



Multicultural Fellowship Program

Frequently Asked Questions and Answers

How do I apply to the Multicultural Fellowship Program? What should be included in my application?

Please submit your cover letter and resume to your primary fellowship program choice on SFF's [Careers page](#) by **11:59pm PST on March 8, 2023**. Late applications will not be considered. We do not offer extensions. You can only apply to ONE fellowship program. Supplemental materials will not be considered.

Your cover letter should communicate your commitment to equity, your approach to leadership, your interest in working with your chosen fellowship program team, and your dedication to personal and professional development through specific and demonstrable examples.

What is the selection process and timeline?

In early March, applications are read and reviewed.

First round interviews take place in mid- to late March via virtual platform with the relevant Senior Director and current Fellow.

Second round interviews will take place virtually in early to mid-April with three to five program team members.

Final candidates will then speak with San Francisco Foundation's CEO and CIO. Reference and background checks will be completed for all final candidates. The four candidates selected for the fellowship program will receive offers between late April and early May. All applicants will be emailed with updates about their candidacy status.

I applied in the past and did not receive an offer, can I apply again?

Yes, we welcome re-applicants who believe their candidacy and interests are aligned with a program.

What health and safety protocols are being put in place at the San Francisco Foundation during the pandemic?

The San Francisco Foundation is committed to the health and well-being of our staff. All SFF staff are currently required to physically meet for work responsibilities at least once a week. This is subject to change as our Covid protocols evolve. Multicultural Fellows must be located in the Bay Area.

What benefits are offered to Fellows?

Fellows receive a competitive benefits package that includes vision, health and dental coverage; remote working options; donation matching program; volunteer service leave; and more. More specific information will be given to those who receive formal offers.

The Fellowship Program maintains a professional development budget every year to support the Fellows' learning. This budget will cover conference attendance, supplemental training, and some individual resources (e.g., books).

What is a typical experience for a Fellow?

Each Fellow can expect to have a unique set of experiences – influenced by their personalities, interests, goals, past experiences, respective teams, mental models, cohort members, organizational and environmental circumstances, among other things. Fellows will gain experience in a dynamic work environment that is innovative and experimental in its efforts to advance equity.

Fellows work with their program teams throughout the week and participate in periodic Fellows Gathers. Fellows Gathers include group discussions on leadership, philanthropy, and professional development topics, as well as site visits with grantee partners and meetings with sector leaders. Fellows also receive coaching from their program directors. Fellows are supported in designing and facilitating additional professional development opportunities for themselves and the cohort. Fellows will receive mentorship and support from the alumni network. Fellows also receive guidance from staff and alumni when searching for their post-Fellowship opportunities.

As traveling returns as a safe option, there are approximately three statewide and national conferences that Fellows will attend over the course of the two-year Fellowship program.

Travel and related expenses are covered by the San Francisco Foundation.

SFF 'work hours' are typically from 9am-5pm, with a 30 min meal period, Monday-Friday with exceptions as needed.

What opportunities do Fellows find after completing the Fellowship? Where are Alumni?

During the course of the program, Fellows explore their interests, hopes, visions, purpose and impact – which all influence their decisions about 'what to do next'. Often, Fellows will actively search for and accept job opportunities in the nonprofit and philanthropic sectors - often at Program Officer and Program Manager/Director levels. Alternatively, some Fellows decide to take time to themselves after their Fellowship.

With over 30 years of history, the Multicultural Fellowship Program has a robust network of alumni across all sectors. Alumni can be found making impact as nonprofit leaders, elected and appointed officials, consultants and small business owners, teachers and organizers, philanthropic leaders, as well as their non-work-related identities. This network of committed and dynamic leaders is one of the most valued aspects of the Fellowship program.

Do you have any advice on choosing a pathway?

Applicants should apply for the pathways most aligned with their interests and experience based on the individual postings of the role and responsibilities of the pathway. Applicants are encouraged to be flexible when applying to a pathway. In some cases, applicants have been asked to consider different pathways that better align with cohort and team needs.

How does the first year of the fellowship differ from the second?

Over the course of the two-year fellowship, fellows engage in an iterative learning process. The fellowship begins with introductory discussions and skill-building sessions focused on philanthropy, grantmaking practice, and SFF's unique role and mission as a community foundation. By the end of the first year, fellows assume responsibility for independent projects and work with their respective teams to shape grantmaking and evaluation initiatives. In the second year, fellows continue to work on independent and team projects; help guide recruitment and selection of the next cohort of MCF fellows; and prepare for life after the fellowship by refining their long-term professional goals.

Are applicants required to have advanced degrees?

We do not require applicants to have higher education degrees. Undergraduate degrees are preferred.

Was it competitive to become part of the cohort?

When we were recruiting for our 2021 – 2023 cohort, 200 people applied for the four fellowships. Between 50 – 60% of the applicants did not meet the baseline qualifications for the fellowship.

I have a question that is not answered in this document, what should I do? Please review the job description thoroughly for information and details about the program. An Info Session will take place on February 10 that will offer insight from current Fellows and alumni. All potential applicants are encouraged to attend. A recording of the Info Session will be available. Additional questions can be directed to Fellowship@sff.org.
