



AHF Impact Report

Fellowship Circle

Winter 2025

AHF's Fellowship Circle is a highly curated and tailored 10-week program, designed by and for Indigenous, Black and racialized women in Canada launching their careers in business and STEM. The program focuses on developing social capital and career readiness skills.



Fellows Impact

52

Participants accepted into the program



90%

Completed the program



76%

Heard about AHF through peer, friend, or postsecondary institution



With representation from

23

Postsecondary institutions



5

Provinces



High program satisfaction rates

100%



Were satisfied with the Fellowship Circle 10-week experience

100%



Had a quality experience

100%



Found the AHF team to be responsive, helpful and welcoming

100%



Would like to participate in future programs or events organized and hosted by AHF

97%



Would recommend the Fellowship Circle program to a friend

*5-point likert scale (% with strongly agree and agree ratings)

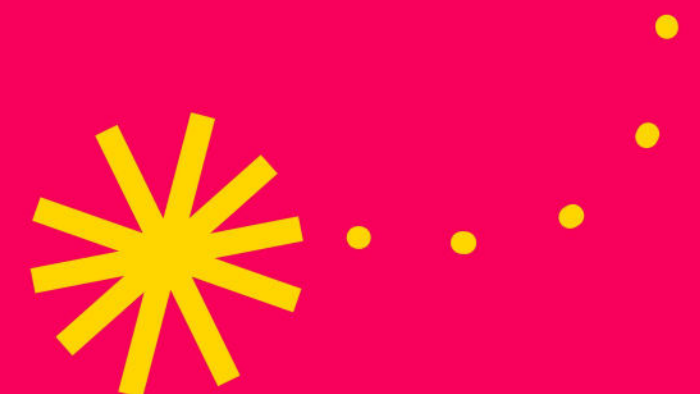


“

I couldn't be happier that a community like AHF exists. From every journey and perspective that was shared, it's been a such an inspiring and supportive space, one that truly makes you feel seen. This program provided such reassurance, I caught myself often say: “wow, you're not the only one that feels and thinks this way.” The entire experience further reiterated the power that lies in community.

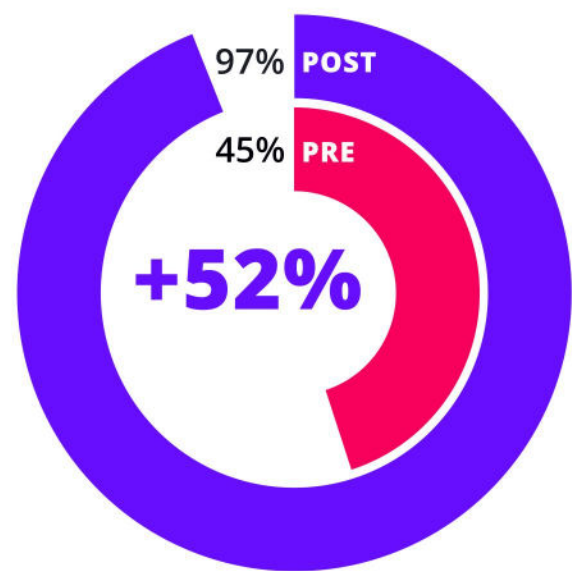
I would really like to recognize the AHF team for enabling such an inclusive, engaging, and kind-hearted environment, that too in a virtual setting! Thank you for the amazing work that you do, I stay in awe of all of you and am proud to be part of this lovely community.

AHF Fellow Graduate, 2025

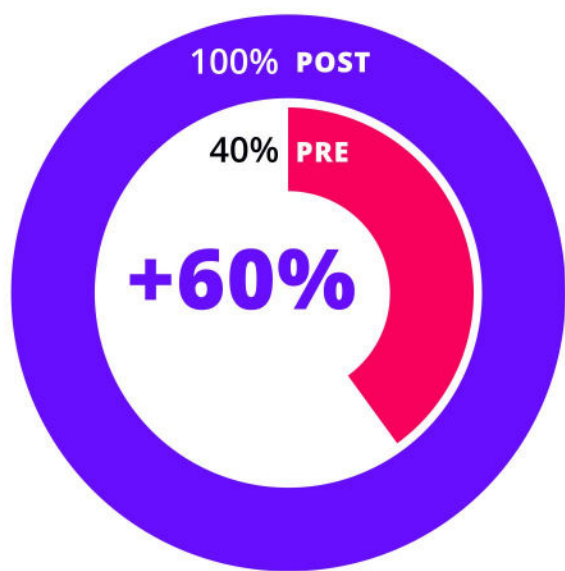


As a result of the Fellowship Circle...

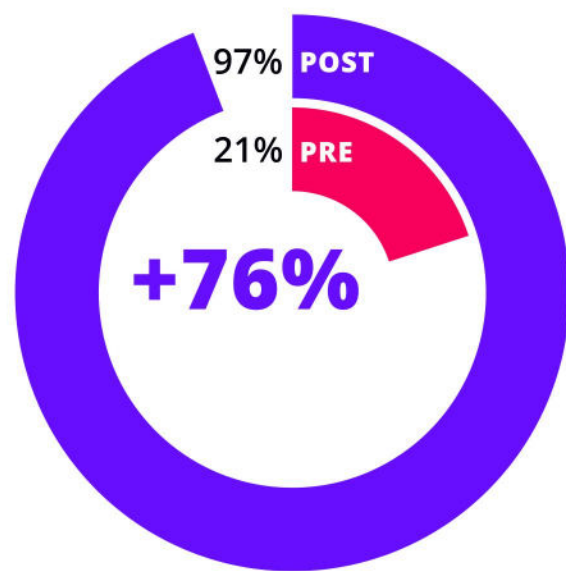
Had greater access to a supportive and inclusive community of peers and professionals where they could bring their whole selves



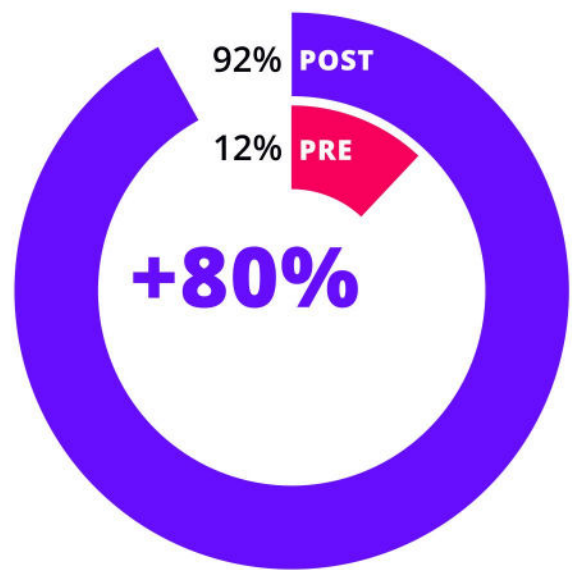
Had greater opportunities to network with other Indigenous, Black, or racialized women



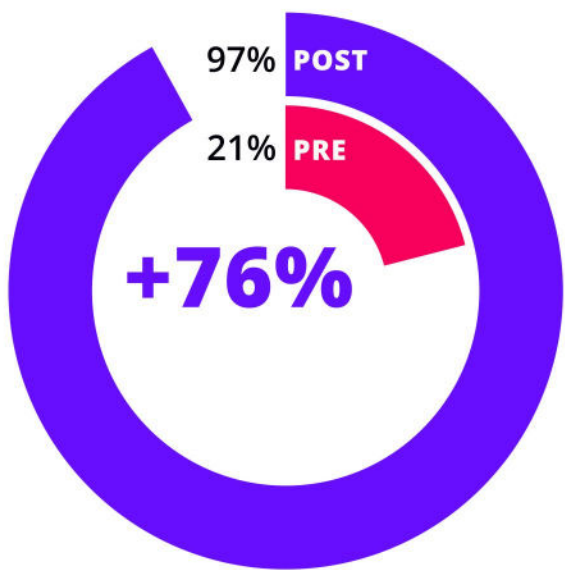
Had greater access to mentorship by other Indigenous, Black, or racialized women in the business or STEM sector



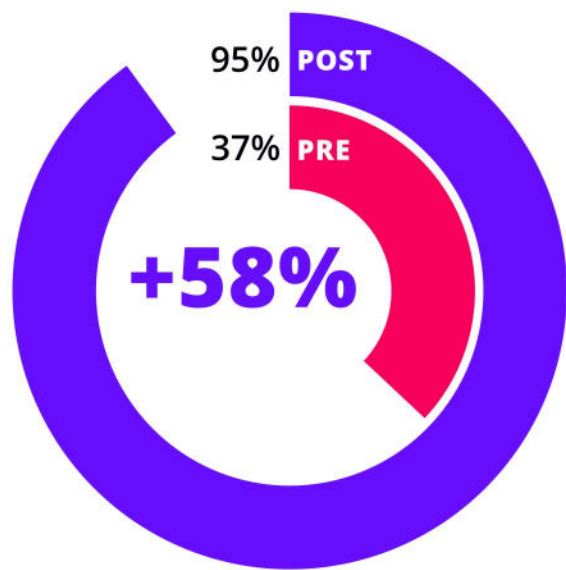
Feel more confident and equipped about navigating their career development



Had greater access to career learning opportunities tailored to their needs as a Black, Indigenous, or women of colour



Feel more confident about their networking skills



87%



Connected with
other Fellows on
LinkedIn

97%



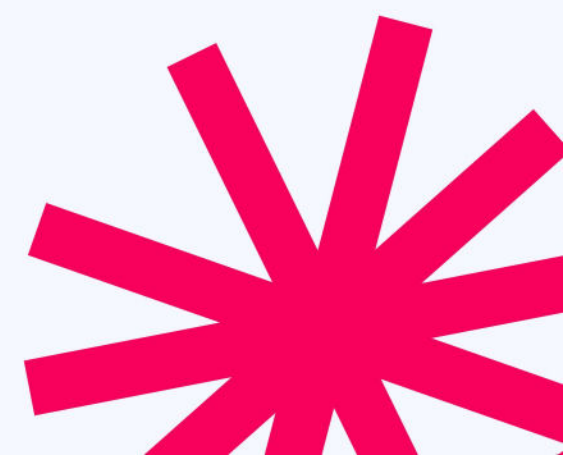
Connected with
Mentors on
LinkedIn



“

Completing the AHF Program was an empowering experience that provided me with invaluable mentorship and career insights! Through meaningful and engaging discussions, I gained a deeper understanding of leadership and building confidence in my skills and professional network. This program has truly equipped me with the mindset to navigate my journey with purpose and resilience!


Fahmida P.
AHF Fellow Graduate, 2025



Mentors Impact

38


Mentors in the program



With representation from

36

Organizations

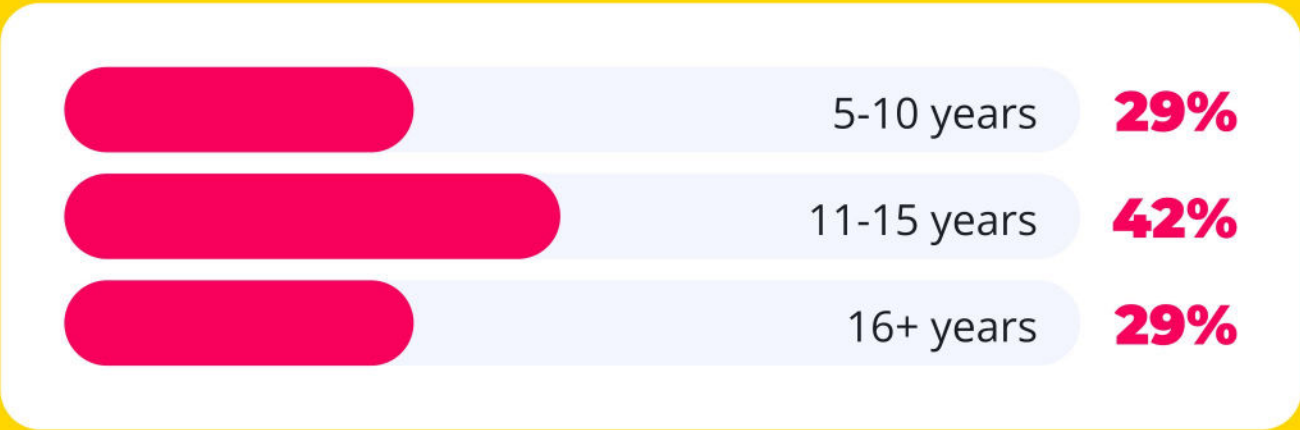


5

Provinces




Years of Experience



High program satisfaction rates


100%

Were satisfied with the Fellowship Circle 10-week experience




100%

Had a quality experience




100%

Found the AHF team and staff to be responsive, helpful and welcoming




100%

Would recommend the Fellowship Circle program to a friend



96%

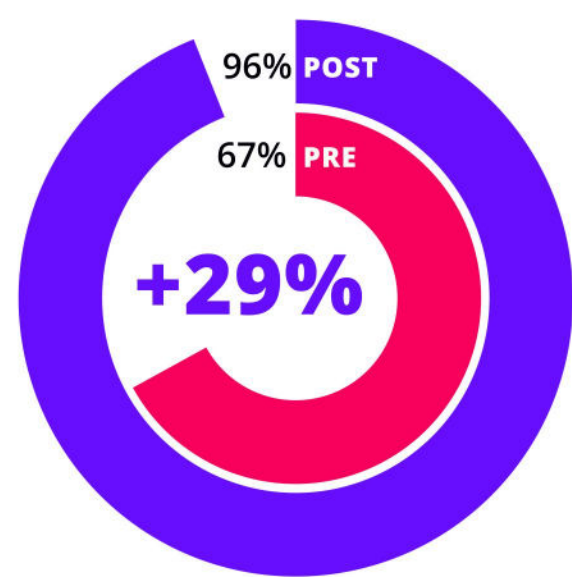
Better understand the value of reciprocal mentoring with Black, Indigenous and women of colour



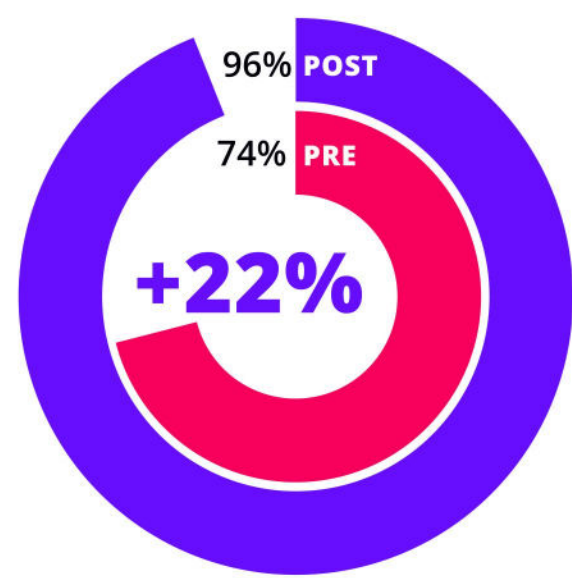
*5-point likert scale (% with strongly agree and agree ratings)



Had access to a supportive and inclusive community of peers and professionals where they could bring their whole selves



Better understand the value of reciprocal mentoring with Indigenous, Black, and/or racialized women.



*5-point likert scale (% with strongly agree and agree ratings)

100% 

Connected with
Fellows on LinkedIn

96% 

Connected with
other Mentors on
LinkedIn

“

AHF Fellowship Circle has made a significant impact on so many people. Demonstrating vision, creativity and initiative. As a mentor, we have been provided an opportunity to "ignite equity" for Black, Indigenous and racialized women of color. Thank you for the opportunity to be a voice for change and to share my lived experience that challenges the systems that oppress racialized groups or gender. May you continue to lead in creating circles that uplift and empower women and continue to break the barriers through professional and personal endeavors.

Patricia A Crowe
AHF Mentor, 2025



“

The Fellowship Circle program was exceptionally well thought out, providing a meaningful opportunity to give back to the community. I truly enjoyed connecting with fellow mentors, learning from their experiences, and engaging with mentees who were both curious and courageous. It was inspiring to witness their enthusiasm and thoughtful participation, making it a rewarding and enriching experience.

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AHF Mentor 2025



Thank you to our Fellowship Circle 2025 Corporate Partners



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