

Atlantic Fellowship Programme for Health Equity in South Africa (AFHESA) based at Tekano: Call for Applications 2021 Frequently Asked Questions:

1. Is the AFHESA programme the right Atlantic Fellowship for me?

We would suggest you visit each global Atlantic Fellowship's website to review their Fellowship application guidelines. These are:

- [Atlantic Fellowship for Equity in Brain Health](#)
- [Atlantic Fellowship for Racial Equity](#)
- [Atlantic Fellowship for Social Equity](#)
- [Atlantic Fellow for Social and Economic Equity](#)
- [Atlantic Fellowship for Health Equity | Southeast Asia](#)
- [Atlantic Fellowship for Health Equity | South Africa](#)
- [Atlantic Fellowship for Health Equity | US + Global](#)

Please check with each of the Fellowship's listed for further details.

2. Who should apply for the AFHESA programme?

Anyone with an interest and/or passion for health equity in South Africa, and who has a particular interest in working on a social change initiative that addresses either a structural, social or commercial determinant of health. Those with experience in social justice activism and health equity are encouraged to apply.

3. What can I expect as an AFHESA Fellow based at Tekano?

The Fellowship Programme aims to build the capacity of visionary, values-based, change-makers to advocate for health equity in South Africa and on the African continent.

Fellows will develop shared understandings, strengthening their collective skills in working for social change. They will use collaborative strategies to support each other to transform complex social problems and redress profound disparities and inequalities.

The twelve-month Fellowship Programme is designed to achieve those shared understandings, and foster individual and collective capacities and commitments.

A required social change initiative conceptualised and driven by Fellows will be supported by Tekano for up to 2 years, as required and if justified.

After you have successfully completed the Fellowship Programme you continue on a lifelong journey as a part of the Lifelong Fellowship Programme.

4. Are there entry requirements for the Fellowship Programme?

There are no academic requirements for selection as a Fellow and applicants will not be disadvantaged if they have no formal educational attainment such as a tertiary qualification or a degree.

A level of literacy that allows engagement with written material is however a prerequisite. Whilst life experience will stand older candidates in good stead, younger candidates will need to demonstrate how their limited work experience would not disadvantage their participation in the Fellowship.

5-10 years' experience or involvement with marginalised communities and/or as a social justice activist is important.

5. What are the Fellowship Programme requirements once accepted?

All modules require the full attendance and focused participation of Fellows. Furthermore, Fellows will be expected to complete all assessments required, complete assignment work and submit these by agreed-to deadlines.

The Tekano Programme Team will provide Fellowship support in this regard. Fellows are required to complete these online, as well as send and receive communication via email.

6. Is English a minimum requirement?

Yes, English is a minimum requirement as the programme is delivered in English. We also encourage applicants to speak and communicate in their mother tongue and will do our best to assist those who require specific accommodations.

7. Would I need to have internet access?

Yes, as with most courses, and especially as a result of the Covid-19 pandemic, access to the Internet (with stable Wi-Fi) is a critical requirement to access e-learning platforms and participate in learning events. To this end, Tekano provides Fellows with a monthly allowance for data.

8. Should applicants have access to social media?

Tekano and its Fellows use Facebook, Twitter, LinkedIn and Instagram platforms to communicate, in addition to email platforms (viz. Gmail, Outlook). Applicants should have access to these and some degree of proficiency in some, and ideally all of these.

9. Can I work if I am doing the programme?

Yes, however those accepted to the Fellowship will be required to sign an agreement of commitment. This will be accompanied by a letter from your employer supporting your participation in the Fellowship, including releasing you from work responsibility during the face to face components of the Fellowship year as well as to deliver on your commitments to the programme.

10. How much time can I expect to be away from family?

The Fellowship programme requires a significant commitment. Fellows will be required to attend up to 50 face-to-face contact days. These include weekends and travel throughout South Africa, visiting urban, rural and remote areas. You will also need to set aside time for coaching, mentoring, between module assignments and private study.

11. Can I leave a module or activity early if I have a scheduling conflict?

No. There is no substitute for your presence at sessions. Participation is mandatory for all required programme activities. As a Fellow, you are expected to be on time for each session and to be present for the duration of the session. In the case of absence due to illness, unavoidable travel or family crisis, Tekano must be informed prior to the start of the session.

12. Do the programme dates include travel days?

No, the programme dates do not include travel days.

13. When will I know the dates for the remainder of the programme activities?

Applicants who advance to the shortlisted stage will be informed of all additional programme dates.

14. What type of social change initiative are you looking for?

Your social change initiative should be an expression of your passion and commitment for health equity. This could take place through work that directly impacts on health equity, including the structural, social and commercial determinants of health. It should be a demonstration of your commitment, passion, development skills, experience and expertise as an effective leader.

These include but are not limited to health, social policy, creative arts, social determinants of health that are multifaceted and complex in the South African/ African context. Bold, high impact and visionary initiatives are most welcomed.

15. Will I be able to change my social change initiative in the event I decide to take a different direction?

We do expect that social change initiatives may evolve during the Fellowship year. Here hosting organisations will support and work with each Fellow or a collective of Fellows to determine how best to structure and resource social change initiatives. Fellows will also receive mentorship support.

16. What is the role and requirements for host organisations?

Host organisations support the Fellowship journey. They work with Fellows in ensuring the success of their social change initiatives. In applying, it is important to have thought about and developed an idea of an organisation you would want to support you in working through your social change initiative as well as why you would like them to house your initiative. Tekano may also help identify relevant host organisations for fellows where this may become necessary.

17. Would I need references?

Yes, references in English are required. These may either be from your employer, hosting organisation, sending organization or a former employee. We would also require a reference letter from a community leader where you have worked before, and bear testimony / demonstrate evidence of your commitment to practices of health equity.

18. Is the course accredited?

No. The Fellowship Programme is not currently accredited.

19. Are certificates issued?

Yes, all Fellows meeting the requirements for graduating from the Fellowship will receive a Certificate of Attendance.

20. What is the process after I submit my application?

Once applications close, the Tekano external Application Review Panel will undertake a process to select a longlist of potential Fellows. Longlisted Fellows will be required to complete an agreed upon task in relation to a social change initiative they wish to undertake. On submission of this work, the process of shortlisting will commence. All shortlisted applicants will be progressed to interviews. The final stage may include a follow up conversation with a member of the Tekano team ahead of commencing the programme. If you are unsuccessful at the shortlisting stage, you will receive an email notification. Should you progress to interview and are successful, you will receive a formal letter of offer which you must accept within the timeframe provided.

21. Can I update my application after I submit it?

Applications cannot be modified after they've been submitted.

22. When will I be notified if my application is successful?

Longlisted applicants will be notified of their success by mid October 2020. The final shortlisted candidates will be notified of their success by the end of November 2020. Final offers and agreements will be concluded by Mid December 2020. The final cohort of 2021 Fellows will officially be announced on the 6 January 2021.

23. If I am accepted into the Fellowship, can I defer to the following year?

No, deferrals will not be accepted. Your place will be allocated to the next person on our shortlist.

24. How many applicants will be selected each intake?

20-25 Fellows will be selected for the 2021 cohort.

25. I have children, is the programme able to support me during the Fellowship year with childcare etc.?

Successful Fellows will not be prevented from participating in the Fellowship because of their responsibility for children.

While Fellows are primarily responsible for ensuring that they are able to fully participate in the Fellowship, given the demands of the programme, AFHESA will consider providing child care support where requested to ensure that all Fellows are able to participate equally.

26. What financial resources will I receive and what is the value of this?

All fellows will receive a stipend and additional financial support for their social change initiative. The value of the stipend is reviewed annually. Successful Fellows will be notified in their letter of offer, what the value of the stipend is for 2021.

Other support offered include:

- Travel, accommodation and meals for all Fellowship activities
- Data allowances
- Professional coaching and mentoring
- Communications services for public identity-development
- Networking opportunities
- Occasional special grants based on a particular need at a particular time
- Connection to a global community of Atlantic Fellows working for change

27. Will I have to pay tax on these resources?

Yes, you are responsible for meeting tax obligations on resources provided during your fellowship.

28. What expenses will I have to cover during the Fellowship programme

Whilst AFHESA will cover the majority of costs, Fellows will be responsible for all incidental costs incurred during the programme. Fellows are expected to cover personal expenses such as telephone costs, laundry expenses time off work, and other personal expenses incurred.

29. Can I apply again if I'm unsuccessful?

Unsuccessful applicants are encouraged to apply for future cohorts. Feedback can be provided upon request.

30. What happens after the 12-month inductive Fellowship Programme?

After the Fellowship induction year, Fellows who have successfully completed the programme graduate into the Lifelong Fellowship Programme, joining the global network of Atlantic Fellows and will be invited to participate in global gatherings of the network.

31. What can I expect as a Lifelong Fellow?

Lifelong Fellows are also called Senior Fellows. In the Tekano Programme you can expect to continue to build catalytic communities, and work towards health equity.

The lifelong journey is designed for Senior Fellows to strengthen the impact of your lifelong health equity work, enable discussion, build the catalytic community, and to sustain and complement deepening understanding, capacities and commitments to improving health equity outcomes.

You will also have access to connecting with Fellowship from across the global Atlantic Fellowship Programmes and begin to connect with individuals and as groups sharing knowledge and experience to foster individual and collective capacity and commitments.

32. What is the Global Atlantic Fellows Community and the AF Hub?

The Atlantic Fellows are a global community of leaders from all walks of life.

They include, but are not limited to social justice activists, community leaders, advocates, artists, journalists, lawyers, business professionals, health practitioners, government officials, academics and researchers—who collaborate to advance equity, opportunity and human dignity.

Fellows are thinkers and doers with innovative ideas and the courage, conviction and capacity to bring lasting improvements to their communities and the world. The Atlantic Fellowship Hub, enables current and senior Fellow to connect and engage with each, have discussion and post information. The Hub also enables Fellowship to have access to software and programmes that would ordinarily be very expensive or difficult to access. If you have any FAQs to be added to this list, please contact us at comms@tekano.org.za