



Disturbed or outraged at South Africa's rising inequity?
Concerned about its impact on health?
Searching for an opportunity to contribute to change?

Then nominate someone to be an
Atlantic Fellow for Health Equity in South Africa

OVERVIEW

Tekano, meaning "equality" in Sesotho, is a non-profit organisation established to manage the Atlantic Fellows for Health Equity in South Africa. This initiative is funded by the Atlantic Philanthropies as part of their creation of an interconnected fellowship programme on five continents. The programme will strengthen progressive leadership to tackle the deep social and economic inequities that characterise South Africa and impact on the health of our people.

Each year Tekano will select 30 Atlantic Fellows to participate in a structured learning programme that is inter-disciplinary and focused on consolidating leadership for change. Fellows will be exposed to social and health injustices and their causes, as well as to innovative multi-sector efforts to address inequity in South Africa and beyond. Fellows will use this exposure to stimulate debate and discussion, reflect on what they learn and relate critical theory, analysis and concepts to their experiences.

WHAT IS THE BENEFIT FOR THE FELLOW AND THEIR ORGANISATION?

There are a number of potential benefits to you as an organisation in having an employee in the Tekano fellowship programme, which include staff development, partnership building and contributing to improved equity.

Many organisations recognise the potential of their staff, but lack the resources to develop them further. This is an opportunity for you to grow leadership within your organisation and gain new skills and competencies in your team. Fellows will strengthen their confidence to speak out and to lead on issues of social justice. They will also be exposed to opportunities to understand and grow collective leadership capabilities which will benefit your organisation. Fellows' understanding the social context and political-economy of health will be sharpened. They will explore the pathways through which living and working conditions influence the health of individuals and communities, and the structural drivers which shape these conditions. Fellows will share experiences of how government and policy processes work at local, national and global levels. They will develop competence around innovative strategic planning, and advocacy and communications skills. As part of the programme fellows will be asked to engage in a set of workplace-based learning tasks which will anchor their learning in application and bring immediate benefit to you as an organisation. We will encourage fellows to use structured and informal opportunities to share their learning within their organisation.

We will also create opportunities for fellows to connect with others across organisations and sectors, who are all engaged in work to strengthen social justice and address the inequities which results in poor health in our society. This will mean that there are opportunities for your organisation to build new partnerships and engage in a cross-pollination of thinking which is relevant to your organisation's field of practice.

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WHO ARE THE FELLOWS?

Tekano seeks to recruit young and mid-career social change advocates who are below 45 years of age, residing in South Africa, irrespective of citizenship. Our selection of Fellows will reflect the reality that health is not determined solely by healthcare systems. Many social, developmental and economic factors play a critical role. We encourage applicants from diverse fields – education, healthcare, housing and urban planning, the arts and media, environment, the law and human rights, and other fields.

The qualities we seek above all in our Fellows are a proven commitment to social justice and the ability or potential to play a leadership role. We also value participatory learning and fellows will be selected who demonstrate a willingness to work collaboratively in teams.

There are no minimum academic qualifications for Atlantic Fellows at Tekano.

We invite nominations and applications from both individuals and groups of four to five people who are already working together, or would like to do so, on an issue that influences inequity, preferably working across different organizations and sectors. Tekano is very keen that this programme fosters the ability of people concerned with similar issues – like food or education or violence or access to health services – to network and work in coalitions, especially people from different sectors and with different skills. We therefore encourage individuals to identify others in their broad networks and apply in groups. They can use the fellowship programme to strengthen their skills, deepen their connections and leverage the resources that this programme offers, to strengthen their efforts towards achieving equity. Your organisation may want to talk with other organisations you see as key to social change on your issues and encourage them each to put forward a staff member or volunteer. Imagine a working group including a community organiser, a journalist, a lawyer, a health worker, a researcher – that's the kind of group we think will get maximum value from the fellowship programme, even while we're also keen to include some individuals who are already well-networked and come into the programme individually.

REQUIREMENTS

Fellows are expected to:

- Obtain full support from their employer or the head of the organisation where they volunteer, to participate in the programme.
- Commit to attending the entire duration of the course, which includes six modules of five days each (from Thursday through to Monday):
 - Module 1: 7 to 11 September 2017
 - Module 2: 9 to 13 November 2017
 - Module 3: 25 to 29 January 2018

- Module 4: 15 to 19 March 2018
- Module5: 24 to 28 May 2018
- Module 6: 2 to 6 August 2018
- Participate in fellowship activities between modules including online learning, advocacy activities, group projects, etc.
- Remain engaged with the Atlantic Fellows Program beyond the fellowship year as an active senior fellow

Organisations will be expected to:

- Provide a letter of support to accompany the application.
- The director or fellows' supervisor attend an orientation event at the beginning of the fellowship programme and be involved in regular feedback and evaluation of the impact of the programme on the fellows.
- Approve leave for the Fellows to attend modules, expected to be about 18 days in the year. (This may be organised as annual or study leave or may require a special arrangement.)
- Create a space within the organisation that is conducive to the fellows' development and an environment that is enabling of the fellows' practising the skills they have learned.
- Support the fellows in the implementation of their health equity projects.
- Attend health equity conferences and seminars arranged by Tekano.

There are no costs to be paid by successful applicants and the employers for the fellows to attend the fellowship programme. All travel, accommodation and incidental expenses will be covered by Tekano. If the organisation were to support the fellows in the implementation of their projects, Tekano would view this as a valuable contribution to the goals of the programme and of social change.

HOW TO NOMINATE?

To nominate a staff member, colleague or volunteer in your organisation, visit our website www.tekano.org.za which has further information about the course and the application process. Please submit your nomination along with other required information to thabisile@tekano.org.za

Space is limited and the deadline for applications is **Wednesday, 31 May 2017**.

Fellows will not be considered for the fellowship unless all requirements have been submitted. All applicants will be informed about the status of their application via email no later than 30 June 2017. Selection of successful fellows will be a phased process. Shortlisted applicants will

be asked to submit a further substantive application in June. Further shortlisted applicants will be invited to attend an interview in June/July. The final cohort will be selected by late July.

FURTHER INFORMATION

If you have any questions about the programme, please contact:

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