

DiverseCity Fellows Recommendation Form

Program Overview

CivicAction's DiverseCity Fellows program is a respected year-long experience for leaders from diverse communities and backgrounds across the Greater Toronto and Hamilton Area (GTHA) who have demonstrated experience in civic changemaking and are looking to amplify their leadership skills, grow their network, explore social issues, and become further emboldened to drive positive change in their communities.

Over the course of the program year, chosen applicants, or Fellows, will build personalized leadership development plans, receive coaching and mentorship, and participate in skills-building sessions to build key leadership competencies, strengthen cross-sectoral connections, and drive tangible change.

Upon program completion, Fellows will join a powerful network comprised of hundreds of DiverseCity alumni, mentors, and city-builders across the region.

Who should apply?

- Civic-minded leaders in the early-to-mid stages of their careers who are committed to making our region a more inclusive and better place to live and work.
- Individuals with at least five years of demonstrated history of leadership in their communities or sector (professional and/or volunteer).
- Creative problem-solvers who are collaborative, empathetic, inclusive, and results-oriented.
- Please note that due to the in-person elements of this program, the Fellowship is only available to individuals living and/or working in the Greater Toronto and Hamilton Area

Instructions

This application form should be completed by an **employer or personal reference** who can attest to the applicant's leadership experience and their interest in impacting their community.

SECTION 1: Reference Information

Name of Applicant			
Name of Reference			
Job Title of Reference		Organization of Reference	
Relationship to Applicant		How long have you known the applicant?	
Telephone		Email Address	

SECTION 2: Candidate Endorsement

This section should be completed by all references.

Please describe why you think the applicant should be selected as a CivicAction DiverseCity Fellow? What do you think they would gain from this leadership experience, and what do you think they would contribute to the cohort? (300 words)

SECTION 3: Declaration of Employer Support

This section should be completed by the applicant's employer. Please do not complete this section if you are not an employer of the applicant.

CivicAction's DiverseCity Fellows is a one-year leadership program. Employers of former DiverseCity Fellows have recognized the value of the program as a personal and professional leadership development opportunity for their employees and the role it plays in creating collaborative, self-aware, inclusive, and well-rounded leaders.

The program will include the following activities – some of which may take place during work hours:

- Approximately 80–100 hours of programming, with sessions taking place on weekdays, evenings, and weekends (approximately 5–8 hours per month)
- Opportunity for participants to engage in workshops that tackle social, environmental or economic issues in the Greater Toronto and Hamilton Area
- Mentorship component where participants are matched with a senior-level leader

- ☐ **Declaration of Employer support:** I have read and understand the time and project demands that the applicant will undertake should their application be successful. I support the applicant and any work that they undertake as part of CivicAction's DiverseCity Fellows program. I understand that, during the selection process, I may be contacted to provide more information about the applicant.

SECTION 4: Reference Declaration

This section should be completed by all references.

- ☐ I certify that all the statements I have made in this application are true and accurate to the best of my knowledge.

Signature: _____

Date: _____

Thank you for your contribution to CivicAction's DiverseCity Fellows recruitment process by helping us select the top rising leaders in the public, private, and non-profit sectors to participate in this year's program.

For more information on the program, please visit leadership.civicaction.ca or email leadership@civicaction.ca