



Terms of Reference: Participating in the Global Disability Leadership Academy Pilot

Location:

Nairobi, Kenya

Dates:

April 6–12, 2025

Background

ADD International is an organization that supports and funds disability justice activists and movements. We bring disabled people together to find solutions to the challenges they face and help them access the resources and opportunities they need.

Our Vision is for a world in which ableism no longer exists and disabled people can fully participate in society.

Our Mission is to strengthen disability rights activists and organisations through resourcing and leadership skills.

Why the Leadership Academy?

People with disabilities often face discrimination that blocks them from education and leadership opportunities. These challenges limit their ability to lead organizations effectively and create smooth leadership transitions. Despite the high demand for leadership programs focusing on disability justice, very few exist globally.

When given proper support, the leadership of disability justice activists can make a big impact, both individually and as a group. That's why ADD International is creating a global network of disability justice activists. This program aims to help young people and women with disabilities grow as leaders by providing mentorship, skills development, and tools to create change locally and globally.

ADD has developed a leadership training curriculum in consultation with disability experts and co-creation with disability justice activists. The leadership fellows joining in 2025 will be the first and a pilot cohort of this promising program which means to nurture leaders with lived experience of disability.

What is the Global Disability Leadership Academy?

The Global Disability Leadership Academy aims to nurture disability justice activists for a period of at least three months which will involve both in person and online mentorship, coaching and access to internships/placements in organisations of persons with disabilities (OPDs), private and public sectors for experiential leadership learning.

Goals of the Global Disability Leadership Academy.

1. Equip disability justice activists with leadership skills to strengthen the disability justice movement.
2. Build a community of leaders who can explore the future of disability justice activism and develop innovative ideas.

What we expect from participants.

Participants of the Academy will:

- Work with ADD International to coordinate their travel and provide accurate information.
- Commit to attending all sessions (both in-person and online) and actively engage in discussions.
- Use what they learn to strengthen the disability justice movement in their home countries.
- Join and contribute to the Global Disability Leadership Academy Alumni network after completing the program.
- Work on their proposed project during their tenure as leadership fellows.

Who Can Apply?

We're looking for disability justice activists who meet these criteria:

- Be at least 18 years old (as of 7 April 2025)
- Have lived experience of disability.
- Have a minimum of one year experience in advocating for Disability Justice in the region of Africa or Asia either on the rights of women with disabilities and other marginalized Disabilities at the local, national, regional, or international level.
- Provide a reference letter from a professional or personal contact attesting to the candidate's Disability Activism work. The letter should include the referee's name, contact details, and how they know you and why they think you should be accepted into this leadership fellowship program. The letter should be signed.
- Be proficient in English (working level). The Academy will be held exclusively in English.

- Submit a project concept/idea you will work on during your fellowship tenure. The concept should be about a disability justice issue you want to work on and the impact you hope to see, in not more than 2500 characters (approx. 500 words).
- Be available to travel to Nairobi, Kenya from April 6th to 12th (cost covered by ADD International) and be in possession of the necessary passport or travel documents.

We are committed to selecting a diverse group of participants, especially women with disabilities and individuals from marginalized communities.

How to Apply

To apply, activists must fill out an [online application form](#). This includes:

- Basic personal information.
- A CV.
- A reference letter.
- Answers to specific questions about their work and goals.

Applicants who meet the initial criteria will be long-listed and asked to complete a short task (e.g., record a video or respond to a question in writing). Based on this, shortlisted candidates will be interviewed, and final participants will be selected.

What ADD International will provide.

ADD International will cover the travel and accommodation costs for participants during the Leadership Academy sessions in Nairobi. We will also ensure reasonable accommodation is provided for all participants who are in need.

Safeguarding.

The nature of ADD's work as participatory grant-maker for disability justice means that our staff, consultants, trustees and volunteers may come into contact with children and vulnerable adults in some capacity or another. As we transition from project-based work to grant-making we recognise the power dynamics this creates that can make grant-seekers vulnerable to abuse.

ADD is committed to safeguarding and promoting the welfare of children and vulnerable adults, and expects all staff, consultants, trustees and volunteers to share this commitment.

At ADD, we're committed to creating a safe and rewarding environment for all of our people to work and volunteer, as well as for those we come into contact with through our work.

This means we have robust safeguarding policies and procedures to ensure everyone is treated properly, and a whistle-blowing policy and process so people can raise any concerns they have, confidentially.

For more information on this please see the [safeguarding pages](#) on our website.

For more information.

Please visit add.org.uk/gdla-pilot