

Pathways to Career Development in the Philanthropic Community for Minorities

Entry into the Field

- Greater Twin Cities United Way
- Five SpectrumTrust Endowments
- Graduate Programs in Nonprofits/Philanthropy
- Direct hiring into a Foundation
- Consultant/Business relationship with a Foundation(s)
- National Urban Fellows graduate fellowship (an MPA degree and nine months of work experience with a CEO/E.D./President/etc.)

Developmental Opportunities

- Internships
- Apprenticeships
- Fellowships
- Mentorship Programs
- Job Shadowing
- MCF Programs/Committees
- Other trainings

Membership/Networking Opportunities

- Associated of Black Foundation Executives (ABFE)
- National Forum for Black Public Administrators (NFBPA)
- Hispanics in Philanthropy (HIP)
- Asian Americans in Philanthropy (AAIP)
- Native Americans in Philanthropy (NAP)
- Emerging Practitioners in Philanthropy (EPIP)
- Others

Positions in the Field of Philanthropy that Minorities can obtain

- Paid Staff (CEO, Executive, Manager, Supervisory, Program Officer, Employee)
- Volunteer (Trustee, Director, Board Member, Supporter)
- Consultant (Advisor, Trainer, Evaluator, Writer, Website/IT, etc)