

accelerate®
herfuture

2026 Fellowship Circle

Impact Report



Accelerate Her Future

AHF is a social impact organization advancing equitable career development and leadership pathways for Indigenous, Black and racialized women pursuing careers in business and STEM. AHF works at the intersection of research, leadership development and systems change.



About the Fellowship Circle

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.



Learn More

Fellows' Impact

47

Participants Accepted



12

Universities & Colleges



89%

Program Completion Rate



3

Provinces



57%

Heard about AHF through a peer, mentor, colleague or friend



Fellows' Year of Study

56%

Undergraduate students

18%

Graduate students

26%

Graduated





The sense of community and connection at AHF is unlike anything out there <3 It has been an absolute joy for us to be surrounded by women who want us to succeed and thrive, who themselves are such incredibly skilled people - hearing their stories and learning from their experiences and advice has been an honour and a privilege. I can only hope that every young woman gets to be in a space like this some day.

Sarah K.

Masters student in Electrical and Computer Engineering at TMU

Post-Program Survey Results

High Program Satisfaction Rates

100%



satisfied with the Fellowship Circle 10-week experience

100%



would like to participate in future programs or events hosted by AHF

100%



found the Fellowship Circle to be a quality experience

100%



found the AHF team to be responsive, helpful and welcoming

100%



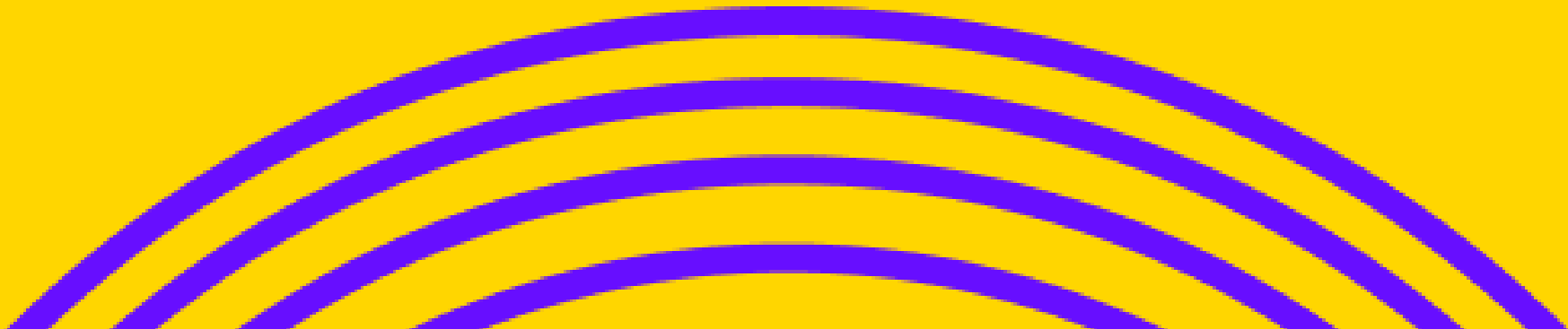
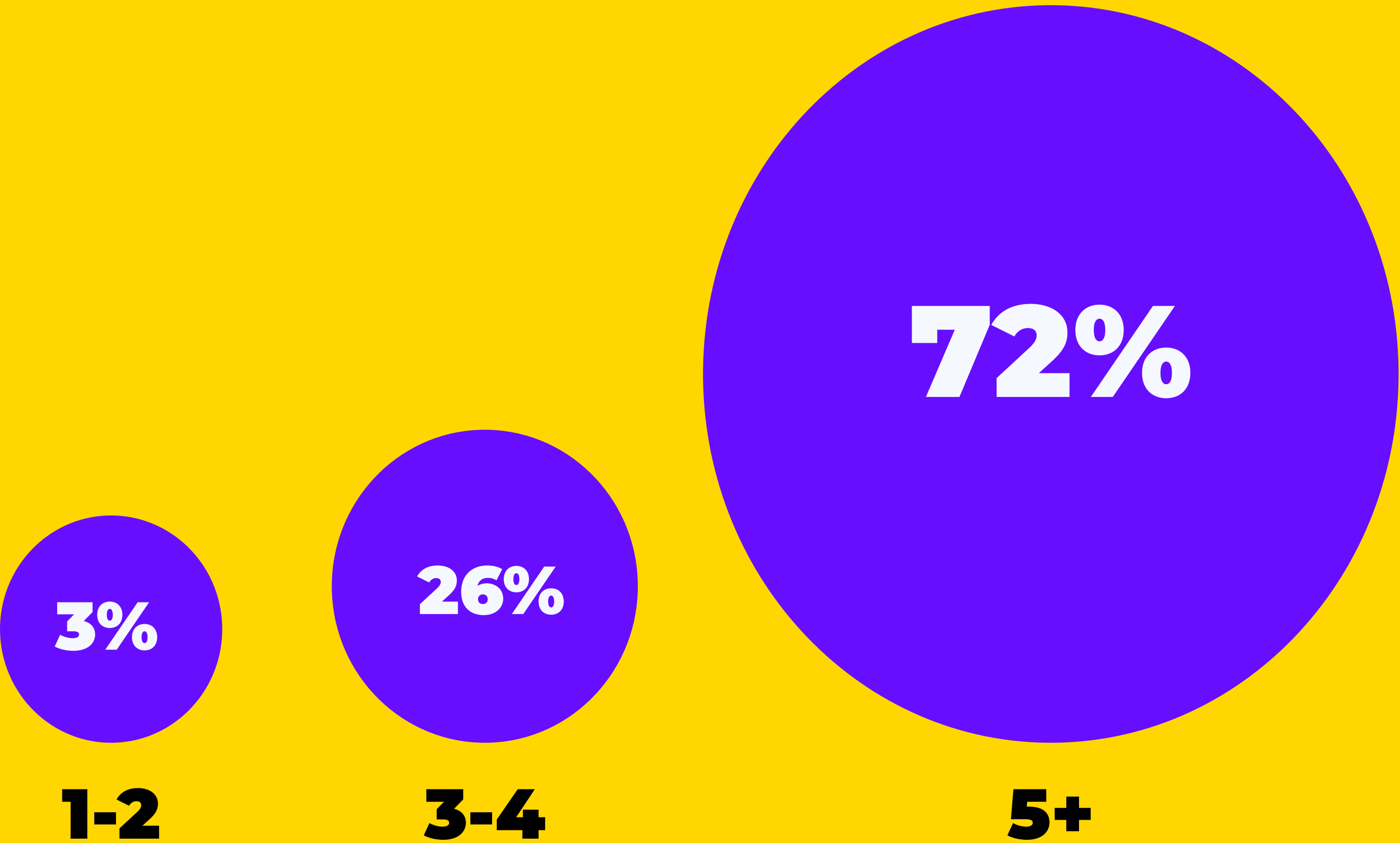
would recommend the Fellowship Circle to a peer or friend



Meaningful Connections Formed

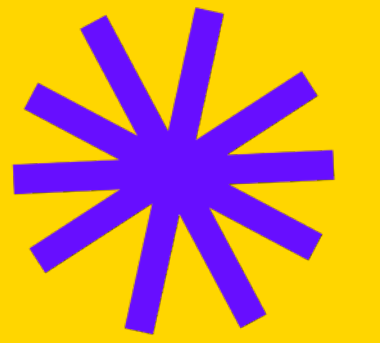


Number of LinkedIn Connections Added to Fellows' Networks



Top Fellows' Learning Goals

- 1** Using my voice more fully, speaking up, and being assertive.
- 2** Stepping more fully into my personal power and confidence.
- 3** Understanding what imposter “syndrome” is and how to alleviate it when it arises.
- 4** Developing my networking skills.
- 5** Understanding how self-awareness impacts my career development.
- 6** Using storytelling to develop my brand and career.



The last 10-weeks went by so quickly, I wish I had more time to spend with everyone. Every week was more thought-provoking than the last, and every meeting filled me with new insights and warmth that would keep my spirit bright in the days after. I want every woman of colour to be able to experience a community like this. One which is so inspiring and supportive of their journey. My biggest takeaway is that you need to trust your vision and yourself. You know what you are capable of, and you shouldn't neglect yourself, nor your aspirations, in favour of systems that were not built for you.

Leah N-K.

4th Year Digital Business Management Student at Humber Polytechnic.



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

18%

Pre

100%

Post

+82%

Had opportunities to network with Black women, Indigenous women and women of colour and develop their contacts.

22%

Pre

100%

Post

+78%

Had access to mentorship by Black women, Indigenous women, and/or women of colour in leadership roles.

20%

Pre

97%

Post

+77%

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

40%

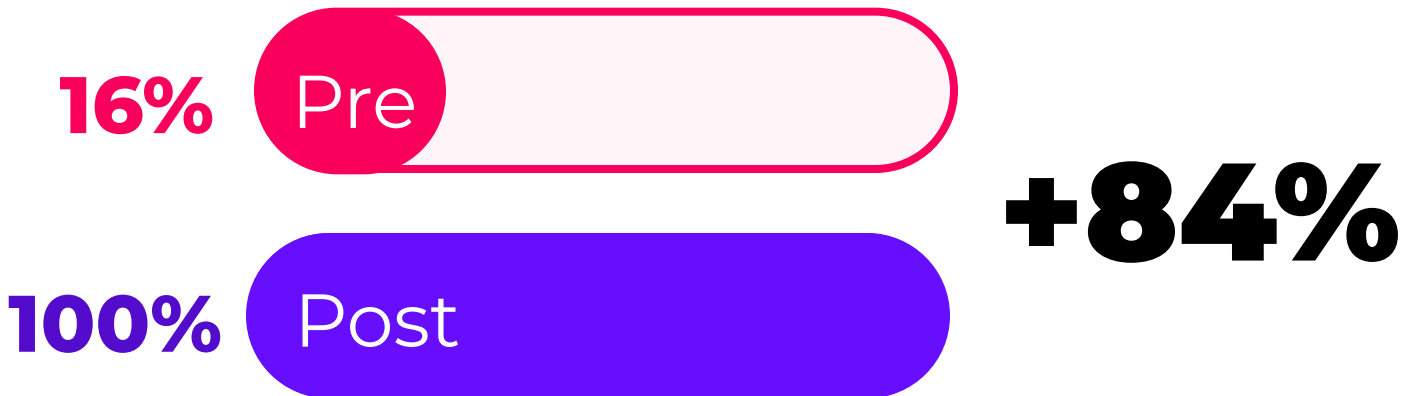
Pre

100%

Post

+60%

Feel more confident about my interviewing skills.



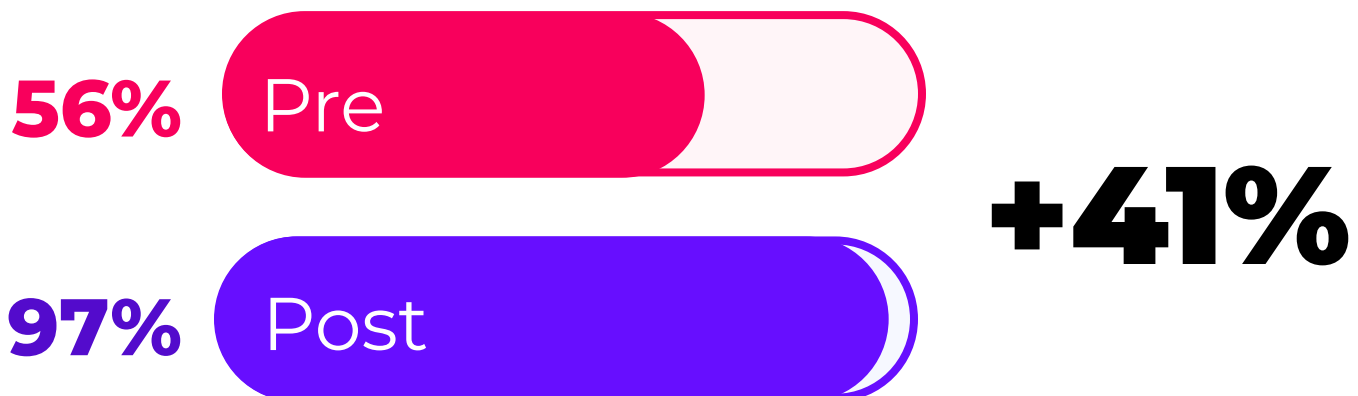
Feel more confident navigate their workplace environment as an Indigenous, Black, or racialized woman.



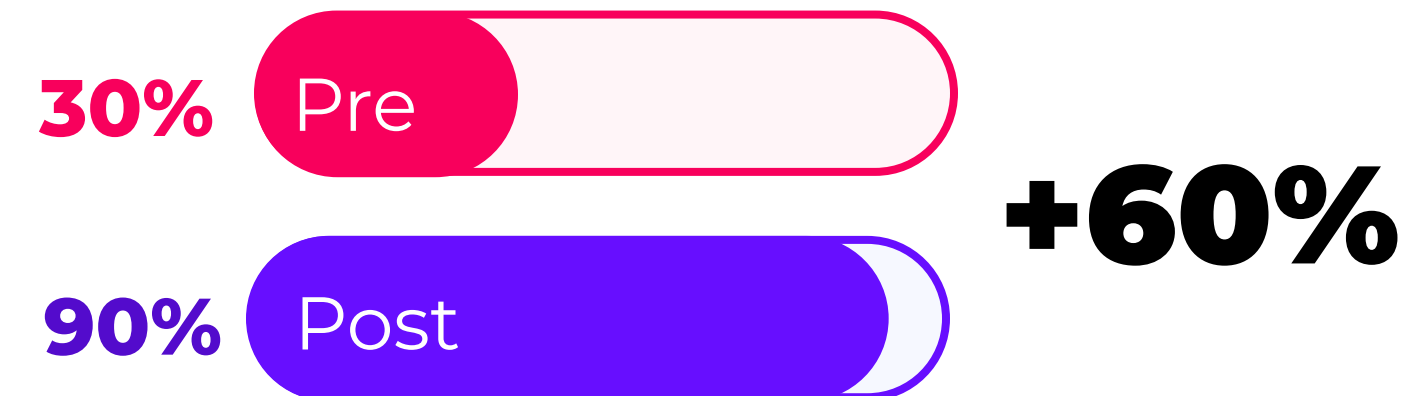
Feel more confident about their networking skills.



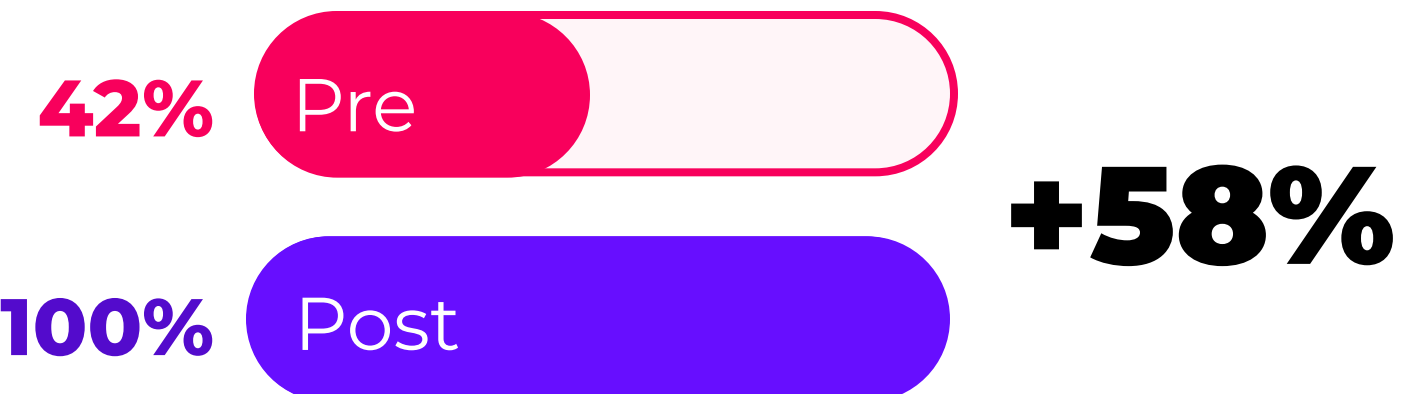
Feel more prepared to navigate workplace norms (feedback, meetings, expectations, etc).



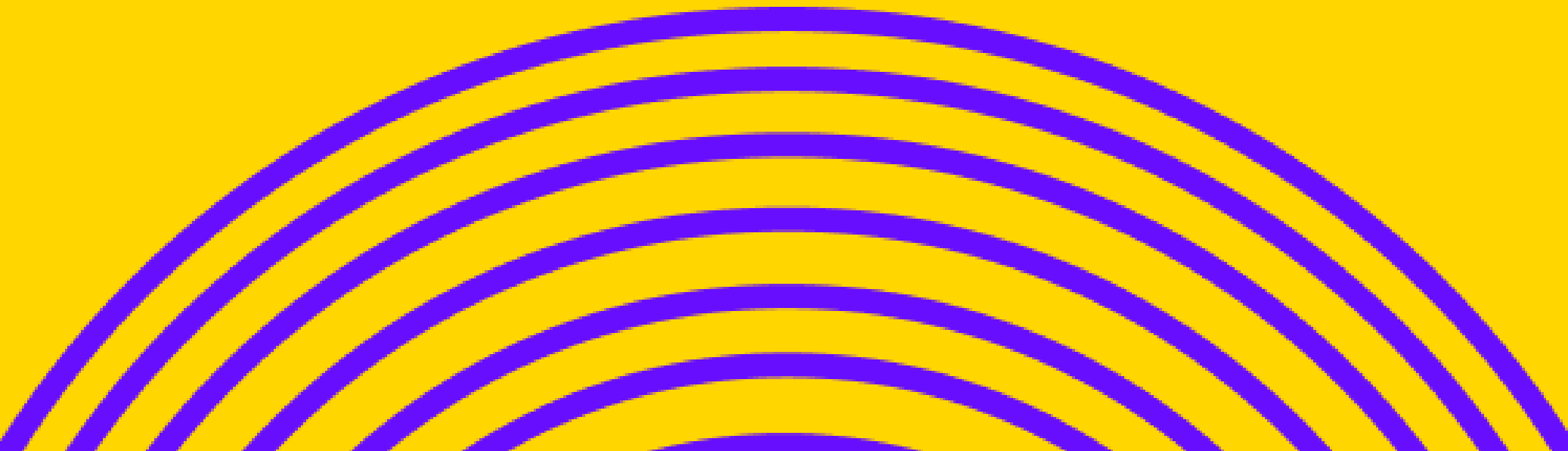
Feel more confident in using LinkedIn to market themselves professionally.



Feel more confident in initiating networking conversations or asking for informational meetings.



*[*5-point Likert Scale (% of respondents with Strongly Agree and Agree ratings)]*



Mentors' Impact

31
Participants



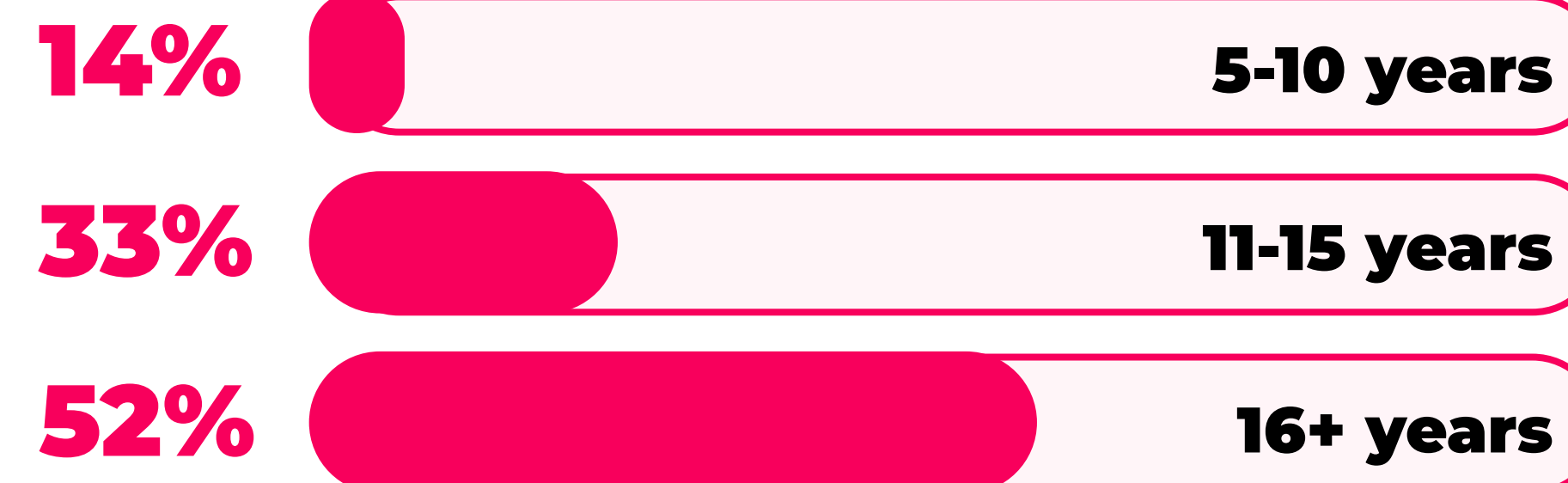
28
Organizations



4
Provinces



Years of Experience



The AHF Fellowship Circle was the most structured, intentional mentorship program I've participated in, and I felt carefully "held" -- by the facilitators, speakers, Fellows, and fellow Mentors. It is an experience greater than the sum of its parts, and I will carry it with me as I go forward.

Deepti Babu, MS, CGC

Founder & Owner, Integrity Content Consulting

Post-Program Survey Results

High Program Satisfaction Rates

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satisfied with the Fellowship Circle 10-week experience

100%



would like to participate in future programs or events hosted by AHF

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found the Fellowship Circle to be a quality experience

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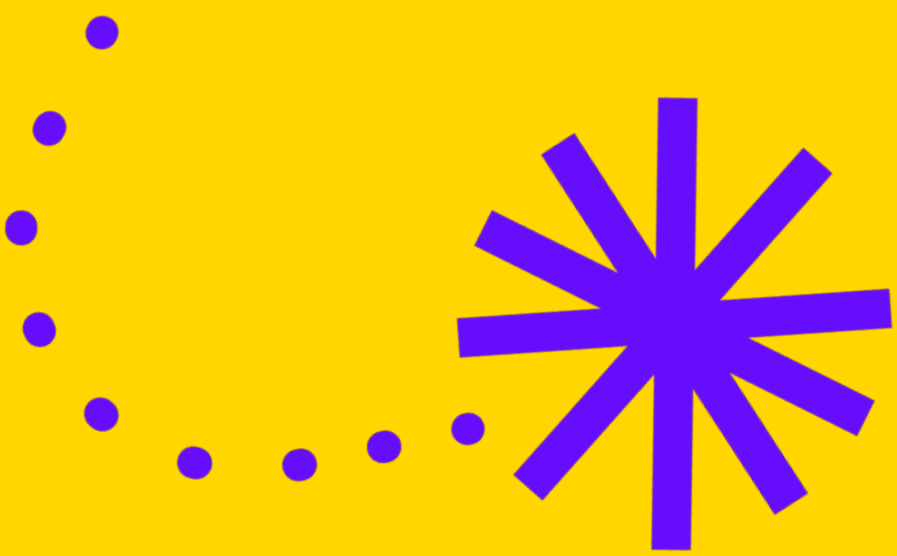


found the AHF team to be responsive, helpful and welcoming

100%



would recommend the Fellowship Circle to a peer or friend



Meaningful Connections Formed

95% 

Connected with other Mentors in the program

95% 

Connected with Fellows in the program

95% 

Intend to keep in touch with Mentors going forward

86% 

Intend to keep in touch with Fellows going forward



The AHF program was one of the most structured and valuable mentorship programs I have participated in. The program is uniquely structured around group mentorship, allowing both fellows and mentors to learn from each other in a safe space. This program equips emerging female leaders from equity-seeking communities to successfully navigate their personal and professional journey in an ever evolving world! I wish I had this program 20 years ago when I was first starting my career, I would be miles ahead in my journey as a result!

Ishma Zahur

Strategy, Operations, Governance and Transformation Executive

The Mentors Received Value from the Fellowship Circle



[*5-point Likert Scale (% of respondents with Strongly Agree and Agree ratings)]

Top Mentors' Learning Goals

- 1

Supporting Fellows to develop skills, tools, and strategies to build confidence.
- 2

Showing up authentically and vulnerably (with boundaries of course!)
- 3

Facilitating inclusive conversations so all voices are heard.
- 4

Growing my peer and professional network
- 5

Sharing strategies for navigating postsecondary or the workplace environment
- 6

Understanding others' lived experiences without judgment.



What stands out most about AHF's Fellowship Circle is the intentional space the team creates - one rooted in trust, honesty, and genuine connection. It's rare to find a reciprocal program where both fellows and mentors can show up authentically, share real experiences, and support one another without judgment. This was my third time participating, and it continues to be a special experience each time. I've seen firsthand how powerful it is to have a space that encourages kindness, honest conversations, and collective growth.

Rosanne L.

Co-Founder, Sidekick Consulting

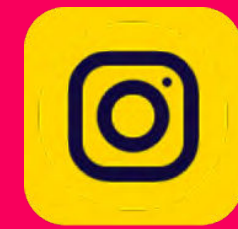
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Want to join upcoming AHF Fellowship Circle programs?



Join the 2027 Cohort Waitlist



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