

The Mandela Rhodes Foundation Alumni guidelines: April 2021

Introduction

The Mandela Rhodes Foundation is Nelson Mandela's official legacy organisation for leadership development. Our community of over 500 scholars is tasked with collectively embodying his legacy. The Mandela Rhodes Scholarship is a prestigious opportunity and our alumni are known for being courageous, impactful leaders who are committed to the positive transformation of Africa. Living up to the high standards of character and ethical leadership set by our founding patron maintains the integrity of The Mandela Rhodes Foundation and its community and is beneficial for all stakeholders.

These guidelines set out to establish how we as an organisation seek to relate to our alumni and vice versa. The guidelines clarify our expectations of our alumni and what alumni can expect from the MRF.

Becoming a Mandela Rhodes Alumnus – our shared values

Mandela Rhodes Scholars are selected on the basis of their academic performance, demonstrated leadership potential and alignment with the four founding principles of The Mandela Rhodes Foundation. These are leadership, education, reconciliation and entrepreneurship. By becoming a Mandela Rhodes Scholar one embraces these principles and an aspiration to live them out as a scholar and as an alumnus.

We see our alumni as important stakeholders and collective custodians of the MRF. We aim to maintain an ongoing relationship and dialogue with our alumni. We expect alumni to graduate into their leadership, putting lessons learnt in the programme into practice and engaging in a mature relationship with the MRF.

WHAT WE EXPECT FROM YOU

1. When engaging in our community

We aim to create and foster a work environment and community in which everyone is treated with dignity and accorded equal worth, in which diversity is valued, respected and supported and their full potential is recognised.

When interacting with members of MRF staff, alumni, scholars, partners and supporters, we expect alumni to engage in a way that is respectful. Specifically, this means treating one another with dignity and respect without discriminating against anyone on the base of race, gender identity, nationality, ethnicity, religion, sexual orientation, socio-economic background, or political beliefs and affiliations.

We will not allow discriminatory, inappropriate, harassing or abusive communication or behaviour towards any member of our community. For more on this, refer to our Anti-Discrimination and Anti-Harassment/Bullying Policy.

When using our alumni platform Mandela Rhodes Connect, we expect alumni to abide by the [terms of use](#).

2. When you are thinking of doing something on behalf of the MRF

If you want to carry out an action or activity on behalf of the MRF, in our name or using our branding, please consult with us. While we are open to suggestions and partnerships, alumni must check in before involving external stakeholders in our name. This may include fundraising or hosting information sessions.

3. If you wish to host information sessions or help applicants

Alumni are the best brand ambassadors for the scholarship and we appreciate efforts to help us market the MRS. However, it is always good to check that you have up-to-date information and are not duplicating any other efforts. Please get in touch with the MRF team if you want to host information sessions.

Alumni may not charge money or make a profit from assisting applicants or potential applicants who wish to become Mandela Rhodes Scholars.

Alumni may not read and give feedback on a candidate's application.

4. When representing the MRF

When representing the MRF formally (for example, speaking on a panel or attending a formal event) or informally (identifying yourself as a Mandela Rhodes Scholar on your social media), participating face-to-face or online in community gatherings or using our platforms or branding, you are an ambassador for both the MRF and your home country.

Your actions should reflect the MRF's founding principles of leadership, reconciliation, education and entrepreneurship. Behaviour that contradicts these principles and values may result in exclusion from the official MR community and its benefits. We reserve the right to revoke the title of "Mandela Rhodes Scholar" in instances where we deem it appropriate.

5. When you have an issue or complaint or are unhappy with the MRF

We foster a culture of open communication and dialogue as far as possible, and welcome engagement from our community. We invite our alumni to take up complaints directly with the MRF as the first port of call.

We invite Mandela Rhodes Alumni to demonstrate leadership (even when frustrated or expressing critical feedback) by opening a conversation, seeking an understanding of the situation by getting relevant information, and working together to reach mutually acceptable outcomes. Alumni can follow the below channels:

- For queries relating to the programme, contact Programme Manager Coralie Anyetei.
- For queries relating to the alumni community or alumni initiatives of the MRF, contact Communications & Alumni Relations Manager Abigail McDougall.
- For queries relating to the MRF's communications or stance on a particular matter, contact Communications & Alumni Relations Manager Abigail McDougall.
- For any queries relating to fundraising or the strategic direction of the MRF itself, contact the office of the Judy Sikuza, via her Executive Assistant Julia Brown.

WHAT YOU CAN EXPECT FROM US

1. When engaging with members of our community

You can expect staff of The Mandela Rhodes Foundation to treat alumni fairly and respectfully and in accordance with our values of care and empathy, both in person and virtually. You can expect staff to reply timeously to communications and requests for information.

2. When we are handling a complaint or issue within the MRF's alumni community or the Leadership Development Programme

We understand that our alumni care deeply about what happens in the programme and the community and feel a sense of ownership over the space. We therefore try far as possible to act transparently in how we manage issues and problems we are notified of.

In some cases there may be privacy and confidentiality requirements which are in place to protect complainants; in these cases we are bound to protect their privacy and cannot communicate specifics with the broader community.

3. When communicating with alumni

We are committed to keeping you updated as far as possible (where you remain subscribed to our mailing lists), with news and information about The Mandela Rhodes Foundation.

We will also communicate regarding events, opportunities and resources that we believe may benefit you.

4. When managing your information and profile on our site

We commit to managing your personal information carefully and sensitively, and in accordance with South African data protection legislation. We will not give your contact details to any other parties without getting your express consent first.

The MRF hosts individual, publicly accessible profiles for all scholars and alumni on our site. We allow you to manage your profile via Mandela Rhodes Connect, so that you can keep it up to date. We can also update your profile at your request. We may include information from this publicly available profile in our marketing materials and annual publications.

5. When asked to intervene on behalf of alumni

In some instances, alumni may ask the MRF to get involved in disputes with external organisations that they are engaged with. The MRF's primary duty of care is to scholars in residence, while they are in our programmes and completing their degrees. Our alumni are independent individuals and the MRF is not obliged to act protect their interests or get involved in disputes on their behalf. The MRF reserves the right not to intervene in the internal affairs of other organisations. Where the organisation is a partner organisation or the conflict has direct bearing on MR scholars in residence or staff, the MRF may use its discretion and act accordingly.