



## **Scholarship Program Q&A**

**Q. How is the Impact Scholarship promoted to inform people of this opportunity?**

A. The scholarship is promoted via email and Facebook posts, newspaper articles and newsletters. We also make attendees aware of the scholarship at our recruitment information sessions.

**Q. How are the scholarships funded?**

A. Some members pay their membership donation twice and donate the money to be used for scholarships. We also use corporate matching funds, individual donations and revenue from third-party events to support the scholarships.

**Q. Who serves on the Scholarship Committee?**

A. The Advisory Board appoints the committee.

**Q. How does the Scholarship Committee select recipients?**

A. In order to maintain a fair and consistent application review, the Scholarship Committee uses a rubric to score each candidate based on seven key attributes shown below in priority order.

Attributes Scored:

- Demonstrated drive and initiative
- Skills/talents the applicant has to offer
- Statement of need
- Desire to join
- Demonstrated knowledge and interest
- Barriers to participation
- Under-represented demographic (to expand Impact's reach)

Once all applications are received, each committee member independently scores and ranks the candidates using the rubric. The

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committee convenes to calibrate scores, rank the applicants using the average score for each candidate and develop a list of proposed recipients. The top candidates are proposed to the Advisory Board for approval.

**Q. Why are the scholarship recipients' names confidential?**

A. We want to provide each scholarship recipient the full experience of membership, and ensure they have the opportunity to participate equally with all members.

**Q. How many scholarships are awarded each year?**

A. The number varies depending on the amount of funds available and the quantity and quality of applicants. We awarded 11 scholarships in 2019.