

Atlantic *Institute*

GROWTH OF THE BAOBAB

The February issue introduces our Cohort 3 Fellows and highlights Tekano's mission and objectives to advance Health Equity in 2021. We also introduce the new staff and board to our community.

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I CANNOT BELIEVE THAT WE ARE ALREADY INTO THE 3RD MONTH OF 2021. AS I GROW OLDER, I FIND THAT THE DAYS GO BY SO FAST AND BEFORE YOU KNOW IT, ANOTHER YEAR HAS PASSED.

GREETINGS FROM THE CE



Lebogang Ramafoko

2020 will go down in history as the year that reshaped our lives as we once knew them. We all start the new year with a renewed sense of awareness of the challenges that exist in our society and our vulnerability as individuals and as a collective.

The lessons I learnt during the pandemic

VALUING CONNECTION AND COMMUNITY

I want to start by sharing some of the lessons that living during this pandemic has taught me. Firstly, I have a deeper appreciation for the value of connection and community. Being isolated in my home has made me long for deep connection with family, friends and colleagues. But this longing is not only for seeing and meeting people; it is also about purpose. I have found that I have connected with individuals and groups where we share a purpose or where our values are aligned. These connectors have given me hope when I was struggling to find it within, they have shared vital information and have inspired me to remain optimistic about the future.

Another lesson that I have learnt is providing structure to my day. I realised that going to the office provided so much structure to everything else that happened in my day and when that was lost, I faltered. While 2020 was about making sense of the abrupt change in our lives (which I tricked my mind to believe was temporary in order to cope), 2021 is about adjusting to what has been called “the new normal”. I now have to structure my days to support myself. I have to create space and time to focus on various aspects of my responsibilities without depleting myself. I have to be disciplined about making sure that my work life does not creep into my home life, now that all of these happen in the same place and that I schedule time to go outside, even if it is for a brisk 5-minute walk.

Reflecting on our growth in 2020

Last year was a period of reflection and renewal at Tekano. We started the year with a Lekgotla; a gathering of all of our stakeholders to reflect on our successes, our challenges and mapping what we needed to do to strengthen Tekano in order to serve our stakeholders better. In November 2020 we had developed a strategic plan that would guide our activities from 2020 to 2025.

At the end of the year we said goodbye to three of our staff members, Munya Saruchera, Elroy Paulus and Norma Kok. All three of them had been at the inception of Tekano and their hard work and experience built a solid foundation for us. We also welcomed new staff members to our team. Mandisa Qongqo took the position of Yearlong Fellowship Programmes Manager

and Savera Kalideen took the position of the Lifelong Fellowship Programmes Manager. Adam Andani took the position of Monitoring, Learning and Evaluation Manager and Gugu Zondi joined in the position of HR Manager. Our Finance team also welcomed Naa Adjei in the position of Finance Manager and Siphokazi Kondile took the position of Operations and Finance Administrator. We are excited to have all the colleagues who have joined Tekano and hope that we will work together to offer our Fellows a robust and enriching fellowship experience.

Tekano is Growing in 2021

We begin the new year with a lot of activity at Tekano. Cohort 3 fellows began their orientation and module 1 of their yearlong fellowship. Read more about the recruitment process from Mandisa. You can also read more about Cohort 3 Fellows on our website.

We are also proud of our Senior Fellows who are engaged in various activities in their communities to address some of the social and structural barriers to achieving health equity.

“ *The benefit of being part of the Atlantic fellowship community is the opportunity to work in solidarity with others to address some of the equity challenges in societies across the globe. It gives us an opportunity to support each other and to learn from each other.* ”

Our hope is that our Senior Fellows will continue to play an important part in the Global fellowship programme as they share their own experiences of the work that they are doing in South Africa. We congratulate our cohort 2 fellows, Cyan Brown and Bayanda Ndumiso, who have been elected into the Global Senior Fellow Advisory Forum. We congratulate them and believe that through their contribution, the views of all the Tekano Senior Fellows will be represented. We also congratulate Cyan Brown and Sibusiso Fihlani for being selected into the Brave New Films Internship, a four-week internship which will provide the Fellows with a grounding in how to use narrative to achieve policy change. Lastly, we also congratulate Zanele Figlan and Luqman Yesufu for being awarded the Senior Fellows Award by the Atlantic Institute. The project that Zanele and Luqman were a part of is titled ‘Narratives of Displacement,’ an online repository for narratives around displacement in order to challenge the dominant narratives about displaced persons and to amplify their voices.



CYAN BROWN



BAYANDA NDUMISO



SIBUSISO FihLANI



ZANELE FIGLAN



LUQMAN YESUFU

“ *As we continue to work hard to address the challenges of our time, may we lean on each other, support each other, hold each other accountable and learn from each other.* ”

Welcome to 2021 Tekano Family

WHAT A YEAR 2020 WAS! A YEAR WHERE THE WORLD LITERALLY STOPPED DUE TO COVID-19.

NEWSLETTER
MARCH 2021

LEADERSHIP



Dr Tracey Naledi

A year where many of us lost loved ones due to COVID-19. We send you all strength, love, and light. We are however, pleased that our country has started the vaccine roll out to our heroes on the frontline, our health workers, community health workers and health support staff across the country. There is hope!

The COVID-19 pandemic has also come with gifts. It shone the light on health inequities that we as a community have been working on for a very long time. It truly amplified the suffering of many poor communities, women, black women, LGBTQI people, people with disabilities and other vulnerable people because of a system that continues to advantage some and disadvantage the majority. It has made the work we all do even more urgent and necessary.

Now is the time for us to lead

We believe that no one is coming to save us, but we can save ourselves. As Alice Walker said, we are the ones we have been waiting for. This pandemic has shown us the danger of poor leadership, poor respect for knowledge and evidence as well as the lack of respect for human dignity brought on by the injustice of poverty. So there has never been a better time for us to be leaders in Health Equity where we understand Health to be fundamentally a social justice issue - where equal economic, political, and social rights and opportunities are essential.

There has never been a better time for us to use our heads to truly understand the root causes of inequalities, the systems that drive them and what transformative actions can truly change the living environments of people that ensure their wellbeing and dignity. There

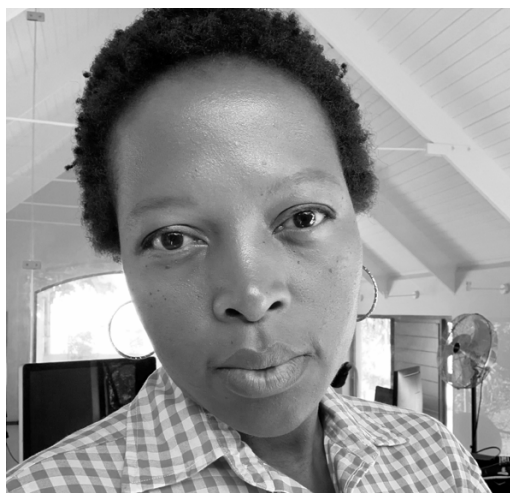
has never been a time for our hearts to work together to bring all our diverse skills, talents, gifts, resources, and perspectives to eat this huge elephant of health equity. There has never been a better time for us to use our hands and actions to advocate for the dismantling of the neoliberal structural issues that drive inequality. Our global networks within the broader Atlantic Fellows family make it possible for us to work to change the global systems that drive inequities. Our local networks and actions embedded in communities can truly amplify the voice of the marginalised who have agency to get up and do things for themselves if economic, political, and social systems can support them to do so.

We are also pleased to welcome new board members, new staff and new fellows that will bring all their gifts, talents, and resources to walk the journey with us!

New Board at Tekano

TEKANO IS HONOURED TO INTRODUCE ITS NEW BOARD MEMBERS.

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Thando Ntoi

Thando is the Financial and Strategic Director at Children's Radio Foundation, an NGO based in Cape Town which operates in six African countries including the Democratic Republic of Congo, Tanzania and Zambia. She is a CFA charter holder with honours in Business Finance from UNISA. She also holds a Bachelor of Commerce degree majoring in Finance and Accounting from the University of the Witwatersrand.

Thando's career began in Corporate Finance where she worked in Transaction Advisory at EY as well as a smaller boutique firm. She transitioned into strategy when she joined Old Mutual as a Strategy and Innovations Manager, sitting on the Exco of the Alternative Distribution Business. After Old Mutual, Thando took a professional sabbatical before joining Children's Radio Foundation.

She serves on the Board of the Soul City Broad Based Empowerment Company and previously served as a Trustee of the Argon Asset Management Staff Share Trust.

Thando is passionate about stories, particularly how they shape the people who live them and how people can learn from each other by sharing their stories. Unsurprisingly, she is a voracious reader. She is also a keen gardener and expresses her creativity through cooking.

“I hope to draw from my experience in both the Financial Services and the NGO sectors to bring a new and fresh perspective to the Tekano board. I also hope to bring my love and appreciation for the power of storytelling to Tekano as a whole.”



Dr Mzikazi Nduna

Doctor Mzikazi Nduna is an author, educator, researcher, trainer and scholar with strong community engagement with science ethics. Mzikazi has 25 years of work experience that spans teaching in two public high schools, peer education and training in various communities across South Africa as well as being a researcher and technical support in local, regional and international collaborations. She currently works as an associate professor at the University of the Witwatersrand.

Mzikazi is an esteemed South African with affiliations to a variety of academic and civil society organisations, movements and initiatives. Her work is underpinned by a philosophy to bridge the gap between science and practice. This has earned her recognition and awards including the CWENA 2020 SocioPreneur of the year, 2017 Business Woman of the Year Finalist in the Education Category and the 2017 Queen Mamjoli Award for her contribution to education for community development.

She is a former Board member of GenderDynamix, the National Shelter Movement and Sonke Gender Justice. Currently, Dr Mzi sits on the boards of IRANTI, SisterLove SA, HURISA and SafAIDS. She also serves the South African government and civil society through her appointment to various task teams: the national Prevention Task Team for SANAC and the 2020 National Technical Reference Team on the Legal Review of Discriminatory laws.

To Tekano, Mzi brings past board experience and an understanding of the social justice issues in health.

“ I look forward to working with the team at Tekano and the Board to shape solid projects for the Fellows and contribute to a sustainable organisation that supports advocacy for health equity.”



Ms Anne Emmett

Anne is an independent consultant specialising in development funding as well as monitoring and evaluation. She worked extensively with a variety of funding entities and non-development sectors in South and southern Africa. The thrust of her work is to leverage resources and partnerships to explore the meaningful approaches and solutions to complex problems. She is also keen to understand and assess the extent of change in initiatives, what promotes it, what detracts from it (and why) in order to improve and enhance social impact.

Anne has a MPhil Degree, with distinction, in Monitoring and Evaluation from Stellenbosch University as well as a Bachelor of Arts and a History Honours Degree from the University of Cape Town. She is also a Chartered Director (SA), and serves on various Boards. She is a Senior Fellow of the Synergoes Institute, a member of the Institute of Directors in South Africa and of the South African Monitoring and Evaluation Association.

“ *I am excited about joining the Tekaano Board as it is a vibrant, authentic collective, unequivocally committed to achieving social and health equity. Given that Covid-19 amplifies existing inequalities in society, it is an opportune time to join the board in pursuit of Tekaano’s vision.*

With my governance knowledge and experience I will contribute to the continued efficacy of governance principle and practice in Tekano. I join this Board in its intent to always act in the best interests of the organisation. I also look forward to engaging in Monitoring, Evaluation and Learning oversight.”

Welcoming Tekano's new staff members

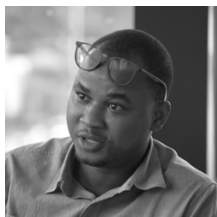
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Zintle Tyuku, joins the team as the Executive Assistant to the Chief Executive. Tyuku is trained in Social Sciences and has two Honours degrees, one in Developmental Studies and another in International Relations.



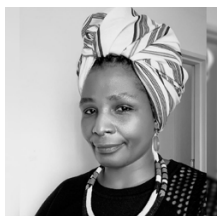
Mandisa Qongqo joins the team as the new Programme Manager for the Yearlong Fellowship. Qongqo completed her studies in Public Policy Management. She dedicated her career to making an impact through various organisations with a major focus on HIV/AIDS, Prevention Care and Treatment and Health Systems Strengthening.



Adam Andani joins the organisation as M.E.L Manager. Andani is a Development Management Specialist with extensive experience in South Africa's social sector. Andani is well versed in strengthening organisational systems and monitoring and evaluation strategies to support social change programmes in various sectors.



Siphokazi Kondile joins Tekano as the Finance & Operations Administrator. Kondile has vast experience in facilitating young womxn's projects and has excellent skills in stakeholder engagements.



Gugu Zondi joins Tekano as the HR Manager. Zondi has worked in local and national government, fish industry, safety and security, health sector, telecommunications, higher education and non-profit organisations.



Naa Adjorkor Adjei, aka Jay, joins the Tekano team as the Finance Manager. Jay has a decade's worth of experience in Financial Management and is currently studying towards her Masters in Development Finance.



Savera Kalideen joins Tekano as the Lifelong Fellowship Programme Manager. Savera has experience in the non-governmental sphere across education and health. Her experience also includes public health as a communicator, materials developer, trainer and advocate – more than twenty years of it – and in all of these roles, the focus was on addressing health issues through the lens of equity and social determinants of health, and locating access to health and health promotion firmly as social justice issues. Her aim is to use this background to learn from and support Fellows.



Babalwa Beja joins Tekano as the HR Assistant. Babalwa obtained a National Diploma in Human Resource Management. She describes herself as a talkative, loving person and very professional. She worked at Elevator Agency as HR assistant and at The Nalibali Trust as HR officer.

Cohort 3 Recruitment

RECRUITING AND
SELECTING OUR COHORT 3
AFHESA FELLOWS



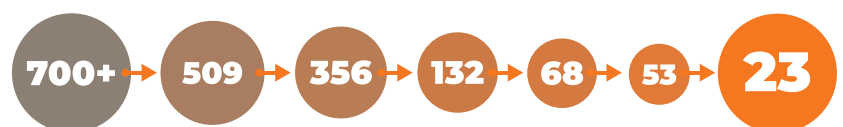
Mandisa Qongqo
YLF PROGRAMME MANAGER

The Tekano Fellowship Programme on leadership development for health equity in South Africa aims to strengthen the capacities of progressive leaders to enable them to collectively address the deeply entrenched systematic barriers that prevent people from leading healthy and productive lives.

Tekano's recruitment and selection of Fellows was informed by the reality that health is not determined by healthcare systems but rather the myriad of structural and socioeconomic issues. For our third Cohort of Fellows, we encouraged representatives from diverse fields, who represent all the types of diversity in our communities, to apply.

The recruitment and selection process

The recruitment and selection of the new cohort was based on redeveloped guidelines which were aligned with the new Fellowship approach. Part of this entailed transitioning to the first fully online Fellowship application process.



Tekano's new online application process generated more than 700 applicants. Of these 509 made it through after the 'registration of interest'/ qualifying questions. Of the 509 applicants 356 proceeded

to complete the online application form. By the deadline we had generated 96 completed and submitted applications. A substantial amount of time was spent contacting applicants in the 356 pool to reach a final number of 132 completed and submitted applications.

The 132 completed applications were initially sorted based on applicants' proposals for their social change initiatives and were then randomly allocated to an external application review panel (ARP). At the end of the ARP review the team met to consolidate longlisted applicants resulting in a final longlist of 68 applicants.

Longlisted applicants were invited to 'meet and greet' sessions which were held in Johannesburg, Cape Town and virtually. The 'meet and greet' sessions were incredibly valuable as it gave applicants multiple chances to shine. It provided the Programmes team with a great sense of the applicants' strengths, challenges, history of activism and initial thinking on social change initiatives. Senior Fellows were also present to share their experiences and help answer questions.

At the end of these sessions, applicants were asked to

complete two tasks; one to develop a deeper thinking to creatively address their social change initiative and the second to test their reading, writing and application of reading ability. They had five weeks in which to complete their task.

54 completed the two tasks, one of which submitted his tasks three weeks late and was not considered for the Fellowship. The rest either did not submit or withdrew due to various valid reasons.

Following the closing date for submissions, the internal selection committee spent time reviewing the 53 applications.

Interviews were conducted with 11 shortlisted applicants on 14-15 December 2020. Following this we reached a final number of 23 Cohort 3 Fellows.

We are excited to have selected a diverse group of leaders who collectively bring a wealth of activism experience, who share in their commitment to achieving social change as well as promoting health equity and are aligned to Tekano's values and ethos.



Introducing Tekano's Cohort 3 Fellowship

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Announcing Cohort 3 Atlantic

Tekano is proud to announce its third Cohort of Atlantic Fellows based at Tekano. The Cohort consists of 23 activists from all walks of life, who share a deep desire to support social change within the health sector for the benefit of vulnerable and marginalised communities.

The 2021 Cohort of Tekano Fellows is a dynamic and diverse group. It includes activists working in a range of fields such as healthcare, health research, law, environmental activism, journalism, gender based violence activism, activism focused on addressing intergenerational trauma, disability and mental health, just to name a few. Amongst many brilliant activists their work and ideas for social change initiatives spoke inherently to our core values. Therefore, we together with our Cohort 3, Senior Fellows and key strategic partners are excited to make a reality.

“ *Meet our 2021 Fellows! Their work is exciting. Their commitment is unflinching. With them, and our community of Senior Fellows, the possibilities for exploring social change in health equity is not a distant dream, but a near reality – manifesting right before our eyes.* ”