

Atlantic Fellows

FOR SOCIAL EQUITY

INDIGENOUS-LED SOCIAL CHANGE

2024 PROSPECTUS



THE UNIVERSITY OF
MELBOURNE

ACKNOWLEDGEMENT

We open by acknowledging the Traditional Owners of the land on which we live, work and play, the Wurundjeri Woi Wurrung People of the Kulin Nation. 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, their homelands, Elders and communities.

The Atlantic Fellows for Social Equity program is guided by the principles and practices which have sustained generations of First Nations peoples and communities. These practices express a way of knowing, being and doing that is anchored in Indigenous knowledges. These values, protocols 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 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 Walumarra 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.

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A MESSAGE FROM THE EXECUTIVE DIRECTOR

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 Lifelong Fellowship, supported by participation in a global network facilitated by the Atlantic Institute in Oxford, UK. Of the seven Atlantic Fellows programs around the world, ours is the only one dedicated to Indigenous-led social change.

We are working for Indigenous-led social change to build on the incredible collective strength, resilience, knowledge and understandings Indigenous people bring to the world.

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), Indigenous Studies program in the Faculty of Arts, and with Murrup Barak, the Melbourne Institute for Indigenous Development, particularly for Aboriginal and Torres Strait Islander Fellows.

We hope to build a cohort of leaders that have the spirit of collective action and impact to create a better place for us all. We welcome you to join us on our journey and wish you well with your application.

Professor Liz McKinley
Executive Director
Atlantic Fellows for Social Equity



WHAT IS THE AFSE FELLOWSHIP?

The Atlantic Fellows for Social Equity (AFSE) is a life-changing fellowship for Indigenous social equity in Australia, Aotearoa New Zealand and Pacific Island nations. Based at the University of Melbourne, the AFSE program represents a 20+ year investment into Indigenous- led social change through a powerful network of Fellows.

It has two features:

- an intensive foundation year with a postgraduate qualification at the University of Melbourne (fee-free)
- lifelong membership in a global community of change-makers across seven international Atlantic Fellows hubs

Foundation year

Fellows undertake a Master of Social Change Leadership at the University of Melbourne. You are required to attend six modules in-person throughout the year, and deliver a well thought through social change project at its completion.



2021 Cohort Graduation Image credit: James Henry

Lifelong Fellowship

Upon successful completion of your foundation year, you graduate and become a Lifelong Fellow. You will join Fellows from the seven Atlantic hubs around the world, coordinated and led by the Atlantic Institute, located in Oxford. As of 2023, 683 Fellows have been drawn from 70+ countries.

Social change projects

A key part of the Fellowship is your social change project. Throughout the foundation year you will refine and develop your social change project in each module, drawing on the most current and impactful critical Indigenous scholarship from Australia, Aotearoa New Zealand and around the world.

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. 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 improving existing approaches or ideas;
- community-based, offering ways for community members to engage and participate;
- have a high potential for impact towards a more fair and just society; and
- offer a vision and a sustainable strategy for driving change.

WHAT DOES THE FOUNDATION YEAR LOOK LIKE?

Study requirements

The AFSE foundation year requires Fellows to study a postgraduate qualification at the University of Melbourne. Fellows will enrol in a Master of Social Change Leadership. Enrolment as a student at the University of Melbourne enables AFSE to meet course costs and support Fellows with a 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. Regular guided study groups, personalised tutoring and one-on-one support are available to all Fellows throughout the year.

2023 Cohort learning on Gunditjmara Country at Budj Bim UNESCO world heritage site with 2021 Fellow Damein Bell. Image credit: Colleen Hamilton

Master of Social Change Leadership

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

During the foundation year, Fellows complete six subjects, each of which develops a different aspect of their project:

- **INDG90002 Enacting Influence**, February intensive (1 week intensive, 8 week term)
- **INDG90003 Disruption and Change**, March intensive (1 week intensive, 6 week term)
- **INDG90004 Collaborative Fieldwork**, May/June intensive (2 week intensive, 8 week term) (*equivalent of 2 subjects)
- **INDG90005 Indigenous Leadership**, August intensive (1 week intensive, 6 week term)
- **INDG90006 Powerful Encounters**, October intensive (1 week intensive, 6 week term)
- **INDG90007 Indigenous Social Change Project**, (year-long, 3-day presentation symposium in November) (*equivalent of 2 subjects)





Graduate Certificate of Social Change Leadership

AFSE has an exit qualification available for some Fellows who are unable to complete the Master's coursework by 1 December.

There are some University rules around how to combine subjects to exit with the smaller qualification, and AFSE staff can advise you if this is a preferred option.

Expectations

All Fellows attend and participate in all six modules, and critically engage with the knowledges, networks and communities present in the whole 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 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.

Research pathway

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 Master's course to transition into doctoral study. This pathway to further research needs to be a submitted minor thesis and completed 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.



TIME COMMITMENT

Fellows are required to attend the intensive weeks outlined below. To guide your understanding of the time commitment required for study and assessments throughout each module term, we have provided the module duration in full below.

MODULE	2024 Intensive weeks	2024 Module terms
MODULE 1: ENACTING INFLUENCE	Monday 12 February to Friday 16 February	Monday 29 January to Sunday 24 March
MODULE 2: DISRUPTION AND CHANGE	Monday 8 April to Friday 12 April	Sunday 7 April to Sunday 19 May
MODULE 3: COLLABORATIVE FIELDWORK	Monday 27 May to Friday 7 June	Sunday 26 May to Sunday 21 July
MODULE 4: INDIGENOUS LEADERSHIP	Monday 5 August to Friday 9 August	Sunday 4 August to Sunday 15 September
MODULE 5: POWERFUL ENCOUNTERS (NZ)	Monday 30 September to Friday 4 October	Sunday 29 September to Sunday 10 November
MODULE 6: YEAR LONG PROJECT	Presentation symposium: Monday 18 November to Wednesday 20 November	All year

Please note: In addition to these times, you need to dedicate additional time to independent study and assessment writing. This is a full-time course load, equivalent to 40 hours per week. AFSE also facilitates fortnightly online study groups to connect with Fellows and focus on completion of assessment and project development work

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. 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.



AFSE Pou (Elders in residence) Uncle Mick Adams with 2022 Fellow Christian Lugnan

FINANCIAL SUPPORT OFFERED

AFSE meets the full cost of all course fees for the postgraduate study (Master's or Graduate Certificate of Social Change Leadership) at the University of Melbourne, and all associated Student Services and Amenities Fees. This applies to all Fellows.

In addition to tuition fees, every Fellow receives:

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

The cost of participation in the foundation 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 \$42,000 is available. The equity stipend is allocated as needed to support participation in the Fellowship. Eligibility for or need for the stipend has no bearing on your selection into the Fellowship. Some examples of previous Fellows receiving the equity stipend include:

- A Fellow takes unpaid leave from time to time to attend face to face modules and make time for study.
- A Fellow steps away from paid employment for the year to focus on the Fellowship.
- A self-employed Fellow chooses to take on fewer contracts throughout the year to ensure they have enough time for the Fellowship.

There are equity stipend check-ins throughout the year, so if your circumstances change, we can respond to those changes. The stipend payments are intended to facilitate participation during the foundation year, and are not a salary replacement.

Important notes:

- For applicants from Australia: the stipend may affect ABSTUDY or social security payments. The basic stipend and equity stipend are treated as non-taxable income, but AFSE recommends that you confirm your personal circumstances independently.
- For applicants from outside Australia: An Australian bank account is required for payment of all stipends and any other funds. AFSE will support Fellows from Pacific Island nations and Aotearoa, New Zealand Fellows to open an Australian bank account if needed during their first trip to Australia.

Additional support

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

- tutors and learning support for study
- free mental health support provided by Indigenous psychologists and counsellors, contracted to AFSE for use by Fellows
- 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 should public health challenges arise. Contingency plans are in place to continue the Fellowship in the event of public health restrictions and will include online learning as required.

WHAT IS LIFELONG FELLOWSHIP?

Upon successful completion of the foundation year, you graduate and become a Lifelong Fellow. The Atlantic Institute seeks to enhance the influence and impact of Fellows and the Atlantic Fellows programs by supporting community among Lifelong Fellows from all seven programs, with access to resources and opportunities to connect, learn and collaborate. The first years of Lifelong Fellowship see participants from AFSE implement their social change projects, supported by the \$25,000 seed fund available to all Fellows.

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 Lifelong Fellows are able to access opportunities and resources for connection and collaboration with Lifelong Fellows from other Atlantic programs and sustain and grow their initiatives.

These are defining and enriching dimensions of Lifelong 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 the transition to Lifelong Fellowship.

AFSE offers Lifelong 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 Lifelong Fellows through our communications strategy.

As of May 2023, AFSE has 70 Lifelong Fellows and another 17 Fellows will join this group in 2024. Lifelong Fellows come from across Australia and Aotearoa, New Zealand and from different disciplines. You can view the profiles of AFSE Fellows on the [Fellows page](#) on our website.

AFSE IN THE GLOBAL CONTEXT



AM I ELIGIBLE?

The AFSE Fellowship is designed for community-focused, mid-career applicants. As an Indigenous-led social equity program, the majority of Fellows are Aboriginal, Torres Strait Islander and Māori peoples. However, there are places for non-Indigenous peoples from Australia, Aotearoa New Zealand and Pacific Island nations 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. AFSE welcomes between 20 and 25 Fellows each year. You 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 Aotearoa, New Zealand or a Pacific Island nation?
 - Not enrolled in any other form of study in 2024 (or have your thesis under examination as at January 2024)?
- Willing to commit to a non-residential foundation year experience, which includes:
 - 7 weeks' travel away from home across the year (see dates below)
 - approximately 10 hours study time per week
 - 5000-word assessments per subject (8 subjects for the Master's course and 4 subjects for the Graduate Certificate)

Do you:

- Have an undergraduate degree or 5-8 years of work experience in social change?
- Have proficiency in English?
- 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 seven 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 Australia and Aotearoa New Zealand.



Fellows from the 2023 cohort.

WHAT DO I NEED TO APPLY?

In the application form you'll be asked to complete/provide the following:

1. An eligibility checklist
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 advocacy and initiatives (voluntary or paid)
4. A short video of no longer than two minutes in duration answering the following questions:
 - “Why will this program benefit you? And why is this the right program for you at this point in time?”
5. Tell us about your social change project idea:
 - Project Overview (What is the overall aim or vision for your project?) Max. 250 words
 - Approach (How will you implement your project?) Max. 250 words
 - Collaboration (What partnerships do you have or plan to make? Are you already working with these people and/or communities or do you need to develop these relationships?) Max. 250 words
 - Rationale (Why is this project important/ needed?) Max. 250 words.
6. The names and contact details of two referees. These should include your current employer (if applicable) and someone who has experience of your capacity to work collaboratively within organisations and to engage and work with communities.
7. Confirmation that your employer (if applicable) will allow sufficient time and space throughout the 12-month program to undertake the foundation year.

2022 Cohort visit to Minjerribah (North Stradbroke Island, QLD)



SELECTION CRITERIA

Your application will be assessed against the following criteria:








- A compelling Indigenous social change idea (doesn't have to be fully formed);
- Your demonstrated capacity to create a project around it/your capacity to generate a project (vision);
- Your demonstrated ability to work collaboratively;
- Your critical thinking, communication skills, creativity, strategic thinking, and interpersonal skills;
- Evidence of personal commitment to lifelong learning and skill development. Willingness to participate in and benefit from local and global fellowship opportunities;
- Examples of how you have worked collaboratively with relevant communities to achieve change.

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



The 2019 Cohort presenting their social change projects to their peers. Photo: 33 Creative

SELECTION DATES AND DETAILS

	APPLICATIONS OPEN	5 June 2023
	WEBINAR FOR APPLICANTS	Online delivery / date TBC
	APPLICATIONS CLOSE	4 August 2023
	INTERVIEW	11 September – 17 September 2023 Note: If shortlisted, you will be asked for a 30-minute interview. You must make yourself available during these dates to progress in the process.
	NOTIFICATION OF RESULT	30 October 2023
	FELLOWSHIP BEGINS	9 November 2023 (Wominjeka Orientation evening)
	STUDY COMMENCES	29 January 2024



Fellows from the 2018, 2019 and 2021 cohorts on campus at the University of Melbourne. Photo: James Henry

FREQUENTLY ASKED QUESTIONS

Can I defer the foundation 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 apply for the Fellowship?

No. Attendance at all 6 modules is mandatory for completion regardless of the course you are enrolled in. 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. There are supports in place to facilitate participation in the modules, such as the basic and equity stipends.

My employer can't give me the time off to attend all modules, can I still apply for the Fellowship?

No. The Fellowship offers significant benefits to you, your employer, and communities and AFSE can support any negotiation necessary with your employer, should you be offered a place in the program. The equity stipend is available to you if you need to take leave without pay.

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 at 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 you are enrolled in, and extensive academic and personal support is available to ensure you can meet the academic component of the program. Additional time can be negotiated, or Special Consideration can be used to facilitate a longer extension. If, after this support has been provided, you find you are unable to complete the academic elements of the program, the Executive Director will negotiate an exit from the fellowship.

Do I need to be vaccinated for COVID-19 to participate in the Fellowship?

Participation during the foundation year requires attendance at program modules hosted by the University of Melbourne and University of Auckland in Australia and Aotearoa New Zealand.

It is highly recommended that Fellows remain up-to-date with their COVID-19 vaccinations to participate in these in-person modules.

Please check the AFSE website for more frequently asked questions or contact us on apply-atlanticfellows@unimelb.edu.au

GLOSSARY

Atlantic Institute (AI)

Based at Rhodes Trust in Oxford, AI connects all seven Atlantic programs and coordinates senior Lifelong Fellowship for the global community.

Atlantic Fellows for Social Equity (AFSE)

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.

Melbourne Graduate School of Education (MGSE)

This is the faculty at the University of Melbourne in which you will be enrolled and from which the Master's and Graduate Certificate of Social Change Leadership qualifications are issued.

Program

This is the overarching AFSE program, that includes the foundation year as well as a range of other activities that AFSE facilitates.

Modules

Through the foundation year, AFSE runs six intensive modules, including a final project presentation. Each module has a different focus – like leadership, treaty or land – and includes a university subject. All Fellows participate in all modules, even if you are only doing some of the university subjects.

Subject

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. If you are enrolled in the Master's of Social Change Leadership you will complete all 8 subjects (4 standard subjects plus 2 double subjects), and if you are in the Graduate Certificate of Social Change Leadership you will complete 4 subjects (2 single subjects plus 1 double subject).

Project

Your project sits at the heart of the foundation year, and we encourage you to use each subject and writing activity to refine and expand your project.

Atlantic Fellows

FOR SOCIAL EQUITY

AFSE is based at the University of
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socialequity.atlanticfellows.org
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THE UNIVERSITY OF
MELBOURNE