reciprocal mentoring and feedback
3. Seek opportunities to bring people and organizations into our work that are values aligned

courageous action

1. Show up, deliver on our commitments with proactive self-leadership
2. Take personal and organizational action to advance TRC & MMIWG2S+ calls
3. Take the step or action, even when we're afraid

transformative solutions

1. Run AHF as a social impact business, centering sustainability in decision making
2. Voice ideas without self-judgment and listen to ideas without judgment
3. Co-create meaningful offerings that influence change

2021 Signature Programs



Fellowship Circle

A 10-week by application program for students, recent grads and those new to their careers providing small group mentorship circles, career learning labs, networking with leaders and managers from the business and STEM sectors.

Summit

The annual virtual summit is the go-to event in Canada that celebrates the innovations, leadership and advocacy of Black, Indigenous and women of colour in business and STEM.



Our Commitment to Truth & Reconciliation

In 2021, AHF made a commitment to advancing Truth & Reconciliation. As a small organization with resource limitations, it has been important for us to do this work in a meaningful and sustainable way guided by strong Indigenous women from our AHF community. Jade Jocko (Advisory Group volunteer member) and Dana Carriere (AHF's Indigenous Engagement Lead) have

been providing guidance and feedback to us, weaving Indigenous principles and values into our programs, increasing our own education, and creating practices that advance Truth and Reconciliation.

We also engaged Reconciliation Consultant Annie Battiste to provide a three-part learning program on

Treaties 101, Indigenous history and the legacies of Residential Schools, and Allyship. As an outcome of this learning experience, the AHF team has committed to respond to the TRC 92nd Call to Action and the MMIWG2S+ Calls to Justice 6.1, 11.1 and 15.

Actions Taken in 2021

- Engaged a Reconciliation Consultant for a three-part Indigenous History and Cultural Awareness training
- Worked with an Indigenous Elder who participates in our programming
- Created our own personal land acknowledgements
- Revised AHF's land acknowledgement to also include specific TRC and MMIWG2S+ Calls to which we wish to respond
- Purchased \$1,400+ products and gift cards from Indigenous women-owned businesses
- Enhanced efforts to engage with 12 Indigenous mentors, speakers, and performers



Annie Battiste
Reconciliation Consultant

Annie Battiste, is a proud Mi'kmaw woman and member of Potlotek First Nation situated in Unama'ki (Cape Breton, Nova Scotia). She is a certified teacher, holding bachelor's degree and master's degree (Educational Foundations) from the University of Saskatchewan. As a Reconciliation Consultant, she conducts work in anti-racism, treaty education. She is committed to social justice and improving treaty relationships within Indigenous and non-Indigenous organizations through deep reflection on their historical roots of Canada and its possibilities for new directions in empowerment of diverse groups and peoples.



My call to action is to continuously educate myself on issues Indigenous people face, Indigenous histories and cultures. One way that I have been putting this into action is by reading literature by Indigenous authors. One of the readings I have been engaging in is Braiding Sweetgrass by Robin Wall Kimmer. Kimmer's description of a reciprocal relationship with nature has transformed the way that I perceive and interact with nature. I also have numerous other books by Indigenous authors on my reading list, and I cannot wait to read them and gain more insights into Indigenous perspectives!

Deborah Eliezer

Impact Research Assistant



One of the most impactful learnings from Annie's session is that we're all treaty beneficiaries and as a child of immigrants, I have benefited from it, even unfairly so and it is my responsibility to honour the spirit and intent of treaties as a person working and living on this land.

I have continued to unlearn and relearn about the history and contemporary realities of the territory I reside in, starting by listening to the stories from Indigenous communities, supporting Indigenous led organizations in the community and engaging in dialogue with family and friends.

Nadia Alick

Community Engagement Lead



My Call to Action is to listen to the voices of artists from Indigenous communities and learn about their stories in their powerful creations, and I stand in solidarity to advance the TRC Calls 92 & MMIWGS2+ Calls to Justice 6.1, 11.1 and 15.

I'm deeply grateful for Annie's teachings of Treaty history, residential schools, and Land Acknowledgments. I am more dedicated than ever to continue learning about the truth, and to stand in solidarity to advance the TRC Calls 92 & MMIWG2S+ Calls to Justice 6.1, 11.1, and 15. For my personal TRC call to action, I made a commitment to listen to the voices of artists from Indigenous communities. Through their artwork, I'm learning about their personal stories, their values and what they stand for.

Natasha Sidi

Operations & UX Lead

Our Framework for Reconciliation

We have identified four pillars for our efforts related to reconciliations and progress.

Appreciative Listening

We are committed to listening to the truths shared by Indigenous peoples and acknowledging how history has impacted Indigenous communities and women. We are committed to convening Indigenous women in our community to ensure their voices, needs, and experiences are integrated in our offerings.

Active Commi

We are committed to programs and curricula with our Indigenous and through consulting Indigenous women. We are committed to educational and training for our team and community. Indigenous inclusion grow, we will offer support to Indigenous women grants to support their own businesses.



Commitment

to ensuring our curriculum are developed by our Engagement Lead in consultation with the community. We are committed to providing training opportunities to the community aimed at education and allyship. As we have scholarships to support and non-repayable support for Indigenous women-

Amplifying Indigenous Voices

We are committed to ensuring authentic and appropriate representation of Indigenous women in our blogs, social media, newsletters, and event stages. We will share stories from the perspective of Indigenous women, amplifying their voices, innovations, activism and leadership.

Allyship

We are committed to building relationships with Indigenous organizations, and women at the pace of trust. We are committed to continually learning Indigenous principles of relationship and putting them into practice. We will embrace individuals with kindness, love and respect. We are committed to standing against discrimination, stereotypes and racism. We are committed to ensuring Indigenous women are represented in our programs, events, panels and stages as speakers and facilitators and continue to remunerate their work within the bounds of our annual operating budget.



Impact Overview 2021



2

Signature Programs
Launched



300+

Participants across
Programs



550+

Fellowship Circle
Volunteer Hours



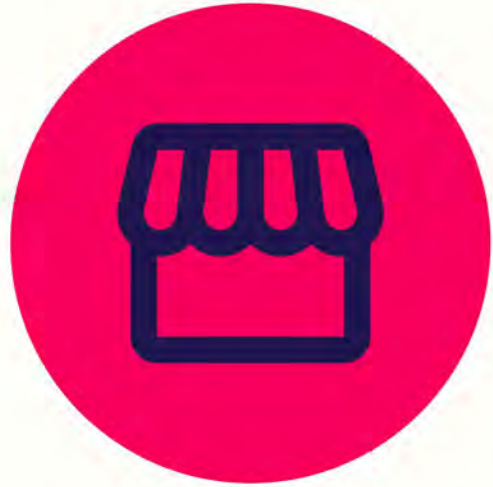
25+

Panels, Sessions,
Fireside Chats



9

Strategic
Partners



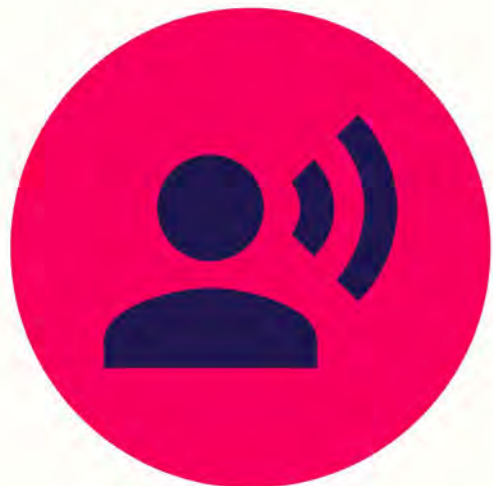
25

Women Entrepreneurs
Supported



9

Interns
Hired



70+

Speakers &
Facilitators



36

Profiles & Blog
Posts Published

Our Theory of Change

Our Theory of Change focuses on four pillars to address gender/racial equity challenges faced by Black, Indigenous and women of colour in postsecondary and their careers in business and STEM. Our work embeds intersectional and anti-racist lenses.

1

We work with Black, Indigenous and women of colour to provide tailored programs that harness and amplify our voices, agency, power, talent, and leadership.



2

We work with mentors and close the allyship, mentorship and sponsorship gaps faced by Black, Indigenous and women of colour within organizations in order to create safe, welcoming, equitable and inclusive environments where women can thrive.





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3

We work with decision-makers and those with power and influence (e.g. employers, strategic partners, media and other influential stakeholders) to create more equitable policies, practices and narratives that challenge the status quo, provide more equitable access and advancement opportunities, and influence the landscape at a systemic level.



4

We work with Black, Indigenous and women of colour to provide thought leadership and research to address the gaps in understanding our lived experiences, needs, and opportunities to better attract, engage, recruit, promote, and advance our goals within our careers.

Fellowship Circle 2021

Fellowship Circle is a 10-week, by application program designed by and for Black, Indigenous and racialized women - a tailored program providing small group mentorship circles, career learning labs, and networking with managers and leaders from STEM and business. The following is our impact for the two Fellowship Circle programs run in 2021.



FELLOWS



Participants

101



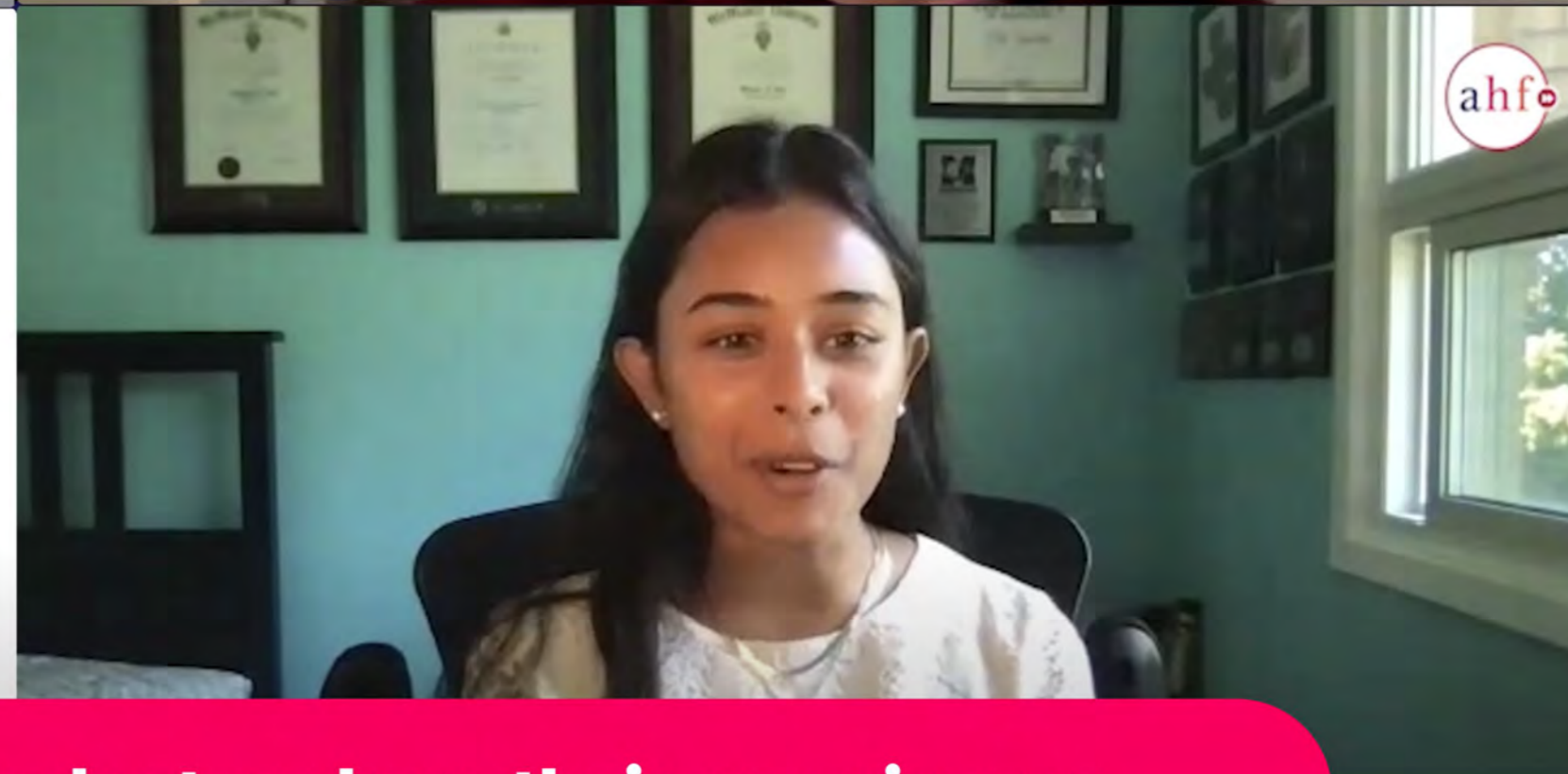
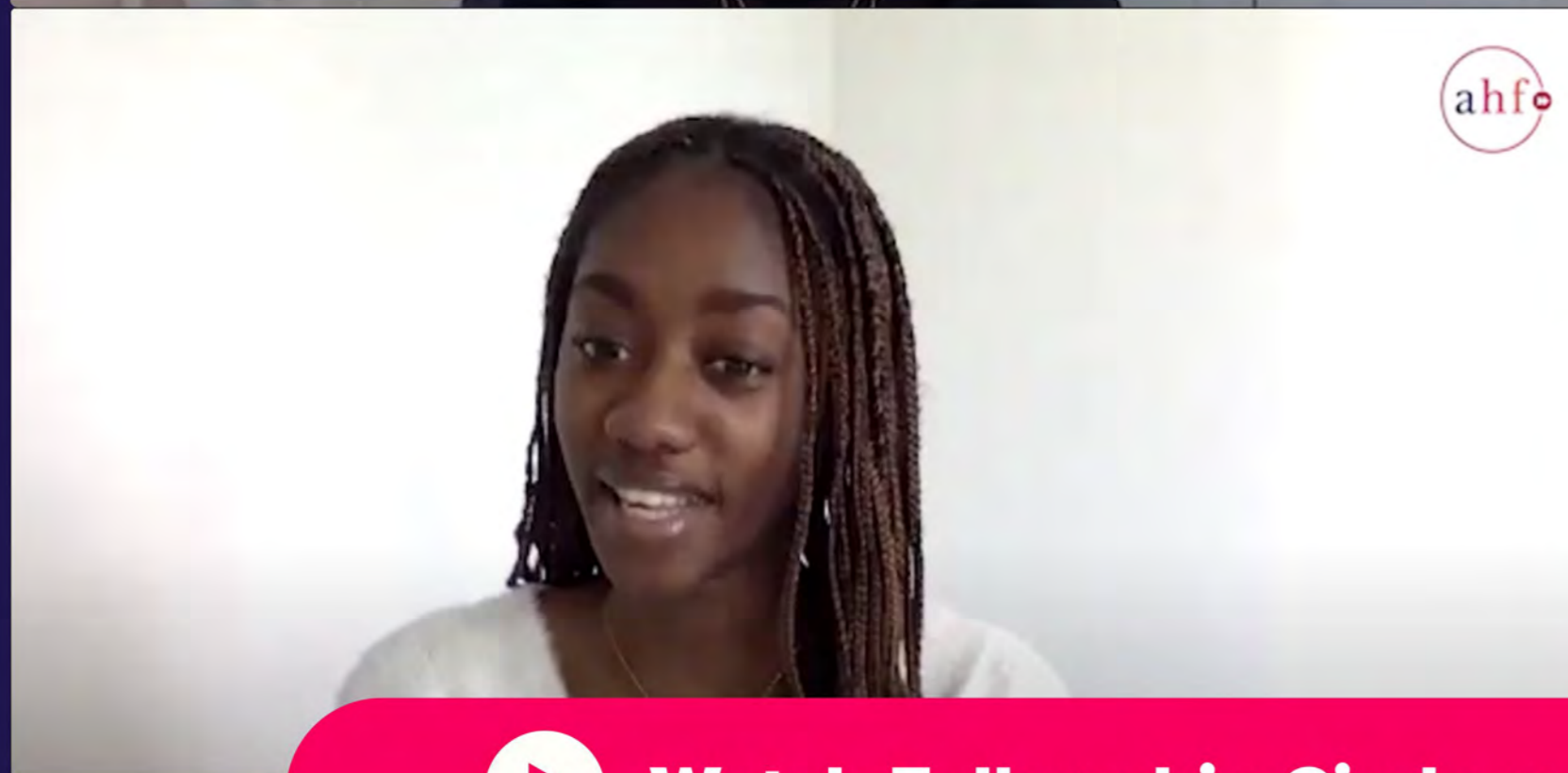
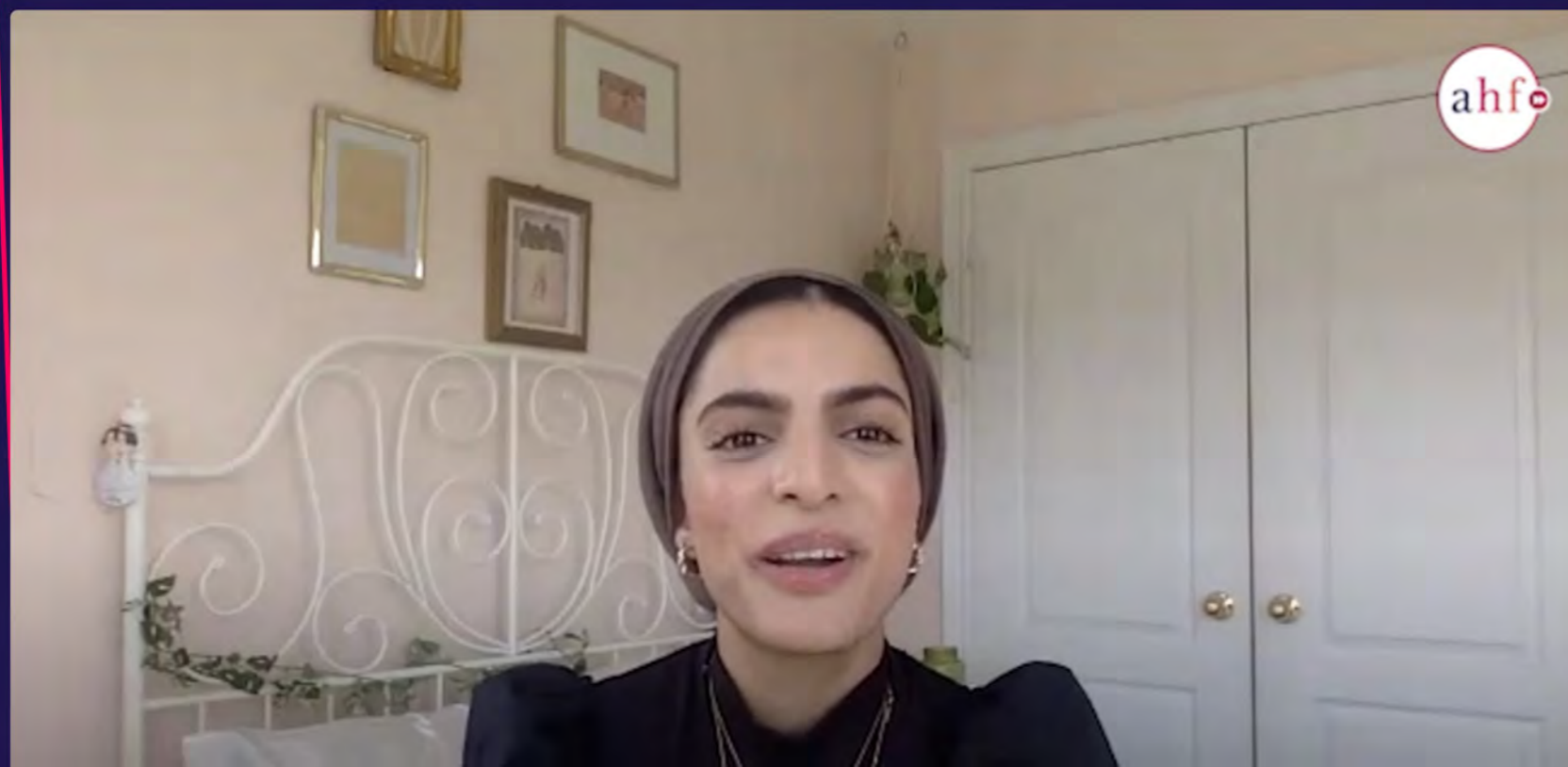
Provinces

5



Colleges & Universities

26



Watch Fellowship Circle graduates share their experiences



Satisfied with the overall Fellowship Circle program experience



Indicate the overall Fellowship Circle program was a quality experience



Would recommend the Fellowship Circle program to a friend





95%

As a result of the Fellowship Circle, I had access to a supportive and inclusive community where I could bring my whole self

89%

As a result of the Fellowship Circle, I have grown professionally and personally

*10 point Likert Scale (% of respondents with 8-10 ratings)



**Every great achiever is
inspired by a great
mentor.**

– Lailah Gifty Akita



MENTORS



Participants

54



Provinces

5



Companies

39

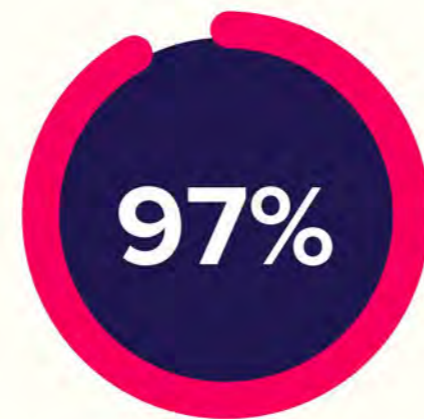


Satisfied with the overall Fellowship Circle program experience



Indicate the overall Fellowship Circle program was a quality experience





Would recommend the Fellowship Circle program to a friend



Developed strategies to be a better ally to Black, Indigenous and racialized women



Better understand the value of mentorship and sponsorship for Black, Indigenous and racialized women

*10 point Likert Scale (% of respondents with 8-10 ratings)



Fatoumata Camara

HR Manager, IG Wealth Management

“AHF is a much needed program for BIWOC. From the reciprocal mentoring to the learning circles, both Mentors and Fellows are encouraged to learn, share and create a safe environment for workplace systemic changes in the financial industry. I look forward to being a mentor again!”

Mentor, Summer 2021



Shilpa Arora

General Manager, Canada, DoorDash

“The Fellowship Circle takes our deep responsibility for developing and advocating for the early-career BIWOC community head on. Not only did it reinforce how critical allyship and collective strength is, it also unearthed my own vulnerability as a continuously growing professional in a safe environment. If change happens at the pace of trust, this community is supercharging impact!”

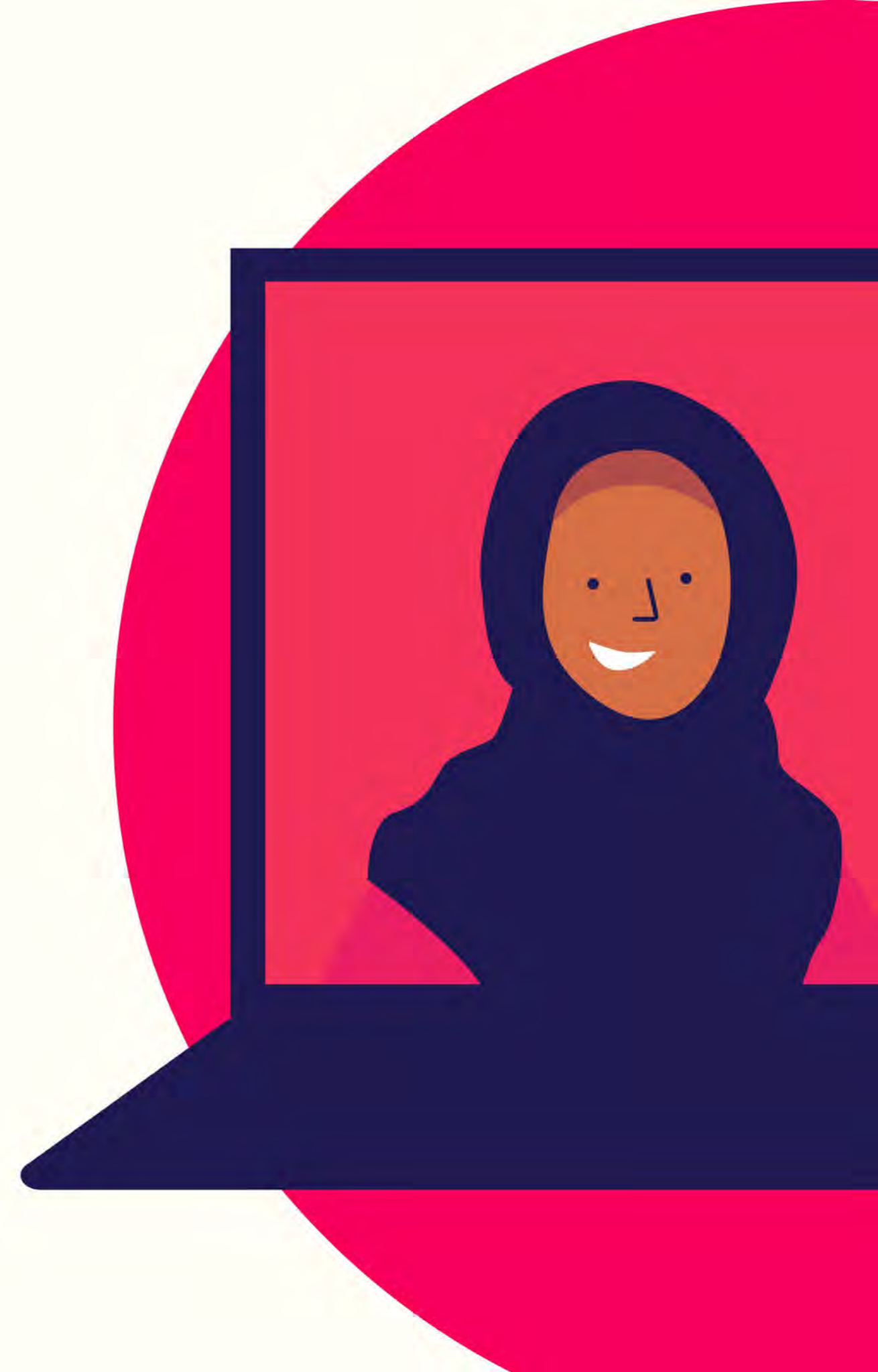
Mentor, Winter & Summer 2021

95%

of Mentor respondents intend
to keep in touch with Fellows
after the program is over

96%

of Fellows respondents
intend to keep in touch with
other Fellows after the
program is over



44

Speakers

16

Learning Labs,
fireside chats, and
panels

20

Women-identifying
entrepreneurs with
whom we collaborated



Fellowship Circle Wrap-Up Celebrations & Career Expos





213
Attended



19
Career Expo Booths



357
Career Expo
Booth Interactions



335
Networking Meetings



141
Connection Requests



“

AHF has been crucial in both my personal and professional life. Through AHF I've learned to be comfortable and bold enough to use my voice. I've been given several opportunities to develop my leadership and public speaking skills. To top it off, I also received my first full time permanent role in tech through their network! I'm grateful for this supportive community and the impact they are making in my life.

Michallia Marks

Graduate, BComm (Hons) Digital Business Management, Humber College & Marketing Coordinator, Unbounce

Meet Michallia Marks

2019

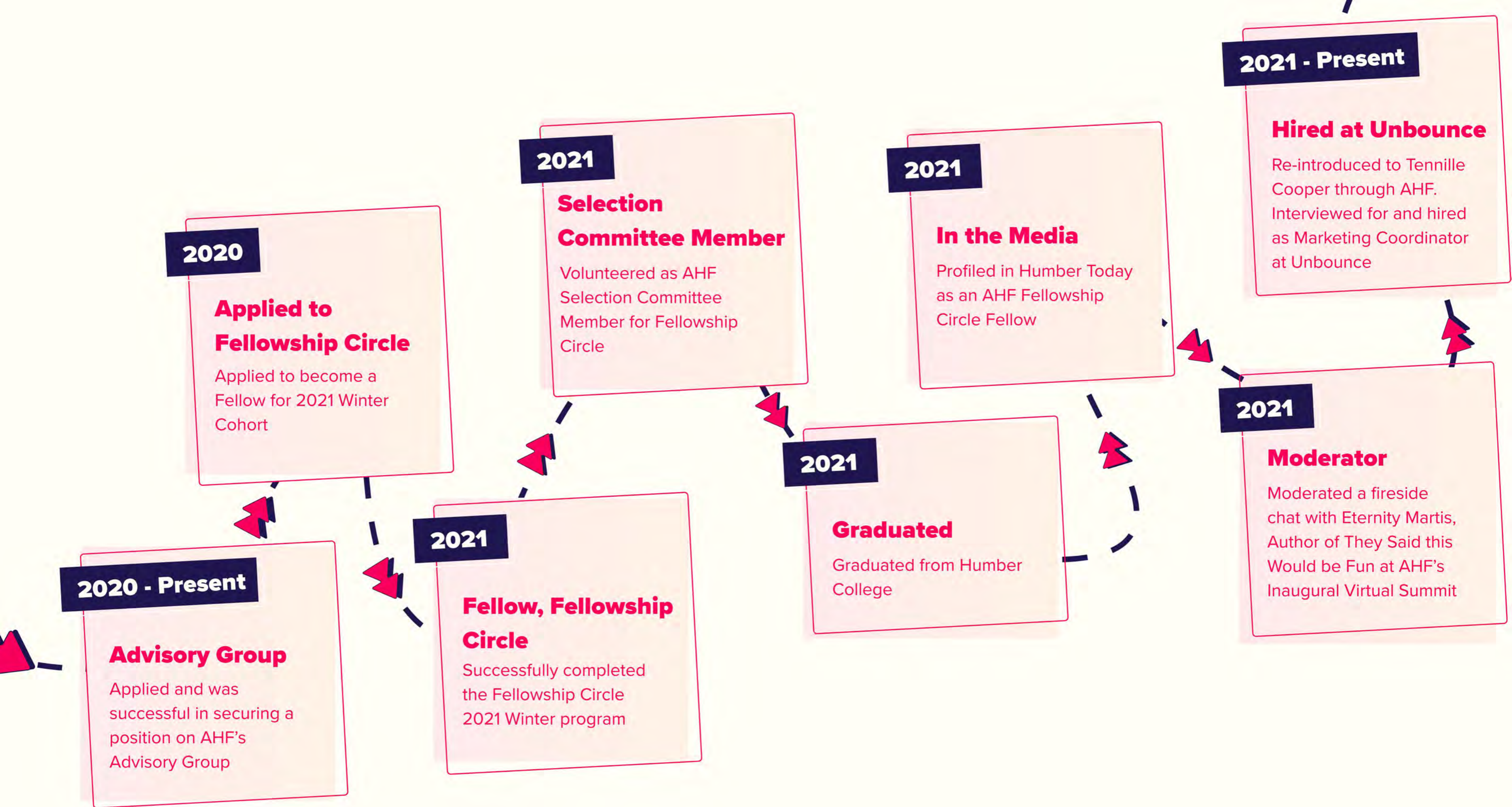
Pilot Summit Participant

Applied and was selected to participate in AHF's pilot Summit where she met AHF Summit volunteer team member, Tennille Cooper

2018-2021

Student

BComm (Hons) Digital Business Management at Humber College



Meet Our 2021 Amplifiers

AHF's Amplifiers is our ambassador program open to alumni of AHF's Fellowship Circle who are interested in paying it forward, promoting AHF programs in their communities, and contributing to advancing our mission and impact.

“

I was motivated to be an AHF Amplifier because it gives me the opportunity to uplift other Black, Indigenous and women of colour and connect them to a community where they can find their own personal power.

Sami Sekhon



“

I was excited to be an AHF Amplifier because of the opportunity to introduce my peers to an enriching program and connect them to a new support, advice, and workshops!

Venassa Baptiste

an AHF Amplifier
tunity to
o take part in
that will
etwork of
skill-building



“

The Fellowship Circle made a positive impact on my career search (an internship at IBM!) and helped me build my confidence before I started working in tech. The meaningful conversations and impactful workshops AHF offered have allowed me to understand different perspectives in the field and build connections with mentors and fellow mentees.”

Chloe Maceda



“

Becoming an Amplifier for AHF has provided me an opportunity to work on my public speaking, and communication skills. I had the chance to meet, network, and share my experience with various women. I am honored to be representing AHF within my community and amplifying meaningful programs and resources offered by AHF to BIWOC who need it the most. Thank you AHF!

Natasha Leghari

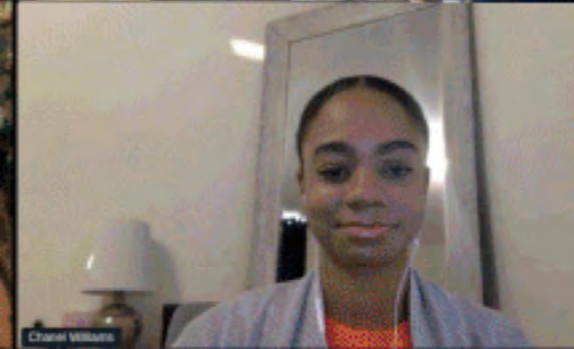
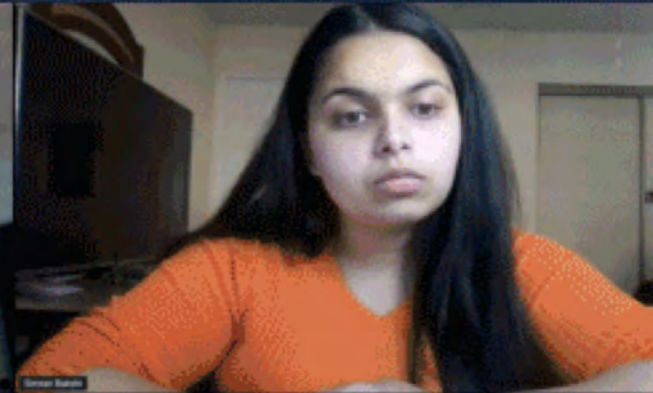
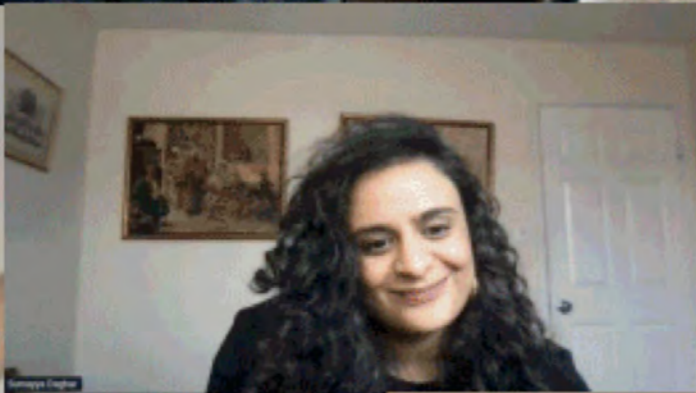


Virtual Summit 2021

Leading with Audacity

As Black, Indigenous and women of colour, we know that not enough of us are advancing in business and STEM careers. This gap starts early due to a myriad of barriers including the “Broken Rung.” We don’t need more reports and statistics painting the same barriers again and again - we know, we experience them daily. It’s time we redefine our future on our own terms. It’s time for us to be seen, heard, and valued. Through our theme, Leading with Audacity, AHF’s inaugural virtual summit set out to amplify Black, Indigenous and women of colour who are boldly innovating, leading and disrupting the status quo.





Virtual Summit 2021

Leading with Audacity



3 Days | 10 Hours

Total Event Duration



4

Sponsors



12

Sessions



1602

Chat Comments



30

Speakers



204

Total Registered



16

Career Expo Booths



147

Attended



15

Women Entrepreneur
Collaborators



6

Provinces Represented

72%

Attendance Rate

52%

Attendees received a
Scholarship or a
Complimentary Ticket

“

“I am grateful to have learned from a very strong leadership, have a safe space to push myself outside of my comfort zone and learn valuable skills around self-advocacy, EDI, and community engagement. I truly felt empowered, gained more clarity on my career trajectory and received valuable mentorship and community connections.”



Qudsiya Jabeen

AHF Marketing Intern & Fellow



“

Over the last year, AHF has provided me with a wholesome experience from getting selected as a Fellow, to my summer internship, and as an AHF Amplifier. I have learned and applied skills beyond the program while learning about myself and my advantages - most importantly how to be an active ally to other Black, Indigenous and women of colour. Through the connections made at AHF, I secured an internship with Tangerine in the area of Registered Product and Services. I'm honoured to represent AHF in my community.

Natasha Leghari

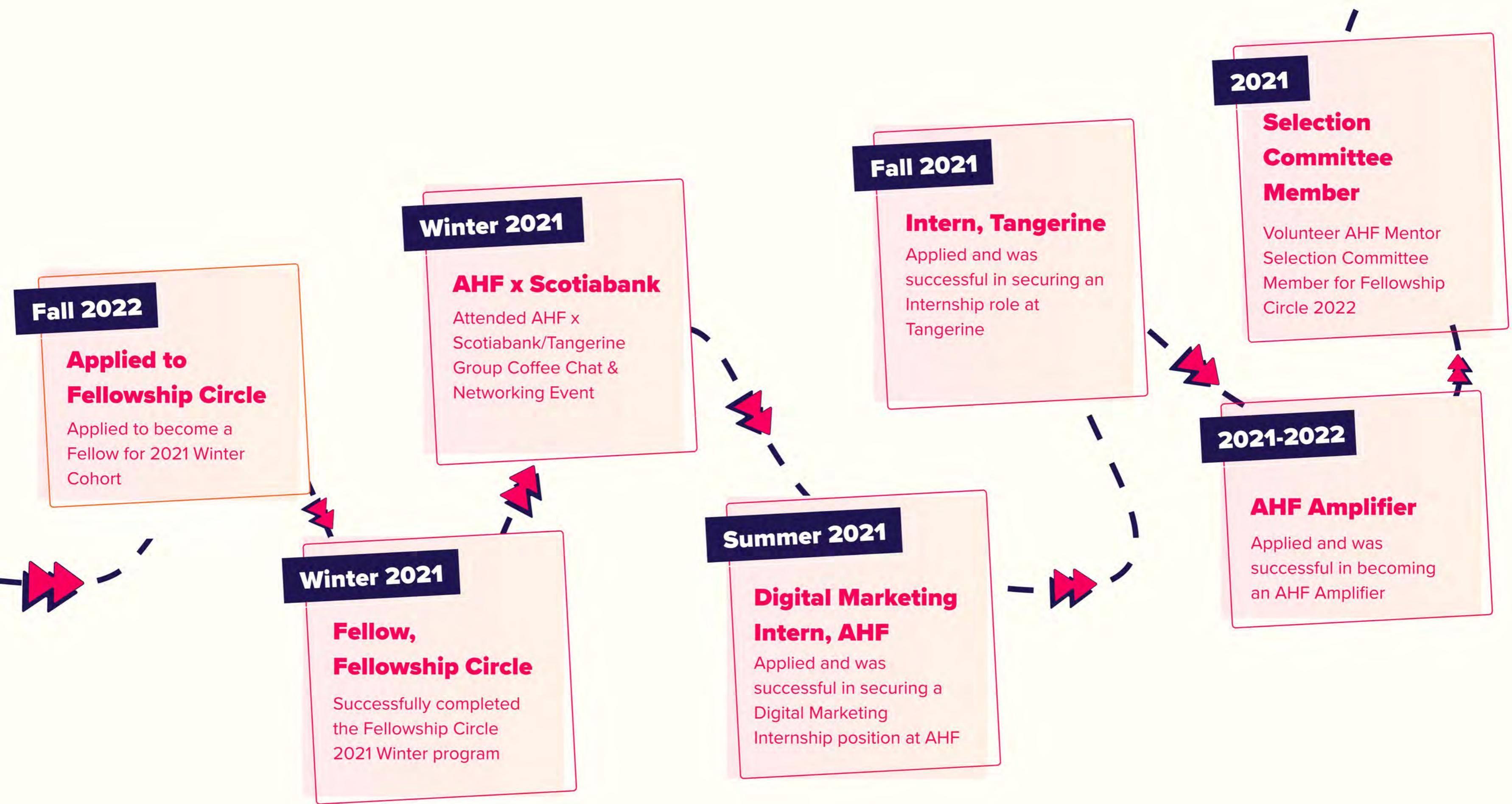
MBA Student at DeGroote School of Business, McMaster University

2020-2022

Student

MBA Candidate,
DeGroote School of
Business, McMaster
University

Meet Natasha Leghari



Research at AHF

The roots of AHF are grounded in research. Our Founder's doctoral dissertation, other research, interviews, and focus groups, informed the need for AHF. In 2021, we hired three research analyst interns through Riipen's Level Up program, and retained two interns beyond.

Our Research Initiatives

- Literature reviews on the experiences of Black, Indigenous and women of colour in postsecondary and workplace environments
- Secondary research about counterspaces in STEM and their importance for women of colour
- Development of pre and post surveys aligned with AHF's Impact Framework
- Impact analysis for 2021 used for this report
- High level research plan to learn about the experiences of Black, Indigenous and women of colour at a deeper level



Meet our Research Analysts

“The places that have helped me grow the most have been those with tight-knit communities like AHF. As a research assistant, I was able to work with incredible mentors and my research partner to investigate the pressing issues facing Black, Indigenous and women of colour as they enter the workforce. I worked with an amazing group who pushed me to drastically challenge the way I think about identity and privilege.”



Aisha Shafaqat
University of Toronto

“Working with AHF gave me the opportunity to research Black, Indigenous and women of colour's experiences in STEM and business, which helped me realize that I am not alone in my experiences. This is comforting because our shared experiences allow us to feel a sense of community with one another.

I've stayed with AHF through various other internships because this is a community where my voice is heard. The work I do at AHF makes a difference as I can make meaningful contributions and see them being put into action.”



Deborah Eliezer
MacEwan University

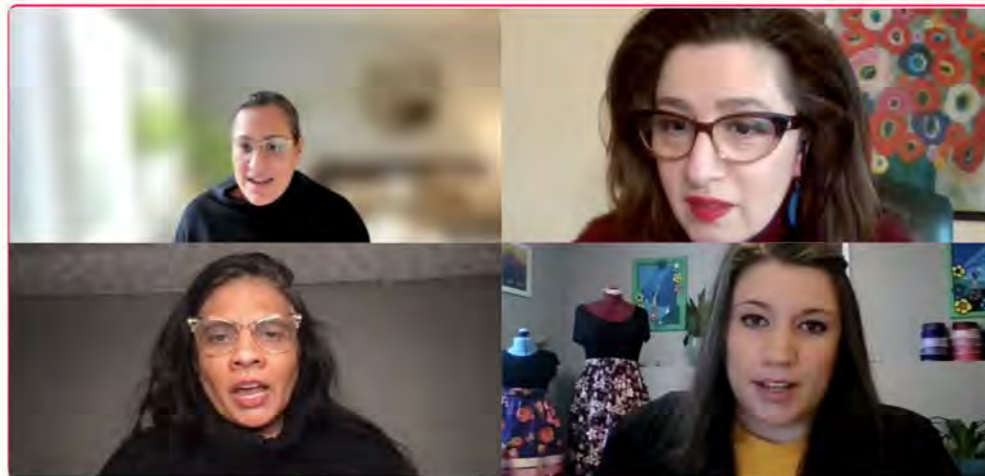
“Through my experience at AHF, I was able to understand the power of knowledge mobilization. My research findings were consistently validated and used to inform AHF's programs. I was able to conduct my research through an action-oriented and a solutions lens. My voice was amplified and I disseminated my research at panel presentations. Most importantly, I was able to connect my research findings to AHF itself being a counterspace for BIWOC.”



Simran Bakshi
Western University

Stage & Media Highlights

We use our social media channels as a platform to amplify women and partners in our community as well as bring awareness to issues relevant to Black, Indigenous and women of colour.



“The Future of Work is Equitable, Inclusive and Just”

Panel, Future Workforce



December 2021



“Student Experiences with Inclusion and Belonging”

Panel, Future Workforce

December 2021

BRIDGING THE WORKPLACE GAP
Promoting mentorship for Black, Indigenous & Women of Colour

February 2021

CTV News with Angie Seth




March 2021

Dr. Golnaz Golnaraghi:
Moving into the future,
deliberate and unafraid

WOMEN OF INFLUENCE






January 2021

Mentoring as a Pathway to
More Equitable
Organizations



March 2021

Globe and Mail - Report on
Business Top 50
Changemakers Award


	Accenture & Canada Life Hear to Act #IWD2021 Event
	Sobey School of Management Women in Business Keynote
	Women Techmakers-Waterloo: IWD21 Celebration Courage to Create: Community Panel
	World Diversity in Leadership 2021 Panel
	Toronto Metropolitan University - Women in Engineering Panel



Starrlee is a member of the Chippewas of Georgina Island, an Anishnaabe Nation located on the southern shores of Lake Simcoe. She joined the AHF community as a Mentor in the Fellowship Circle Winter 2021 cohort, representing IBM, one of our corporate partners. Throughout her 16-year career at IBM, Starrlee has held various positions, most recently in campus talent acquisition. Starrlee is also the Co-chair of IBM's Indigenous Peoples Network, a volunteer-led employee community.

Starrlee DeGrace

Campus Talent Acquisition Partner, IBM

 **Watch Starrlee share her experiences**

Meet Starrlee DeGrace

2013-2022

Sales at IBM

Certified Digital Sales Professional at IBM and Co-chair of IBM's Indigenous People's Network

Fall, 2020

Nominated by IBM
Nominated to represent IBM as Mentor in the Fellowship Circle



Winter, 2021

Mentor, Fellowship Circle



2022

HR at IBM
Accepted the role of Campus Talent Acquisition Partner, IBM



2022

AHF x IBM
Hosted AHF x IBM Group Coffee Chat



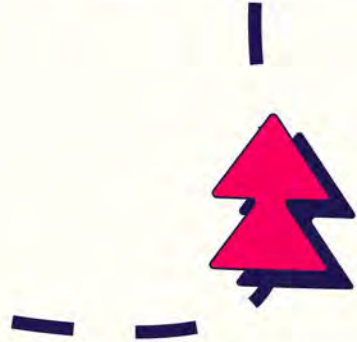
2022

Celebration Event
Hosted IBM's Conversation Circle at AHF's Celebration Event



2022

Continuous Involvement
Working closely with AHF on initiatives



Social Media Highlights



43% ↑

Instagram Followers



467% ↑

LinkedIn Followers



62% ↑

Twitter Followers



16,900

Website Unique Visitors



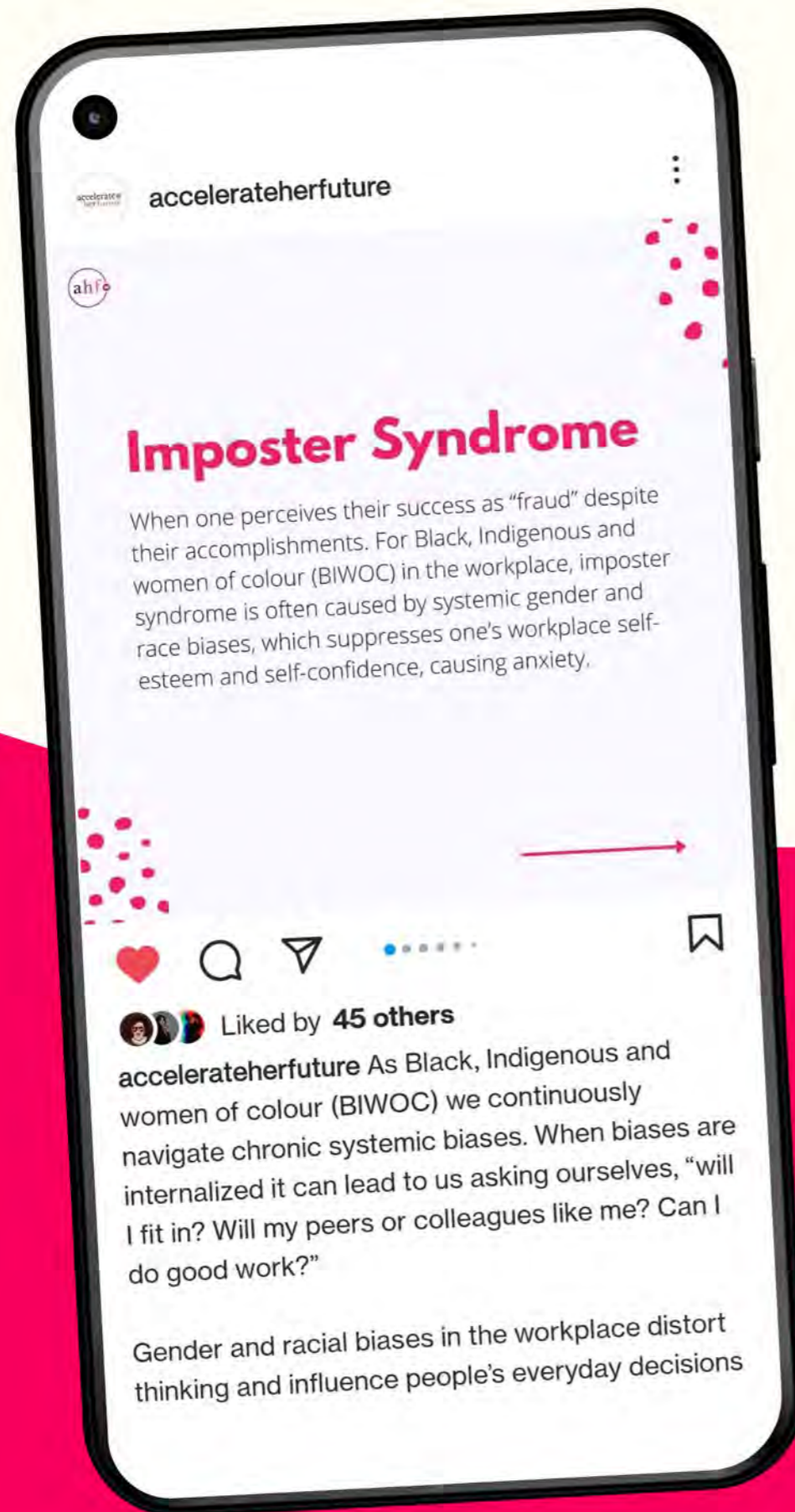
148% ↑

Newsletter Contacts



55%

Average Monthly
Newsletter Open Rate



Our Unique Culture

We believe it is important for us to be passionate about our mission while taking ownership of our work while voicing our ideas and feedback. We strive to co-create a psychologically safe, fun and playful space that supports our learning, growth and wellbeing.

Team Coaching & Mentoship

As members at Sheridan EDGE and Social Venture Zone incubators, we've accessed mentors and other supports available to startups. We were also accepted into Imaginal Ventures' Scale Up program.

Recruitment

We brought on board an Indigenous Engagement Lead who has been contributing to our strategic priorities, program development, mentorship and our Truth and Reconciliation efforts. We hired 9 Interns in different roles in the areas of HR, Marketing, and Research thanks to wage subsidies and retained 3 interns beyond their internship. Interns and subcontracted team members were all compensated above minimum wage.

5

Employees on Payroll

4

Subcontracted Team Members

72

Volunteers

*Mentors and Advisory Group
Members Included*

50-30 Diversity Challenge

The 50-30 Challenge is an initiative co-created by the Government of Canada, civil society and the private sector that aims to attain gender parity and significant representation of systemically excluded groups on boards and senior management positions. We are committed to building a more diverse, inclusive, equitable and just workplaces for Black, Indigenous and women of colour. Our “nothing about us, without us” philosophy is core to our mission, AHF has signed up for and is meeting this challenge.

100%

of our Advisory Group encompasses self-identifying Black, Indigenous or other women of colour

100%

of our team identify as women from systemically excluded communities

100%

of Leads on our team self-identify as Black, Indigenous or other women of colour

75%

of our team members encompassed individuals 29 years of age and younger given our commitment to hiring and mentoring youth

Onboarding & Policies

Our Summer HR Intern played an instrumental role in working with us to create our recruitment processes and templates, onboarding materials, Code of Conduct and policies.

Procurement

From inception we’ve adopted social procurement practices to generate positive social impact with, for and by our community. We prioritize social inclusion of Black, Indigenous and women of colour in our procurement as much as we can to facilitate diversity in our value chain through inclusion of women-led small businesses.

Learning & Development

Our learning and development sessions included Treaties 101, Indigenous History, Allyship as well as work on personal values and facilitation 101. Our team “Soul Retreat” was facilitated by Shilbee Kim on Passion Activation.

Team Pulse Check Surveys

We administered an anonymous team pulse check survey to assess our team’s psychological safety climate on a 10-point scale.



I feel safe to be myself and accepted for who I am within the team environment



I work in a team environment where questions are encouraged



I share ideas and feedback in one-on-one meetings





I work in a team environment that is fun and engaging



I am comfortable asking for help from others in the team



 **9.7/10**
I am comfortable sharing mistakes in this team and it isn't held against me

 **9.1/10**
and/or constructive feedback on one and team

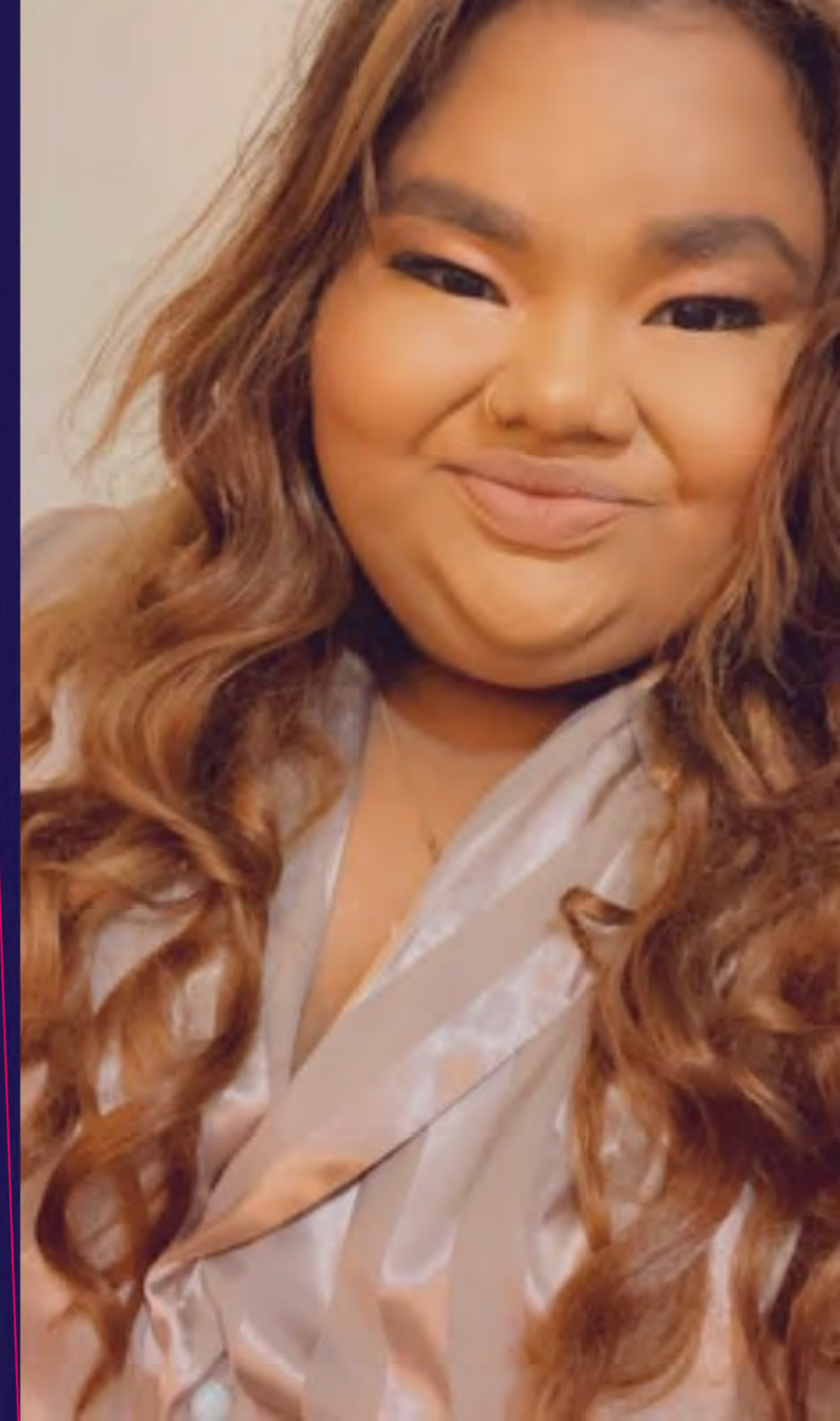
/10
help

“

I applied the learning gained through the HR Internship at AHF to my studies and current Co-Op work terms. I used the recruitment research conducted and implemented the on-boarding process towards my Human Resources courses and apply them to assignments. The opportunity with AHF allowed me to be more confident with my work whether that be research, creating, implementing or presenting my work. Not only be confident with my work, but with myself as well. I was supported in many ways on my communication skills and confidently present.

Ashami Thevathas

Human Resources Student, George Brown College





“

The Accelerate Her Future team has created an outstanding mentorship program that provides young Black, Indigenous and women of colour the support and resources they need to standout, to own their brilliance, and lead with compassion.

Dr. Shilpa Tiwari, PhD

EVP Social Impact Citizen Relations/
Founder, Her Climb

Meet Dr. Shilpa Tiwari

Winter, 2021

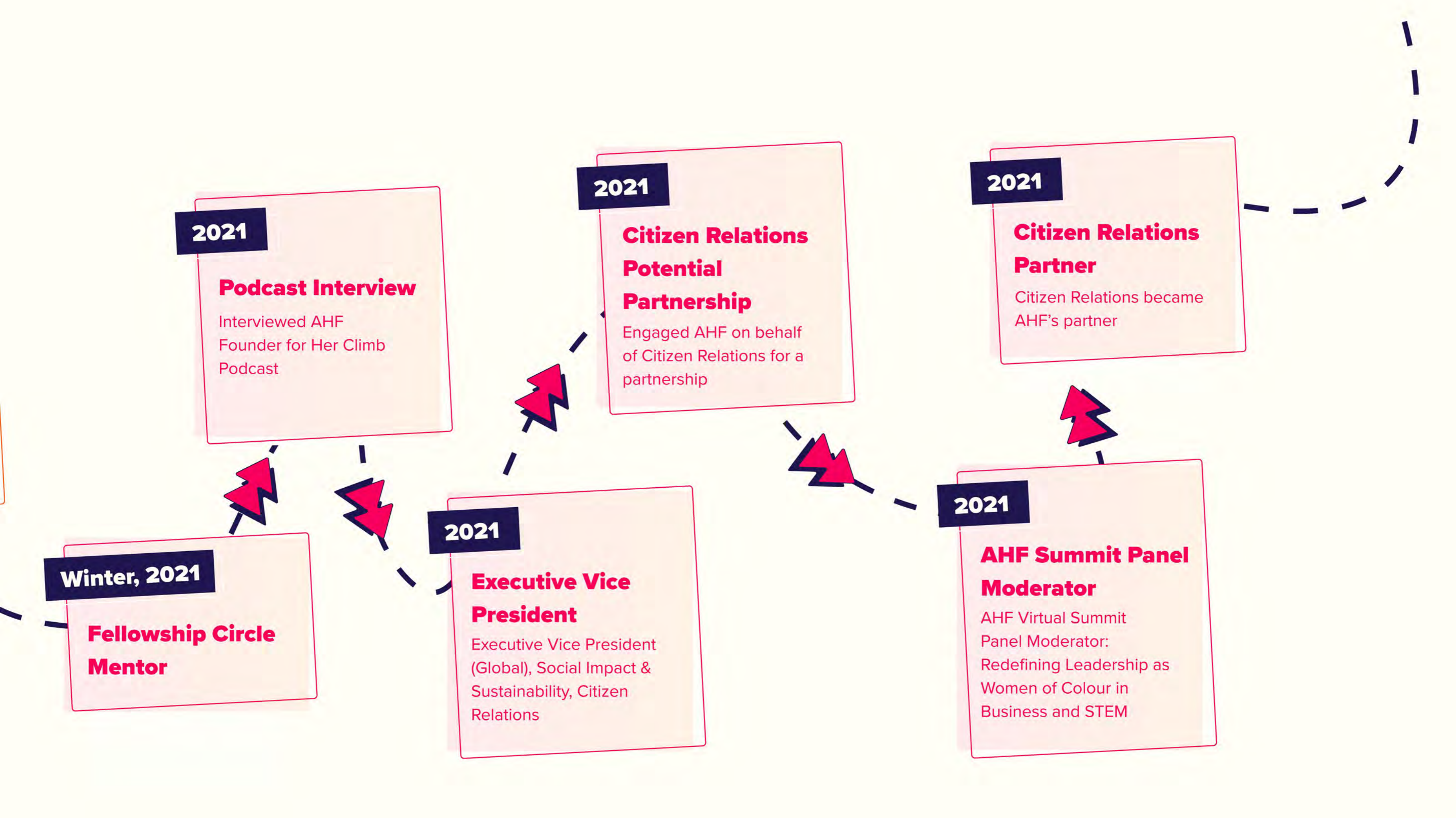
Submitted Mentor Application

Applied to become a Mentor in the Fellowship Circle Program

2020

HerClimb Podcast

Senior Sustainability Executive and Founder



Financial Sustainability

2020 severely impacted our financial position with Covid-19. Financial sustainability and diversified revenue streams are key priorities for AHF as a social enterprise.

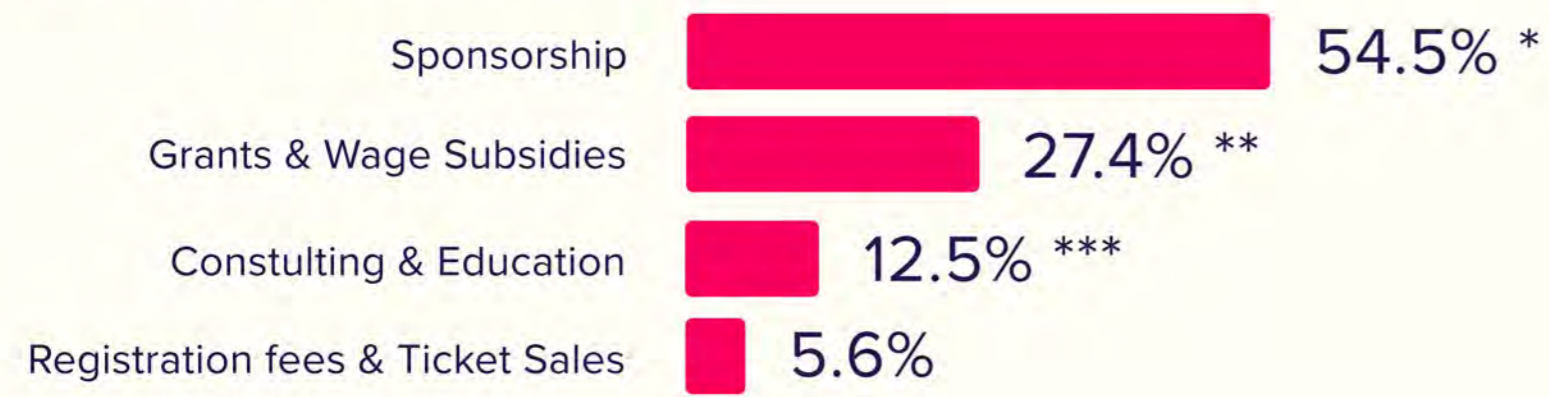
In 2021, we broke even (compared to a loss in 2020) with revenue and funding used toward program expenses, administrative costs, and strategic development toward our growth. AHF's Founder has devoted full-time hours to the organization since April 2021 and has not taken a salary as of yet. We have two founding team members who, as volunteers, contribute an average of 1-3 hours per week, and are not able to accept pay per their employer policies.

As we grow, we plan to re-invest future annual surplus back into programs to build needed capacity as well as provide scholarships, bursaries and grants to Black, Indigenous and women of colour students and small business owners. Our goal is to ensure all team members are paid with our highest earning team member being paid no more than three times of the lowest earning team member.

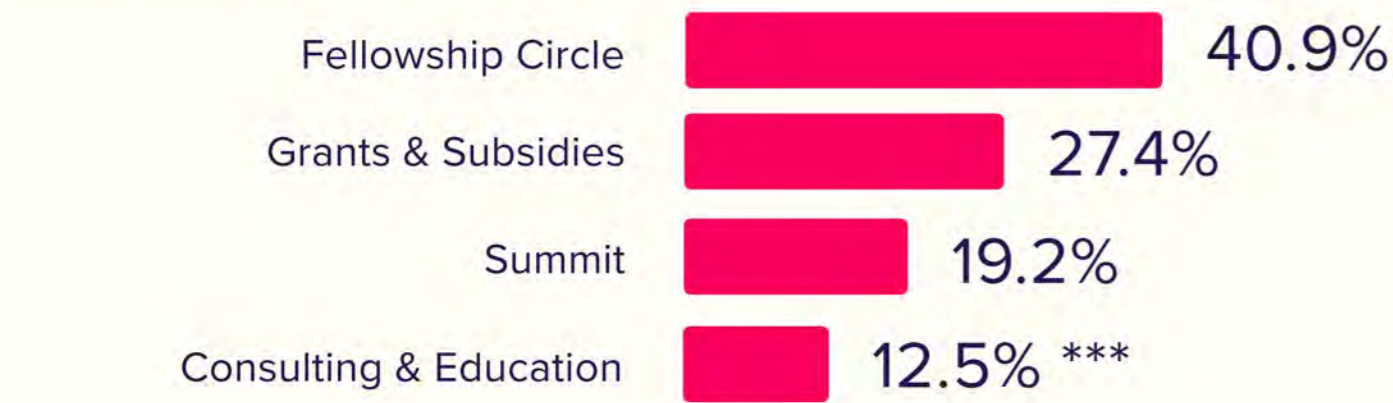
 **426%**
OPERATING REVENUE
Year over year increase

 **696%**
GRANTS & SUBSIDIES
Year over year increase

Revenue & Grants by Type



Revenue by Program







Expenses by Category



Sponsorships/Partnerships by Industry



Other Activities Related to Financial Sustainability

-  Management training on financial management strategy
-  Creation of budgeting and analysis process
-  Identification of Financial KPIs
-  Automated payroll process

* In 2020, AHF had zero sponsorships, grants, and registration fees/ticket sales due to the impact of COVID-19 on our operations.

** In 2021, Grants and Subsidies included Investment Readiness Program funding and wage subsidies.

*** Our Founder contributed 100% of her consulting and education service fees generated in 2020 and 2021 towards AHF's operating budget.



“

In a nutshell, AHF means representation and hope for me. To see so many amazing, accomplished and inspiring women as a part of the Fellowship Circle gives me so much hope for the future and means more BIWOC can have the kinds of careers and impact we all deserve. It also means that future generations of BIWOC can see themselves in positions of power, influence and impact and that inspires so many possibilities for what's to come. AHF is such a catalyst for so many of the things I wish I had access to when I was in my early-career and what a joy it's been to be part of the journey.

Shahzia Noorally

Manager, Diversity, Inclusion & Culture, Fortis Alberta | Creator & Host, The Colour Gap Podcast

Meet Shahzia Noorally

2020

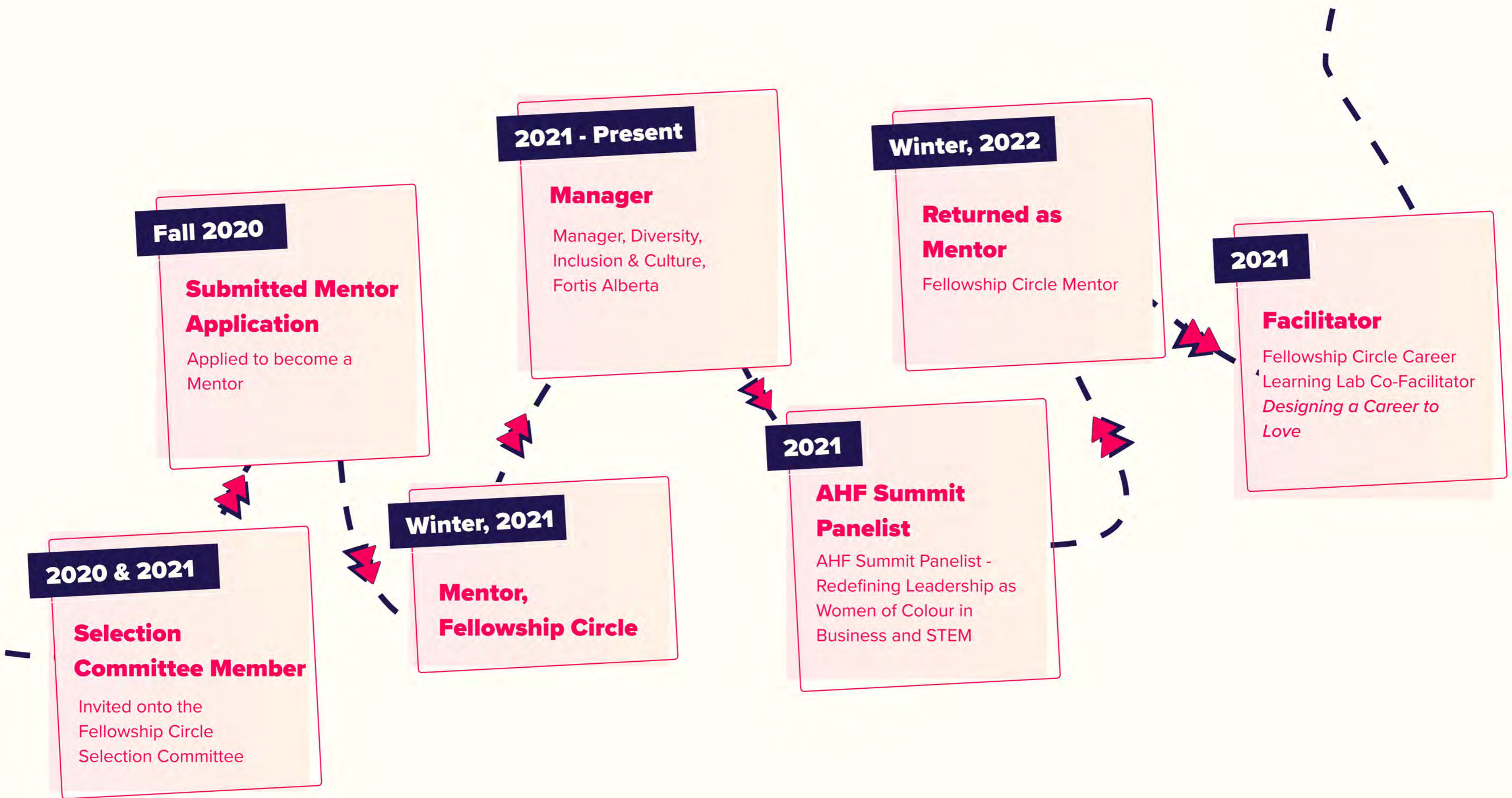
Panelist, Webinar

Panelist on AHF's Webinar "What's Next? Navigating Your Career as a Womxn of Colour in Uncertain Times"

2020

**Interviewed
AHF Founder**

Met our Founder through Instagram and interviewed her on the Colour Gap Podcast





Team Reflections & What's Next For 2022

Truth & Reconciliation

- Apply our four pillars of Allyship, Appreciative Listening, Amplify Indigenous Voices, and Active Commitment to respond to the TRC and MMIWG2S+ Calls
- Apply our deeply intentional approach to build relationships within Indigenous communities at the pace of trust
- Co-create programs with our Indigenous Engagement Lead and other Indigenous women in our community
- Work with educational partners to amplify AHF internship opportunities amongst Indigenous students

Partnerships

- Seek values-aligned long term partnerships where all parties are committed to learning, action, impact and systemic change
- Create a more robust partnership assessment and engagement strategy

Team Practices

- Embed energy leadership practices, learning and development initiatives, and downtime throughout the year to rest, nourish and grow
- Continue to administer pulse survey and team real talk sessions to celebrate wins and identify opportunities for enhancement

Branding

- Foster a dynamic community with, for and by Black, Indigenous and women of colour at all stages of their careers in business and STEM
- Be bold and compassionate in our brand voice, message and work
- Harness what we are known for including real talk and solutions through an intersectional gender equity lens
- Continue to amplify the voices, talents and leadership of women in our community on our social media, blogs and stages

Programs & Services

- Integrate feedback from our community and design sessions to continue to enhance existing signature programs and events
- Develop and launch new offerings to meet the needs of different community members, aligned with revenue diversification and capacity building/impact strategy
- Build on existing research to launch thought leadership initiatives aligned with priority areas of focus

Financial Sustainability

- Continue to diversify revenue types to mitigate risk and overreliance on any one type
- Apply financial and impact KPIs for decision making and to ensure the organization is run as a social enterprise
- Decline requests for free or deeply discounted labour as a matter of principle given our mission and refer organizations to sponsorship deck or fee for service menu

Our Deepest Thank You

Thank you to those who supported us since our inception in 2019. We'd like to acknowledge and thank all individuals and organizations that have supported us in 2021.

The AHF Team would also like to acknowledge the contributions of Common Good Solutions, Optinum, Simran Bakshi, Deborah Eliezer, Shefaly Gunjal, and Alicia Richins at various stages of our impact framework, analysis and report development process. Thank you to Natasha Sidi for graphically designing the report.

2021 Volunteer Advisory Group

Aretha McCarthy
Camara Chambers
Caroline Cagampan-Stoute
Carrie Liang
Chanèle McFarlane
Diana Kim
Jade Jocko
Jenny Bicong Ge
Michallia Marks
Shavonne Hasfal-McIntosh
Vaneezeh Siddiqui
Vanshika Agrawal

AHF Amplifiers

Chloe Maceda, Toronto Metropolitan University
Natasha Leghari, McMaster University
Sami Sekhon, University of British Columbia
Venassa Baptiste, Carlton University

Our Interns

Aisha Shafaqat, Research
Ambreen Akhtar, Digital Marketing
Ashami Thevathas, Human Resources
Deborah Eliezer, Research and Impact Analysis
Kelly Sung, Community Engagement
Natasha Leghari, Digital Marketing
Omega Luxor, Research
Qudsiya Jabeen, Events Marketing
Shefaly Gunjal, Impact Analysis
Shirley Zhong, Digital Marketing
Simran Bakshi, Research & Impact Analysis

Team Volunteers

Nadia Alick - Community Engagement Support
Rashmi Venkatesh - Mentor Engagement Support
Sumayya Daghar (*on Sabbatical*) - Operations
and Strategic Initiatives Lead



Coaches & Incubators

Alex Gill - Social Venture Zone
Dorothy Spence - Imaginal Ventures
Jodi Kovitz - Coach (Part of 2020-2021)
Kristel Manes - Sheridan EDGE
Laurissa Manning - Imaginal Ventures
Lauren Sears - Imaginal Ventures
Renee Devereaux - Sheridan EDGE

Service Providers

Canadian Small Business Women
Chasepixel
Common Goods Solutions
Do Well Dress Well
Emerge LLP
Forward Focusing
Hofer Adler LLP
KDPM Consulting
Melissa Malcolm HR
Optinum Professional Corporation

Sponsors & Partners

CPP Investments
EQ Bank
IBM
IGM Financial
Mackenzie Investments
Scotiabank
Shopify
TWG, a Deloitte Business
Humber College
Norquest College
Toronto Metropolitan University Career & Co-op Centre

Funders & Wage Subsidies

Investment Readiness Program
Canada Summer Jobs Program
CICan Career Launcher
Riipen's Level UP
Venture for Canada Internship Program



Ready to Help Advance Our Shared Mission?

Inquire about partnership: <https://accelerateherfuture.com/become-a-partner/>

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