

Attachment 1: Inventory of City of Toronto Youth Fellowship Programs

The Diverse Youth Fellowship Program

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| Program Stream: | Muslim Youth Fellowship |
| Participants served per year | 10 participants per year |
| Description | Established in 2017, the Muslim Youth Fellowship (MYF) aims to build political literacy and transferable skills in young Muslims. This Fellowship aims to provide foundational experiences and skills that will foster an understanding of the political process, while building skills and networks to encourage continued engagement. |
| Cohort Timeline | September to December; 10 fellows. The paid MYF placements run from September to December. Placements are part-time and 8-12 hours/ week for 12 weeks. Prior to the placements, and from August to mid-September, the program hosts a series of pre-placement training workshops that take place on weekends, 1-2 weekend days in a month. Attendance at training sessions is mandatory. |
| Eligibility requirements | Muslim youth 18 to 29 years of age Applicants must be eager to build their political literacy, deepen their understanding of municipal governance, have a desire to benefit their communities, and develop strong leadership skills that will hopefully place them in prominent decision-making roles in the future. Demonstrated track record of engaging with the development and growth of ethnic/racial/religious Canadian communities (i.e., Muslim, Black, Tamil, and/or Filipino), in all their diversity. |
| Activities | <p>Training - Skill building courses to build professional and political skills Workshop topics include: advocacy, campaigning to effective networking and building meaningful partnerships</p> <p>Placements - Fellows spend 12 weeks working with a Member of Toronto City Council. The work varies from office to office, serving Toronto's diverse communities through case work, event planning, communications, and administrative support.</p> <p>Community Projects - Fellows team up to take on a project of their design that tangibly address outstanding social or education needs within their community. The projects may be event-based, research-focused, or a media initiative. Expert mentors guide the development and execution of the fellows' projects.</p> <p>Mentorship - A network of mentors provides each Fellow with one-on-one support throughout the program. Mentors guide personal and professional development, assist in goal setting, and help fellows make meaningful connections that will support them in achieving their goals.</p> |

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| COVID-19 Context | COVID-19 restrictions have caused the fellowships to operate remotely Fellows have been creative in finding ways to complete their deliverables and support their respective Councillor offices |
| Program Successes and Other Metrics | 33 youth have completed the Muslim Youth Fellowship thus far Previous Fellows currently work as: Councillor aides/constituency assistants in the offices of Members of Toronto City Council at City Hall; Constituency assistant in the office of a Member of Parliament; Intern with Global Affairs Canada in the office of the Minister of Foreign Affairs Urban Fellow with the City of Toronto |
| Program Stream: | Black Youth Fellowship |
| Participants served per year | 10 participants per year |
| Description | The Black Youth Fellowship is a project that is built on the successful existing model of the Muslim Youth Fellowship that has been operational at the City of Toronto for the past three years. Last year, the Toronto City Council passed a motion unanimously to support an expansion of the program to other racialized communities. Consequently, Urban Alliance on Race Relations started the foundational work for the Black Youth Fellowship initiative. Project was initiated with a city-wide consultation and preparation phase. |
| Cohort timeline | January to March; 10 fellows; ended for the 2021 year, planning has begun for the 2022 year. |
| Eligibility requirements | Black youth 18-29 years of age Applicants must be eager to build their political literacy, deepen their understanding of municipal governance, have a desire to benefit their communities, and develop strong leadership skills that will hopefully place them in prominent decision-making roles in the future. Demonstrated track record of engaging with the development and growth of ethnic/racial/religious Canadian communities (i.e., Muslim, Black, Tamil, and/or Filipino), in all their diversity. |
| Activities | Training - skill building courses to build professional and political skills Workshop topics include: advocacy, campaigning to effective networking and building meaningful partnerships Placements - Fellows spend 12 weeks working with a Member of Toronto City Council. The work varies from office to office, serving Toronto's diverse communities through case work, event planning, communications, and administrative support. Community Projects - Fellows team up to take on a project of their design that tangibly address outstanding social or education needs within their community. The projects may be event-based, research-focused, or a |

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| | <p>media initiative. Expert mentors guide the development and execution of the fellows' projects.</p> <p>Mentorship - A network of mentors provides each Fellow with one-on-one support throughout the program. Mentors guide personal and professional development, assist in goal setting, and help fellows make meaningful connections that will support them in achieving their goals.</p> |
| COVID-19 Context | COVID-19 restrictions have caused the fellowships to operate remotely. Fellows have been creative in finding ways to complete their deliverables and support their respective Councillor offices. |
| Program Stream: | Tamil Youth Fellowship |
| Participants served per year | 5 participants per year |
| Description | <p>The Tamil Youth Fellowship (TYF) is about providing Tamil youth the access to tools, mentorship, and opportunities to create a positive impact in the public service. The program is focused on bringing in young Tamil people with unique perspectives and lived experiences to build meaningful programs and policies that are responsive to the needs of the Tamil community.</p> <p>Through TYF, The Diverse Youth Fellowship Program is empowering the next generation of Tamil public servants.</p> |
| Cohort timeline | Placements (April to June); 5 fellows in total completed the cohort The inaugural cohort began on April 2021. Four months of intensive training and mentoring were followed by a 12-week placement in the office of a Member of Toronto City Council. |
| Eligibility requirements | <p>Tamil Youth 18 to 29 years of age</p> <p>Applicants must be eager to build their political literacy, deepen their understanding of municipal governance, have a desire to benefit their communities, and develop strong leadership skills that will hopefully place them in prominent decision-making roles in the future.</p> <p>Demonstrated track record of engaging with the development and growth of ethnic/racial/religious Canadian communities (i.e., Muslim, Black, Tamil, and/or Filipino), in all their diversity.</p> |
| Activities | <p>Training – skill building courses to build professional and political skills Workshop topics include: advocacy, campaigning to effective networking and building meaningful partnerships</p> <p>Placements - Fellows spend 12 weeks working with a Member of Toronto City Council. The work varies from office to office, serving Toronto's diverse communities through case work, event planning, communications, and administrative support.</p> <p>Community Projects - Fellows team up to take on a project of their design that tangibly address outstanding social or education needs within their</p> |

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| | <p>community. The projects may be event-based, research-focused, or a media initiative. Expert mentors guide the development and execution of the fellows' projects.</p> <p>Mentorship - A network of mentors provides each Fellow with one-on-one support throughout the program. Mentors guide personal and professional development, assist in goal setting, and help fellows make meaningful connections that will support them in achieving their goals.</p> |
| COVID-19 Context | COVID-19 restrictions have caused the fellowships to operate remotely. Fellows have been creative in finding ways to complete their deliverables and support their respective Councillor offices. |
| Program Stream: | Filipino Youth Fellowship |
| Participants served per year | 5 participants per year |
| Description | <p>The Filipino Youth Fellowship (FYF) is about providing Filipino youth the access to tools, mentorship, and opportunities to create a positive impact in the public service. The program is focused on bringing in young Filipino people with unique perspectives and lived experiences to build meaningful programs and policies that are responsive to the needs of our communities.</p> <p>Through FYF, The Diverse Youth Fellowship program is empowering the next generation of Filipino public servants. The Fellowship recruited 5 young Filipino leaders and provided them with the training and skills development to set them up for success in their roles. Through their experience in the FYF, these young leaders will apply and build on their political acuity and develop an understanding of the inner workings of government.</p> |
| Cohort timeline | <p>The inaugural cohort began in April 2021. Four months of intensive training and mentoring were followed by a 12-week placement in the office of a Member of Toronto City Council.</p> <p>April to June; 10 fellows total (5 per fellowship); currently active and in office.</p> |
| Eligibility requirements | <p>Filipino youth 18 to 29 years of age</p> <p>Applicants must be eager to build their political literacy, deepen their understanding of municipal governance, have a desire to benefit their communities, and develop strong leadership skills that will hopefully place them in prominent decision-making roles in the future.</p> <p>Demonstrated track record of engaging with the development and growth of ethnic/racial/religious Canadian communities (i.e., Muslim, Black, Tamil, and/or Filipino), in all their diversity.</p> |

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| COVID-19 Context | COVID-19 restrictions have caused the fellowships to operate remotely Fellows have been creative in finding ways to complete their deliverables and support their respective Councillor offices |
| Program Stream: | Protégée Program |
| Participants served per year | 10 participants per year |
| Description | Protégée Program is a mentoring program that teams up young women with the City's women Councillors for six months in order to inspire and familiarize young women with the job of municipal councillor and provide them with hands on experience. |
| Eligibility requirements | <p>19 to 26 years of age</p> <p>Young women</p> <p>Residence in the City of Toronto</p> <p>Previous engagement with volunteer and advocacy groups, among others</p> <p>Willingness to commit to fulfilling the time requirement of the program</p> |
| Activities | <p>Sessions: Opportunity to explore some of the skills required to be a City Councillor, such as chairing meetings, understanding the City's finances, supporting neighbourhood and community engagement, creating strategies, undertaking constituent casework, and managing office and staff.</p> <p>Protégée's gain exposure to: Mentor's Personal Experiences Overall Job of Councillor Councillor as Policy-Maker Constituents and Participation in a Ward/Community Meeting Briefing Sessions</p> |

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| | <p>Speaking Engagements Media Interviews Politics and Lobbying Gender Issues Career Path Elections</p> |
| COVID-19 Context | Inactive due to Covid-19, as part of program consolidation, there will be a requirement for each cohort to have women participants make up 50% of the fellows in 2022. |
| Program Successes and Other Metrics | <p>Many Protégée's have successfully secured employment as full time constituency staff and city staff One former Protégée is currently a Chief of Staff for a Member of Toronto City Council.</p> |

Existing City of Toronto Fellowship Programs

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| Program Stream: | Urban Fellows Program |
| Participants served per year | Approximately 14 Fellows |
| Description | The Toronto Urban Fellows program is a competitive opportunity for recent graduate of Masters, LLB, JD, and PhD programs to tackle strategic projects at the City of Toronto. |
| Eligibility requirements | <p>Applicants must have recently completed graduate level education, (within the past three years), at a Master's level or greater, including LLB/JD. Internationally educated professionals are eligible and encouraged to apply. Individuals with a post-graduate certificate in Public Administration are also eligible to apply.</p> <p>Applicants who are currently enrolled in a Masters, LLB, JD or PhD level program, will need to meet all academic criteria in order to be eligible to graduate before the Urban Fellows program begins.</p> <p>Applicants must be legally entitled to work in Canada for the duration of the program. If you are not a Canadian citizen, you must be a permanent resident of Canada or possess a valid open work permit for the duration of the program.</p> |
| Activities | <p>Orientation and Project Matching, projects are based on their strategic importance to the City, professional development value and exposure opportunities for the Urban Fellow</p> <p>Learning series, year-long series that provides broader exposure to the City of Toronto's governance system, administration and policy landscape</p> |
| COVID-19 Context | <p>Job offers for the 2021-2022 cohort will be made in Summer 2021. The program will begin in September, 2021 and conclude in August, 2022.</p> |