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
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.