

**TRANSCRIPT FOR 2022 CALL FOR APPLICATIONS VIDEO****Video narrator:**

The Call for Applications for AFRE's 2022 cohort is now open!

Each year AFRE recruits 20 change-makers from SA and the United States., who work in different sectors and come from diverse backgrounds to participate in our 18-month-long non-residential programme.

Too often, racial equity leaders are separated from each other, and working in silos to carry out their work. This prevents them from building and scaling the strategies that we need to dismantle anti-Black racism and white supremacy. We need leaders working for change from the inside and outside of the systems that uphold anti-Black racism and white supremacy. They may be artists, activists, and scholars, as well as those who are not typically associated with racial equity work, such as technologists, business leaders, economists, and government officials. We need all of these people coming together to imagine and build the policies, narratives and institutions for a liberatory future.

In response to Audre Lorde's observation that "we have no patterns of relating across our human differences as equals", AFRE works to build a new way of relating to each other in the racial equity space.

**Voice of Sebatso Manoeli, Senior Director for Strategic Programmes, from a session within the Fellowship experience:**

[Quoting Audre Lorde] "We have no patterns for relating as equals across difference." And it's in this spirit that AFRE invites you to give the world new patterns. This experience is really about figuring out what that looks like amongst ourselves so that we can continue to do that in the wider world.

**Text on screen:** We are a transnational, multi-racial programme that advances leadership, solidarity, ideation and action to address the systemic challenges of anti-Black racism and white

supremacy.

**Original narrator:**

Our mission is to build and advance the policies, institutions, and narratives to realise a world beyond anti-Black racism and white supremacy. Our vision is one in which all have the means to flourish to their fullest potential.

South Africa and the United States share challenges in our histories of structural oppression, but we also have important differences. We believe that exchange and collaboration among leaders in the two countries can bring new insights and strategies for advancing the racial equity.

We are based at Columbia University in the United States and the Nelson Mandela Foundation in South Africa. We're also part of a global network of seven fellowship programmes, launched by the Atlantic Philanthropies and convened by the Atlantic Institute at Rhodes Trust, Oxford University.

We know racial equity leaders benefit from having physical, intellectual and emotional space to share and develop new strategies to transform the power structures that perpetuate anti-Black racism.

**Text on screen:** What is our fellowship experience?

**New masculine narrator:**

The Fellowship experience runs for 18 months long. It builds knowledge, relationships, and capacity to address the causes of racial inequality and to imagine more equitable futures.

The programme blends online and in-person gatherings in a non-residential experience. This includes three month-long Virtual Retreats, three online Collaboration Days, and two in-person Immersive Retreats that are held in South Africa and the United States.

Over the course of the fellowship, Fellows are supported on an interweaving exploration of racial equity and leadership through the prisms of self, society, and solidarity. The emerging personal

and collective visions for a racially equitable future are crystallized through the development and honing of project ideas for what Fellows are creating in the world.

**Original narrator:**

We kick off with a virtual retreat in October 2022. We will meet for 2 to 3 hours on each Thursday of the month. You will also attend two collaboration days. One in November 2022 and another in December 2022. Dates for 2023 programming will be provided during the interview stage.

In order for you to get the most from our programme experience, and for others in your cohort to benefit from your support, attendance at all fellowship activities is required. Fellows who miss a session may be asked to leave the programme.

To support your participation in the fellowship, you will receive a stipend of USD \$10,000. You also will receive leadership coaching and technology to ensure that you're fully able to participate in virtual programming.

You will have access to narrative and strategic communications to support for public-identity and thought-leadership development. You will have networking opportunities and financial resources to proto-type new ideas as well as international travel to South Africa and the United States.

Important dates for applying to AFRE? All applications are due January 28th 2022 by 11:59pm SAST / 4:49 PM EST. Please note that no late applications will be considered. Semi-finalists will be notified by early April 2022 and finalist interviews will be held in June 2022.

'Want to find out more about our programme?

Join us for a Q&A session on one of the following dates: 9<sup>th</sup> December 2021; 16<sup>th</sup> December 2021; 13<sup>th</sup> January 2022; 20<sup>th</sup> January 2022.

Visit <https://racialequity.atlanticfellows.org/> for more information.

Apply today to join AFRE's Fellowship programme.

**\*\*The link to start your application appears on the screen at the end of the video**