



## Fellowship Program

## Highlights 2015 - 2016

- Marion Romero, our fellow at Got Green, coordinated a series of protests against unfair labor laws.
- Nate Thomas, our fellow at Rainier Beach Action Coalition, is organizing develop an economic zone in Rainier Beach that provides job training, employment, and support to small business support to youth and small business owners of color.
- Selena Velasco, our fellow at Families of Color Seattle, has worked to coordinate six racial equity discussions around raising children of color with a focus on the current national conversation about racial equity.
- Niesha Fort and Suyoung Yun, placed at Ethiopian Community and Seattle and Somali Community Services of Seattle respectively, are working together to lead education programs for low-income youth.
- Mindy Huang, our fellow placed at Southeast Seattle Education Coalition, has surveyed more than 650 parents of color and is working to mobilize communities around education equity.
- Saida Alim, our fellow placed at East African Community Services, wrote a successful grant proposal for \$200,000.
- Tess Wilder-Cervantes, our fellow at Horn of Africa Services secured \$20,000 in funding for their summer program and lead the program implementation.
- Kristine Maramot led event planning for the Filipino Community of Seattle's annual gala, which earned over \$20,000. Coordinated Senior Lunch program, serving over 10,000 meals in a year.

### Partner Nonprofit Organizations

East African Community Services  
Eritrean Association of Greater Seattle  
Ethiopian Community in Seattle  
Families Of Color Seattle  
Filipino Community of Seattle

Got Green  
Horn of Africa Services  
Rainier Beach Action Coalition  
Somali Community Services of Seattle  
Southeast Seattle Education Coalition

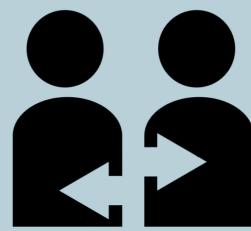
# RVC PRIORITIES



Cultivate leaders of color

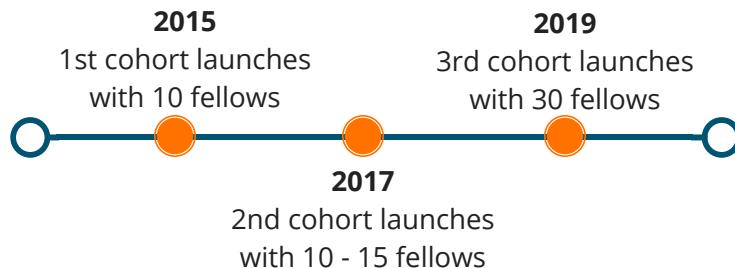


Strengthen capacity of communities-of-color-led nonprofits



Foster collaboration between diverse communities

## 4-Year Timeline



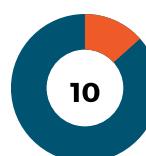
RVC recruits cohorts of emerging leaders from diverse ethnic communities each year and places them to work full-time in communities-of-color-led organizations to develop the organizations' capacity.

Key areas for strengthening organizations including strategic planning, infrastructure, fundraising, and program development.

**Background:** Communities of color struggle to be heard on almost every important community issue. Nonprofit staff from these communities, especially those who are focused on advocacy and systems-change work, are few, as there are not many pipelines to develop these leaders.

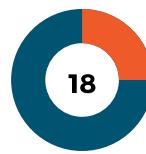
## Program Goals

1. Increased number of professionals of color who enter and remain in the nonprofit field
2. Increased organizational capacity among communities-of-color-led CBOs in Rainier Valley
3. Increased in program quality and in the number of people served by organizations in Rainier Valley.
4. Increased involvement of communities of color at the systemic-change and civic-engagement efforts
5. Increased collaborations between diverse communities of color around systems-change efforts.



We need to Diversify the Sector

Only 10% of Nonprofit Executive Directors are People of Color



Only 18% of nonprofit employees are people of color

"The Nonprofit Sector Has a Ferguson Problem,"  
Nonprofit Quarterly, December 2014