

Helping to place minorities in leadership positions

In the three years since Constance Horton was named executive director, the endowment for the Fund for Advancement of Minorities through Education has grown significantly, and plans are underway to increase the number of students who receive scholarships to attend private high schools. The Shadyside group's mission is to increase the number of minorities in leadership positions in the community by providing needs-based financial aid and arranging career internships with local businesses and non-profit agencies after high school graduation.

How does FAME work to get more minorities into leadership positions?

There's not any one silver bullet answer. We have to better educate our young people so they make better candidates in the job pool. We also have to make young people feel connected to the community so they know opportunity is here.

How do you plan to expand FAME's endowment over the next three years?

When I came on board three years ago, we had an endowment of slightly under \$5 million, which was raised over 11 years. Over the last three years, we've raised \$2.75 million. We've been really savvy about how we invest and also in building relationships with foundations, really



getting them behind the effort.

Have FAME graduates returned to Pittsburgh?

Sixty-six percent of the students have come back to Pittsburgh. We have a Columbia University Law School student doing an internship at Jones Day and a student in grad school working as a senior financial analyst at Bank of New York Mellon.

How many minority students receive scholarships during a given year?

This year it will be 52. We just finished our strategic plan, and our goal is to get that to 60 students. We had 21 interns this year, and we want to increase that to approximately 45 as part of our three-year plan.

— BY KRIS MAMULA

DIVERSITY WO

Pitt SBD minority,

Ray Vargo, of Pittsburgh's Center, has w years. Earlier t — put on by P Excellence in Women Educ assist minority a construction b inaugural clas month program

Can you c for Success

It was a six through July al componer would discu ing, plannin hiring and fi

These folk to-day operat eas that are f We held half-speakers th was almost a

Why is th For small b ity and wom underserved



We war
in