



**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)

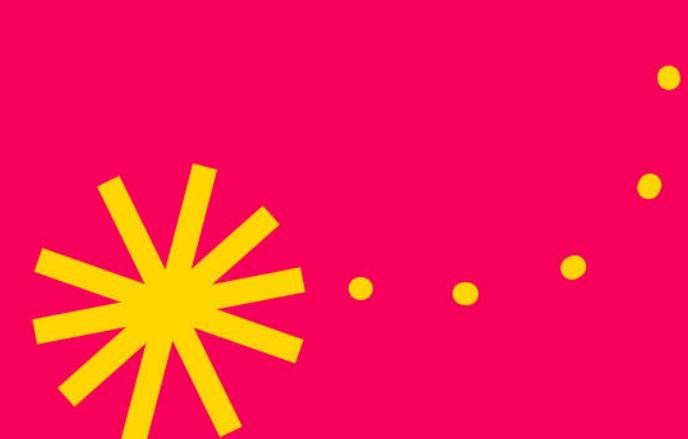


“

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.

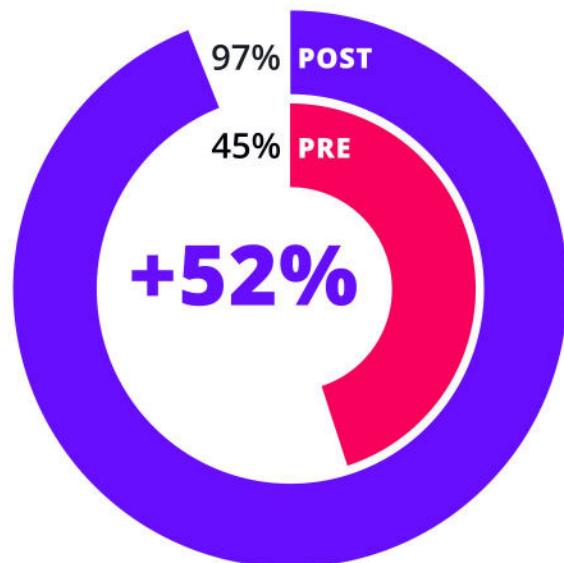
I would really like to recognize the AHF team for enabling such an inclusive, engaging, and kind-hearted environment, that too in a virtual setting! Thank you for the amazing work that you do, I stay in awe of all of you and am proud to be part of this lovely community.

**AHF Fellow Graduate, 2025**



## As a result of the Fellowship Circle...

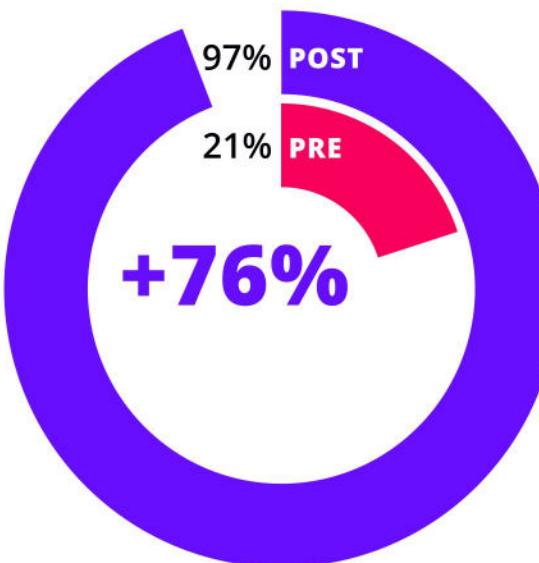
Had greater access to a supportive and inclusive community of peers and professionals where they could bring their whole selves



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



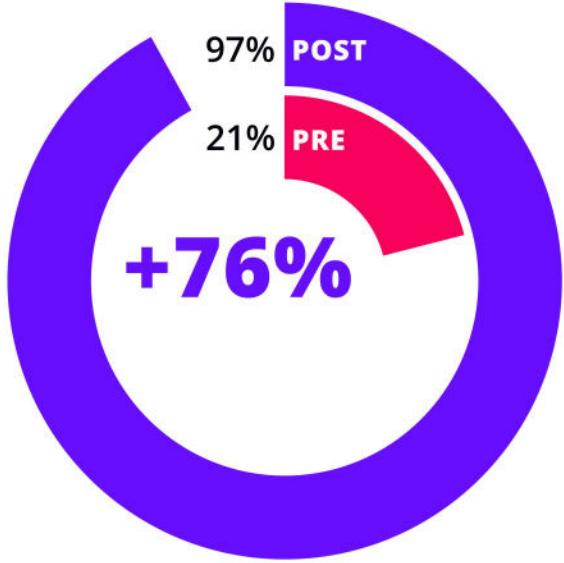
Had greater access to mentorship by other Indigenous, Black, or racialized women in the business or STEM sector



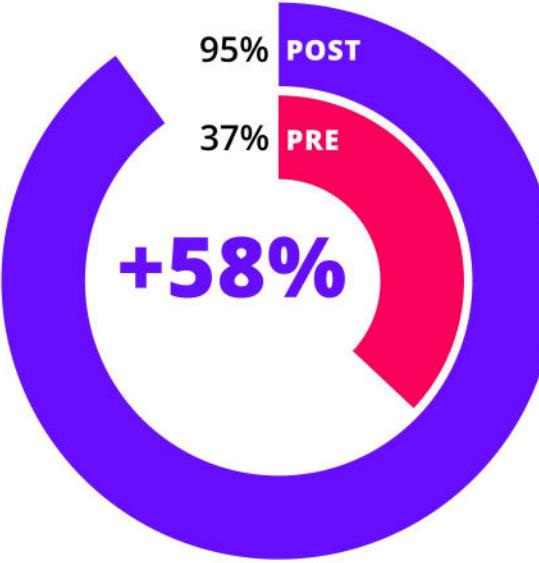
Feel more confident and equipped about navigating their career development



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

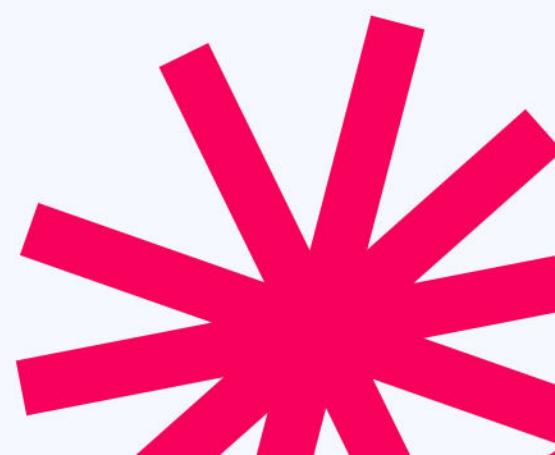


“

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**



**High program satisfaction rates**

# Mentors Impact

**38** Mentors in the program



*With representation from*

**36** Organizations



**5** Provinces



## Years of Experience



**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%**

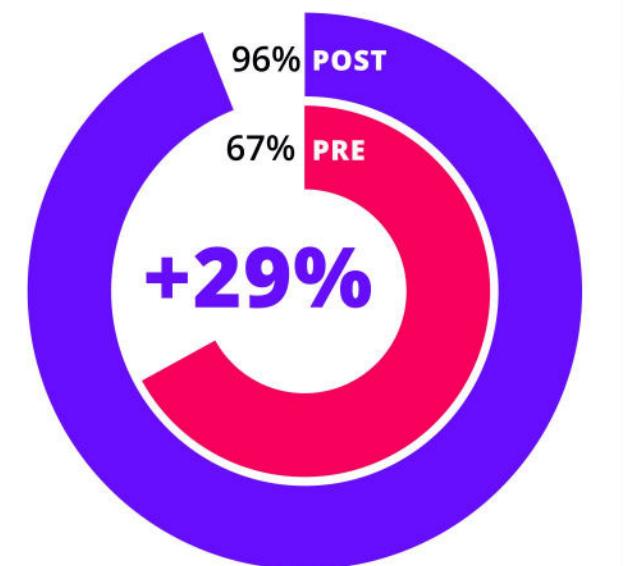


Better understand the value of reciprocal mentoring with Black, Indigenous and women of colour

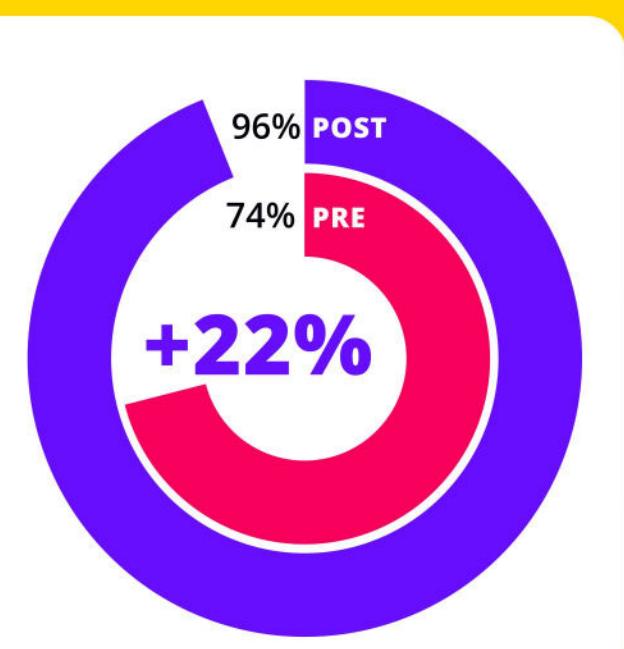
\*5-point likert scale (% with strongly agree and agree ratings)



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.

**Della D**  
**AHF Mentor 2025**



# **Thank you to our Fellowship Circle 2025 Corporate Partners**



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