



MANDELA WASHINGTON
FELLOWSHIP
FOR YOUNG AFRICAN LEADERS

2023 Fellowship Recruitment Toolkit: Alumni

Application Period: August 16 – September 13, 2022



OVERVIEW

As [Mandela Washington Fellowship](#) Alumni, you are in a unique position to help us recruit applicants for the 2023 Mandela Washington Fellowship. With your perspective and experience, we ask you to reach out to young leaders in your communities and networks who you think would be a good fit for the Fellowship. With your help, we hope to ensure that our 2023 Fellows represent the diversity of Africa – coming from both rural and urban areas, including individuals with disabilities, and representing people of all genders.

This toolkit features:

- 2023 Eligibility and Application Instructions
- Frequently Asked Questions about Disability and Pregnancy Accommodations
- Email Templates
- Sample Social Media Posts

You may also go to mwfellows.info/AlumniToolkit to download additional recruitment resources from our website, including:

- Instructions for the 2023 Fellowship application
- Answers to frequently asked questions (FAQs)
- Recruitment graphics to share on social media and by email
- A general recruitment PowerPoint to facilitate group recruitment presentations
- Information for prospective Fellows with disabilities, including a disability accommodations-focused recruitment PowerPoint for targeted presentations
- Information for prospective Fellows who are or may become pregnant

Please also check the Mandela Washington Fellowship [Twitter](#), [Facebook](#), [Instagram](#), and [LinkedIn](#) accounts for daily posts you can reshare. Additionally, you can find application advice and tips at mwfellows.info/apply.

ELIGIBILITY

The Mandela Washington Fellowship is open to young African leaders who are:

- Between the ages of 25 and 35 on or before the application submission, although exceptional applicants ages 21-24 will be considered
- Not U.S. citizens or permanent residents of the United States
- Eligible to receive a United States J-1 visa
- Not employees or immediate family members of employees of the U.S. Government
- Proficient in reading, writing, and speaking English
- Citizens and residents of an eligible country
- Not Alumni of the Mandela Washington Fellowship

A strong applicant for the Fellowship should have a proven record of leadership and accomplishment in public service, business, or civic engagement; a demonstrated commitment to public or community service, volunteerism, or mentorship; the ability to work cooperatively in diverse groups and respect the opinions of others; strong social and communication skills; an energetic, positive attitude; demonstrated knowledge of, interest in, and professional experience in the preferred sector/track; and a commitment to return to Africa and apply leadership skills and training to benefit the applicant's country and/or community after returning home.

Applicants for the Mandela Washington Fellowship will not be discriminated against on the basis of race, color, gender, religion, socio-economic status, disability, sexual orientation, or gender identity. As you support recruitment for our 2023 cohort, please help us recruit a balanced cohort that reflects your country's demographics: representation from urban and rural areas, gender diversity, and balanced representation across all three tracks.

FELLOWSHIP ACCOMMODATIONS

Disability Support

Individuals with disabilities are leaders across the globe. The Mandela Washington Fellowship is committed to ensuring that Africa's young leaders with disabilities are able to fully participate in the Fellowship through reasonable accommodation and support. The Fellowship's disability support complies with the Americans with Disabilities Act (ADA), one of America's most comprehensive pieces of civil rights legislation that prohibits discrimination and guarantees that people with disabilities to fully participate in American life. For more information about accommodations provided to Fellows with disabilities, please visit the [Resources page](#) on the Fellowship website.

	What Will Be Provided	What Will Not Be Provided
Mobility	<ul style="list-style-type: none"> ✓ Wheelchair or scooter ✓ ADA-accessible room and transportation ✓ Assistance with housework/laundry/cooking (only if necessary) ✓ Personal aide (only if necessary) 	<ul style="list-style-type: none"> ✗ Medical supplies ✗ Medications ✗ Transportation during free time
Vision	<ul style="list-style-type: none"> ✓ O&M (Orientation and Mobility) training and campus orientation with a sighted guide during the first few days of the Institute ✓ Braille (when possible), large print (when possible), or electronic materials ✓ A loaner laptop for use during the Institute with JAWS software ✓ Voice/braille recorder ✓ Basic smartphone with large screen and preloaded assistive apps 	<ul style="list-style-type: none"> ✗ Sighted guides for the entire Institute ✗ Transportation during free time
Hearing	<ul style="list-style-type: none"> ✓ Pre-Institute at Gallaudet University ✓ ASL interpreter for programmatic activities and a predetermined number of hours for social activities ✓ Loaner tablet for use during the Institute (only if necessary) ✓ Basic smartphone pre-loaded with assistive apps 	<ul style="list-style-type: none"> ✗ Transportation during free time

Pregnancy Support

The Mandela Washington Fellowship is committed to supporting positive learning and networking environments for all Fellows, including those who are pregnant. Applicants who are pregnant or who may become pregnant are encouraged to apply. If selected, pregnant Fellows will be provided with pre-natal support and can expect to be able to fully participate in the program. For more information about accommodations provided to pregnant Fellows, please visit the [Resources page](#) on the Fellowship website.

EMAIL TEMPLATE

Dear [INSERT NAME],

As you may know, the application for the 2023 Mandela Washington Fellowship for Young African Leaders opened today! This is an opportunity for outstanding young leaders from Sub-Saharan Africa to hone their skills through academic coursework, leadership training, and networking.

Fellows have the opportunity to:

- Participate in a six-week academic and leadership program at a U.S. educational institution;

- Meet with U.S. Government, civic, and business leaders; and
- Be a part of a dynamic network with opportunities for continued leadership and career enhancement.

As a Mandela Washington Fellowship **Alumnus/Alumna/Alumni**, I encourage you to apply for the 2023 Fellowship and wanted to make sure you have access to any resources you may need to complete the application. You may go to mwfellows.info/apply to view eligibility requirements, frequently asked questions, application instructions, and more.

Please note that **applications are due September 13, 2022.**

Sincerely,

[INSERT NAME]

SAMPLE SOCIAL MEDIA POSTS

Use this timeline to guide your social media posts.

1. **Between August 8 and 15 – Build Interest in the Fellowship**

Sample Text: The #YALI2023 application will go live on Tuesday, Aug. 16! Young leaders may apply to one of three Fellowship leadership tracks: Business, Civic Engagement, or Public Management. View eligibility requirements and the application timeline here: mwfellows.info/apply.

2. **On August 16 – Announce the Application Launch**

Sample Text: The #YALI2023 application is now live! This is your chance for access to a six-week training course at a top U.S. educational institution in 1 of 3 different leadership tracks: Business, Civic Engagement, or Public Management. Learn more at: mwfellows.info/apply. Applications due September 13!

3. **From August 16 to September 13 – Share Tips and Reminders**

Option 1

Have a question about your 2023 Mandela Washington Fellowship for Young African Leaders application? Find an answer in the Frequently Asked Questions section on this page: mwfellows.info/apply. Applications are due Tuesday, September 13! #YALI2023

Option 2

Thinking about the 2023 Mandela Washington Fellowship? Time to start your application!

#YALI2023 applications are due in **[INSERT DAYS/WEEKS]** on Sep. 13! Visit mwfellows.info/apply to read frequently asked questions and tips for your application!

Option 3

Are you ready to apply for the 2023 Mandela Washington Fellowship?

The Fellowship is an opportunity for you to:

- Participate in a six-week academic and leadership program at a U.S. educational institution;
- Meet with U.S. Government, civic, and business leaders; and
- Be a part of a dynamic network with opportunities for continued leadership and career enhancement.

Applications due Sep. 13! mwfellows.info/apply #YALI2023

4. Continue Spreading the Word

- **Share your favorite Fellowship memory** as a Throwback Thursday (#TBT) or Flashback Friday (#FBF) along with a link to the 2023 application.
- **Share your advice** for applicants hoping to be selected for the Fellowship.
- **Share your favorite blog posts** with [information and advice for the application](#).
- **Reach out on WhatsApp.** Take one of the sample posts above and copy and paste it as a WhatsApp message or post on your WhatsApp story. This is a great way to reach people who may not have access to your email or social media messages.

RESOURCES

Twitter	twitter.com/washfellowship
Facebook	facebook.com/MandelaWashingtonFellowship/
Instagram	instagram.com/mandelawashfellowship/
LinkedIn	linkedin.com/company/mandela-washington-fellowship
Fellowship Application and Eligibility Information	mwfellows.info/apply
Application Resources	mwfellows.info/resources



2023 Mandela Washington Fellowship Application Instructions

APPLICATION DEADLINE: 16:00/4:00 PM GMT on Tuesday, September 13, 2022

We suggest printing these instructions to use as a reference while completing the application.

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2023 Mandela Washington Fellowship Application Instructions
Application Deadline: 16:00/4:00 PM GMT, Tuesday, September 13, 2022

About the Mandela Washington Fellowship

The Mandela Washington Fellowship for Young African Leaders is the flagship program of the [Young African Leaders Initiative \(YALI\)](#). The Fellowship brings young leaders to the United States for academic coursework and leadership training and creates unique opportunities for Fellows and U.S. citizens to collaborate as they spur economic growth and prosperity, strengthen democratic governance, and enhance peace and security across Africa and the United States. The Mandela Washington Fellowship is a program of the U.S. Department of State with funding provided by the U.S. Government and administered by IREX.

The Fellowship will bring up to 700 young leaders to the United States in the summer of 2023 for a comprehensive executive-style program that will build skills and empower Fellows to lead in their respective sectors and communities. The Fellowship includes:

- **A six-week Leadership Institute:** Fellows are placed in groups of 25 at leading educational institutions across the United States—in both urban and rural areas—that represent the diversity of U.S. higher education. Institutes, which will take place from late June through early August 2023, will focus on skills development in one of three tracks: **Leadership in Business, Leadership in Civic Engagement, or Leadership in Public Management**. The intensive six-week model uses leadership development as the framework to create links between academic sessions, a strengths-based Common Leadership Curriculum, site visits, community service, and cultural activities. Fellows across all three themes will gain theoretical knowledge and practical skills that can be applied in or adapted to African contexts. While all Institutes will include common components, each program agenda is unique and is based on the particular strengths and resources of each Institute Partner.
- **A Summit in Washington, D.C.:** At the conclusion of the Leadership Institutes, all Fellows will participate in a high-level Summit. Through a variety of sessions, Fellows will have the opportunity to network with each other and with U.S. leaders from the public, private, and non-profit sectors. The Summit will take place in July 2023.
- **An optional four-week Professional Development Experience:** As part of the Fellowship application, individuals may apply to participate in a Professional Development Experience (PDE) at a U.S. NGO, business, or government agency. The PDE is designed to provide Fellows with practical training and the opportunity to learn transferable skills, expand their professional networks, and apply concepts learned at their Institutes to real-world situations in the U.S. context. Placements will relate to each Fellow's professional sector but are typically not an exact match to their current position at home. Rather, the PDE is an

opportunity to introduce Fellows to new perspectives in their fields, deepen their awareness and understanding of issues present in both their home countries and the United States, and learn best practices that can be applied to their work at home. PDEs will be intensive and demanding. Up to 100 Fellows will be competitively selected for the PDE and will be placed independently at organizations across the United States. Selected Fellows must be available to be in the United States for a total of approximately 11 weeks (including the Leadership Institute, the Summit, and the placement with a U.S.-based organization).

- **Activities in Africa:** Fellows will have access to networking opportunities, ongoing professional development, and volunteer opportunities upon their return home after the Fellowship. Leveraging Innovations in New Communities (LINC) Grants allow selected Alumni across cohort years, sectors, and regions to travel to each other's organizations or communities or collaborate virtually to learn from each other's best practices and expertise. U.S. citizens have the opportunity to apply to travel to Africa to collaborate on projects with Fellows, building upon connections initiated during the program. These partnerships and professional connections are intended to form lasting relationships, expand markets and networks, and increase mutual understanding.

Financial Provisions of the Fellowship

There is no fee to apply to the Mandela Washington Fellowship. If you are selected for the Fellowship, the U.S. Government will cover all program costs.

Financial provisions provided by the U.S. Government will include:

- J-1 visa support;
- Round-trip travel from Fellow's home city to the United States and domestic U.S. travel as required by the program. Fellows must fly out of their home country within Africa to the United States;
- A six-week Leadership Institute;
- A concluding Summit in Washington, D.C.;
- A limited accident and sickness benefit plan;
- Housing and meals during the program; and
- An optional four-week Professional Development Experience (for up to 100 Fellows).

Please note that the U.S. Department of State, IREX, Institutes, and/or PDE Hosts will not provide funds to cover Fellows' salaries while they are away from work or funds for personal purchases, such as support for Fellows' home organizations or gifts for family.



Fellows will be housed in university dorms or similar accommodations and may share a bedroom with another Fellow of the same gender and a bathroom with one or more Fellows of the same gender. Most meals will be provided at campus cafeterias or restaurants, though Fellows may have access to a kitchen to cook some meals. Please note that campus cafeterias will not offer the same types and varieties of foods available to Fellows in their home countries. Care will be taken, to the extent possible, to ensure that any special requirements regarding housing, diet, and other personal activities such as religious observance are satisfied. However, Fellows should understand that the environment will likely be very different from what they are used to at home and should be open to new experiences.

Technical Eligibility Requirements

The Mandela Washington Fellowship does not discriminate against applicants because of race, color, national origin, sex, age, religion, geographic location, socio-economic status, ability, sexual orientation, gender identity, or any other protected characteristic as established by U.S. law. The Fellowship is committed to fairness, equity, and inclusion.

The Mandela Washington Fellowship is open to young African leaders who meet the following criteria:¹

- Are between the ages of 25 and 35 on or before the application deadline, although exceptional applicants ages 21-24 will be considered;
- Are not U.S. citizens or permanent residents of the United States;
- Are eligible to receive a United States J-1 visa;
- Are not employees or immediate family members of employees of the U.S. Government (including a U.S. embassy or consulate, USAID, or other U.S. Government entity);
- Are proficient in reading, writing, and speaking English (applicants who are deaf should refer to the *English Language* instructions below);
- Are citizens of one of the following countries: Angola, Benin, Botswana, Burkina Faso, Burundi, Cameroon, Cabo Verde, Central African Republic, Chad, Comoros, Democratic Republic of the Congo (DRC), Republic of the Congo, Cote d'Ivoire, Djibouti, Equatorial Guinea, Eritrea, Eswatini, Ethiopia, Gabon, The Gambia, Ghana, Guinea, Guinea-Bissau, Kenya, Lesotho, Liberia, Madagascar, Malawi, Mali, Mauritania, Mauritius, Mozambique, Namibia, Niger, Nigeria, Rwanda, Sao Tome and Principe, Senegal, Seychelles, Sierra Leone, Somalia, South Africa, South Sudan, Sudan, Tanzania, Togo, Uganda, Zambia, or Zimbabwe;
- Are residents of one of the above countries; and
- Are not Alumni or prior participants of the Mandela Washington Fellowship.

Please note that Fellows are not allowed to have dependents, including spouses and children, accompany them during the Fellowship.

The U.S. Department of State and IREX reserve the right to verify all information included in the application. You will be required to provide documentation verifying your age, citizenship, and residency at the interview stage if you are selected as a semi-finalist. In the event of a discrepancy, or

¹ Current IREX employees and consultants and their immediate family members (spouses, parents, children, and siblings) are not eligible to apply for any IREX-implemented grant programs, either as individuals or as the responsible party representing an institutional applicant.

if information is found to be false, the application will immediately be declared invalid and the applicant ineligible.

Applicants who do not meet the above technical eligibility requirements will not be forwarded to the selection committee. If you do not meet the technical eligibility requirements for this program, we encourage you to explore other exchange program opportunities offered by the U.S. Department of State's [Bureau of Educational and Cultural Affairs](#) or other resources available through the [YALI Network](#).

Application Timeline

Date	
August 16, 2022	Application opens
September 13, 2022	Application deadline
November 2022 – January 2023	Semi-finalists interviewed by U.S. embassies and consulates
Early March 2023	Applicants notified of their status
May 2023	Visa processing and Pre-Fellowship activities for Finalists
June 2023	Fellowship begins in the United States

Selection Process and Criteria

The deadline for applications for the Mandela Washington Fellowship is 16:00/4:00 PM GMT on Tuesday, September 13, 2022. Applications must be submitted using the online application system at apply.mandelawashingtonfellowship.org.

The Fellowship selection process is a merit-based open competition. After the deadline, all eligible applications will be reviewed by independent readers. These readers will use the following criteria to evaluate applications (not in order of importance):

- A proven record of leadership and accomplishment in business or entrepreneurship, civic engagement, or public/government service;
- A demonstrated commitment to public or community service, volunteerism, or mentorship;
- The ability to work cooperatively in diverse groups and to respect the opinions of others;
- Strong social and communication skills;
- An energetic, positive attitude;
- A demonstrated knowledge of, interest in, and professional experience in the preferred sector/track; and
- A commitment to return to Sub-Saharan Africa and contribute skills and talents to build and serve their communities.

Following the reader review, chosen semi-finalists will be interviewed by the U.S. embassy or consulate in their home country. If advanced to the semi-finalist round, applicants must provide a copy of their international passport (if available) or other government-issued photo identification at the time of the interview. Selected Finalists are required to participate in mandatory Pre-Fellowship Orientation activities in their home country within Sub-Saharan Africa.

The Fellowship includes an optional additional four-week PDE at a U.S. NGO, business, or government agency at the end of the Leadership Institute. The PDE will include support for housing, meals, and transportation. Applying for the PDE is **optional** and is not required for acceptance into the Fellowship.

PDE applicants will be reviewed using the following selection criteria:

- Potential for growth through the PDE, with the applicant demonstrating some prior work experience but room to grow and learn through the PDE.
- Clear focus on specific goals the applicant hopes to achieve through the PDE and demonstrated vision of how they see their career progressing.
- Identification of transferable skills the applicant wants to gain through the PDE and openness to a variety of learning experiences, rather than a focus on a specific type of host institution.
- Demonstrated English fluency.
- Understanding that the goals of the PDE are for the applicant to both learn in and contribute to a U.S. organization.

Taking these criteria into account, **the selection committee will also strive for balance across countries, genders, tracks, and location type (rural and urban) within the selected Fellowship cohort, in addition to industries within the selected PDE cohort.**

General Application Instructions and Tips

- The Fellowship uses an online application system. You will need access to a computer, tablet, or mobile device and an internet browser to apply. The online application system works in low-bandwidth environments and can be used on non-Apple and non-Android devices. It is also accessible and compatible with screen readers for applicants who are blind or low vision.
- You do not have to finish your application in one session. You may save your work and return to complete your application as many times as necessary. Once you have submitted your application, however, you can no longer add any additional information or make any changes. All information and documents must be uploaded prior to your final submission. Be sure to carefully check your entire application and confirm that any supplemental documents are

uploaded correctly. You must submit your completed application through the online application system by the deadline.

- All application questions must be answered in English. If you have a supplemental document in another language, you must also include a full English translation.
- All fields marked with a red asterisk (*) must be completed.
- All answers in the application, including written responses to essays and optional PDE questions, must be your own original work. Using language copied from other Fellowship applications (including other applicants', your own submissions from previous years, or those of Fellowship Alumni) or from other sources (including websites) is considered plagiarism and will result in your application being disqualified.
- You may wish to review the application fully before completing any responses. Some applicants find it helpful to draft their responses offline (for example, in a separate Word document) and then paste their responses into the appropriate sections of the application.
- This is the official application for the Mandela Washington Fellowship for Young African Leaders. Only applicants who complete this application using the online application system will be considered. Applications and information submitted via email or other means will not be considered.

Application Sections

Eligibility

In this section, you will answer questions to determine your technical eligibility for the Mandela Washington Fellowship. You must fully complete this section to continue with the application. Please note that if you do not meet all technical eligibility requirements in this section currently or at the start of the program, you will not be able to participate in the 2023 Fellowship. If your technical eligibility for the Fellowship changes at any point, please email MWfellowship@irex.org, as well as your local U.S. Embassy or Consulate immediately. Please refer to the Fellowship's *Technical Eligibility Requirements* noted above.

General Information

In this section, you will provide general information about yourself, including your name, city and country of birth, passport status, etc.

- Provide your full legal name as spelled on your passport and/or official government-issued identification.

- Provide your biological sex as it appears on your passport and/or official government-issued identification. You will be able to provide your gender in a different part of the application.
- Indicate if you live in and if you grew up in a national capital city.
 - A national capital city is the seat of your federal or national government (e.g., Abuja, Nigeria or Dakar, Senegal).
- Indicate what location type best describes where you currently live and where you grew up.
 - A major city is defined as an urban area with a large population of about 100,000+ people (e.g., Cape Town, South Africa).
 - Another city or town is roughly defined as a semi-urban area with a population between 2,500 and 100,000 people (e.g., Lamu, Kenya).
 - A rural area is defined as any area with fewer than 2,500 inhabitants and that is distinctively not in an urban area (e.g., Chachani, Tanzania).
- Indicate if you currently have a passport and, if so, provide the expiration date. If you do have a passport, you will be required to present it at the interview stage if you are selected as a semi-finalist. If you do not have a passport, you will be required to obtain one if you are selected as a Finalist.

Résumé/CV

In this section, you must provide information about your past education, work experience, volunteer experience, any awards you have earned, etc. Some of the information that you provide in this section will be populated into later application sections to streamline the application process. You may be asked to provide more details about your entries later in the application.

- **Professional Experience:** List up to five professional positions that have been your primary occupation, whether paid or unpaid.
 - For example, you could list your role as program officer or head of sales.
- **Education:** List up to five educational institutions that you have attended and the degree you received at each one.
 - For example, you could list your secondary school or university degree.
- **Other Professional Trainings and Certifications:** List up to five professional trainings and/or courses you have completed outside of degree-seeking programs.
 - For example, you could list a project management certification.
- **Community and Volunteer Work:** List up to five volunteer roles or other unpaid work outside of your primary occupation.
 - For example, you could list the time you spend mentoring young entrepreneurs.

- **Awards, Honors, Fellowships, Grants, and/or Scholarships:** List up to 10 awards or honors you have received at the university or professional level.
 - For example, you could list that you were recognized as employee of the month.
- **Professional Skills:** List up to eight languages and/or up to 10 computer or software skills you possess.
 - For example, you could include that you speak French and English and are familiar with Microsoft Office.
- **Publications, Conferences, and Notable Presentations:** List any of your professional publications as well as conferences and presentations that you have participated in.
 - For example, you could list that you were a panelist in a discussion at your university.
- **Associations and Affiliations:** List any professional organizations, leadership groups, or community organizations that have not otherwise been captured and any leadership roles you hold in these organizations.
 - For example, you could list your role as president of your local trade association or co-founder of a women's leadership group.

Demographic Information

In this section, you will have the opportunity to answer optional questions about how you identify yourself. These questions will help us understand how people from diverse backgrounds seek out and experience opportunities through the Mandela Washington Fellowship.

The questions in the “Demographic Information” section are optional and are for statistical purposes only. All responses will remain confidential and will not be considered during the selection process. The Mandela Washington Fellowship strongly encourages all eligible applicants to apply.

The Mandela Washington Fellowship does not discriminate against applicants because of race, color, national origin, sex, age, religion, geographic location, socio-economic status, ability, sexual orientation, gender identity, or any other protected characteristic as established by U.S. law. Please see the definitions of protected characteristics below. The Fellowship is committed to fairness, equity, and inclusion.

- Indicate if you identify as a person with a disability. Applicants with disabilities are encouraged to apply and provide information regarding their disability and any accommodations they may need while in the United States.² Your application will not be

² For more information on these disability categories, please refer to the [Office of Equal Employment Opportunity's definition](#).

affected in any way if you disclose a disability. Please review the [information for Fellows with disabilities](#) for more information.

- **Hearing** (e.g., deaf, hard of hearing)
- **Medical** (e.g., asthma, arthritis, etc.)
- **Physical/Mobility** (e.g., wheelchair users, amputees)
- **Speech** (e.g., speech impediments)
- **Vision** (e.g., blind, low vision)
- Indicate what option best describes your **gender identity**. Gender identity is an individual's internal, deeply-felt sense of being a man, a woman, both, neither, or in-between. This may or may not match the individual's biological or legal sex.³
- Indicate if you identify as **LGBTQI+**. If you identify as LGBTQI+, you may identify with one of the following categories:
 - **Lesbian**: A woman who is sexually and romantically attracted to other women.
 - **Gay**: A man who is sexually and romantically attracted to other men. Also often used as a generic term used to describe people of any gender who are sexually and romantically attracted to people of the same gender.
 - **Bisexual**: A person who is sexually and romantically attracted to both women and men.
 - **Transgender**: An umbrella term for people whose gender identity and/or expression differs from cultural expectations based on the sex they were assigned at birth.
 - **Queer**: Historically a negative term for lesbian, gay, bisexual, and transgender people. More recently reclaimed by some LGBT people to refer to themselves. Often used to reference a more flexible view of gender and/or sexuality. Some people still find the term offensive, while others use it as a more inclusive term that allows for more freedom of expression.
 - **Intersex**: A variety of conditions in which a person is born with or develops a reproductive or sexual anatomy or physiology that may not seem to fit typical ideas of female or male or typical development of physical sex traits.
- Indicate the **pronouns** that you prefer. A pronoun is a term used to substitute a person's name when they are being referred to in the third person.⁴ A person's gender should not be assumed based on their pronouns. Gender pronouns can include, but are not limited to:
 - **He/him/his**: Masculine pronouns
 - **She/her/hers**: Feminine pronouns
 - **They/them/theirs**: Neutral pronouns

³ For more information on Sexual Orientation and Gender Identity, please refer to the U.S. State Department's [Sexual Orientation and Gender Identity \(SOGI\) Terms and Definitions Document](#).

⁴ For more information on gender pronouns, please refer to the U.S. Department of Labor's [Policies on Gender Identity](#).

- Indicate if you are part of a **racial, ethnic, indigenous, religious, or linguistic** group that is historically marginalized in your community, or if you are historically marginalized in your community because of your **socioeconomic status**.
 - **Racial or ethnic group:** Race discrimination involves treating someone unfavorably due to their race or personal characteristics associated with race such as hair texture, skin color, or certain facial features.⁵
 - **Indigenous group:** Indigenous discrimination involves treating someone unfavorably because they are a member of an indigenous group.
 - **Religious group:** Religious discrimination involves treating someone unfavorably because they are of a certain religion.⁶
 - **Linguistic group:** Linguistic discrimination involves treating someone unfavorably because of their language abilities, native language, or accent.⁷
 - **Socioeconomic class or status:** Social class discrimination involves treating someone unfavorably on the basis of social class or economic status and the grouping of individuals based on wealth, income, education, occupation, and social network.

Contact Information

In this section, you will provide your contact information, including phone number, email address, and address.

The contact information you provide will be used to reach you during the application and selection process. Please provide accurate addresses, phone numbers, and email addresses that you use and check on a regular basis. It is **highly recommended** that you include an alternate email address, in case you are no longer able to access your primary email address.

Institute Track

In this section, you will rank in order of preference the three tracks according to what most closely aligns with your daily work, education, or community involvement. The three tracks are Leadership in Business, Leadership in Civic Engagement, and Leadership in Public Management.

Leadership Institutes are designed to provide Fellows with background on U.S. practices and to help Fellows expand their networks to include U.S. citizens with whom they may find opportunities to

⁵ For more information on race and color discrimination, please refer to the [U.S. Equal Employment Opportunity Commission's definitions](#).

⁶ For more about religious discrimination, refer to the U.S. Equal Employment Opportunity Commission's definitions.

⁷ For more about linguistic discrimination, refer to the U.S. Equal Employment Opportunity Commission's [definitions of national origin discrimination](#).

collaborate in the future. **The Fellowship is not designed to help Fellows identify specific funding for projects or organizations.**

Fellows should be prepared to examine U.S. case studies and approaches to challenges and relate them to the African context. The Fellowship does not encourage Institute Partners to teach African models to Fellows – as such, Institute speakers may not be specialists on African subjects. As leaders, Fellows should be prepared to consider what elements of each U.S. approach or strategy might be useful in their own contexts.

While Institutes focus on specific tracks and themes, not all sessions will directly relate to each Fellow's current work. Sessions are designed to help Fellows broaden their understanding on a variety of topics to prepare them for leadership outside of their current role or focus area. Fellows are encouraged to build their own networks and connections by reaching out directly to U.S. citizens in their host communities during unstructured time. The Fellowship Terms and Conditions require all Fellows to attend and fully participate in all required sessions and program activities scheduled by their Institute.

- **Leadership in Business:** Leadership in Business Institutes will provide Fellows with an overview of U.S. entrepreneurial strategies in the for-profit sector and socially minded enterprises. Institute programming will examine the development, history, challenges, and successes of U.S. enterprises in both the United States and global markets, while providing space for Fellows to discuss related challenges and opportunities on the African continent. Fellows will develop key skills in business and entrepreneurship such as business plan development, sustainability in business, marketing, business ethics, regional and international trade, and the importance of public-private partnerships. These Institutes will give Fellows the opportunity to engage with the local business community to spur the development of innovative ideas, identify new markets, and establish links for future collaborations.
- **Leadership in Civic Engagement:** Leadership in Civic Engagement Institutes will provide Fellows with an overview of how citizens have shaped U.S. history, government, and society both as individuals and as groups. Institute programming defines civic engagement, studies its development in the United States, and examines U.S. case studies with a particular relevance to the African continent. Fellows will develop skills and study approaches as they relate to citizenship, economic development, social justice, political activism, grassroots organizing, volunteerism, and the use of media and technology to advance civic causes. These Institutes will connect Fellows to community organizations to gain new insights into the intersectionality of issues and their impact on civic participation.

- **Leadership in Public Management:** Leadership in Public Management Institutes will provide Fellows with an overview of how regional economic and workforce development, financial management, and the global knowledge economy shape both the domestic and foreign policy process. Institute programming will delve into topics such as rule of law, education, public health, climate change and environmental sustainability, and public sector transparency and accountability. Fellows will develop skills and approaches as they relate to policy development and evaluation, public finance and budgeting, ethical leadership, and good governance. The Institutes will provide access for Fellows to leaders at the local, regional, and state levels to learn about the implications of policy decisions on communities and businesses.

Please rank your preferred sectors/tracks (first choice, second choice, and third choice) according to what most closely aligns with your daily work, education, or community involvement. Note that if selected, you may not be placed in your first-choice track, but you may be placed in a different track that, based on your application materials, fits your profile.

Note that residents of Zimbabwe are not eligible to apply for the Leadership in Public Management track.

Current Professional and/or Educational Experience

In this section, you will provide information about where you are currently working and/or studying.

- Select up to five sectors in which you have expertise and/or interest to help us better understand your professional areas of focus. Please note that this information will not factor into your selection, but may be used to help place Finalists at Leadership Institutes. This information may also be used by the YALI Network (if you have opted in) to provide you with tailored opportunities.
- Indicate the level of your current or most recent professional position:
 - **Entry-level:** Beginning-level employees who have a basic understanding of the occupation. Employees work under close supervision and receive specific instructions on required tasks and expected results.
 - **Mid-level, non-supervisory:** Employees have a sound understanding of the occupation and have attained special skills or knowledge through education or experience. They perform tasks that require exercising judgement. They do not directly supervise anyone, but they may coordinate the activities of other staff.
 - **Mid-level, supervisory:** Employees have a sound understanding of the occupation and have attained special skills or knowledge through education or experience. They

perform tasks that require exercising judgement. They may coordinate the activities of other staff and have supervisory authority over those staff.

- **Executive:** Employees have sufficient experience in the occupation to plan and conduct work requiring judgement and the independent evaluation, selection, modification, and application of procedures and techniques. Employees use advanced skills and diversified knowledge to solve unusual and complex problems. They have management and/or supervisory responsibilities.

Previous U.S. Experience

In this section, you will provide information regarding your experience with any U.S. Government programs and/or past or planned travel to the United States, if applicable. **Do not include information about previous participation in other YALI programs through the YALI Regional Leadership Centers (RLC).** There will be a section for YALI experience later in the application.

- Include all experience in the United States such as work, trainings, degree programs, study abroad experience, personal travel and tourism (past or planned), or extended stays or residencies. Previous experience in the United States does not disqualify you from the Fellowship.

English Language

In this section, you will provide an accurate assessment of your English language proficiency. High-level proficiency in written and spoken English is required for the Fellowship.

Applicants who are deaf should indicate their proficiency in reading and writing in standard English and their proficiency in interpersonal communication, presentational speaking, and listening in American Sign Language (ASL). Please note that interpretation in the United States may only be available in ASL, so selected Fellows should be proficient in, or be prepared to learn, ASL prior to arrival in the United States. Prior to the start of the Fellowship, selected Fellows who require sign language interpretation during their Institute will have the opportunity to learn ASL through a Pre-Institute training at Gallaudet University, the world's only liberal arts university for deaf individuals. Gallaudet University also offers [free resources for learning ASL](#).

- Indicate whether English is your native language. Native language refers to the language a person learned as a child (usually from your parents or guardians). Children from bilingual homes can have more than one native language.

- Complete a self-assessment of your English language skills as accurately as possible. English language proficiency is required for participation in the Fellowship. All activities—including academic sessions, discussions, meetings, cultural activities, and social interactions—will be in English.
- Read the statements corresponding to each proficiency level. Then, select the level (Absolute Beginner, Novice, Intermediate, Advanced, Very Advanced) that most closely aligns with your English language abilities for each skill. Applicants who are deaf should indicate their proficiency in reading and writing in standard English and their proficiency in Interpersonal communication, presentational speaking, and listening in ASL.

Personal Statements

In this section you will answer short essay questions. The Fellowship selects qualified and dedicated individuals who have demonstrated the potential to be great leaders.

- Each response has a space limitation and a designated word limit. Please use specific, concrete examples that support your statements. It is important that you provide some background information, since the reader may not be familiar with the situation in your community/country, but you should focus primarily on your experience and examples.

Long Essay

You will have 250 words to answer each of the long essay questions.

- Provide an overview of your major professional accomplishments from the past year, as well as your long-term goals and aspirations. What motivates you to work in the field that you do?
- Based on your understanding of your preferred Institute track of study, what skills and knowledge do you hope to gain from the Fellowship that you would not be able to develop through other opportunities? How will you use those skills and that knowledge to enhance your activities in your community within the next three to five years?

Short Essay

You will have 150 words to answer each of the short essay questions.

- Nelson Mandela said, “A fundamental concern for others in our individual and community lives would go a long way in making the world the better place we so passionately dreamt of.”

Public and community service are essential responsibilities for leaders. What changes or other improvements do you hope to implement in the communities that you engage through your work? How are you working toward this/these goal(s) now, and what else do you hope to accomplish in the future?

- The Mandela Washington Fellowship values diversity, equity, and inclusion and strives to reach diverse audiences through all programming. What do these values mean to you, and how do you exemplify these values in your professional and/or personal life? Please be specific.
- Strong leaders demonstrate resiliency in the face of challenges. The repercussions of the COVID-19 global health pandemic, economic crises, and conflict pose significant challenges, both globally and locally. How have you demonstrated resiliency during challenging times? What lessons have you learned from this experience, and how are you applying these lessons in your current work?
- Nelson Mandela was awarded the Nobel Peace Prize for working with leaders of the South African government to agree on a peaceful transition to multiparty rule and an end to apartheid, demonstrating that leaders can achieve progress despite differing views or identities. Describe a situation where you used your leadership skills to resolve a conflict or disagreement. How do you encourage respectful discussion when working with people from different backgrounds, identities, or perspectives?

Optional Professional Development Experience (PDE)

In this section, you will indicate whether you would like to apply to the Mandela Washington Fellowship Professional Development Experience (PDE).

- The PDE component of the program is optional and competitive. You do not have to apply for the PDE component in order to be considered for the Fellowship.
- To apply for the optional PDE, you will be required to answer two additional essay questions. You will have 250 words to answer the following questions:
 - Provide a brief description of your current work, both professionally and in your community (if applicable), and your long-term goals and aspirations. If you are selected for a PDE, this will be used as a short profile to share with U.S. organizations.
 - What are your goals for the Professional Development Experience, including the specific skills and knowledge you hope to gain? How would you apply an experience working with a U.S. organization to your work after returning to your home country?

Optional Supplemental Document

In this section, you have the option to upload one file that you feel will strengthen your application. This is entirely optional and must be in English (or must include a full English translation).

- Documents can be attached in .pdf, .png, .jpg, or .gif formats and must be no larger than 4 MB each. Examples include a writing sample, a résumé or CV, or an academic transcript.

YALI Engagement

In this section, you will answer questions about how you learned about the Fellowship and your previous engagement with the YALI Network.

Frequently Asked Questions (FAQs)

Application

Q: Can I access the application from my phone or tablet?

A: Yes, you can access the application from any device that is connected to the internet. The application is mobile-friendly, so it is easy to apply from your phone or tablet.

Q: I don't have reliable access to high-speed internet. Can I still complete an application?

A: Yes. The application system functions in low-bandwidth environments and can be saved. As such, you can complete the application over multiple sittings, which may be useful if you do not have constant access to the internet or are traveling internet cafés or co-working spaces to complete your application. Please save your application often to avoid losing your responses due to potential internet disruptions.

Q: How do I enter my name into the application?

A: You should type your name exactly as it appears on your passport or other official government identification documents. For example, John's passport lists Ngozi as his surname and John Michael as his given name. He should type John Michael in the First Name(s) (Given Name(s)) field and Ngozi in the Last Name (Surname or Family Name) field of the application.

Q: I am unable to move past the Eligibility section. How do I apply?

A: Please review the eligibility requirements. The application will not let you proceed unless you meet the technical eligibility requirements and have fully completed the section.

Q: What if I am not eligible for the Fellowship?

A: If you are not eligible to apply, we encourage you to join the [YALI Network](#) and explore other exchange program opportunities offered by the U.S. Department of State's [Bureau of Educational and Cultural Affairs](#).

Q: I signed up for email updates from the YALI Network and cannot get into the Mandela Washington Fellowship online application system. What do I do?

A: Signing up for YALI Network email updates does not create an account for you in the online application system. You must create a separate account at apply.mandelawashingtonfellowship.org to apply through the Mandela Washington Fellowship online application system.

Q: How can I log in to the application system and see my information from a previous year?

A: All previous applications have been erased. You will need to register again at apply.mandelawashingtonfellowship.org to complete the 2023 application.

Q: Can I submit a paper copy of the Mandela Washington Fellowship application?

A: No, you must submit your application through the Mandela Washington Fellowship online application system (apply.mandelawashingtonfellowship.org). Paper applications or applications via email attachment will not be accepted.

Q: Can I submit more than one application for the Mandela Washington Fellowship?

A: No, you may submit only one application. Submitting additional applications will disqualify you.

Q: I have multiple email addresses, including some for personal use and some for my work. Which one should I use for the Fellowship application?

A: You should use the email address that you access most frequently and that can be accessed from any internet connection. Work email addresses that cannot be accessed outside your office, or that you will not be able to access if you change jobs, are not recommended. It is **highly recommended** that you include an alternate email address, in case you are no longer able to access your primary email address.

Q: I cannot afford to pay an application fee. How should I apply?

A: There is no fee to apply for the Mandela Washington Fellowship.

Q: The application instructions say all answers must be my “own, original work.” What does that mean?

A: All answers must be your own ideas and in your own words. Be certain not to plagiarize, which is taking someone else’s work or ideas and presenting them as your own. If you use another person’s writing, ideas, words, or materials, you must credit the source. Do not cut and paste ideas from the internet or other sources. Plagiarism is strictly forbidden at many organizations and academic institutions in the United States, and those who plagiarize their application materials will be disqualified. This also includes using wording from another applicant or Fellowship Alumni in your application. The U.S. Department of State and IREX will be checking all applications for plagiarism. For more information, please visit the [Plagiarism.org website](https://plagiarism.org).

Q: After I complete and submit my application, can I make changes or add supplemental documents at a later date?

A: No, all submitted applications are final. Once you have submitted your application, you can no longer add any additional information or make any changes either through the online system or via email. All information and documents must be uploaded prior to your final submission, so be sure to

check everything carefully before you submit. If you have any questions about or problems with your application, please contact MWfellowship@irex.org **before you submit**. If your technical eligibility for the Fellowship changes at any point, please email MWfellowship@irex.org, as well as your local U.S. Embassy or Consulate immediately.

Q: I'm not sure which track to list as my first choice. How should I choose how to rank them?

A: You should list the tracks according to what best aligns to your current work and/or long-term professional goals. All tracks will have a focus on leadership development and will help Fellows strengthen widely transferable skills including strategic planning, communications and marketing, financial management, and organizational management. For more detailed information on each track, please review the *Institute Track* section above.

Q: My current work doesn't seem to fit into any of the tracks (Leadership in Business, Leadership in Civic Engagement, or Leadership in Public Management). Should I still apply?

A: Absolutely! Past Mandela Washington Fellows have come from many different backgrounds and work in a wide variety of fields. All three tracks instill transferable skills, and the overarching topics are applicable to a variety of sectors, including but not limited to: entrepreneurship, non-profit management, healthcare, journalism, public service, education, tourism, human rights, agriculture, and environmental protection. Check out the bios of past Mandela Washington Fellows in our [online directory](#) to get a better idea of the variety of industries that Fellows represent.

Disability and Other Accommodations

Q: I have a physical disability or other special need and I need another person's assistance to complete my application. Is this considered plagiarism?

A: Individuals with disabilities are encouraged to apply for the Mandela Washington Fellowship. Applicants with physical disabilities or special needs who require another person's assistance to complete an application may use such assistance. However, the thoughts, ideas, and content of your application must be your own; you cannot collaborate with the person assisting you on the content of your application.

Q: Can applicants with disabilities apply? Why does the application ask if I have a disability?

A: Yes, applicants with disabilities are encouraged to apply. The Mandela Washington Fellowship does not discriminate against applicants because of race, color, national origin, sex, age, religion, geographic location, socio-economic status, ability, sexual orientation, gender identity, or any other protected characteristic as established by U.S. law. The Fellowship is committed to fairness, equity, and inclusion. The application includes a question about disability so that we are aware of what kinds

of accommodations might be needed if you are interviewed or selected. Your answer to the question regarding disabilities is voluntary and will not impact your chances of acceptance.

Q: How are Fellows with disabilities supported during the Fellowship?

A: Each Fellow's needs are evaluated individually so that the Institute Partner and IREX can determine reasonable accommodations to ensure the Fellow's full participation in program activities. Please review the [information for applicants with disabilities](#) for more on what types of reasonable accommodations may be available during the Fellowship.

Q: How are pregnant Fellows supported during the Fellowship?

A: Applicants who are pregnant are encouraged to apply. The Mandela Washington Fellowship is committed to supporting a positive learning and networking environment for all Fellows. The Fellowship is an intensive program, which includes long days and extended periods of time sitting in a classroom or walking on excursions and site visits. Airlines also have different policies for flying while pregnant and may restrict travel for individuals who are pregnant after a certain period in their pregnancy. If you are pregnant and are at less than 20 weeks by the start of the Fellowship in early June, you should be able to fully participate in the program. Please review the [information for Fellows who are pregnant](#) for more on the support and resources available to pregnant Fellows during the Fellowship.

Technical Eligibility Requirements

Age

Q: I am currently 35 years old but will turn 36 before the Mandela Washington Fellowship application deadline closes. Am I eligible for the Mandela Washington Fellowship?

A: No, you are not eligible to apply for the Fellowship. Applicants must be between the ages of 25 and 35 on or before the application submission deadline, although exceptional applicants ages 21-24 will be considered. If you are still 35 on September 13, 2022, you are eligible to apply. No exceptions will be made for candidates older than 35.

Q: I am younger than 25 years old. Am I eligible for the Mandela Washington Fellowship?

A: Yes, you may be eligible to apply for the Fellowship. Exceptional candidates between the ages of 21 and 24 on or before the application submission may be considered. If you are 21 on September 13, 2022, you are eligible to apply. No exceptions will be made for candidates younger than 21.

Q: I have submitted my application. How do I report future changes to my employment or residency that affect my technical eligibility prior to the start of the 2023 Fellowship?

If you do not meet all technical eligibility requirements in this section currently or at the start of the program, you will not be able to participate in the 2023 Fellowship. If your technical eligibility for the Fellowship changes at any point, please email MWfellowship@irex.org, as well as your local U.S. Embassy or Consulate immediately.

Citizenship

Q: I am not sure if people from my country are eligible for the Fellowship. Where can I find a list of eligible countries?

A: Visit the [Mandela Washington Fellowship website](#) to view the list of countries eligible for the 2023 Mandela Washington Fellowship or reference the *Technical Eligibility Requirements* section above.

Q: I left my African home country as a refugee and am now a U.S. citizen. Am I eligible to apply for the Mandela Washington Fellowship?

A: No, you are not eligible to apply for the Fellowship. U.S. citizens, permanent residents, and green card holders are not eligible to apply for the Fellowship under any circumstances.

Q: I have dual citizenship in my African home country and another country. Am I eligible to apply for the Mandela Washington Fellowship?

A: Maybe. If you live in one of the sub-Saharan African countries eligible for the Fellowship and reside in another sub-Saharan African country that is eligible, you are eligible to apply. If you are accepted as a Fellow, you must apply for your U.S. visa and enter the United States on your eligible country passport. If you live in any country outside of Sub-Saharan Africa, you are not eligible to apply for the Fellowship regardless of your citizenship. Please see the information on residency below for more details.

Q: I am an employee of the U.S. Government but am a citizen and resident of an eligible country. Am I eligible to apply for the Mandela Washington Fellowship?

A: No, you are not eligible to apply for the Fellowship. Employees and immediate family members of employees of the U.S. Government are not eligible to apply for the Fellowship.

Residency

Q: What do you mean by country of residence?

A: Your country of residence is the country in which you currently live and have a physical address. You must live in one of the countries eligible for the Fellowship to apply.

Q: I am a citizen of Ghana currently living in South Africa. Am I eligible to apply for the Mandela Washington Fellowship? What option do I choose for my country?

A: Yes, you are eligible for the Fellowship. Applicants living outside their country of citizenship but in another eligible country may apply. Select the correct country of citizenship and list your current permanent address.

Q: I am a resident of the United States, but I am originally from an African country. Am I eligible to apply for the Mandela Washington Fellowship?

A: No, you are not eligible for the Fellowship. Residents of the United States, or of any non-eligible country, are not eligible for the Mandela Washington Fellowship under any circumstances, even those with temporary residency such as students.

Q: I am an African student studying in France (or another non-eligible country). Am I eligible to apply for the Mandela Washington Fellowship?

A: No, you are not eligible for the Fellowship. Residents of non-eligible countries are not eligible for the Fellowship under any circumstances, even those with temporary residency such as students. You may be eligible for a future Fellowship year once you permanently return to your home country, provided that you meet the other technical eligibility requirements.

Q: I previously resided in the United States for school or work but have returned and am now a resident in an eligible African country. Am I eligible to apply?

A: Yes, if you are currently both a citizen and a resident of an eligible African country, you are eligible to apply, provided that you meet the other technical eligibility requirements.

Q: I am a citizen of a non-eligible country but have lived all my life in Sub-Saharan Africa. Am I eligible to apply for the Mandela Washington Fellowship?

A: No, you must be both a citizen and resident of an eligible country to apply for the Fellowship.

Language

Q: I am not proficient in English. Can I participate in the Mandela Washington Fellowship using another language?

A: No. The Fellowship will be conducted entirely in English. High-level proficiency in written and spoken English is required for the Fellowship. Applicants who are deaf: please note that interpretation in the United States may only be available in American Sign Language (ASL). If you are

selected as a Fellow you should be proficient in, or be prepared to learn, ASL prior to arrival in the United States.

Q: How will language abilities be assessed?

A: Language abilities will be assessed through the online application and, if you are chosen for the next stage, during an interview at your local U.S. embassy or consulate. TOEFL scores are not required. You can practice and improve your English language skills for free through the [Online Professional English Network](#) or through [Voice of America's Learning English website](#). Selected Fellows will also have access to Fellowship-provided ESL materials to help them prepare for the Fellowship.

Q: My native language is not English. Can I submit my application documents in my native language?

A: No. All applications must be written in English. Any supplemental documents originally written in another language must be submitted with an English language translation.

Miscellaneous

Q: Must I have attended university or have a university degree to apply?

A: No. Formal education plays a role in terms of what we are looking for in applicants, but you will not be disqualified if you do not have a formal diploma or degree.

Q: I am currently serving in my country's military, defense ministry, police, or other law enforcement. Am I eligible to apply?

A: Yes. Previous restrictions for this program have been lifted and we are able to consider applications from members of the military, defense ministries, and police.

Q: Will I be able to apply for a visa to another country while in the United States?

A: If you are selected as a Fellow and are planning to pursue business, education, or other opportunities in a foreign country after the Fellowship, we encourage you to secure required visas prior to your travel to the United States. In most instances, it is impossible to apply for visas to travel to other countries while you are away from your home country.

Q: Will I be able to take time off during the Fellowship to attend to other matters?

A: No, Fellows are expected to be fully engaged during the Fellowship. This includes full attendance at and participation in all required activities, events, and sessions during the Institute, the Mandela Washington Fellowship Summit, and, if applicable, the Professional Development Experience.

Q: I have a family and would like to bring them with me to the United States if I am selected as a Fellow. Is this allowed?

A: No, you may not bring any members of your family with you to the United States. Program rules prohibit Fellows from bringing their dependents or other family members, and no dependent visas will be issued.

About the Bureau of Educational and Cultural Affairs, U.S. Department of State

The Mandela Washington Fellowship for Young African Leaders is a program of the U.S. Department of State with funding provided by the U.S. Government and administered by IREX. The Bureau of Educational and Cultural Affairs (ECA) of the U.S. Department of State fosters mutual understanding between the people of the United States and the people of other countries to promote friendly and peaceful relations. ECA accomplishes this mission through academic, cultural, sports, and professional exchanges that engage youth, students, educators, artists, athletes, and rising leaders in the United States and more than 160 countries. For further information, please visit the [ECA website](#).

About IREX

IREX (International Research & Exchanges Board) is a global development and education organization. We strive for a more just, prosperous, and inclusive world where individuals reach their full potential, governments serve their people, and communities thrive. We work with partners in more than 100 countries in four areas essential to progress: cultivating leaders, empowering youth, strengthening institutions, and increasing access to quality education and information. For further information, please visit the [IREX website](#).



**MANDELA WASHINGTON
FELLOWSHIP**
FOR YOUNG AFRICAN LEADERS

Information for Fellows with Disabilities

Individuals with disabilities are leaders across the globe. The Mandela Washington Fellowship is committed to ensuring that Africa's young leaders with disabilities can fully participate in the Fellowship through reasonable accommodation and support. The Fellowship's disability support complies with the Americans with Disabilities Act (ADA), one of America's most comprehensive pieces of civil rights legislation that prohibits discrimination and guarantees that people with disabilities can fully participate in American life. While the Fellowship provides appropriate resources to ensure Fellows can participate in the program, the support services or accommodations may not be the same as what you are used to at home. When necessary and if resources are available, additional support will be provided to Fellows using assistive technologies or accommodative services.

More information about the support services available to Fellows with disabilities is outlined below.

General

Q: While I am in the United States, will I have access to all disability services?

A: You will be provided with reasonable accommodations that allow you to access and participate in all required activities of the Fellowship.

Q: How will my Institute know my individual needs?

A: Prior to arrival to the United States, all Fellows who self-identify as having a disability in their Fellowship application will receive a survey from IREX requesting detailed information about their disability-related needs and health conditions. The information on this form will help IREX, your Leadership Institute, and your Professional Development Experience Host (if applicable) provide the support you need during the Fellowship. The information you provide will not in any way impact program selection. When necessary, IREX will arrange a phone call, Skype session, or email with Fellows to confirm their accommodation needs.

Q: Will my responses to the disability survey limit my ability to participate in the Fellowship?

A: No, the Fellowship is a fully inclusive program, and the information that you provide in the disability survey will only increase your Institute's ability to accommodate your individual needs. It is vital that your disability survey responses be as detailed and accurate as possible so that IREX and your Institute can prepare for your full participation in the Fellowship.

Q: What access to medical care will I have? Can I get medication if I need it?



A: For the duration of their stay in the United States, all selected Fellows are entitled to a Health Benefit plan provided by the Accident & Sickness Program for Exchanges (APSE), sponsored by the U.S. Department of State and administered by Seven Corners, Inc. If you are taking any medication on a regular basis, you should bring sufficient supplies for the duration of the Fellowship. Medications available in the United States may be different from what you are currently taking or may be significantly more expensive than in your home country. Fellows are responsible for all medical costs including required doctor visit copays and any prescribed medications.

Q: I will need to purchase medical supplies during my stay in the United States. Will this be covered by IREX or my Institute?

A: We encourage you to bring enough medical supplies to last you the entirety of your stay in the United States. If you are unable to bring enough supplies, you can make purchases at local medical supply stores. All supply costs are the responsibility of the Fellow. Please be aware that available medical supplies may differ from those available in your home country and that prices may vary from what you are accustomed to in your home country. You can check online vendors or communicate with your Institute if you will need to obtain a specific supply during your stay.

Q: I have never traveled on an international flight before. Will someone be there to assist me?

A: Prior to your arrival to the United States, IREX will contact your airline to arrange travel assistance based on your individual needs. The level of travel assistance will vary by airline, but typically includes assistance during check-in, boarding, and connecting flights. You should anticipate traveling independently without a personal escort.

Mobility

Q: I have trouble walking for long distances. Will I be provided with assistance?

A: Yes, if necessary, a wheelchair or mobility scooter can be provided for you to use during the Fellowship.

Q: I currently use a wheelchair, but will be unable to bring it with me to the United States. Will a wheelchair be provided for me?

A: Yes, a basic wheelchair or powerchair can be provided for you to use during the Fellowship. If you require a specific type of wheelchair for medical reasons, we encourage you to bring it with you. IREX will work to identify a wheelchair that meets your needs, but it may not be exactly what you are used to using at home. Please note that IREX is unable to provide custom or prescription wheelchairs.

Q: Will classrooms and housing be accessible to me?

A: Yes, your Institute will make accommodations to ensure the classroom and residence hall environments fit your needs. Each Institute will have unique accommodations depending on the college or university where you are placed.

Q: What will the bathroom be like? Is it in the room or down the hall? Is there a tub or a roll-in shower?

A: If necessary, your institute will provide you with an ADA-accessible room which should meet the reasonable standards for your needs. This may include a bathtub or use of a shower chair either in your room or down the hall depending on the housing set up on campus. Not all Institute housing is able to provide both options, and you may need to learn new methods for accommodations that are not exactly as you are used to in your home.

Q: I will require assistance with housework, such as laundry and cleaning. Will this be provided?

A: Yes. Fellows are expected to take care of their own personal needs such as light housework, laundry, and sometimes cooking. Maid service is not typically provided during the program. If you have a disability that creates challenges in handling these tasks, assistance will be provided to enable you to do these things as independently as possible. Laundry machines will be available to machine-wash and dry clothing, and cleaning supplies for your apartment or dormitory-style housing can be purchased near campus.

Q: How much walking will I have to do?

A: During your time at your Institute, there will be a lot of walking around campus (getting to class, dining hall, etc.). While you may have transportation to many of your site visits, community service, and other activities, there will still be a lot of walking. If you feel uncomfortable standing or walking for long periods of time, a wheelchair or mobility scooter can be provided for you to use while at your Institute.

Q: How will I get to places off campus?

A: For all Institute-sponsored events, accessible transportation will be provided. During your free time, Fellows are responsible for getting around on their own but should find that most public transportation in the United States is accessible. Please discuss with your Institute what type of transportation is available for Fellows on campus and in the local community.

Vision

Q: I am blind or have low vision. Will I have someone to assist me during my time in the United States?

A: Yes, if necessary, a human guide will be available to blind and low-vision Fellows during the first few days of your Institute. They will get you acquainted with your new surroundings and help you learn how to navigate the campus safely and independently. Human guides will not be provided for the entire Institute.

Q: I use braille to read documents. Will materials be provided to me in braille?

A: Most materials will be provided for you electronically, and limited program materials will also be available in braille. With advanced notice and when possible, your Institute may be able to provide you some materials in braille. Please be aware that a shortened form of braille is commonly used in the United States.

Q: I use screen reader software on my computer to read documents, but will be unable to bring my computer. Will the software be provided for me?

A: Yes, if you need to use screen reader software such as JAWS (Job Access With Speech) or NVDA (NonVisual Desktop Access) during the Institute and you cannot bring your personal computer, you will be provided with a computer that has appropriate software for you to use during your stay. It may be different from what you use at home, so training can be provided.

Q: I use a voice/braille recorder to take notes during class. Will a recorder be provided for me?

A: If you require the use of a recorder, please bring the recorder you typically use. If you are not able to bring one with you, a basic recorder can be provided for you to use during your stay. It may be different from what you use at home, so training can be provided.

Q: I have low vision, and it is difficult to read documents in small print. Can materials be printed for me using large font?

A: Yes, materials can be provided to you in a larger print if needed. Please let your Institute know of this request as soon as possible, prior to your arrival on campus, so they can make the necessary arrangements. When large print is not possible, materials will be provided for you electronically.

Q: I need eyeglasses. Will these be provided for me?

A: No. If you typically use eyeglasses or contacts, you should plan to bring them with you. Please note that Fellows' health benefits plan does not cover routine eye examinations, eyeglasses, or contact lenses.

Q: What type of telephone will be provided for me?

A: Fellows will be provided with basic smartphones configured for blind or low-vision users. However, Fellows may choose to transfer the SIM cards provided by IREX to their own handsets if they are compatible with the U.S. cellular service provider's network. It may be different from what you use at home, so training can be provided.

Hearing & Communication

Q: Will I be provided with a sign language interpreter? Will they be available 24 hours a day?

A: Interpreters will be provided for programmatic activities, not full-time. Interpreters will not be available after hours or during free time. A tablet or other technology can be loaned to you to use during your Fellowship to help you communicate with non-signing peers during your free time. It may be different from what you use at home, so training can be provided.

Q: Will my interpreter learn my sign language, or do I need to learn American Sign Language (ASL)?

A: As noted in the Fellowship application, interpretation in the United States will primarily be available in ASL, and Fellows should be proficient in or willing to learn ASL prior to their arrival in the United States. Prior to the start of the Fellowship, Fellows who require sign language interpretation during their Institute will have the opportunity to learn ASL through a Pre-Institute training at Gallaudet University, the world's only liberal arts university for the Deaf. You will need to be prepared to depart your home country as early as two weeks prior to the start of your Institute to attend.

Q: I use a tablet to communicate with my peers. Will a tablet be provided for me?

A: If you typically use a personal tablet, please bring it with you. If you are not able to do so, a tablet can be provided on loan to use during your Institute. It may be different from what you use at home, so training can be provided.

Q: I am hard of hearing. Will hearing aids be provided for me?

A: If you are hard of hearing, we will work with you to identify basic tools such as voice amplification devices, or modifications such as front row seating, that meet your specific needs. If you typically use hearing aids, you should plan to bring them with you. Please note that prescription hearing aids are not covered under Fellows' health benefits plan, and IREX is unable to provide them to you.

Q: What type of telephone will be provided for me?

A: Fellows will be provided with basic smartphones configured for deaf and hard of hearing users. Fellows may choose to transfer the SIM cards provided by IREX in their own phones if they are compatible with the U.S. cellular service provider's network. It may be different from what you use at home, so training can be provided.

Additional Resources

ASL Connect – ASL for Free

<https://www.gallaudet.edu/asl-connect/asl-for-free/asl-by-topic>

Video interview with Mandela Washington Fellow Hilda Muluh Bih (captions available)

<http://www.miusa.org/resource/story/hilda>

Getting What You Need in the U.S.

<http://www.miusa.org/resource/tipsheet/disabilityneeds>

Disability Organizations in the U.S.

<http://www.miusa.org/resource/tipsheet/organizations>

Top 10 Disability Resources On-Campus

<http://www.miusa.org/resource/tipsheet/campusresources>

Your Rights and Responsibilities

<http://www.miusa.org/resource/tipsheet/rightsresponsibilities>



**MANDELA WASHINGTON
FELLOWSHIP**
FOR YOUNG AFRICAN LEADERS

Information for Fellows who are Pregnant

The Mandela Washington Fellowship is committed to supporting positive learning and networking environments for all Fellows, including those who are pregnant. Applicants who are pregnant or who may become pregnant are encouraged to apply. If selected, pregnant Fellows will be provided with pre-natal support and can expect to be able to fully participate in the program if they are at less than 20 weeks by the start of the Fellowship in mid-June. The Fellowship is an intensive program, which includes long days and extended periods of time sitting in the classroom or walking on excursions and site visits. Fellows who are more than 20 weeks pregnant by the start of the Fellowship will have the opportunity to discuss whether their situation warrants a one-year pregnancy deferral. After Fellows are selected in March 2023, all pregnancies should be disclosed to IREX as soon as possible by contacting MWF2023@irex.org so that arrangements can be made.

More information about the support services available to pregnant Fellows is outlined below.

Eligibility and Application Process

Q: Should I apply for the Fellowship if I am currently or may be pregnant?

A: Applicants who are pregnant are encouraged to apply. The Mandela Washington Fellowship is committed to supporting positive learning and networking environments for all Fellows, including those who are pregnant. Notifying IREX of your pregnancy will not negatively affect your eligibility to be selected for the Fellowship, but rather will help the U.S. Department of State and IREX provide you with the care and support necessary to ensure a healthy pregnancy and full participation in the program if you are selected.

Q: If I become pregnant after submitting my application, will I still be eligible to participate in the Fellowship?

A: Pregnancy does not make you ineligible for the Mandela Washington Fellowship. If you become pregnant after being selected as a Fellow, please alert IREX as soon as possible by sending an email to MWF2023@irex.org. Selected Fellows who are more than 20 weeks pregnant may request that the U.S. Department of State consider a one-year pregnancy deferral to be granted on a case-by-case basis, pending you meet the eligibility requirements the following year.

During the Fellowship



Q: Will there be pre-natal care available for me during the Fellowship?

A: For the duration of their stay in the United States, all selected Fellows are entitled to a Health Benefit plan provided by the Accident & Sickness Program for Exchanges (APSE), sponsored by the U.S. Department of State, and administered by Seven Corners, Inc. These benefits offset costs for treatment of medical emergencies during the program. Under ASPE, standard doctor visits related to pregnancy are covered under the benefit as “wellness check-ups.” Please note that selected Fellows will still be responsible for the copay each time you visit the doctor, which may cost \$25-\$75 for each visit.

The pre-natal medical care selected Fellows experience in the United States may be different from what they are used to at home. For example, not all appointments will include an ultrasound or blood tests. These services may also have additional charges associated with them that will be at your own expense. For more information about what selected Fellows can expect, please refer to our Pregnancy Fact Sheet that is provided to selected Fellows.

Q: Can I fully participate in the Fellowship if I am pregnant?

A: If you are selected and are less than 20 weeks pregnant by the start of the Fellowship, you should be able to fully participate in the program; however, since all pregnancies are different, please consult with your healthcare provider to confirm there are no health risks for you or your baby from your participation in the Fellowship. Note that the Fellowship is an intensive program, which includes long days and extended periods of time sitting in the classroom or walking on excursions and site visits. On the busiest days, activities during the weekdays can run from 9am to 9pm. Additionally, housing and meals provided during the Fellowship may be different from what you are accustomed to. While meals provided by our Institute Partners will offer a variety of options, there are limitations since your meals may be primarily from a campus cafeteria. While most pregnant Fellows do not have issues, some Fellows do find it challenging to adjust to these dietary changes. If you are selected and have concerns about adjusting to these changes during your pregnancy, or if you will be more than 20 weeks pregnant by the start of the Fellowship, please contact IREX at MWF2023@irex.org to discuss the best course of action.

Travel

Q: Can I fly while pregnant?

A: Airlines have different policies for flying while pregnant and may restrict travel for individuals who are pregnant after a certain period in their pregnancy. Generally, individuals who are pregnant and who have no complications can fly without issue during the first (0-13 weeks) and second (14-26 weeks) trimesters. During the third trimester of pregnancy, many airlines often prohibit travel due to health risks for you and your baby. If you are selected and will be in your third trimester at any point during the Fellowship, please contact IREX at MWF2023@irex.org to discuss your options.