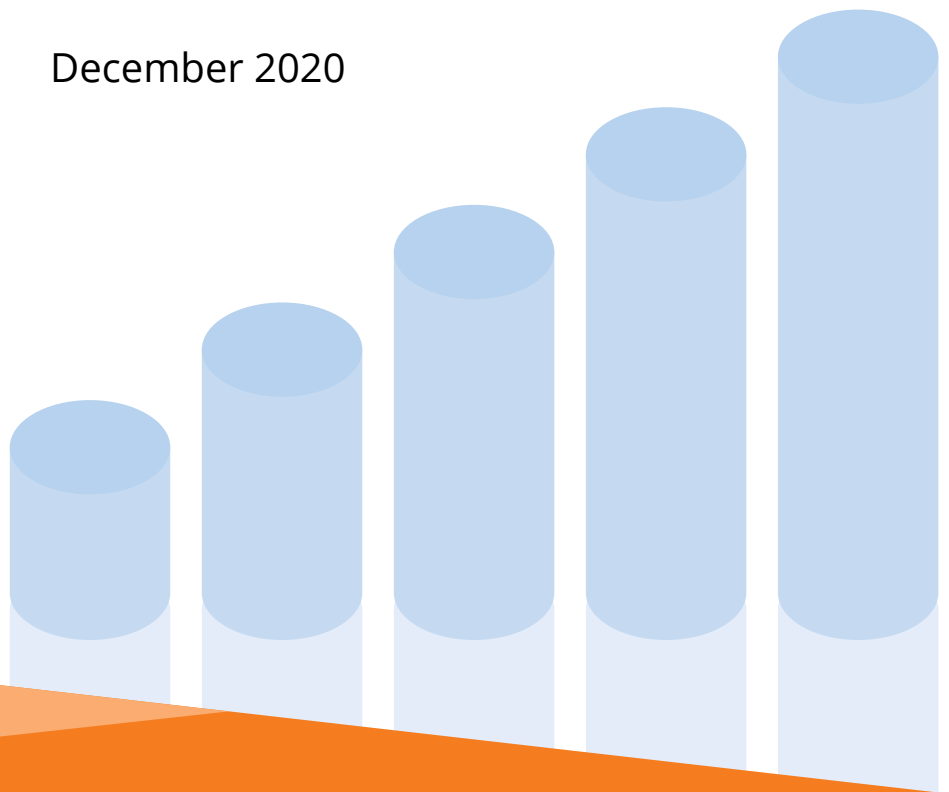


Fellowship Industry Report: Detailed Survey Results

December 2020



Introduction

Along with the 2020 Fellowship Industry Report, we are providing the detailed survey results so that the fellowship industry can gain a deeper insight into the responses provided by 82 fellowship programs that responded to our survey.

To access the Fellowship Industry Report and the Directory of Participating Fellowship Organizations, please visit: profellow.com/2020-fellowship-industry-report

For any questions, please email us at info@profellow.com

Mission Statement for the 2020 Fellowship Industry Report

The mission of this report is to provide knowledge, facilitate networks, and share models from the professional and academic fellowship industry. In particular, this report provides insights into the impact evaluation and DEI practices of fellowship organizations. We hope the data and insights from this report will be used as a springboard for creating new industry networks, information sharing and new and on-going research.

Fellowship Defined

We define a fellowship as a professional development or academic award, program or work placement that is competitive, merit-based and time-limited.

Survey Responses

We received 82 responses to the Fellowship Industry Report survey. The percentages of responses have been rounded to the nearest whole number.

Q: How many fellowship programs does your organization currently administer? (Open-ended question)

- 1 (52/82) = 63%
- 2 (10/82) = 8%
- 3 (10/82) = 8%
- 4 (2/82) = 2%
- 5 (2/82) = 2%
- 9 (1/82) = 1%
- 10 (1/82) = 1%
- 12 (1/82) = 1%
- 14 (1/82) = 1%
- More than 200 international exchange programs (1/82) = 1%
- Many (no number allocated by the respondent) (1/82) = 1%

Q: What is the structure of the organization that administers this fellowship? Please select the option that best describes its structure.

- Foundation or public charity (e.g. 501(c)(3) in the US or similar status in other countries) (68/82) = 83%
- Societal Benefit Organization (SBO in the US or similar status in other countries) (3/82) = 4%
- College or university including schools, departments, research groups or other university-based entities (3/82) = 4%
- Research institution (not university-based) (3/82) = 4%
- Federal government agency (2/82) = 2%

- Political organization (e.g. 501(c)(4) in the US or similar status in other countries) (1/82) = 1%
- Other (2/82) = 2%

The responses "Low-profit or limited liability company", "For-profit company or corporation", "State government agency" and "City or county government agency" were not selected by any respondents.

Q: Please choose the range of the number of employees who directly implement the fellowship program.

- 1 (8/82) = 10%
- 2 - 5 (52/82) = 63%
- 6 - 10 (16/82) = 20%
- 11 - 20 (3/82) = 4%
- 21 + (2/82) = 2%
- Not applicable (1/82) = 1%

Q: What year did your fellowship first begin accepting applications? (Open-ended)

- 2015 to 2019 (23/82) = 28%
- 2010 to 2014 (21/82) = 26%
- 2005 to 2009 (13/82) = 16%
- 2000 to 2004 (6/82) = 7%
- 1994 to 1999 (7/82) = 8%
- 1993 and earlier (12/82) = 15%

Q: In order to categorize fellowship programs, please indicate the primary focus of your fellowship program. If your program includes multiple aspects, please select the option below that is most aligned with your program.

- People accelerators (Amplify the impact of existing leaders through leadership and professional development) (40/82) = 49%

- Matchmakers (Facilitate the matching of fellows with social impact sector employers to serve in substantial full-time roles) (21/82) = 26%
- Funding for individual research, projects and/or academic study (9/82) = 11%
- Strategic employers (Advance own mission through the work of fellows in a structured program offering exposure and sector experience) (7/82) = 8%
- Launchpads (Bring new organizations and operating models to the world by helping fellows launch new ventures) (5/82) = 6%

Q: What is the length of the fellowship program?

- Up to six months (19/82) = 23%
- 7 - 12 months (30/82) = 37%
- 13 - 18 months (11/82) = 13%
- 19 - 24 months (11/82) = 13%
- 25 months + (4/82) = 5%
- Varies (7/82) = 9%

**Q: What are the topics and fields of interest that your Fellows are focused on?
Select all that apply.**

- Leadership Development (52/82) = 63%
- Social Justice (51/82) = 62%
- Capacity Building (46/82) = 56%
- Community Development/Revitalization (45/82) = 55%
- Health - Public/Community/Global Health (45/82) = 55%
- Public Policy (44/82) = 54%
- Diversity (increasing underrepresented groups in a sector or industry) (42/82) = 51%
- Environmental Conservation/Advocacy (42/82) = 51%
- Children & Youth (41/82) = 50%
- Government & Public Administration (40/82) = 49%
- Gender Equity (39/82) = 48%

- Economic Development (38/82) = 46%
- Education - K-12 (37/82) = 45%
- Human Rights (37/82) = 45%
- Social Entrepreneurship (32/82) = 39%
- Business & Entrepreneurship (31/82) = 38%
- International Development (30/82) = 37%
- Community Service/Volunteerism (29/82) = 35%
- STEM (Science, Technology, Engineering, Math) (28/82) = 34%
- Arts & Culture (28/82) = 34%
- Academic Research (27/82) = 33%
- Education - Higher Ed (27/82) = 33%
- Food & Nutrition (27/82) = 33%
- Law (26/82) = 32%
- Data Analytics (24/82) = 29%
- Human Services (23/82) = 28%
- Broadcasting, Publishing, and Media (21/82) = 26%
- Peace & Security (21/82) = 26%
- Philanthropy (18/82) = 22%
- Historical & Cultural Studies (17/82) = 21%
- Health - Disease Specific (16/82) = 20%
- Impact Investing (16/82) = 20%
- Software, Hardware & Technology (16/82) = 20%
- Vocational Training (15/82) = 18%
- Journalism (15/82) = 18%
- International Exchange (14/82) = 17%
- Other (please specify) (2/82) = 2% (Reponse: Animal Welfare)

Q: How many individual fellowships were awarded in your most recent cohort? (For this question, we collected open-ended responses and bucketed those responses here.)

- 1-10 (29/82) = 35%
- 11-20 (21/82) = 26%
- 21-30 (11/82) = 13%
- 31-40 (7/82) = 9%
- 41-50 (2/82) = 2%
- 51-100 (5/82) = 6%
- 101-200 (5/82) = 6%
- 301-400 (1/82) = 1%
- 601-700 (1/82) = 1%

Q: Does your fellowship have an age limit as part of applicant eligibility?

- Yes (12/82) = 15%
- No, but the fellowship targets early-career professionals and/or undergraduate students (30/82) = 37%
- No, but the fellowship targets mid-career or experienced professionals (24/82) = 29%
- No, there is no age or work experience limitations or ranges as an eligibility factor = (16/82) = 19%

Q: If you answered yes to the previous question, please specify your program's age limitations (e.g., applicants must be between 18-35 years of age)

We received 12 responses to this open-ended question. The minimum eligibility ages ranged from 18 to 22 and the upper eligibility age limits ranged from 28 to 40.

Q: Do you track the diversity of your fellows using any of the following characteristics (select all that apply)

- Gender (65/82) = 79%
- Race or ethnicity (58/82) = 71%
- Field of work (education, human rights, etc.) (38/82) = 46%
- Educational attainment (33/82) = 40%
- Nationality (32/82) = 39%
- Age (30/82) = 37%
- Sexual orientation (21/82) = 26%
- Military veteran (17/82) = 21%
- US regional origin (15/82) = 18%
- People with disabilities (15/82) = 18%
- 1st generation college students (14/82) = 17%
- Socio-economic background (13/82) = 16%
- Our organization does not track metrics related to the diversity of Fellows (11/82) = 13%
- Citizenship status/new Americans (10/82) = 12%
- Religion (2/82) = 2%
- Other (6/82) = 7%

Open-ended "Other" responses included: candidates' political ideology; geographic location; foster care status; English as a first language, and; origin community type: urban, semi-urban or rural.

Q: To provide more details on your selections in the previous question, please describe what goals your fellowship aims to achieve in regards to demographic diversity of your fellows, if applicable (e.g., 50%+ of Fellows are women or gender non-conforming). If you have several goals, please include all of them.

Below are some examples of the responses we received for this open-ended question.

"Our application targets are: at least one application from every eligible country (94 countries are eligible), at least 10 applications from 70% of all eligible countries (66 countries), at least 40% female applicants, at least 1% gender non-conforming applicants, at least 8% of applicants have a physical or mental disability, at least 27% of applicants identify living in a rural community, at least 11% of applicants work on transparency and accountability issues. In terms of final selection, we aim to have as diverse and balanced of a cohort as possible, including one 1-2 fellows per country, approximately equal (50/50 gender balance but with 1%+ gender non-conforming), etc. These targets are less defined."

"All fellows are next generation grassroots social justice leaders of color. The demographic breakdown of this group has changed with each cohort, but it is a mix of Black, Latino, API, Indigenous and mixed gender. We are now exploring a third cohort focused on support for women of color leaders."

"Strong preference will be given to students historically underrepresented in international exchange. This includes, but is not limited to Pell Grant recipients; veterans; first-generation college students; STEM majors; members of minority communities within the United States; and non-traditional students."

"Among US applicants, we aim to increase men to 40%, black & (non-Indian origin) people of color to 50%, indigenous to 5%, first-generation college students to 40%, and LGBTQ+ to 30%, and persons with disabilities to 10%."

"Our hiring pools tend to lean white-woman, so we actively work to increase representation of non-woman and non-white identities. Our goal this year is for 50% in each factor, but also looking at specific identities to call out potential bias."

"75% participants are Native Americans, Black, or leaders of color."

"75% people of color; 50% from low-income backgrounds."

"50% or more are women or gender non-conforming."

"We do look for a gender balance as in the past we have had more female than male candidates which is representative in this field of study at universities. However, this year we had close to a 50/50 gender balance. We look for geographic diversification from North America, South America, Europe, MENA, Africa, and Asia."

"We strive for a diverse representation by gender (typically it's harder to find male candidates) and our goal is that at least 50% of the students in the Fellows school districts are Black or Hispanic."

"More than 50% of our fellows are people of color, More than 33% of our fellows have lived experience with the child welfare system."

"100% identify as women. We strive for bi-partisan balance between Democrats and non-Democrats. Ideal age range is 25-35 with average age 28/29. We strive for a race-diversified class."

"75%+ of fellows are people of color; fellowship cohort reflects diversity of communities they serve; creating a pipeline/diverse pool of applicants for local/state/native government roles."

"We don't have stated goals since we don't recruit based on race, and/or sex. We would like to see diverse applicants but we have no control over who applies other than to require a PhD."

"Our goals would be to match or exceed the demographic diversity of teachers in the SF Bay Area (4% Black, 13% Asian, 13% Latinx, 63% white). We are currently surpassing most of those goals (with 6% Black, 24% Asian, 10% Latinx, 56% white)."

"We focus specifically on providing opportunities to encourage gender equity in conservation and support of historically marginalized communities."

"We strive to have at least 1/3 international Fellows each cohort."

"40% of our grants to go to Black-owned or Black-led initiatives."

"We opened our fellowship program to include DACA recipients as well as U.S. citizens."

"100% identify as women or female; 50%+ women of color; 50%+ first-generation college students; 50%+ have demonstrated financial need."

"40% of the cohort represents communities that have been marginalized in the Jewish nonprofit field we serve (Jews of Color, LGBTQ, Mizrahi and Sephardi, seeking balance among all genders, Jewish background/thought)."

Q: What benefits do Fellows in your program receive? (select all that apply)

Some responses that were filled in as “Other”, were coded and recategorized to the answers provided.

- Salary or stipend (53/82) = 65%
- Individual coach or mentor support (49/82) = 60%
- Transportation allowance or other support for travel expenses during fellowship (30/82) = 37%
- Health benefits/insurance subsidy and/or vaccinations (29/82) = 35%
- Housing or housing allowance (22/82) = 27%
- Fellowship completion award (20/82) = 24%
- Grant for continuing education/professional development (20/82) = 24%
- Group travel tour with itinerary (16/82) = 20%
- Tuition scholarship or research grant (15/82) = 18%
- Moving expenses (12/82) = 15%
- Travel expenses for fellowship interviews (12/82) = 15%

Open-ended “Other” responses included: support or funding to attend conferences, training, or events during or after the fellowship; equipment or supplies; visas and/or work permits; funding for project-based expenses; language study; and grants for the fellows’ organization.

Q: What is the fellowship program's top 3 sources of financial or in-kind support? If you don't have a second or a third choice, then please select none.

Option	First choice	Second choice	Third choice
Corporate contributions/funding	11/82 = 13%	8/82 = 10%	7/82 = 9%
Corporate partnerships or in-kind support	2/82 = 2%	4/82 = 5%	3/82 = 4%
External foundation funding	12/82 = 15%	12/82 = 15%	6/82 = 7%
Foundation's endowment	19/82 = 23%	5/82 = 6%	3/82 = 4%
Non-profit grant funding	13/82 = 16%	4/82 = 5%	5/82 = 6%
Individual donors	8/82 = 10%	14/82 = 17%	18/82 = 22%
U.S. government - local agency	1/82 = 1%	--	--
U.S. government - state agency	--	1/82 = 1%	--
U.S. government - federal agency	7/82 = 9%	3/82 = 4%	--
U.S. government - AmeriCorps	--	--	--
U.S. government - Peace Corps	--	--	--
Non-U.S. government agency or institution	--	--	1/82 = 1%
Foreign government (i.e. Government agency outside the country of your organization)	1/82 = 1%	--	--
International NGO	--	--	--
University or academic institution	--	3/82 = 4%	1/82 = 1%
Host organizations (partners) where the Fellows are placed	4/82 = 5%	8/82 = 10%	3/82 = 4%
Tuition or revenue	4/82 = 5%	--	3/82 = 4%
None	--	20/82 = 24%	32/82 = 39%

Q: What are the top three avenues/strategies you have found most successful for recruiting fellows? If you don't have a second or a third choice, then please select none.

Option	First choice	Second choice	Third choice
Alumni referrals	35/82 = 43%	20/82 = 24%	9/82 = 11%
Non-alumni referrals/pipeline partners	16/82 = 20%	26/82 = 32%	21/82 = 26%
Career fairs			
	1/82 = 1%	2/82 = 2%	3/82 = 4%
University career/fellowship offices	14/82 = 17%	8/82 = 10%	7/82 = 9%
Social media posts/sharing	12/82 = 15%	12/82 = 15%	18/82 = 22%
ProFellow advertising	--	6/82 = 7%	1/82 = 1%
Facebook advertising	1/82 = 1%	--	1/82 = 1%
LinkedIn advertising	1/82 = 1%	1/82 = 1%	3/82 = 4%
Other job board advertising (excluding LinkedIn)	1/82 = 1%	3/82 = 4%	6/82 = 7%
Other social media advertising (excluding Facebook)	--	--	--
Google ads	--	--	1/82 = 1%
None	1/82 = 1%	4/82 = 5%	12/82 = 15%

Q: If the program has a work placement component, what are the three most effective strategies you have used to recruit host organizations? If you don't have a second or a third choice, then please select none.

Option	First choice	Second choice	Third choice
Organization staff outreach or referrals	30/82 = 37%	4/82 = 5%	4/82 = 5%
Board of directors outreach or referrals	1/82 = 1%	8/82 = 10%	5/82 = 6%
Other volunteer outreach or referrals	--	--	1/82 = 1%
Alumni outreach or referrals	3/82 = 4%	11/82 = 13%	13/82 = 16%
Referrals from other partners	6/82 = 7%	12/82 = 15%	10/82 = 12%
Fellows identify their own host institution	3/82 = 4%	4/82 = 5%	2/82 = 2%
The host institution(s) established the fellowship program	3/82 = 4%	--	1/82 = 1%
None	5/82 = 6%	9/82 = 11%	12/82 = 15%

Q: Does your organization measure the impact of your fellowship, meaning the outcomes of the program that advance your organization's mission?

- Yes (77/82) = 94%
- No (2/82) = 2%
- Not Sure (3/82) = 4%

Q: Indicate your level of agreement with this statement: We measure the impact of our program in order to:

Option	Strongly agree	Agree	Disagree	Not applicable
Improve the fellow experience	71/82 = 87%	8/82 = 10%	--	3/82 = 4%
Complete donor reporting requirements	19/82 = 23%	27/82 = 33%	7/82 = 9%	31/82 = 38%
Maintain funders	20/82 = 24%	29/82 = 35%	3/82 = 4%	31/82 = 38%
Solicit new funders	14/82 = 17%	36/82 = 44%	4/82 = 5%	28/82 = 34%
Understand our program's effectiveness	66/82 = 80%	12/82 = 15%	--	4/82 = 5%
Identify new program opportunities	40/82 = 49%	30/82 = 37%	5/82 = 6%	7/82 = 9%
Inform programmatic decisions	58/82 = 71%	19/82 = 23%	1/82 = 1%	4/82 = 5%

Q: What metrics do you use to measure the impact of your fellowship program? Select all that apply.

- Fellows' satisfaction with the fellowship program/experience (74/82) = 90%
- Changes in Fellows' perception of self as a leader/positive self assessments/achieve personal or professional goals during fellowship (57/82) = 70%
- Long-term career trajectories of fellows (56/82) = 68%

- Host organizations' satisfaction with the fellowship/fellows' contributions (46/82) = 56%
- Fellows' influence on their field of interest, policy and/or development of new programs (37/82) = 45%
- How frequently Fellows collaborate within their cohort or as alumni (37/82) = 45%
- Number or percentage of fellows who continue on in host organization and/or industry (35/82) = 43%
- Fellows' public profile subsequent to their Fellowship (e.g., media presence, honors, publications) (32/82) = 39%
- Sustainability of changes implemented by Fellows (e.g., long-term funding for a new program) (25/82) = 31%
- Total dollars invested in fellows annually or over time (20/82) = 24%
- Fellows' contributions through volunteerism and community service (19/82) = 23%
- Not Applicable (5/82) = 6%

Q: If you conduct an impact evaluation, who does this work? (select all that apply)

- In-house staff (who are primarily dedicated to other activities) (45/82) = 55%
- External consultant (19/82) = 23%
- In-house staff (hired primarily for this purpose) (17/82) = 21%
- Fellows do their own evaluations of their work (15/82) = 18%
- Alumni (6/82) = 7%
- Funding body (2/82) = 2%
- Not Applicable (11/82) = 13%
- Other (1/82) = 1% (Reponse: Program Leadership Volunteers)

Q: If you conduct an impact evaluation, how often is this done?

- Annually (26/82) = 32%
- More than once a year (20/82) = 24%
- Every few years (9/82) = 11%
- Ad hoc (i.e. when funding allows) (9/82) = 11%
- Have not yet conducted an impact evaluation (6/82) = 7%
- Have only done once (4/82) = 5%
- Not applicable (8/82) = 10%

Q: If any of your metrics or evaluation information is publicly available, please indicate the website here.

Below is a list of public evaluation reports shared for this question.

[Global Health Corps 10 Year Impact Report](#)

[GGF - Impact Report 2019 final.pdf](#)

[The Gratitude Network Impact Report \(Updated\)](#)

[New America Impact of the Fellows Program](#)

[Ignited Impact Report](#)

[Reports and Publications | nsep.gov](#)

[Fellows Techniques, le recrutement de la 1ère cohorte en quelques chiffres](#)

[DCDJ SuperFellows: Reinforcing Improvements & Sustainability in the Data Ecosystem – Development Gateway – Data and digital solutions for international development.](#)

[Second Day Summer 2020 Impact Report](#)

[Evaluation of the Mandela Washington Fellowship \(2014 – 2018\)](#)

[Final Report Mandela Washington Fellowship for Young African Leaders September 2020](#)

[ProInspire Research and Resources](#)

[Pioneers 2020 - Levi Strauss & Co](#)

[Pioneers in Justice - Levi Strauss & Co](#)

[Schusterman Fellowship Evaluations | Charles and Lynn Schusterman Family Philanthropies](#)[Durfee Foundation Stanton Fellows](#)**Q: Which of the following do you experience as a challenge to conducting an evaluation of your fellowship program's impact? (Select all that apply)**

- Difficulty developing measurable indicators of impact/success (53/82) = 65%
- Lack of time to undertake an evaluation (36/82) = 44%
- Lack of organizational capacity in evaluation (33/82) = 40%
- Lack of funding to hire external evaluator or gain in-house expertise (25/82) = 31%
- Competing priorities/not currently a priority (23/82) = 28%
- Low response rates (15/82) = 18%
- Not a funder priority (4/82) = 5%
- Other (1/82) = 1% (Reponse: Data cannot be shared)
- Not Applicable (13/82) = 16%

Q: How would you characterize the status of your fellowship program's practices with regard to DEI? (Note: Since there is not a standard definition of DEI workplace practices, please answer based on your own fellowship program's definitions)

- We are consistently implementing DEI practices in our fellowship program (46/82) = 56%
- We are in the early stages of implementing some DEI practices in our fellowship program (15/82) = 18%
- We are in the planning states to incorporate DEI practices in our fellowship program (11/82) = 13%
- We do not currently have an explicit focus on DEI in our fellowship program (7/82) = 9%
- Not sure (3/82) = 4%

Q: Is DEI part of your fellowship's mission or values?

- Yes, it is in our public mission statement, values or goals (36/82) = 44%
- Yes, but it is not specified in our public mission statement, values or goals (28/82) = 34%
- Not yet, working on incorporating this in our public mission statement, values or goals now (10/82) = 12%
- Not sure (5/82) = 6%
- No (3/82) = 4%

Q: Is your fellowship designed to improve diversity (of any kind) in an industry or sector? (For example, your fellowship aims to recruit more women for roles where women are underrepresented)

- Yes (48/82) = 59%
- No (28/82) = 34%
- Not sure (6/82) = 7%

Q: In what ways is your fellowship organization investing in DEI initiatives? Select all that apply.

- Recruiting diverse fellows (76/82) = 93%
- Staff training (48/82) = 59%
- Events and programming for fellows on DEI topics (47/82) = 57%
- Hiring diverse fellowship staff (46/82) = 56%
- Recruiting diverse partners (e.g. host organizations) (45/82) = 55%
- Hiring or recruiting diverse fellowship trainers, facilitators, speakers, and volunteers (44/82) = 54%
- Events and programming for staff on DEI topics (41/82) = 50%
- Fellow training (41/82) = 50%
- Recruiting diverse Board members (35/82) = 43%
- Dedicated committee focused on executing DEI initiatives (23/82) = 28%
- Dedicated staff focused on executing DEI initiatives (17/82) = 21%
- Not Applicable (4/82) = 5%

Q: Do you evaluate the effectiveness of your DEI initiatives?

- Yes (23/82) = 28%
- No (26/82) = 32%
- Not sure (16/82) = 20%
- We don't have any specific DEI initiatives to evaluate (17/82) = 21%

Q: If you answered yes to the previous question, please describe how? (optional)

"Our teams took an iterative approach grounded in international good practices and context-specific bottlenecks identified by local partners: testing outreach and communication methods for promoting the fellows program; ensuring placement workplaces value the work of women fellows; and providing personalized coaching and support. Additionally, our local partner COS-CI's pre-existing deep local network helped us reach women's community groups, NGOs, and interest groups to better recruit and retain women. With a strong understanding of their specific needs and concerns, we tailored the program and our mentorship role to meet women at their needed areas of improvement. As a result, women's participation reached near-parity by the third cohort (47 percent women and 53 percent men)."

"We measure: fellow satisfaction with DEI training; diversity of candidate pool throughout the selection process; diversity of fellows; diversity of staff, senior leaders and board."

"Mostly internal assessments. We have a small staff and cohort size, so it is easier to evaluate the success of our initiatives."

"We track the diversity of our cohorts/applicant pools annually to improve our recruitment efforts each year, and use survey methods to assess the effectiveness of our equity-centered programming with the cohort."

"We are very aware of the diversity within our selection committees and grant and fellowship awardee cohorts"

"We evaluate the success of our recruitment and training. We also evaluate the impact of our DEI training modules on the Fellows and partners in surveys."

"We evaluate fellowship project impact equity outcomes, survey re: DEI training sessions and track data on representation."

"Qualitative discussions with fellowship participants, alumni, and partners."

“Surveys on Fellows training events, tracking recruitment efforts, tracking makeup of fellowship class.”

“We track the percentage of our Fellows (teachers) who work at underserved schools or schools in high BIPOC communities.”

“Analyze annual applicant, recipient, and institutional diversity.”

“To reach this level, it was important for women to hear directly from each other the support and value offered by the fellowship: encouraging others to pursue it and demonstrating how it has enabled them to contribute to pressing HIV and health issues through improved data use. It also helped that our local training partner had women data science trainers who were role models to nurture and encourage this data talent.”

“Leadership is held accountable for staff diversity (affects their financial compensation if low), and fellowship program staff are held accountable for diversity in the fellowship.

We look at everything through a race equity lens. This includes measuring the percent of fellows, staff, board members, review committee members, guest speakers, vendors, etc. who are women of color. We have revamped our application itself to be more inclusive, such as allowing for audio/video formats instead of written essays. We blind all demographic data to our reviewers and have updated our review and selection process to minimize implicit bias. We always make sure we have at least 50% of panelists or guest speakers at an event be from marginalized backgrounds. And we track the participation of our fellows, then disaggregate by demographics to identify any themes or trends.”

List of Survey Respondents

We thank the following fellowship organizations for participating in our survey for the 2020 Fellowship Industry Report:

Amani Institute
American Antiquarian Society
American India Foundation
American Philosophical Society
American University Women & Politics Institute
Atlas Corps
BA Women's Alliance
Center for Mediation, Peace, and Resolution of Conflict
Challenge Detroit
Cleveland Foundation
Congressional Hispanic Caucus Institute
Coro Northern California
Cultural Vistas*
David Bohnett Foundation
Development Gateway
Dog Tag Inc.
Education Insights Center
Emerging Public Leaders
Environmental Defense Fund
Envision Learning Partners
Equal Justice Works*
FAO Schwarz Family Foundation
Foster America
FUSE Corps

Generation WV
Global Health Corps
Harry S. Truman Scholarship Foundation
IDEX Accelerator
IEEE-USA
Ignited
IIE
Immigrant Justice Corps
Independent Sector
Inspiring Capital
IREX*
LeaderSpring Center
Levi Strauss Foundation
Longwood Gardens
Meridian Institute
Mira Fellowship / Cambiar Education
MITRA Technology Foundation
MOSAIC
MovingWorlds
Mozilla Foundation
National Security Institute
New America
New Sector Alliance
Nonprofit Leadership Alliance
Princeton in Africa
Princeton in Latin America
ProInspire
Public Policy & International Affairs Program

Public Rights Project
Robert and Patricia Switzer Foundation⁷
Rotary International
Running Start
Schwarzman Scholars
Second Day
Segal Family Foundation
Southern Education Foundation
Stoneleigh Foundation*
The Asia Foundation
The Atlantic Institute
The Charles and Lynn Schusterman Family Foundation
The Durfee Foundation*
The Eli J. & Phyllis N. Segal Citizen Leadership Program at Brandeis University
The Ford Foundation
The Global Good Fund
The Gratitude Network
Tiny Beam Fund
United Nations Association of the National Capital Area (UNA-NCA)
Urban Leaders Fellowship
US Green Building Council
Voqal
White House Fellows Alumni Association
Wildlife Conservation Society
World Wildlife Fund

**Respondents submitted separate responses for the organization's different fellowship programs*

ABOUT PROFELLOW

[ProFellow.com](https://www.profellow.com) is the world's leading online resource for information on professional and academic fellowships. Our mission is to make funding opportunities easier to find and to share advice on the competitive application process. All of our content is voluntarily produced by current and former fellows who aim to pay-it-forward and inspire the next generation of aspiring fellows.

ProFellow.com offers a free fellowships database where you can search and bookmark more than 1,300 fellowships and funding awards for individuals. We also publish articles with application tips written by fellows, features and interviews with current and former fellows, and fellowship calls for applications. ProFellow also leads the International Fellows Network of current and former fellows globally.

ProFellow is a small, women-owned social enterprise based in the United States. ProFellow's Founder and Director Dr. Vicki Johnson is a four-time fellow, top Ph.D. scholar, and award-winning social entrepreneur. For more information about ProFellow, please visit www.profellow.com or contact us at info@profellow.com