Atlantic Fellows
FOR SOCIAL EQUITY

INDIGENOUS-LED SOCIAL CHANGE

2022 PROSPECTUS
ACKNOWLEDGEMENT

We would like to open by acknowledging the Traditional Owners of the land on which we live, work and play. We pay our deepest respect to them as First Peoples, their Elders and ancestors that have taken care of Country in Australia for over 60,000 years. In acknowledging Country, we extend that acknowledgement to the global network of Indigenous peoples, Elders and communities.

The Atlantic Fellows for Social Equity program is guided by the principles and practices which have sustained generations of First Peoples. These practices express a way of knowing, being and doing that is anchored in Indigenous knowledges. These values, behaviours and systems of knowledge have sustained Indigenous communities in a way which sets Indigenous-led approaches aside from others. These approaches look to the critical role of our relationships, and the fabric of our kinship and cultural practices embedded within and across communities, including global communities. We look forward to building the fellowship program with you for sustained change, social equity and global impact.

Atlantic Fellows for Social Equity Advisory Board

IMMERSION BY LYN-AL YOUNG
Silk dyes hand painted on silk satin scarf 70cm x 200cm

We would like to thank the wonderfully talented artist, Lyn-Al Young, for her creation of the artwork used throughout this prospectus. Lyn-Al is a Gunnai, Wiradjuri, Gunditjmara and Yorta Yorta fashion designer and artist living in Melbourne. Lyn-Al’s name has intergenerational significance as she shares the same birthday as her nan and great nan, Lynette and Alice. Her name and brand are a reminder of the importance of connecting back and honouring her heritage every time she starts her design process. Lyn-Al understands the importance of respect and cultural integrity and her responsibilities to her family during her creative design process. Each piece she creates is founded on the tree carvings and symbolic markings, waterways, totems, animal life, and landscapes of her four ancestral lands. “My hope is that every person wearing one of my designs will sense the spirit of Walumarr Nungurra (protection and peace).”

The larger circles represent each individual Fellow. The depth of colour represents their own well of knowledge, their community and connections. The silk design represents their journey connecting with other Fellows and their network becoming bigger. The blues and greens represent the sky above and the waters below which connects all the different cultures and communities. When they step out into a new world and community environment, they become immersed in these experiences and these experiences become part of them. AFSE are the connecting lines, similar to song lines, they’ve helped direct paths, creating new dialogue and a frequency that affects all who come in contact with the waters for social change.
**CONTENTS**

- Introducing AFSE  4
- Am I eligible?  5
- Financial support offered  6
- Additional support  7
- Dates and details  8
- Selection criteria  9
  - Social change projects  9
  - Further criteria  9
- Study requirements  10
  - Master of Social Change Leadership  10
  - Graduate Certificate of Social Change Leadership  11
- Research pathway  12
- Time commitment  14
- Lifelong senior fellowship  15
- Frequently asked questions  16
- What do I need to apply?  17
- Glossary  19
Welcome to the Atlantic Fellows for Social Equity (AFSE) at the University of Melbourne. The AFSE fellowship is a lifelong journey, beginning with an intensive foundation year that builds capacity and enhances opportunities for Fellows to drive Indigenous-led social change initiatives. This is followed by a longer-term commitment to social change through AFSE senior fellowship, supported by participation in a global network facilitated by the Atlantic Institute in Oxford, UK.

The AFSE program supports Fellows to work together to recognise their inherent strengths, develop their talents, and advance the aspirations and interests of Indigenous communities as we collectively work towards the creation of more equitable and inclusive societies. The University’s extensive Indigenous and allied community – across academic, professional and student groups – are strongly committed to the AFSE program. There are many opportunities for Fellows to connect with other Indigenous programs and offerings at the University of Melbourne, including the Indigenous Knowledge Institute (IKI) and Indigenous Studies in the Faculty of Arts, as well as with Murrup Barak, the Melbourne Institute for Indigenous Development, particularly for Aboriginal and Torres Strait Islander Fellows.

Professor Liz McKinley
Executive Director
Atlantic Fellows for Social Equity

Professor Shaun Ewen
Pro Vice-Chancellor (Indigenous)
University of Melbourne

The inaugural cohort of Fellows at their completion ceremony. Photo: James Henry
The AFSE fellowship is designed for community-focused, mid-career applicants. As an indigenous-led social equity program, the majority of our Fellows are Aboriginal, Torres Strait Islander and Māori peoples. However, there are places for non-Indigenous peoples from Australia and New Zealand who demonstrate a track-record of work in Indigenous affairs and have standing in community as a result of their long-term commitment to Indigenous equity. In addition, Pacific Island peoples from New Zealand and Australia, and who have citizenship or permanent residency, and work with Indigenous communities are especially encouraged to apply. AFSE welcomes between 20 and 25 Fellows each year. Applicants do not have to have an undergraduate degree to apply but if selected will have to undertake postgraduate study.

Are you:

- A citizen or permanent resident of Australia or New Zealand?
- Not enrolled in any other form of study in 2022 (or have your thesis under examination as at January 2022)?
- Willing to commit to a non-residential fellowship year, including:
  - 7 weeks' travel away from home across the year (see dates on page 8)
  - approximately 10 hours study time per week
  - 5000-word assessments per subject (8 subjects for the Masters and 4 subjects for the Graduate Certificate).

Do you:

- Have an undergraduate degree or 5-8 years of work experience in social change?
- Have a passport or ability to acquire a passport? (for international travel)
- If you are employed, have the support of your employer to complete a full year non-residential program which requires at least 7 weeks away from work, plus additional study time as required?

Please Note: International and national travel is required by all Fellows. The program is held across Aotearoa New Zealand and Australia.
AFSE meets the full cost of all course fees for the postgraduate study (Masters or Graduate Certificate of Social Change Leadership) at the University of Melbourne, and all associated Student Services and Amenities Fees. Fellows will not incur a HECS-HELP debt as a result of their enrolment.

In addition to tuition fees, every Fellow receives:

- a basic stipend of $10,000 (to remove barriers to participation, can be used to purchase laptops, childcare, and to cover incidental expenses, etc.)
- access to a professional development fund of $3,500 in total (available for up to 3 years)
- access to project development fund $25,000 in total (available for up to 3 years)

The cost of participation in the fellowship year will be met by AFSE, including:

- travel and accommodation expenses
- special events relating to the program (e.g. dinners, graduations, guest speakers, etc.)
- special activities associated with the program (e.g. theatre, art exhibitions etc.)

In addition, an equity stipend of up to $31,800 is available. Whether a further stipend is needed is determined on an individual basis and will be discussed at the time of interview with applicants. The need for this stipend support does not determine outcome. We are also aware that not all needs based circumstances require the full stipend. Some examples of previous Fellows receiving the equity stipend include:

- Fellows requiring some additional financial support to participate in the fellowship because they have to take unpaid leave from their work.
- Fellows losing their work (e.g. due to COVID-19 circumstances) and needing funds to participate.

Fellows who are able to maintain their current employment while also participating fully in the program are not eligible for the ‘needs based’ stipend. There can be extraordinary circumstances that occur during the year where a Fellow may require further support, but it is decided at the time. The stipend is not salary replacement.
Additional support

AFSE provides a range of additional support to all Fellows for the foundation year.

This support includes:

- free mental health support provided by Indigenous psychologists and counsellors, contracted to AFSE for use by Fellows
- tutors and learning support for study
- disability access and support

All Fellows have access to the full range of support services provided to all University of Melbourne students.

AFSE is committed to continuing Fellow intakes and delivering the program during these uncertain times. Contingency plans are in place to continue the fellowship in the event of public health restrictions and will include online learning if required.
### APPLICATION DATES

<table>
<thead>
<tr>
<th>Event</th>
<th>Dates</th>
<th>Time</th>
</tr>
</thead>
<tbody>
<tr>
<td>APPLICATIONS OPEN</td>
<td>18 June 2021</td>
<td></td>
</tr>
<tr>
<td>WEBINAR FOR APPLICANTS</td>
<td>2 July 2021 5:00pm AEST, 7:00pm NZST</td>
<td></td>
</tr>
<tr>
<td>APPLICATIONS CLOSE</td>
<td>5 September 2021 3:00pm AEST, 5:00pm NZST</td>
<td></td>
</tr>
<tr>
<td>INTERVIEW</td>
<td>20 September – 2 October 2021</td>
<td></td>
</tr>
<tr>
<td></td>
<td>Note: Shortlisted candidates will be asked for a 30-minute interview. Candidates must make themselves available during these dates to progress in the process.</td>
<td></td>
</tr>
<tr>
<td>NOTIFICATION OF RESULT</td>
<td>31 October 2021</td>
<td></td>
</tr>
<tr>
<td>FELLOWSHIP BEGINS</td>
<td>22 - 24 November 2021 (Wominjeka Orientation)</td>
<td></td>
</tr>
<tr>
<td>STUDY COMMENCES</td>
<td>31 January 2022</td>
<td></td>
</tr>
</tbody>
</table>
SELECTION CRITERIA

SOCIAL CHANGE PROJECTS

As part of the application process, you are asked to write about a social change project you will undertake as part of your fellowship and beyond. Your project idea forms part of the selection criteria.

While there are different ways to effect change, we are looking for people who have experience in and an ability to come up with an Indigenous social change idea. It does not have to be fully formed as it is early stages. We are looking for ideas that are:

• innovative, including innovating on existing models or ideas;
• community-based, offering ways for community members to engage and participate in and understand and engage with communities you work for;
• have a high potential for impact towards a more fair and just society; and
• offer a vision and a sustainable strategy for driving change.

FURTHER CRITERIA

We are also looking for:

• a demonstrated ability to work collaboratively, including examples of how you have worked collaboratively with others to achieve change;
• communication and critical thinking skills;
• evidence of personal commitment to lifelong learning; and
• willingness and ability to participate and benefit from global opportunities.

Final selection will be made with consideration to the makeup of the cohort, taking into account several factors, including diversity of Fellows’ work and experience, sector and discipline background, age and gender. The proportion of Indigenous and non-Indigenous Fellows from Australia and New Zealand will also be considered in the final cohort selection.

The 2019 Cohort presenting their social change projects to their peers. Photo: 33 Creative
The AFSE foundation year requires Fellows to study a postgraduate qualification at the University of Melbourne. Fellows will enrol into their choice of Master or Graduate Certificate of Social Change Leadership. Enrolment as a student at the University of Melbourne enables AFSE to meet course costs and support Fellows with a tax-free stipend, in addition to providing a qualification from Australia’s highest ranked university.

All Fellows participate in all aspects of the foundation year, including all intensive modules and associated activities, regardless of enrolment in either the Masters or Graduate Certificate. Regular guided study groups, personalised tutoring and one-on-one support are available to all Fellows throughout the year.

MASTER OF SOCIAL CHANGE LEADERSHIP

The Master of Social Change Leadership is offered to Fellows undertaking the Atlantic Fellows for Social Equity program. The Masters qualification provides a structure to explore key issues in Indigenous-led social change, and to develop Fellows’ project proposals.

During the foundation year, people enrolled in the Master of Social Change Leadership will complete the following eight subjects:

1. INDG90002 Enacting Influence, January/February intensive (1 week)
2. INDG90003 Disruption and Change, April intensive (1 week)
3. INDG90004 Collaborative Fieldwork, June intensive (2 weeks) (*equivalent of 2 subjects)
4. INDG90005 Indigenous Leadership, August intensive (1 week)
5. INDG90006 Powerful Encounters, October intensive (1 week)
6. INDG90007 Indigenous Social Change Project, (year-long) (*equivalent of 2 subjects)
GRADUATE CERTIFICATE OF SOCIAL CHANGE LEADERSHIP

For Fellows who select the Graduate Certificate of Social Change Leadership, you will be enrolled in these four subjects:

1. INDG90002 Enacting Influence, January/February intensive (1 week)
2. INDG90004 Collaborative Fieldwork, June intensive (2 weeks) (*equivalent of 2 subjects)
3. INDG90005 Indigenous Leadership, August intensive (1 week).

All Fellows attend and participate in the six modules of the program regardless of their enrolment, and are invited to critically engage with the knowledges, networks and communities developed through the broader program. Attendance at all modules is an expectation of the AFSE program and one of the most important ways that we develop fellowship and connection between Fellows, mentors and guests in our program.

Each subject in the Masters and Graduate Certificate is based on a standard assessment requirement of 5000 words (or equivalent) per subject, usually split across several assessment tasks. Extensive support is provided to ensure timely completion of each assessment item, with personal tutoring and study groups, and the collective of the Fellows as needed.
Some AFSE Fellows become interested in research training and perceive it as important for their work into the future.

AFSE is building in the requirements for any Fellow enrolled in the Masters to transition into a PhD. The Masters pathway to further research involves submitting a minor thesis and completing a research methods subject. If this sounds like something you might be interested in, please let us know in your application or reach out to staff at any time during your fellowship.
Fellows are required to be at the attendance days outlined below, and to guide your understanding of the time commitment required for study and assessments, we have provided the module duration in full below.

<table>
<thead>
<tr>
<th>MODULE</th>
<th>ATTENDANCE</th>
<th>WORK SUBMITTED BY</th>
</tr>
</thead>
<tbody>
<tr>
<td>MODULE 1: ENACTING INFLUENCE</td>
<td>Monday 31 January - Friday 4 February 2022</td>
<td>Sunday 13 March 2022</td>
</tr>
<tr>
<td>MODULE 2: DISRUPTION AND CHANGE</td>
<td>Monday 4 April - Friday 8 April 2022</td>
<td>Sunday 15 May 2022</td>
</tr>
<tr>
<td>MODULE 3: COLLABORATIVE FIELDWORK</td>
<td>Monday 6 June - Friday 17 June 2022</td>
<td>Sunday 24 July 2022</td>
</tr>
<tr>
<td>MODULE 4: INDIGENOUS LEADERSHIP</td>
<td>Monday 8 August - Friday 12 August 2022</td>
<td>Sunday 11 September 2022</td>
</tr>
<tr>
<td>MODULE 5: POWERFUL ENCOUNTERS (NZ)</td>
<td>Monday 3 October - Friday 7 October 2022</td>
<td>Sunday 6 November 2022</td>
</tr>
<tr>
<td>MODULE 6: YEAR LONG PROJECT</td>
<td>Symposium: Wednesday 23 - Friday 25 November 2022</td>
<td>All year</td>
</tr>
<tr>
<td>STUDY COMMENCES</td>
<td>31 January 2022</td>
<td>-</td>
</tr>
</tbody>
</table>

Please note: In addition to these times, each Fellow needs additional time for independent study and assessment writing. AFSE facilitates optional weekly online study groups to continue support and discussion between modules.

Many Fellows are engaged in full-time work, have caring responsibilities and hold important roles in their community, at the same time as working through the full-time study components of the fellowship program. If this sounds like you, please note that making space for study during the year is essential. The key is excellent planning and execution. Commitment to the foundation year is significant, and AFSE provides extensive resources to support Fellows to enable successful completion.
The Atlantic Institute seeks to enhance the influence and impact of the Atlantic Fellows and the Atlantic Fellows programs by supporting lifelong community among Senior Fellows from all seven programs, with access to resources and opportunities to connect, learn and collaborate. Each year, travel permitting, the Atlantic Institute in Oxford hosts a gathering of all Atlantic Fellows who have graduated in the previous year.

Through the Atlantic Institute, AFSE Senior Fellows are able to access opportunities and resources for connection and collaboration with Senior Fellows from other Atlantic programs and sustain and grow their initiatives.

These are defining and enriching dimensions of senior fellowship which sustain lifelong community and ongoing social change impact. Opportunities for connection and collaboration with the Atlantic Institute and with other Atlantic programs will be explored through the foundation year as part of transition to senior fellowship.

AFSE offers Senior Fellows the opportunity for continued connection with their home program, through supporting future cohorts, hosting events, enabling funding support where possible and promoting the work of Senior Fellows through our communication strategy.

As at the end of 2021 AFSE has 31 Senior Fellows and another 18 Fellows will join this group in 2022. Senior Fellows come from across Australia and New Zealand and from different disciplines. You can view the profiles of AFSE Fellows on the Our Fellows page on our website.

AFSE IN THE GLOBAL CONTEXT
**FREQUENTLY ASKED QUESTIONS**

**Can I defer my fellowship to a later year?**

No. If your circumstances change and you can no longer commit to the full foundation year, including travel, you will be unable to continue the program. Withdrawal does not prevent you from applying in a future year, and you will be strongly encouraged to do so in a year when you can commit to the full program including the travel and academic components.

**I can’t attend all intensive modules, can I still complete the fellowship?**

No. Attendance at all 6 modules is mandatory for completion for both the Masters and Graduate Certificate. We understand that family and work commitments can make this difficult for many people, and we are able to meet with your employer to talk about the benefits of your participation in the program. The base stipend is intended to provide any immediate support and equipment (such as a laptop or childcare) required to enable your participation.

**My employer can’t give me the time off to attend all modules, can I still complete the fellowship?**

No. The fellowship offers significant benefits both to Fellows and their employers and communities and AFSE can support any negotiation necessary with your employer, should you be offered a place in the program.

**I have already started a social change project, can I apply?**

Yes. If you have started working on a project with your local community or organisation, you can continue that work through an AFSE fellowship. However, if your project is a research project affiliated with or based in a university, there are other sources of funding to support that work that your research office can advise on.

**What happens if I don’t submit all the assignments for the university subjects?**

All assignments must be submitted for all subjects that Fellows are enrolled in (either the Masters or Graduate Certificate), and extensive academic and personal support is available to ensure that Fellows can meet the academic component of the program. Additional time can be easily negotiated, or Special Consideration can be used to facilitate a longer extension. If, after this support has been provided, Fellows find they are unable to complete the academic elements of the program, the Executive Director will negotiate an exit from the fellowship.

**Can the fellowship be used for postdoctoral study?**

No.
WHAT DO I NEED TO APPLY?

You will be asked to complete:

1. An eligibility checklist (located in the application form).
2. An application form including relevant personal information
3. A curriculum vitae of no more than 2 pages which outlines your previous employment, study and experience in social change initiatives (voluntary or paid).
4. A short video of no longer than two minutes in duration answering the following questions:
   - “How will this program benefit you?”
   - “Why is this the right program for you at this point in time?”
5. An outline of your social change project proposal including:
   - Project overview (What is the overall aim or vision for your project?)
   - Approach (How will you implement your project?)
   - Stakeholders and beneficiaries (Which communities will your project serve?)
   - Rationale (Why is this project important/needed?)
   - Resources (What resources do you think you’ll need? Money, networks, in-kind contributions, etc.)
6. The names and contact details of two referees. These should include at least one person who has worked with you as an employer; and one person who has experience of your capacity to work collaboratively and engage with communities that are the focus of your social change initiatives.

2018 cohort of Fellows at their completion ceremony. Photo: James Henry
<table>
<thead>
<tr>
<th><strong>Atlantic Institute (AI)</strong></th>
<th>Based at Rhodes Trust in Oxford, AI connects all seven Atlantic programs and coordinates senior fellowship for the global community.</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Atlantic Fellows for Social Equity (AFSE)</strong></td>
<td>Based at the University of Melbourne, AFSE delivers the foundation year in Indigenous-led social change, focused on project development through a graduate qualification issued by the University.</td>
</tr>
<tr>
<td><strong>Melbourne Graduate School of Education (MGSE)</strong></td>
<td>This is the faculty at the University of Melbourne in which Fellows are enrolled and from which the Master and Graduate Certificate of Social Change Leadership qualifications are issued.</td>
</tr>
<tr>
<td><strong>Program</strong></td>
<td>This is the overarching AFSE program, that includes the foundation year as well as a range of other activities that AFSE facilitates.</td>
</tr>
<tr>
<td><strong>Modules</strong></td>
<td>Through the foundation year, AFSE runs five intensive modules, and a further shorter module for Fellows to present their projects celebrating completion. The modules each have a different focus, but also include a university subject. Everyone participates in all modules.</td>
</tr>
<tr>
<td><strong>Subject</strong></td>
<td>The University uses “subjects” to hold the content we teach, these are the smaller units of work that we use to explore case studies, theoretical models, and writing tasks to develop your project. Fellows who are enrolled in the Master of Social Change Leadership will complete all 8 subjects (four standard subjects plus two double subjects), and Fellows in the Graduate Certificate of Social Change Leadership complete 4 subjects (two single subjects plus one double subject).</td>
</tr>
<tr>
<td><strong>Project</strong></td>
<td>Your project sits at the heart of the foundation year, and we encourage Fellows to use each subject and the writing activities to refine and expand your project.</td>
</tr>
</tbody>
</table>