Emerging Leaders for Change

East Africa Application Guide

Applicant Guide

Thank you for your interest in the Emerging Leaders Program for East Africa. The purpose of this guide is to assist prospective eligible applicants in completing the application for the program.

We recommend that any person interested in applying for the Emerging Leaders Program for East Africa **review this guide before starting your application**. It will review each section of the application; as well provide additional information on certain questions. Our goal is to make this application as simple as possible, **and this guide will help answer any questions you may have.**

Resources

Program Description and Eligibility: This is the link to the program description, which includes eligibility requirements.

Emerging Leaders Program Journey and Expectations: This is the link to the requirements and expectations of the program.

Program Application: This is the link to the application itself. Please only start your application after reading through this guide.

Contacts

If, after reviewing this guide, you still have questions you may contact the following email address. Please note that depending on volume of emails received, it may take a number of days for us to respond to your question.

Questions: ELP-App@womendeliver.org

Important Notes

- Review this guide before starting your application. It is also a good idea to **save your answers to longer questions** *offline*, so you do not lose it if your internet connection is disrupted.
- Your application **can be saved on Jotform** (the site that hosts our application) by clicking "Save Form". You will then be sent an email, which will include a link allowing you to resume your application. You must click this link to resume your application.
- Plagiarism ([defined here](#)) or the use of **Artificial Intelligence Bots** to complete your application will disqualify your submission automatically.
- Be sure to complete all parts of the application, and double check your answers before you submit. **Incomplete applications will not be reviewed.**
- **Do not submit multiple applications.** If you do, you risk both of them being marked as duplicates and deleted.
- **Emerging Leaders Program Journey and Expectations:** All must read and review the expectations of the program – what is expected of you and what the requirements of the program are – before starting the application.
- **Age Requirement:** This program is open to those aged 15-29 as of 1 October 2024. If you are currently under the age of 18 as you start this application, you will need to receive permission from your parent or legal guardian before starting the application.

Table of Contents

Acronyms

- **SRHR:** Sexual and Reproductive Health & Rights
- **CAR:** Countering the Anti-Rights Movements
- **CJ:** Climate Justice
- **ELP:** Emerging Leaders Program
- **UHC:** Universal Health Coverage

Application Overview: What is an Emerging Leader?

In launching this application, Women Deliver will recruit 30 Emerging Leaders from the East Africa region. These 30 leaders will be supported logistically, materially, and financially to implement their advocacy journey, which will be co-developed with Women Deliver. These leaders will be provided flexible, trust-based funding to achieve their advocacy goals.

As you are completing this application, you may ask yourself, *"How can I create a flawless application? What should I write? What is the perfect answer?"* This guide will not answer those questions, since there are no "correct" answers to the application questions. **There is no 'perfect' Emerging Leader.** Rather, this guide will allow you to fully understand all the questions so you can answer them as your authentic self. We hope to recruit a diverse, dynamic cohort that can bring all their intersecting identities.

That said, we can provide some insights and guidelines in completing the application. We will let you know what we are looking for at the most basic level, as well as providing insight into the review criteria.

An Emerging Leader is…

- Someone who cares deeply about Gender Equality, SRHR, and Bodily Autonomy.
- Someone who has shown this through their advocacy.
- Someone who has the passion and motivation necessary to complete this program.
- Someone who has not yet had the opportunities that this program provides.
- Someone who meets the eligibility requirements of the program.
- You!

Anyone who meets the **basic eligibility requirements** of this program is welcome to apply. Full eligibility requirements can be found by clicking on this link.

Application Review Process

Review Process: Part 1a – Initial Review

- The application will open on 15 April 2024 and close 30 May 2024. All applications received before the application closes will be reviewed.
- First, applications will be reviewed for eligibility, including:
  - Completeness – incomplete applications will not be selected.
  - English – applications must be in English (unless describing a name, person, place, etc.)
  - Plagiarism and Artificial Intelligence – any application that is partially or wholly plagiarized, and/or used Artificial Intelligence (LLMs like ChatGPT) will not be reviewed.
  - Duplication – applications that are duplicates will be deleted, and will not be reviewed.

Review Process: Part 1b – Application Reviews

- The ELP Selection Committee is comprised of eight Women Deliver Staff members, four Women Deliver Young Leader Alumni, four youth advocates, and four youth-serving partner organization staff members. Selection Committee members applied through an open application to join the Selection Committee, and were selected by Women Deliver staff. All Selection Committee members receive training on how to equitably and fairly review applications, and are compensated for their time.
- All applicants that are selected for Part 2 – Interviews, will be notified by 19 July 2024.

- All applicants that were not selected will also be notified by 19 July 2024.
- If you did not hear from Women Deliver by 30 July 2024, please check your spam email, and if you still cannot find an answer, please email ELP-App@womendeliver.org with the *Subject Line: ELP Decision – (Your Name)*

Review Criteria:

Each applicant will be reviewed using the following criteria. These criteria will be used by reviewers to assess a score, and reviewers will add comments, suggestions, and notes to the application.

- **Community Engagement:** The applicant shows a deep connection to their community and the challenges that adolescent girls face there, especially related to SRHR. They are seen as or desire to be a leader in their community and are motivated and driven to affect these issues through advocacy at all levels, including in global spaces. Community is a broad term and can mean different things to different people – perhaps it is their neighborhood, city, church group, religious affiliation, ethnic affiliation, gender affiliation, sexual orientation, etc. They can choose to define it in the way that makes most sense to them, as long as they do define it. The applicant clearly describes their connection to this community, which must be located within our defined region/country of focus, and demonstrates their legitimacy for advocating with and for this community and beyond.

- **SRHR Advocacy Experience & Passion:** Applicant is an SRHR activist, or a gender equality activist with some experience in SRHR or how SRHR intersects with other thematic issues in their community. Their advocacy work involves SRHR and they can provide clear examples of their advocacy work for SRHR; however, multiple years of advocacy experience is not required or necessarily preferred. Their advocacy should instead be assessed based on their commitment and passion for affecting SRHR for girls through advocacy.

- **Motivation:** Applicant's reason for applying to this program is rooted in their desire to develop and grow as advocates, to make a difference in their community, to be an active member of a community of ELs and advocates, and is passionate about bringing that voice into global spaces. They seek to both learn from the program and to contribute to a supportive community of Emerging Leaders. They are interested in working collectively to drive change for adolescent girls, and to engage in advocacy work alongside Women Deliver. In global spaces, they are willing to put in time and energy to their advocacy work, and they clearly state why/how this program will help them get to the next level as advocates.

Review Process: Part 2 – Interviews

Once all applications are reviewed, 60 applicants will move forward to the interview stage. Of those 60, 30 will be selected for the program. Some of the remaining applicants may be selected as alternates, in the event one of the selected applicants is unable to join the program.

Those who are selected for the next round (interviews) **will be provided additional information at that time**, but the review criteria will largely remain the same. Those selected candidates will proceed to an interview round, consisting of two stages: a standard interview and a group activity. The Selection Committee will pose a series of questions to finalists, providing them with an opportunity to delve into their applications, clarify any questions, and offer additional insights. The activity portion aims to assess each candidates communication and collaboration skills within a group setting, allowing them to elaborate on your applications and display how they would interact with others in a cohort. Finalists will receive advance guidelines and questions to prepare notes, and the interviews will be conducted via Zoom.

Section 1: Biographical

This section gathers necessary biographical data. We use this information for sorting, contacting, identification, and database management. When entering information in this section, it is important to enter it correctly. Please use the spelling, dates, and other requested information, as it would appear on your national ID, passport, or other identifying documents. All of these questions are relatively straightforward, but we have provided some tips for this section below:

- **Official Information:** While completing this section, be sure to use your legally recognized information. For instance, please write your name, birthday, etc. as it appears on official documents within your country. It is important that this information is accurate.

- **Verify:** Double and triple check your answers – particularly your contact information. If you incorrectly type your email address, for instance, we may not be able to contact you.

- **Country Selection:** The eligible countries are **Burundi, Ethiopia, Kenya, Rwanda, Tanzania, and Uganda.** Please select the one you currently live in.
  - **Special Exception:** If you do not live in one of these countries (but your advocacy work is still targeting any of these countries) *because it is unsafe for you to reside there while conducting your advocacy work,* you are eligible for this program. If this is the case, you will be required to explain your situation. You can select 'Other' in the Country Selection question and you will then be prompted to explain your situation.

Section 2: Short Answers

This section will ask you five short-answer questions relating to your advocacy work. Each answer has a 150-word limit, which is tracked at the bottom of the answer box. You do not need to write 150 words, you only need to write as many as you feel necessary to answer the question. Longer answers are not necessarily better; thorough, clear answers are preferred.

- **Question 1: Why do you advocate for Gender Equality / Sexual and Reproductive Health & Rights (SRHR)?**
  - **Guidance:** In answering this question, we want to hear your reasons for being an advocate for Gender Equality & SRHR. There is no right or wrong answer.

- **Question 2: What does "Equitable Youth Engagement and Co-Leadership" mean to you?**
  - **Guidance:** In answering this question, you may be tempted to search for definitions online and adapt the description here. While that is fine, we are much more interested to hear what this phrase means in your local context. Give examples!

- **Question 3:** If selected for this program, you would have the opportunity to attend regional and global spaces and to advocate on a larger stage / platform. If given access to advocacy platforms and decision-makers /policymakers, how would you use this opportunity in service of your community's needs and your own advocacy aspirations?
    - o **Guidance:** In answering this question, we are looking to see how you envision working at regional or global spaces. Are there any regional or global spaces that you could see yourself advocating within? How would you leverage these opportunities to support your community / the issues your care about?
    - o **Some of these spaces may be specific to your country or region** – perhaps UNWomen is running a conference in Nairobi on Comprehensive Sexuality Education. Alternatively, these could be larger gatherings – such as the United Nations General Assembly (UNGA), the Convention on the Status of Women (CSW), or the UN Climate Change Conference (COP). Really, whichever spaces you think would make sense for your advocacy.

- **Question 4:** As an SRHR / Gender Equality organization, Women Deliver has three focus areas within that field: Climate Justice (CJ), Universal Health Coverage (UHC), and Countering the Anti-Rights Movement (CAR). Choose one of these issues, and explain how you could see your advocacy integrating with that issue.
    - o **Guidance:** In answering this question, it would be good to familiarize yourself with these topic areas and how Women Deliver defines them in the links above. You do not need to be an expert in one of these areas. Rather, we want to see your interest in these areas and begin to imagine how your advocacy work may relate to these issues. **Examples:**
        - *How adolescent girls access affordable, quality and youth-friendly healthcare services in Tanzania (Universal Health Coverage).*
        - *Transactional sex among adolescent girls in search of food and water in drought-stricken areas in Ethiopia and Northern Kenya (Climate Justice).*
        - *Addressing barriers adolescents face in learning about Comprehensive Sexuality Education (CSE) in formal institutions or re-entry policy of teenage mothers to primary and secondary schools in Tanzania (Countering Anti-Rights).*
- **Question 5:** Where do you see yourself - and your advocacy - in two years? What would you like to have learned, experienced, and/or accomplished?
    - o **Guidance:** Again, in answering this question, there is no right or wrong answer. Since this program runs for two years, we are curious to what you would want to accomplish in those two years, to see how you view the journey of your advocacy.

Section 3: Short Essays

This section will allow you to provide more in-depth answers to a series of questions, some themes of which we began to explore in the previous section. These questions may take more time to answer, and we encourage you to take your time with them. As always, authenticity and contextual answers are preferred, as we want to hear about your personal experience and thoughts on the topic. You will note that these topics correspond directly to the review criteria. Each essay has a max of 300 words, but as before, you do not need to write 300 – write what is appropriate to answer the question.

- **Community Engagement:** Describe the community where you do your advocacy. What issues do adolescent girls in that community face? How connected are you to this community? If given resources (including funding, technical support, and trainings) what role could you play in addressing these issues?
    - **Guidance:** This question will help us better understand the community for which you chose to advocate. What community? Whatever you decide! Community is a broad term and can mean different things to different people – perhaps it is your neighborhood, your city, or your church group – it really can be anything. As long as you clearly define what this community is for you, what issues adolescent girls face in that community, and what some potential solutions are, you will have answered the question.

- **SRHR & Gender Equality:** Describe your experience in and interest for SRHR and Gender Equality. What prompted you to begin your advocacy work? How long have you been advocating for these issues? What has your advocacy work looked like?
    - **Guidance:** This question allows you to expand on the advocacy work you have done. Overall, you can interpret and use this answer as you see fit. We want to hear what you do, how you do it, and why. You do not need to be a highly experienced individual to be an advocate – it is ok to be early in your advocacy journey. To us, an advocate is someone who cares deeply about these issues and the impact on their community, and has (or wants to) act to change things for the better.

- **Motivation:** Why do you want to join this program? What do you hope to learn or gain from it? What do you hope to offer to other advocates in the program?
    - **Guidance:** This program will be a collaborative one. You would be one of 30 Emerging Leaders across countries in East Africa looking to make a positive change. As such, this program is important, both for what you will learn and gain from it, but for also what you can offer to others. Overall, just use this answer to explain why you want to join the program!

Section 4: Education

This section will allow you to provide insight into your education. There is no specific education requirement for this program – we know that passion and advocacy can come from anyone, regardless of their educational opportunities. That said, we would need to know where each prospective Emerging Leader is coming from so we can tailor the program as needed. Additionally, some prospective applicant's education may also be central to their advocacy, so we wanted to provide that option. This section is straightforward, but we have provided some quick tips:

- If you are graduating from any school before 1 October 2024, feel free to add that degree to this section.
- For the question, "Do you have any other education (formal or informal) that was not captured above? If so, please explain. This can include certifications, trainings, etc." We wanted to provide this optional space for you to list any education that was not captured above. We understand education can look different in different areas, so we did not want to preclude those answers. You can also list any certifications or trainings you have that you think are relevant.

- o **For Example:** I have been trained in and am a practicing doula.
- o **Or:** I have received certification in Non-Violent Intervention from X Organization in 2019.

Section 5: Work & Volunteer Experience

This section will allow those who have worked or volunteered to provide insights into your experience, particularly if relevant to your advocacy. Of course, there is no work experience requirement. Since this program target, all those aged 15-29; we wanted to make sure that everyone's experiences were captured. We also recognize volunteer experience is often how people engage with their advocacy and is just as valid of an experience. This is a straightforward section, but some quick tips below:

- For the questions **"Are you currently or have you previously been employed (part or full time) with an organization that relates to your advocacy work?"** and **"Do you currently or have you previously volunteered with an organization that relates to your advocacy work?** These are yes or no answers. If you currently work or volunteer, or have worked or volunteered, for an organization that you think is relevant to your advocacy, you should select "Yes" to these questions. If you click yes, you will be able to fill out the next question. If you select "No" that box will be hidden for you.
  - o For those selecting yes, you will be asked to provide more details. For each question, you will only have 100 words, so this is not a space to write your resume or CV – simply a place to provide an overview.

Section 6: Social Media, Sites, and Links

This section will allow you to enter many links! Here, you can list your social media handles, your professional sites, your publications, articles about you, research you have conducted, etc. Really, this is your chance to provide additional insights into your advocacy work. We would recommend only including social media links if you use them for your advocacy work.

- **Social Media: If you wish, you can provide the link to your Social Media, particularly if you use it for your advocacy.** This question is straightforward – please list any social media sites you would like to, but only if they relate to your advocacy. We also understand that you may keep certain social media private, which we fully respect.

- **Do you have a personal or professional site you would like to link to?** This is where you can link a personal or professional site. Perhaps you run a blog related to your advocacy, or perhaps your place of employment has a profile on you that you would like to share.

- **Do you have any links to articles, publications, research, videos, etc. regarding your work? These do not need to be in English. Limit of five links.** If you have any articles about your advocacy, publications, research, videos, or any other link that you think provides support to your advocacy work you can link them here. We ask that you limit it to five links, and those that occurred within the past 3 years are preferred.

Section 7: Language Identities, and Accommodations

This section allows you to list your language competencies, as well as self-identify with various communities or identities. You can also list any accommodations you may need because of a disability, neurodiversity, mental health, or medical reason. To note, all self-identifies are optional. Women Deliver will seek to build a robust, diverse cohort, which is why we ask these questions. That said, if you are uncomfortable answering you do not need to. **This information will not be shared with reviewers.**

- **Languages: Including English, please list up to four languages you speak, and your fluency level for each.** In this table, you can list the languages you speak, and your basic comfort level in communicating in that language. You can select 'Beginner, Intermediate, or Fluent/Native'. You can list up to four languages. Please mark X on your fluency level for each language you list.

- **I identify as: (Select all that apply). Please note this information will be kept confidential and will not be shared with reviewers.** As noted above, these questions allow Women Deliver to select a diverse cohort. These answers will not be shared with reviewers – only Women Deliver staff- and will remain confidential. You of course do not need to answer if you do not feel comfortable. You can select all that apply to you.

- **Inclusivity, Accessibility, and Accommodations: Women Deliver is committed to making all of our programs inclusive and accessible. We want all Emerging Leaders to be able to fully participate in the program. If you would require additional support or accommodations (wheelchair access, sign-language interpretation, medical support, etc.) please let us know.** Women Deliver is committed to providing the resources to making sure every Emerging Leader is able to participate equitably in the program. This means providing support the best we can for a variety of different reasons. If you have any accommodation requests, you can list them here. This information will remain confidential. Specifically, this information will be used to support Emerging Leaders for in-person convenings, but also from afar, as best we can.
  - **Example:** I use a cane and often cannot walk long distances.
  - **Example:** I am hard of hearing in my left ear and will need to be seated on the left side of a room.
  - **Example:** I struggle with panic attacks and sometimes may need support during in-person convenings.

Complete!

Congratulations! You have reached the end of the guide, meaning you are well on your way to being able to complete your **Emerging Leaders Application** for **East Africa.** You can always reference this document as needed while filing out your application, and we wish you the best of luck!

-Women Deliver

Key Timelines

- Application Launch: 15 April 2024
- Application Close: 30 May 2024
- Round 2 Applicants Notified: 19 July 2024
- Interviews Conducted: July & August 2024
- Finalist Applicants Notified: 30 August 2024
- Program Launch: 1 October 2024.

Contacts

- Should you have any questions that are not answered in this guide; you can contact us with your question by emailing: ELP-App@womendeliver.org.
    - Please us the Subject Line: **ELP – Question (Your name)**