

THE PROFESSIONAL FELLOWS PROGRAM ON INCLUSIVE CIVIC ENGAGEMENT IN KENYA, TANZANIA, UGANDA, AND ETHIOPIA

FELLOW SELECTION CRITERIA

A panel of program staff and professionals working in the disability field in the United States and in Africa will review and score all eligible applications. We will score applications based on a set of eight criteria, listed and defined in the following table. Applicants with the highest scores will be selected for semi-finalist interviews.

Table 1: Program Eligibility Criteria

Criterion	Definition
1. Past Leadership Experience	An <u>excellent candidate</u> will provide a concrete example of past leadership related to disability inclusion . Recommendation letters support leadership experience.
2. Overcoming Obstacles	An <u>excellent candidate</u> will demonstrate creativity and perseverance in solving problems to overcome significant obstacles.
3. Learning from Failures	An <u>excellent candidate</u> will persuasively argue how learning from failures in the past has improved their leadership .
4. Motivation to Work on Inclusive Civic Engagement	An <u>excellent candidate</u> will clearly articulate a compelling and long-standing motivation that logically relates to inclusive civic engagement .
5. Knowledge and Understanding of Issues in Inclusive Civic Engagement	An <u>excellent candidate</u> will demonstrate a thorough understanding of disability and civic engagement, including barriers and opportunities at the immediate and systems levels with specific details about partners, data, or models of intervention that logically relate to items addressed in Criteria 4, 6, and 7. Additionally, excellent candidates will have strong writing ability with appropriate referencing of supporting materials (e.g., articles, books, etc.).
6. Inclusive Civic Engagement Follow-On Project Proposal	An <u>excellent candidate</u> will propose a thorough project concept with a clearly defined set of goals, objectives, outcomes, activities, beneficiaries, partnerships and collaborations (if any), and a timeline . The project plan should be ambitious and achievable .
7. Proposed Follow-On Project Relates to Current Professional and/or Volunteer Work and Demonstrates Capacity to Accomplish Proposed Project	An <u>excellent candidate</u> will clearly articulate how the proposed follow-on project aligns with their current professional and/or volunteer work in a way that demonstrates a capacity to achieve the project goals . Recommendation letters indicate support or a commitment from an organization to the success of the project or Fellow.
8. Capacity to Sustain Proposed Follow-On Project	An <u>excellent candidate</u> will clearly identify several realistic and specific potential challenges and has concrete ideas for addressing and overcoming those challenges and the kinds of resources and supports needed for sustainability.

