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SECOND CENTURY ANNUAL REPORT 2020/21





Trustees

1 July 2020 to 30 June 2021

Professor Sir John Bell GBE (Alberta & Magdalen 1975)

Professor Dapo Akande

Andrew Banks (Florida & St Edmund Hall 1976)

Doug Beck (California & New College 1992)

Neeti Bhalla Johnson (Kenya & Templeton 1998)

Professor Elleke Boehmer (South Africa-at-Large & St John's 1985)

Trustees Emeritus Sir John Hood KNZM

(New Zealand & Worcester 1976)

Michael McCaffery (Pennsylvania & Merton 1975)

Campaign Committee Andrew Banks

(Florida & St Edmund Hall 1976)

Shazia Azim (Pakistan & University 1993)

Doug Beck (California & New College 1992)

Gerry Cardinale (Pennsylvania & Christ Church 1989)

Ike Chioke (Nigeria & Wagham 1989)

2

Mike Fitzpatrick AO (Western Australia & St John's 1975)

Dame Helen Ghosh DCB

Don Gogel (New Jersey & Balliol 1971)

Glen James

Dr Tariro Makadzange (Zimbabwe & Balliol 1999)

Swati Mylavarapu (Florida & Wolfson 2005)

Professor Karen O'Brien

John H McCall MacBain O.C. (Québec & Wadham 1980)

Dominic Barton (British Columbia & Brasenose 1984)

(Western Australia & St John's 1975)

(New Zealand & Lady Margaret Hall 1990)

Dr Ann Colbourne

Mike Fitzpatrick

(New Jersey & Balliol 1971)

(New Jersey & St John's 1976)

Don Gogel

Andrew Grant

Bob Harrison

Professor Kate O'Regan

Chris Oechsli

Dilip Shanghvi (to March 2021)

Dr Peter Stamos (California & Worcester 1981)

Bob Sternfels (California & Worcester 1992)

Judge Karen Stevenson (Maryland/DC & Magdalen 1979)

John Wylie, AM (Queensland & Balliol 1983)

Nicholas Oppenheimer

Professor Ngaire Woods (New Zealand & Balliol 1987)

Shu Nyatta (Newfoundland & Corpus Christi 1980) (Kenya & Linacre 2004)

> Swati Mylavarapu (Florida & Wolfson 2005)

Mukund Rajan (India & Worcester 1989)

Isaac Shongwe (South Africa-at-Large & Christ Church 1989)

Dr Elizabeth Kiss (Ex Officio) (Virginia & Balliol 1981)

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You!



Scholars finally getting a chance to gather outdoors in June 2021



Welcome

eflecting back on the 2020-2021 academic year, I am filled with gratitude and admiration for how our Scholars. Fellows. staff and volunteers across generations and geographies contributed their time, talent and treasure to nurture our community, sustain our mission, and advance our strategy despite the uncertainties and anxieties of a global pandemic.

For much of the time, almost everything we did - from selection to Scholar retreats, Alumni programming to fundraising, strategic planning to mentorship - happened via a laptop and webcam. Yet as the pages of this report make clear, our community accomplished remarkable things.

By forcing us to learn new tools, the pandemic transformed our ability to connect across continents, whether we were gathering Scholars Elect before their arrival, convening Rhodes selectors to share best practices, recruiting the inaugural group of Rise applicants

By forcing us to learn new tools, the pandemic transformed our ability to connect across continents

or Äänit Prize contestants, or helping Scholars find a mentor via Rhodes Connect. Across the Trust, we were also able to convene provocative and inspiring conversations on the vital issues of our time, from meritocracy to vaccine equity, racial justice to the future of finance, cyber-security to interdisciplinary science.

Unprecedented times create space for new ideas and new leaders. Speaking at one of our Rhodes Ahead events, Dr Katharine Wilkinson (Tennessee & Trinity 2006) said: "The only credential that is needed right now is to be alive on this planet in this moment. If that's you...we need you." Katharine was talking about tackling climate change, but her words apply to all the world's fights in which members of our community engage, in ways great and small.

Here at Rhodes House, it feels like a time of change and opportunity. I look out at the once (and future!) lush gardens at Rhodes House and see a jagged hole as our builders tear into the concrete that once spanned the basements under the 'Giant's Grave'. It's a sign of a new future for our venerable building, as we transform Rhodes House to create one of Oxford's - and the world's - best places to meet, discuss, debate, and collaborate for positive impact. I am so looking forward to welcoming all of you to our beautiful new space in the years ahead.

Across our global network of Alumni Scholars and Fellows, there's a sense of growing connection and engagement. We are a diverse community of unlikeminded people who decidedly don't always agree. But we share a passion for the Trust's mission of fostering leadership for a better world.

Best wishes,

Elizabeth

Dr Elizabeth Kiss.

Our numbers, while growing, remain relatively small - as of June 2021, some 5,000 Rhodes Scholars, 500 Mandela Rhodes Scholars, 500 Atlantic Senior Fellows. 84 Schmidt Science Fellows and 100 Rise winners. But by investing in their journeys of transformative learning and leadership development, we enable our Scholars and Fellows to have exponential impact on the wider world.

Of course, this report can barely scratch the surface of the many good things happening across the Trust, and all the talented and dedicated people who make it possible. But I hope it provides a glimpse into the array of our activities and brings our collective efforts to life.

All of this is made possible by our remarkable volunteers and donors - from the 700 selectors who conduct Rhodes interviews through 61 panels on five continents, to our retreat facilitators and speakers, to those who support the Scholars Fund, invest in new Scholarships to make us truly global, or create their own personal legacy by making a planned gift. We are deeply grateful to each and every one of you.

Warden of Rhodes House and CEO of the Rhodes Trust

Our 125th Anniversary Strategic Plan: Progress Report to 30 June 2021

Our strategic plan, Lifelong Fellowship for Global Impact, was approved by Trustees in June 2019. It provides a roadmap for sustaining the pre-eminence of the Rhodes Scholarship as we approach our 125th anniversary in 2028 and navigate an ever-more competitive ecosystem of global postgraduate scholarships.

Trustees regularly review progress on the plan's key performance indicators. The first phase of the plan (2020-2022) is focused on strengthening foundations, and despite the disruption of the COVID-19 pandemic we are pleased to report good progress across each pillar of the plan. Here are a few highlights of what has been accomplished by 30 June 2021:

Selection and Outreach

Recruited 22 outreach ambassadors to assist with increasing quantity, quality and diversity of applicant pools worldwide

Enhanced selector training by rolling out a suite of seven selector tools, including unconscious bias training

- Created transparent processes for recruiting new National Secretaries and appointed six new National Secretaries, with several more appointments in process
- Developed a suite of key policies related to selection, including a volunteer code of conduct

Scholar Experience



Enhanced parity of Scholar support by increasing the stipend to the median of the University of Oxford's estimated living costs for postgraduate students

Secured resources to respond to Scholar hardship and launched a mini-grant programme through the Warden's Discretionary Fund

- Refined the Scholar Experience Survey to provide both quantitative and qualitative feedback on Scholars' Rhodes House, college, course and university experiences
- Identified metrics for assessing Scholar academic success by comparison with the overall Oxford postgraduate population
- Recruited a new and expanded team to support Scholar programming, including a Dean, Scholar Programme Lead, and a group of part-time thirdand fourth-year Scholar Programme Facilitators
- Continued to refine the Character, Service & Leadership Programme and successfully delivered it in a virtual format across multiple time zones during the pandemic

Truly Global



Increased the number of fully endowed Rhodes Scholarships from 96 to 99 by securing gifts to endow second Scholarships in West Africa and Saudi Arabia and by fully endowing the four Rhodes Scholarships for China. With four

additional flow-funded Scholarships, this brings the total of Rhodes Scholarships awarded a year to 103

Lifelong Fellowship



Engaged a record number of Rhodes Alumni in a wide array of in-person and virtual events including convenings (public leadership, healthcare, ventures and the humanities), author fireside chats, class reunions, topical sessions on

COVID-19, technology and society, finance, and much more. We estimate that around 25% of Alumni have participated in at least one event

- Launched the first global Rhodes Alumni survey since 2014, receiving responses from 1.116 alumni, a 23% response rate
- In all, over 850 Alumni have volunteered for the Trust over the past two years, as Rhodes, Schmidt Science Fellows and Rise selectors, mentors, speakers, Alumni Association leaders, retreat facilitators. Trustees, and more

Gathered rich data through the Alumni Survey on how Rhodes Alumni perceive their own impact across several dimensions: on their local communities: professions: issues they care about; home constituencies; organisations; and global challenges



Impact

Resources and Infrastructure

Received planning permission and commenced the transformation of Rhodes House, scheduled for completion February 2023

Created a new digital infrastructure for the Trust. including a Salesforce-based CRM system and the launch of Rhodes Select, a digital portal for for National, Deputy, and Regional Secretaries

Launched the 125th Anniversary Campaign, raising £42m to date toward the 2028 goal of £200m

> Began compiling and tracking Scholar impact in key areas, including climate change and COVID-19, and launched the Scholars in the News map on Rhodes Connect

Beyond these specific measures of progress, what is most exciting is how Rhodes Scholars across years and geographies are coming together in new ways for mutual support, learning, inspiration and collaboration. They bring to life our vision of the Rhodes Scholarship as a lifelong fellowship for global impact.



Due to COVID-19 restrictions, the 2020 class photo was edited together from individual images

A Rhodes Scholar Year

This was certainly a year that tested our resilience and adaptability, bringing to the fore the strength of the ties within the Scholar in Residence community. This past year has reminded us again and again of the ways in which Rhodes Scholars rise to the challenge of finding solutions with and for each other, for the greater good.

From Doyin Atewologun, Dean of the Rhodes Scholarships, and Mary Eaton, **Registrar and Director of Scholar Affairs**

n July, the Dean of the Rhodes Scholarships, Doyin Atewologun, had barely been in position for a month. Around half of Scholars in Residence had returned home abruptly as the UK faced its first national lockdown. As in so many parts of the world, this Rhodes Scholar year was marked by planning and unplanning, as individual circumstances shifted, variants flared and waned, and pandemic restrictions were lifted and reinstated in the UK and abroad.

With half of our 'in residence' Scholars scattered across the Globe, we confronted the challenge of sustaining fellowship within an abruptly dispersed community that was facing significant personal and academic disruption. We leaned on the Upper Year Scholar Programme Facilitators, convenors of Rhodes Groups and individual Scholars, all of whom stepped up through the Summer, Autumn and Winter, offering emotional and practical support to their fellow Scholars, from hand-delivering groceries and organising virtual coffee chats to building new connections on one-to-one walks at a time when personal connection could not happen as it would typically do, in a 'Meet and Mingle' in Milner Hall

Of course. Scholars in Residence also rose to the challenge of fighting the pandemic wherever they were. We witnessed many extraordinary examples of Scholars making an impact on the world's most pressing challenge, from volunteering their expertise in local hospitals to producing personal protective equipment, opening up access to oxygen supplies, translating essential COVID-19 information into multiple languages and contributing to the leading edge of COVID-19 research.

In the midst of the pandemic, we also faced the resurgence of the Rhodes Must Fall movement, reigniting critical conversations about legacy for us. Alongside work by staff and Trustees, Scholars rallied and challenged us to be ever better, in virtual town hall discussions and other fora. Over the Summer of 2020 and through into the Spring of 2021, a small group of Scholar interns worked on a report about the Trust's evolution in relation to its heritage, legacy, anti-racism and decolonisation, supported by our in-house archivist.

We were pleased to provide material and emotional support for our community to help get through the significant hurdles raised by the pandemic. For travel, we supported return to Oxford by funding pre- and post- flight COVID-19 tests and mandatory hotel guarantine.

The closure of archives and labs, cancellation of fieldwork and unavailability of part-time work profoundly impacted DPhil Scholars. We are especially grateful that the Rhodes Trustees made substantial provision to help reduce the impact of COVID-19 on Scholars. We have been

able to provide COVID-19 DPhil funding extensions, to cover living expenses for DPhil researchers. More than 120 Scholars from over 20 constituencies received assistance from the Scholar Support Fund over the last financial year. We have increased our stipend to the midpoint of Oxford's estimated cost of living for postgraduate students, an increase appreciated deeply by the community.

As Michaelmas term started we pivoted to a fully online programme of events. We hosted weekly virtual Warden's Dinners for Scholars in Residence in Oxford and across different time zones. We also held virtual Character, Service & Leadership Programme (CSLP) retreats over three weekends between the end of Michaelmas and the end of Hilary. At the heart of the retreats were virtual learning pods in which Scholars spent time in small groups, allowing reflective dialogue on leadership and impact, particularly pertinent as we grapple with what it means to be a Rhodes Scholar in the midst of a global pandemic. As was the case last year, the Going Down Dinner for 2021 was a virtual event; this year particularly poignant for a class whose overwhelming experience of studying in Oxford occurred via a computer screen.

For the academic year 2020/2021, 265 Scholars were engaged in full-time study across four years. 49% were on research degrees and 48% on taught degrees, including 3% studying for second BAs. The spread of those pursuing research degrees across the academic divisions was 8% in the Humanities, 30% in Social Sciences, 25% in Medical Sciences, and 37% in Mathematics. Physical & Life Sciences. Across postgraduate degrees, the spread was 17% in the Humanities, 72% in Social Sciences, 7% in Medical Sciences and 4% in Mathematics, Physical & Life Sciences. Those on taught degrees all completed their degrees successfully. At the time of writing, of the 32 results received to date (of 93 expected) there have been 23 Distinctions and seven Merits.

We look back at this year with gratitude, some relief and a great deal of pride, as we observed the light of the Scholars in Residence burning the brightest in these dark times. We are hopeful and confident that the bonds formed by Scholars in the last year may well be the strongest along their lifetime of fellowship.

Rhodes House: Bringing People Together to Change the World

Work to redevelop, restore and revitalise Rhodes House has been proceeding to plan at an impressive pace. Looking out over the gardens reveals a tangle of machinery, crushed concrete and excavation as we make way for something new.

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ur exciting project will restore the original historic fabric of Rhodes House and replace the basements to form a 300-capacity convening centre that will be a hub for debate, discussion and fellowship in Oxford, with the capacity and technology to allow us to reach out across continents.

We are replacing obsolete building systems with modern, highly-efficient alternatives, and constructing new basements beneath the gardens to provide offices and residential space, freeing us to open up Rhodes House as a vibrant space for Scholars, the Oxford community

THE .

Gate 2 C Beard

and the wider world. A beautiful glass and timber pavilion building will sit in the West garden to provide additional convening space.

The onset of COVID-19 made us think very carefully about the project, in particular how the scheme might be tweaked to better support a post-pandemic society. The original plans for the physical space were reviewed, and we concluded that as long as we call Rhodes House home, the project is still valid – we will always need a physical space to allow our community to physically come together, to share experiences, solve problems and break bread.

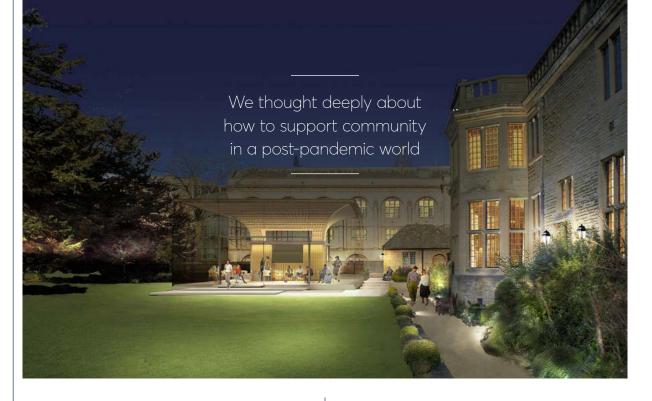
We felt that it is inevitable that in a post-pandemic world, many people will think differently about committing to global travel, at least initially, and thus our focus swiftly moved to look at ways better to support blended events, enabling those sitting in the convening hall at Rhodes House able to fully participate alongside those sitting in their homes or offices wherever in the world they may be.

Over recent years many of us have become more comfortable with the use of video conferencing technology, using Teams or Zoom to meet. We are also all too familiar with the frustration of dialling into a meeting and not being able to hear the peripheral discussion in the room, or the Q&A sessions that occur beyond the main presentations. Working with our AV designer Hewshott during the early stages of the pandemic, we enhanced our audio-visual systems to allow virtual participants to engage much more fully with those sitting in Oxford.

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Our main convening hall will have the latest state-of-the-art intelligent microphone systems installed, which will allow any person in any part of the hall to talk naturally and be heard clearly by those attending remotely. Similarly, a network of cameras will track the audio and automatically zoom in on the person speaking. This will allow

Second Century Annual Report



natural dialogue to occur without the need for handheld microphones being passed around.

We will be able to use our built-in systems to simultaneously translate sessions into different languages and will also be able to make sessions much more accessible to those with partial sight or hearing through the use of smartphone apps or tablets that we can loan to those who need them. Video and audio content will also be much easier to share with our community digitally through real-time video streaming.

We are confident that the enhanced technologies that we have designed into the new and revitalised Rhodes House will enable us to offer much better support to our global community, making participation in Rhodes Trust events across the globe significantly more straightforward and rewarding. Sometimes, out of adversity comes opportunity.

The construction phase of the Big Build project is now well underway. The early phase of works is always the most disruptive as the major demolition and primary construction take place, both of which require some pretty heavy engineering. The demolition of redundant building fabric is almost complete as are the installation of new foundations beneath the House, and the construction of the new basement walls, below ground level.

Joining Rhodes House events from around the world will be straightforward and rewarding

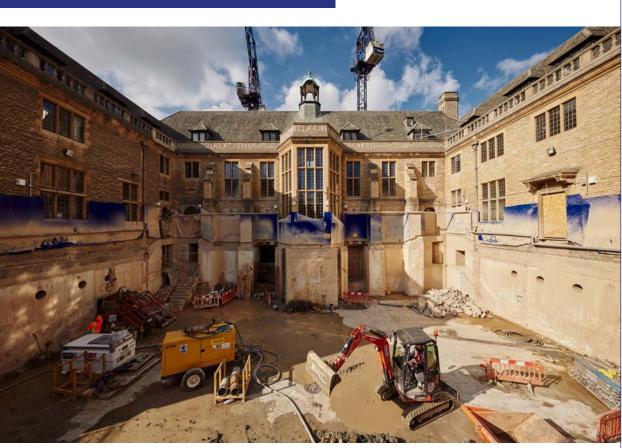


The convening hall will be able host up to 300 people

History Beneath the Ground

he site on which Rhodes House stands played an important role during the English Civil War (1642-1651). Oxford was selected as the Royalist capital, and a series of battlements and ramparts were constructed around the centre of the city. The bank of earth which forms the Eastern boundary of the Rhodes House garden is one of the last surviving sections of these Civil War rampart and ditch defences.

Working with Historic England and the Oxford city planners, we are ensuring that the rampart remains intact and can be celebrated into the future. A comprehensive archaeological excavation before construction started found a series of interesting features in the ground although there was frustratingly little dating evidence until one of the last days of the excavation, when a small fragment of clay pipe was discovered. It was so well preserved that the makers' mark could be identified, dating the pipe to the latter half of the seventeenth century; a small but tangible link to the site's important history.



The Giant's Grave has been excavated to make space for the underground convening hall.



Archaeological excavations in the Rhodes House grounds

Rhodes Connect: Bringing Our Community Closer

Rhodes Connect is an online hub for all Rhodes Scholars and Scholars Elect. Richard Hughes, Online Community Manager at Rhodes House, tells how the online service will support and grow our community.

n June 2021, Rhodes Connect was opened to all Rhodes Scholar Alumni, joining the Scholars in Residence and Scholars Elect who have been using the system since 2019. This was coupled with several major enhancements to the online community including mentoring, media galleries, interactive maps and a library of Rhodes video content.

More than 4000 invitations were sent to Alumni and at the time of writing (December 2021), Rhodes Connect hosts around 1,800 Scholars. Every election year from 2021 back to 1951 is represented,

encompassing Scholars from more than 50 different countries. More than 90% of Alumni who registered since June opted to appear on the Scholar Directory map, making it easy to find other Scholars near you and see how vour class is distributed around the world.

These statistics illustrate the great enthusiasm many Scholars have for the project but also highlight the potential for further growth in membership. We are not currently planning another round of mass invitations as we believe that the best way to increase membership is to establish Rhodes Connect as a vibrant, collaborative community whose results inspire others to join. We will look at initiatives to make it easier for existing members of Rhodes Connect to invite their peers to join as we feel this will be more compelling than yet another email from the Trust. In the meantime, any Scholar who did not receive an invitation, or has misplaced it, can request access at connect.rhodeshouse.ox.ac.uk

The most significant challenge every Alumni network faces is encouraging members to keep coming back. Throughout the project, this has been the fundamental question we have asked ourselves: what would inspire Scholars to establish a Rhodes Connect habit? The starting point for our answer is forming and maintaining connections with other Scholars, and accessing unique content, discussion and events from the Rhodes community.

As we move beyond the initial launch and registration phases, my focus as a community manager has become delivering these on the Rhodes Connect platform we have

> established. I am always eager to hear individual Scholars offer their own answer to the question: what could Rhodes Connect provide that would make it a regular destination for you?

Rhodes Connect is a long-term

project, and we should consider it to be very much in its infancy. The next year will see a period of embedding and refining what we have created so far, but also continuing to enhance this. Features for consideration include listings of volunteering opportunities, extending the mentoring system to more structured programmes, and the creation of a mobile app.

We also need to consider how to include non-Rhodes Scholars; Rhodes Connect is a platform for collaboration, but the reality is that few collaborations are entirely self-contained within the Rhodes community. It will be important to balance the need to reach beyond the Rhodes community with the desire to maintain a private space for Rhodes Scholars.

I am always interested in Scholars' opinions on these developments and welcome feedback on all aspects of Rhodes Connect via connect@rhodeshouse.ox.ac.uk

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RHODES Connect - Key Information - Groups Events Q Search

Rhodes Trust Events



G Social / Mingling Event Rhodes House Hard Hat Tour for Scholars in Residence

Monday 18 Octobe We invite you to join us for a hard hat tour of Rhodes House!We will be hosting a number of optional site tours to enable Scholars to view the progress of the Rhodes House Big Build project. We can accommodate up to 8 Scholars pe



3rd Year Scholar Dinner with the Warden

Monday 18 October The Warden is looking forward to spending time over an evening meal with 3rd year Scholars.3rd year Scholars only: Elizabeth is looking forward to connecting and spending time over an informal evening meal at Rhodes House with 3rd Year



Coming Up Dinner : Class of 2020

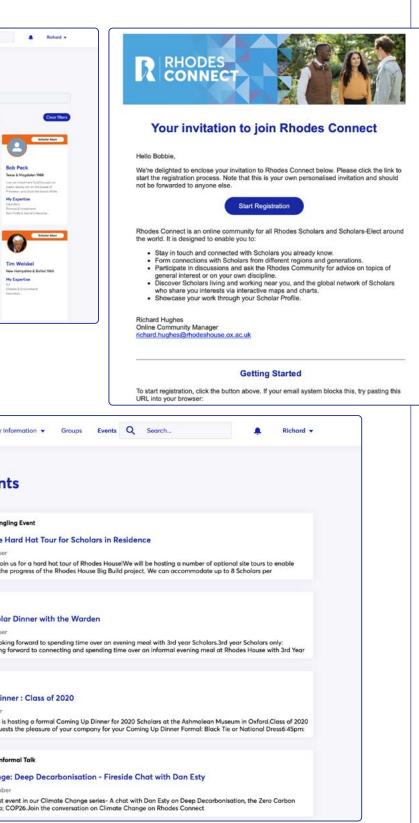
Friday 22 Octob The Rhodes Trust is hosting a formal Coming Up Dinner for 2020 Scholars at the Ashmolean Museum in Oxford.Class of 2020

📻 Fireside / Informal Talk



Thursday 28 Octobe loin us for the first event in our Climate Change series- A chat with Dan Esty on Deep Decarbonisation, the Zero Carbon Action Plan & amp: COP26 Join the conversation on Climate Change on Rhodes Connect

A vibrant, collaborative community whose results will inspire others to join



Bringing Together the Next Generation of Scholars

We are all enormously grateful to those involved in this process for meeting this challenge head on. As we once again prepare to undertake much of selection online, with a host of tools and guidance available online for selectors, we have been reflecting on some of the lessons learned from last year.

s with many aspects of life during a pandemic, we have learned so much from the experience of λ holding final selection interviews for the Rhodes Scholarships largely online.

On a recent call with the Warden and selectors, the Warden noted that "We had to pivot to virtual for almost all constituencies globally, and it was a pretty steep learning curve. Many of our National Secretaries were surprised by how many aspects worked better than expected".

Summing up the experience, the Deputy Secretary for Syria, Jordan, Lebanon and Palestine (SJLP), Farah Shamout said "The key takeaways for us in SJLP were that online selection can work really well when it is done right, that there is no such thing as over-preparing, and that you should always have a back-up plan ready".

The Deputy Secretary for India, Dhvani Mehta said "We were quite happy with how the online selection process ran last year." National Secretary Nandan Kamath added that "One of the best parts of online interviews was that we could access such a wide pool of interviewers from across the world".

A data-driven approach: the Rhodes **Outreach Ambassador Programme**

A strategic priority for the Selection and Outreach team is to take a data-driven approach to decision making. A key example of this is the work of the Rhodes Outreach Ambassador Programme (ROAP), which we are expanding this year following a successful pilot in 2020.

The aim of the programme is to make more people aware of the Rhodes Scholarships and use them to inspire a new generation of young people.

Lian Najami



Raising awareness of this life-changing opportunity to passionate and excellent students across the country - whose values and missions align with that of the Rhodes Trust - was at the heart of my motivation to devote my time over the last two years to volunteer as a Rhodes Outreach Ambassador."

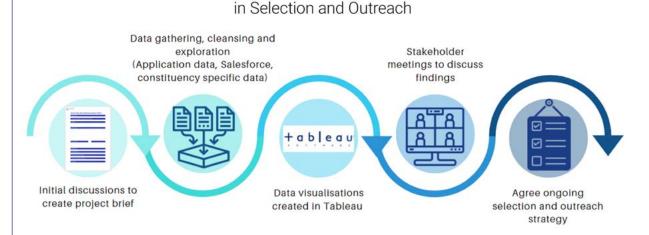
> Raising awareness of this life-changing opportunity for passionate and excellent students ... was at the heart of my motivation



queries we would individually receive from prospective applicants," he said. "In 2021, we formalised and harnessed the bubbling energy among young Caribbean Rhodes Alumni through the Rhodes Outreach Ambassador Programme. ROAP allows us to improve openness, awareness, and relevance of the Scholarship across the vast cultural, political and economic Caribbean landscape."



DATA-DRIVEN DECISION MAKING





Jelani Munroe

(Jamaica & Lincoln 2018), has reached out to students in the Caribbean "In 2020. a few Caribbean scholars hosted an admissions webinar in response to common



Lamma Mansour

(Israel & Green Templeton 2019), said, "I have especially enjoyed connecting to students who are interested in applying to the Scholarship, sharing my application experience

and encouraging them to invest in themselves and throw their hat in the ring! Working with the outreach team at Rhodes House, we continually examined how we can make the application process accessible to all, especially to students coming from disadvantaged communities."

Rhodes House Events: Convening Our Community and Beyond

Throughout the pandemic we have connected the global Rhodes community more than ever before, harnessing the virtual world to bring our community together across borders in a way we could not have imagined.

and essayist, was part of our Legacy, Equity & Inclusion series, and drew many members of the community. Professor Wideman discussed storytelling, policing, confinement and his experience as the second African-American to receive the Scholarship in 1963.

We were delighted to be able to host discussions ranging from a dialogue with Rhodes Scholar and former



e are tremendously proud to have hosted events with celebrated Rhodes Scholars from around the world; leaders in literature, politics, academia and business coming together to share their experience and wisdom with members of our community worldwide.

Our events programme felt the full impact of the COVID-19 outbreak, with in-person events cancelled until the end of Spring 2021, but this gave us a tremendous opportunity to unite people in the virtual world.

Our virtual talk with Professor John Edgar Wideman (Pennsylvania & New College 1963) the celebrated novelist

Australian Prime Minister Malcolm Turnbull (New South Wales & Brasenose 1978) as part of the Rhodes climate leadership series to an exploration of globalisation, inequality and partisanship with renowned philosopher and Rhodes Scholar Michael J. Sandel (Massachusetts & Balliol 1975).

We also held our conversation on public service with Pete Buttigieg (Indiana & Pembroke 2005), US Secretary of Transportation in the Biden Administration, with US Congressman Andy Kim (New Jersey & Magdalen 2005) and with the investor and business leader Swati Mylavarapu (Florida & Wolfson 2005) and this engaged

over 200 attendees

More than 1,300 Alumni and Scholars in Residence have registered for our digital events in the past year, with 60% of registrations translating into attendance. We recorded many events for the benefit of those who were unable to attend, further increasing the reach and impact of our programming.



Scholars in Residence enjoy a summer social at Cherwell Boathouse in Oxford

Despite the many setbacks that the pandemic caused, we maintained our core programming for Alumni and Scholars in Residence, adapting our delivery - from Zoom to Gather.Town to occupying outdoor spots at Hogacre Common, in the Oxford University Parks and on the peaks of the Chiltern Hills as restrictions on movement and gathering allowed.

Virtual Character, Service & Leadership retreats, a central element of our programme for Scholars in Residence in Oxford, followed the themes of No One Way to Lead and No One Way to Build a Good Life.

We are grateful for the generosity and devotion of the Scholars from our Alumni community who acted as facilitators and speakers, providing a rich experience as they shared their insight and knowledge. This was an excellent example of our lifelong fellowship in action,



connecting Alumni from all over the world with Scholars in Residence.



In August 2020 we experimented with socially distanced mini meet-ups in the Rhodes House garden as an opportunity for Scholars to meet Dean Doyin Atewologun. In late Autumn, we invited small groups of Scholars for socially distanced dinners with the Warden in Milner Hall, and in Winter, Scholars were able to connect via the buddy scheme, offering their talents, culture and love to one another virtually.

The 2021 class of Going Down Scholars saw celebrations lasting over a week. The virtual celebration provided Scholars with an opportunity to get dressed up, break bread and reflect together, joined by Sir John Bell (Alberta & Magdalen 1975) and Andrew Banks (Florida & St Edmund Hall 1976). This was followed by in-person drinks receptions when guidelines allowed.

Going Down Celebrations at St Cross College

Since the easing of restrictions has allowed in-person events in the UK we have resumed a series of events for Scholars in Oxford and held a full programme of in-person events during Michaelmas term, including two Coming Up dinners at the Ashmolean Museum, and the inaugural residential Character, Service & Leadership retreat

Our commitment to sharing the expertise and experience of our community continues and we are pleased to have launched our Technology and Society, Legacy, Equity and Inclusion & LGBTQIA+ series and are looking forward to curating our climate change series as well as to our next in-person forum in 2022 on Syria, Jordan, Lebanon and Palestine.

Volunteering to Build Our Community

Our Scholars and friends support the work of the Rhodes Trust in a wide variety of ways. We are hugely grateful to the many volunteers who help to inspire future Scholars and Scholars in Residence, engage and debate with fellow Alumni, provide guidance and insight, and enhance and strengthen our work. A warm thank you to the many volunteers who have supported us over the last year.

Our Volunteer Code of Conduct

he Volunteer Code of Conduct has now been finalised and will be rolled out to all volunteers. It aims to codify the principles and practices that volunteers already live by and provides guidance around key issues and additional policies that all of the Trust's volunteers need to be aware of. In recognising that volunteers are essential to the Trust's mission and that they embody the value of service that is integral to the Scholarship, the Code also outlines the commitments the Trust has made to support them. You can find out more about the Volunteer Code of Conduct and accompanying policies on our website rhodeshouse.ox.ac.uk/pages/personal-data-conductprivacy-policies/

Over

1.200 supporters

have volunteered for us in the last two years

Volunteer Roles in Our Community

t the Rhodes Trust, we have many volunteer roles A through which Alumni support our work every day. If you would like to find out more about the many volunteering opportunities please do contact us at volunteer@rhodeshouse.ox.ac.uk

Mentoring Scholars in Residence

Mentoring is very valuable for our Scholars in Residence, giving them the opportunity to gain insights into careers, develop networks and enhance skills and employability.

Mentoring is managed through our Rhodes Connect platform. If you are interested in registering to be a mentor you can go to your profile, select 'Mentoring Information', complete the fields and a team member will be in touch.

Nabeela Kajee (South Africa-at-Large & Christ Church 2019), said, "I deliberately booked a mentoring talk with an alumna who was not directly connected to my subject and I found her outside perspective was really useful in helping me to refine how I communicate about my research."

Church 2014).



literature. service.

Leading Debate

During the pandemic, events at Rhodes moved online and our Alumni stepped up to help us run a series of successful and engaging events for the whole community. In October 2020 the novelist and essayist Professor John Edgar Wideman (Pennsylvania & New College 1963) was in conversation with Chelsea Jackson (Georgia & New College 2018) and Field Brown (Mississippi & Christ



Field Brown (Mississippi & Christ Church 2014)

"It was an honour to be in conversation with John Wideman," Field said. "He has always been the ultimate Rhodes Scholar for me. His depiction of Pittsburgh's working-class Black community resonated with my own experiences growing up in Mississippi, and his generosity off the page matches his generosity on it. It was a highlight of my year. John has been a mentor to me since I got the Rhodes. I have sent him writing and he has provided feedback, read his books and told him how much I appreciated his work, and asked questions about life and

"He is always understanding and full of wisdom and grace. He deserves to be praised for his character and

"For others considering volunteering for the Trust I would say please do. It's a great way to stay connected to the community and give back to a community that has all meant something to us in crucial formative years of our lives. You never know who you are impacting when you do, and how that service will multiply and help others find purpose and meaning."

Class Leaders

Class Leaders make an invaluable contribution to supporting their contemporaries in Oxford and building relationships that last a lifetime. Building and strengthening the lifelong Scholar community is one of the central pillars of our strategic plan, and is hugely rewarding.

Class Leaders from the Class of 2010, Kamal Wood (Commonwealth Caribbean & Mansfield), Caroline Huang (Delaware & Merton), Jaspreet Khangura (Prairies & Balliol) and Lyle Murray (KwaZulu-Natal & University) describe what the experience meant to them.

"The ten-year anniversary of our Rhodes class arriving in Oxford coincided with the COVID-19 pandemic. Since an in-person reunion was not possible, we opted for a series of virtual reunions styled after the ever-popular 'Meet and Mingles'. What began as a one-off idea became a roughly guarterly gathering that would start off with life updates and quickly morph into a free-flowing discussion of everything from ethical artificial intelligence and postpandemic travel plans to the Stanley Cup playoffs and book recommendations.

"Over the past year, over 45 of our classmates have joined us for at least one call, many accompanied by their partners, children, pets, plants, sourdough starters, and more. We were also able to include special guests Bob and Dawn Wyllie, Mary Eaton, and Warden Elizabeth Kiss in one of our calls, and we are delighted to have an upcoming reunion featuring the Meet and Mingle maestro himself, former Warden Don Markwell.

Volunteering as Class Leaders has allowed us to make virtual connections with our class a very welcome habit. We hope this will continue for the next decade and beyond, though we certainly look forward to supplementing our virtual activities with an in-person Oxford reunion in the not-too-distant future."

Scholars have busy lives, so the programme is intended to be flexible, and volunteers are supported by Rhodes House and each other. The minimum commitment is a few hours each year and virtual reunions have grown rapidly, something that one Class Leader described as a real silver lining of the pandemic.

If you would like more information please contact David: david.mungall@rhodeshouse.ox.ac.uk



Heads of Alumni Associations

Thank you to all of our Alumni who volunteer to be part of Alumni Associations, helping to keep the Rhodes community connected.

If you would like to find out more about the Alumni Associations, visit our website at www.rhodeshouse.ox.ac.uk/scholarsvolunteers/alumni-associations/

America

Janice Ugaki (Idaho & St Antony's 1993) Nnenna Lynch (New York & St John's 1993)

Australia

Chloe Flutter (New South Wales & Hertford 1999)

Canada

Braden O'Neill (Alberta & University 2011) - outgoing Kai Alderson (Ontario & Wadham 1993) - incoming

Germany Andreas Poensgen (Germany & University 1983)

Jamaica and Commonwealth Caribbean Alisha Wade (Commonwealth Caribbean & Trinity 2000)

Kenva Victoria Miyandazi (Kenya & University 2013)

New Zealand Duncan McGillivray (New Zealand & St John's 2000)

South Africa Lisa Klein (South Africa-at-Large & St Antony's 1994)

Zimbabwe

Tariro Makadzange (Zimbabwe & Balliol 1999) Julie Taylor (Zimbabwe & St Antony's 2003)

people.

"I had no idea how much sharing my personal journey of being a Rhodes Scholar would help to encourage other people. Don't deprive people of your narrative, share it with them and you never know how many lives you will touch." National Secretaries



Ambassadors on Social Media

Social media ambassadors play a tremendous role telling the world about their experiences as Rhodes Scholars, showing the impact Scholars make in the world and reaching out to new generations of brilliant young

Tatenda Magetsi (Zimbabwe & Linacre 2019) tells how sharing his story has proved a fulfilling way to encourage others to follow his path.

"I hoped that sharing my personal story would help people realise the impact the Trust is making and help prospective applicants.

National Secretaries work closely with the Warden and the Rhodes Trust Selection and Outreach Team to protect the integrity and promote the interests of the Rhodes Scholarships. They administer the selection process, design outreach strategy, recruit and lead volunteers.

A special thanks go to National Secretaries that are outgoing this year:

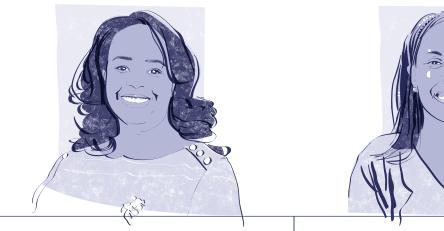




Janet Kabiru (Kenya & St Hilda's 1995): Former National Secretary, Rhodes Scholarships for Kenya

Janet has served as National Secretary for Kenya since 2002. During her tenure, 40 Scholars have been selected, and from 2011 to 2020 the number of submitted applications increased by an impressive 92%. She is a highly-valued and dedicated member of the Board of Trustees of The Mandela Rhodes Foundation (MRF), which she joined in 2017 as a Rhodes Nominee.

Elinor Chemonges (Uganda & St Cross 1997): Former National Secretary, Rhodes Scholarships for East Africa Elinor played an invaluable role in ensuring the successful launch of the Rhodes Scholarships in East Africa. In its first three years, the East Africa constituency has attracted a significant number of high-guality applicants and we have been delighted to welcome our inaugural Scholars from Burundi, Rwanda and Tanzania.



Muloongo Muchelemba (Zambia & Harris Manchester 2002): Former National Secretary, Rhodes Scholarships for Zambia

Muloongo has served as the National Secretary for Zambia since 2019 with exceptional creativity and commitment. Her impressive outreach efforts have led to a 100% increase in applications over the past three selection cycles, as the reputation of the Rhodes Scholarships in Zambia continues to strengthen.



Tariro Makadzange (Zimbabwe & Balliol 1999): Former National Secretary, Rhodes Scholarships for Zimbabwe Tariro has served as the National Secretary for Zimbabwe since 2012 with outstanding integrity and grace. Her commitment to improving outreach has led to a 108% increase in applications over the past five years and remarkably, Tariro has done all this whilst serving simultaneously as a Trustee and Chair of the Scholarship Committee.

National Secretaries

We are hugely grateful to all Scholars who have served in these prestigious, and vital, leadership roles in the Rhodes Trust.

Australia Peter Kanowski (Australia-at-Large & St John's 1983)

Bermuda Christie Hunter-Arscott (Bermuda & Lincoln 2007)

Canada Richard Pan (Ontario & Balliol 1998)

China

Diana Fu (Manitoba & Linacre 2006) Mark Jia (New Jersey & Merton 2011)

Commonwealth Caribbean

Peter Goldson (Jamaica & St John's 1985) - outgoing Bertha Pilgrim (Commonwealth Caribbean & Balliol 1995) - incoming

East Africa Samson Kironde (Uganda & Green 1998)

Germanv Nils Oermann (Germany & Christ Church 1996)

Global Terrence Tehranian (Hawaii & Magdalen 1983)

Hong Kong Sandra Fan (Hong Kong & St Catherine's 1986)

India Nandan Kamath (India & Balliol 2000)

Israel Doron Weber (Rhode Island & Exeter 1978)

Jamaica

Kenya

Malaysia

New Zealand

Pakistan

Singapore

Southern Africa

United States

West Africa

Zambia

Zimbabwe

Peter Goldson (Jamaica & St John's 1985) - outgoing Mariame McIntosh Robinson (Jamaica & Hertford 1998) - incoming

Geoffrey Otieno (Kenya & Lincoln 2007)

Shahril Ridzuan (Malaysia & Christ Church 1992)

Jane Harding (New Zealand & Brasenose 1978)

Babar Sattar (Pakistan & Balliol 1999)

Andrew Wee (Singapore & Keble 1987)

Ndumiso Luthuli (KwaZulu-Natal & St Peter's 2000)

Syria, Jordan, Lebanon and Palestine (SJLP)

Liliane Chamas (Ouébec & St John's 2009)

United Arab Emirates

Robert Buckley (New Brunswick & Worcester 1971)

Elliot Gerson (Connecticut & Magdalen 1974)

Ike Chioke (Nigeria & Wadham 1989)

Namukale Chintu (Zambia & Exeter 2005)

Dalumuzi Mhlanga (Zimbabwe & St Antony's 2013)

We are delighted that the Trust's digital channels continue to grow, becoming a tangible way to share and discuss the global impact of the Rhodes community, and our partnership programmes.

Our following on Twitter grew by around a quarter during 2020/21, while that on LinkedIn increased by 200%. Importantly, our outreach on social media has led to increased interest in the Rhodes Scholarships and is becoming a central part of our efforts to make the Rhodes Scholarships and our partnership programmes better known and more accessible to people around the world.

tl You Retweeted Atishi 🔮 @AtishiAAP · Feb 3 Wow! Seems like a lifetime ago! 😃

> R Rhodes Trust 🤣 @rhodes_trust - Feb 3 Adding to the #Throwback collection with the official Rhodes Class of 2005 photo! 👪 Show this three





11

Rhodes Trust @ @rhodes trust - Apr 27

A fantastic interview with the Rt Hon @DavidLammy MP, @iosiahsenu, & y (Jamaica & @Bal Oxford 2020), organised by the @OxfordLawFac & the Oxford Law Black Alumni Network, to mark lational #Stor





27 Second Century Annual Report

Fundraising to Grow Our Community and Impact

Fundraising activities at the Rhodes Trust are central to our mission to improve the world by investing in a growing number of exceptional and deserving students from across the globe to pursue postgraduate studies as Rhodes Scholars at Oxford University.



upport from our hugely generous donors and benefactors allows us to develop and provide programmes that make the Rhodes Scholarships the pre-eminent postgraduate scholarship and, just as importantly, a lifelong fellowship with the power to change the world for the better.

Funding allows us to provide Scholars with programmes to collaborate, to learn from each other, to share ideas and to engage in a lifelong learning experience. We also raise funds to provide Scholars with an exceptional physical space at Rhodes House in a global centre for learning in Oxford to pursue their leadership journeys for impact.

Growing the Scholarships so we can provide our unparalleled opportunities to a greater number of Scholars across the world is our absolute priority. In the 2021 financial year, the Rhodes Trust secured a total £12.7 million in endowment for the support of new Scholarships in China. East and West Africa and Saudi Arabia. Africa is one of our top areas of focus and for this region alone, we were able to raise £7.9 million, which will allow us to select additional Scholars from West and East Africa in

the coming years.

Growing the Scholarships so we can provide our unparalleled opportunities to a greater number of Scholars across the world is our absolute priority

In the 2022 financial year, we will continue to focus our fundraising efforts to offer the Rhodes Scholarships to deserving students in constituencies which are currently underrepresented, like Africa. India. and Pakistan. and in regions around the world where Scholarships are not

currently offered, including countries in Asia Pacific, Latin America and the Middle East.

Our aim is to raise funds not only to offer Scholarships now, but into the future, so that the experience that has shaped the lives of Rhodes Scholars and has contributed policy across the world can continue.

Science Fellows; a centre from which we can bring people

We are looking for philanthropists to champion this historic building in Oxford that is being reimagined as a global centre to address important challenges through collaboration and service-oriented leadership. The new state-of-the-art conference facilities. scheduled to open in 2023, will provide unique spaces available for naming opportunities. If you are interested to learn more or to connect us with individuals who may find this initiative inspiring, please email Rodolfo rodolfo.lara@rhodeshouse.ox.ac.uk



The Scholars Fund: Supporting Our Community of Scholars in Oxford



Heartfelt thanks go to everyone who made a gift to the Scholars Fund last financial year. Every Scholar in Residence benefits from the Scholars Fund, a source of support which is a fundamental part of the Rhodes Scholarships. In an extraordinary year Alumni gifts were even more important than ever.

hanks to the generosity of our Alumni we reached 98% of our £900,000 target for unrestricted giving. Gifts from Alumni and other donors for restricted purposes within the Scholars Fund allowed us to exceed our overall target of £1.12m. Participation dipped slightly to 17% of all global Alumni.

Alumni gifts to the Scholars Fund last year ranged from £10 to over £75,000. Regardless of the size of their gift each Scholar gift counts equally towards our Alumni participation rate so please consider making a gift this financial year. On behalf of all Scholars in Residence, we thank you for your support.

The Importance of Unrestricted Giving



Scholars in Residence enjoy a day out in the Cotswolds

Il gifts are used to support Scholars in Residence and A because gifts are pooled, every gift allows us to do more. The Fund benefits Scholars from all constituencies for example, by meeting the rising costs faced by all overseas students in the UK, including visa charges, and the NHS health surcharge, which has risen threefold since it was introduced in 2015.

In a normal year the Scholars Fund is also a significant source of funding for running in-person events at Rhodes House, including the Character, Service & Leadership Programme, talks and convenings, which benefit all Scholars. While these costs shrank last year, other costs rose significantly, including those for wellbeing support such as counselling, assisting Scholars in financial hardship, and the need for stipend extensions for Scholars who were forced to extend their degree. For this last item alone we are budgeting up to £500,000 spread over three academic years.

The great value of unrestricted giving is that it allows the Warden and Trustees to be responsive to changing circumstances throughout the year.

A portion of the Scholars Fund is also used to meet the cost of fourth-year fees for DPhil students, an area of growing demand, yet one which is not currently met by existing funds. The endowment, which was recapitalised thanks to generous donors to the previous campaign, is sufficient to meet tuition fees and stipends but only the first three years of these are guaranteed for DPhil students.



Your Bequest Makes Their Future Happen We can't know what the future will hold or who the newest Rhodes Scholars will be. We don't know if they'll become scientists, entrepreneurs or artists. We do know each of them will be committed to making the world better in their own unique way.

By leaving a bequest in your will, you make their ourney possible. Whoever they are, wherever they come from and whatever they may choose to do, your legacy will live on through them. They will be Rhodes Scholars who continue to share a spirit and a community for life.

To find out more please contact development@ rhodeshouse.ox.ac.uk or visit our webpage https:// www.rhodeshouse.ox.ac.uk/donations-bequests/ bequests-and-planned-giving/

Finance and Investment Report

Endowment Status

The Rhodes Scholarships are funded by a managed transfer to income of investment returns generated by endowment funds, and through regular annual giving. As of 30 June 2021, pooled investment assets totalled £414 million, which represents an increase of £55.7 million from 30 June 2020, due to a combination of the fulfilment of pledges made in response to the Campaign for the Second Century, further funds received to secure the new jurisdiction Scholarships, and investment returns.

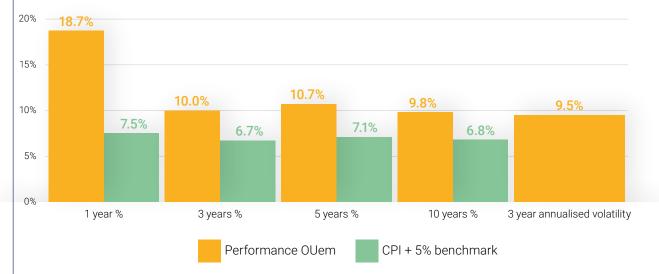
The endowment assets are held in three funds, the Cecil Rhodes Scholarship Fund, The Public Purposes Fund and the Rhodes Trust Horizon Fund. The endowment assets exclude assets held in ring-fenced portfolios managed separately for the funding of the shorter term needs of the Atlantic Institute, and for the Rhodes House building project.

The goal of the Trust is to fully endow all Scholarships in perpetuity. As opposed to major universities which typically derive 20%-30% of annual funding from their endowment, the Trust is financed entirely by transfer to income from endowment carefully managed under a spending rule, and from gifts. The Board of Trustees have adopted an endowment spending rate of no more than 4%-5%, subject to a smoothing formula designed to eliminate

the impact of excessively high or low investment returns. The Rhodes Trust Horizon Fund was established in 2014 to fund Scholarships from all new jurisdictions, and the operation of the partnership activities including the Atlantic Institute, the Schwarzman Scholars leadership program, Schmidt Science Fellows, and the Rise initiative, which announced the first cohort of 100 global winners in October 2021. While full accounting transparency is maintained, in accordance with UK charity law, the three charities (The Cecil Rhodes Scholarship Fund, The Rhodes Trust Public Purposes Fund, and The Rhodes Trust Horizon Fund) operate as a group, and consolidated accounts are prepared for the UK charities and the overseas subsidiaries of the Trust. The full consolidated financial statements for the Rhodes Trust are available on the Rhodes Trust and UK Charity Commission websites.

In the year ending 30 June 2021 the Trust continued the prudent management of its resources as the operations of the partnerships continued to expand. The partnerships are fully funded by our philanthropic partners, and contribute financially to the shared services that support their operations within the overall Trust activity.

The pooled investment portfolio is overseen by the Rhodes Trust Finance and Investment Committee (the Committee) which is comprised of Trustees, a number



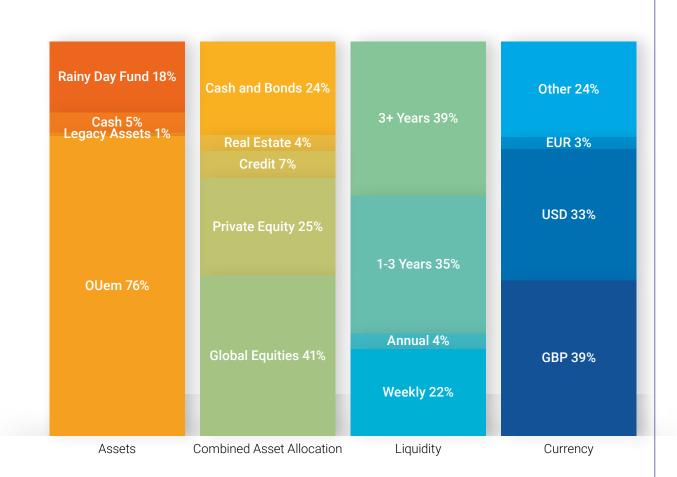


Figure 2 - Combined asset allocation, risk and other exposures

of whom are senior investment professionals, with other members drawn from the finance community. The Committee reviews investment strategy, asset allocation, performance, liquidity and risk on a guarterly basis, or more frequently as required. As of 30 June 2021, 76% of the Trust's scholarship endowment assets are managed by Oxford University Endowment Management (OUem) in a globally diversified, strategic asset allocation-based portfolio. The investment process and governance of OUem are based on the best practices of top global endowments and foundations. Rhodes Trustees believe the OUem investment portfolio and strategy are well suited to the Trust's long term investment objectives. A Rhodes Trustee is currently a member of the Investment Committee of OUem. OUem pays a standard annual distribution of approximately 4%, but investors are offered an option to take an enhanced distribution of 5%. In this exceptional year, where the income of a number of the Oxford Colleges was impacted by the pandemic, an exceptional distribution of 7% was offered to investors. which the Committee decided to draw in full.

allocation policy.

Figure 1 - OUem performance

The Rainy Day Fund, a sustainably managed portfolio with Barclays, now holds 18% of the portfolio, which offers greater control over asset allocation, and of liquidity. The end of life legacy illiquid assets (less than 1% of the portfolio) are managed by the Committee with the expectation that they will be invested in the Barclays portfolio as they are realised.

It is the policy of the Committee to commit new endowment gifts into the pooled investment portfolio at the end of the guarter of receipt in order to benefit from an investment return, and to manage transfers to the fund managers as appropriate and in accordance with the asset

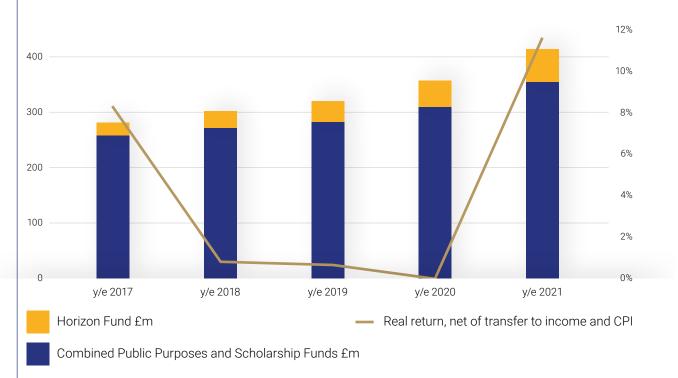


Figure 3 - Total Scholarship pooled endowment portfolio - growth over time

Investment Performance

Vem's performance for the year ended 30 June 2021 was 18.7%. This represents a strong recovery from the year to 30 June 2020, which had only partially recovered from the market falls of March 2020. Longer term, OUem has consistently succeeded in returning the target of CPI + 5%, a key benchmark for preserving the purchasing power of perpetual capital while minimising the risk of permanent capital loss. Figure 1 outlines OUem performance. Figure 2 provides the Trust's combined asset allocation, liquidity and other exposures. Figure 3 demonstrates the growth over time of the invested endowment assets of the charitable funds that support the Scholarships, together with the investment return, net of the transfer to income, in real terms (i.e. after inflation). This illustrates that over the past five years, the endowment has grown in real terms each year (i.e. after taking account of both inflation and the transfer to income for spend-down), with very strong investment growth in the years ended 30 June 2017 and 30 June 2021.

Scholar Costs, Endowment and Capital Campaign

The Trust spent £17.9 million on the Rhodes Scholarships in the year ended 30 June 2021, excluding fully recovered expenditure of £7.4 million incurred on behalf of our partners the Atlantic Institute, Schmidt Science Fellows, and the Rise program. Rhodes Scholarship expenditure was funded primarily by the allocation of investment returns to income under a spending rule of £15.0 million and £1.2 million from the Scholars Fund. The balance is funded by other charitable income, including contributions under co-funding agreements with Oxford University and the colleges.

Approximately 70% of expenses were related to Scholar costs, defined as University fees, stipends, travel, medical, Character Service & Leadership Programme, and support costs. The Committee reviews the annual budget of the Trust and recommends it to the full Board of Trustees for approval. Figure 4 gives a detailed breakdown of Trust expenses aggregated on a per Scholar basis.



Fees

Figure 4 - Average cost per Scholar over time

35

There were a maximum of 245 funded Scholars in Residence in Oxford in the academic year 2020/21. The Trust awarded 101 Scholarships for the 2021/22 cohort including 19 new jurisdiction Scholars. They stay in residence for between two and four years to complete their programmes of study.

After fully allocating all expenses, the Trust spent approximately £67,000 per Scholar in the year ended 30 June 2021 (see Figure 4), which was substantially below the budgeted figure in light of the curtailment of events and travel due to the pandemic. Additional COVID-19-

related financial support was funded from a provision set aside at 30 June 2020, and is not included in the 2020/21 actuals. The budgeted average cost is £76,000 for the year ended 30 June 2022. This reflects an anticipated reversion to normal study patterns and the increase in Scholar fees and living expenses, notably the increased commitment to support the incremental costs of international study in the United Kingdom, but also the Rhodes Trust's investment in the infrastructure that supports the Scholarships, including the Character, Service & Leadership Programme, premises, staff and our digital infrastructure.

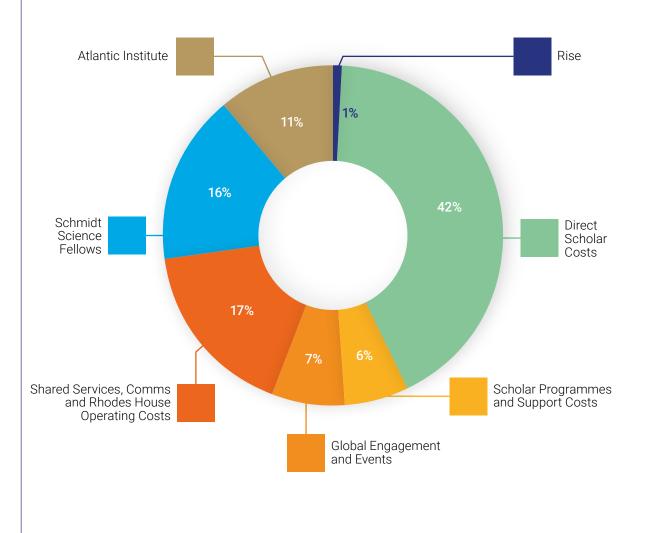


Figure 5 - An indication of the overall Rhodes Trust expenditure profile (including partnerships)

The policy of The Trust continues to be to fully fund all new Scholarships at inception, apart from the core Scholarships. Careful management of the endowment has seen the value increase significantly, with investment returns being strong on an absolute and relative basis, and participation rates by Rhodes Scholars remain high.

The 2028 strategic plan continues to inform the financial planning in the short and medium term. The Trust will need continued support from donors and benefactors to deliver, in particular, the global expansion and the further development of the Scholar experience. Thanks to the generosity of our donors, the annual giving target of £1 million per annum was met, which contributes substantially to the various pillars of this plan, and in particular to support the expenditure on welfare during Scholars' time in Oxford.

Thank you for your continued support.



(California & Worcester 1981) Chair of the Finance and Investment Committee

Peter Anderson Chief Financial Officer and Chief Operating Officer

The Mandela Rhodes Foundation

This year has seen exciting initiatives delivering positive impact for Africa, and seeds of change for the future.

n 2020 we launched our refreshed branding. On Mandela Day, we revealed our logo, the culmination of a brand identity journey begun in March 2019. This process led us to a clear articulation of our identity as an organisation, providing the basis for our new look. In May 2021 we announced an exciting new prize for social impact, funded by MRF supporter and Rhodes Scholar David Cohen's (South Africa-at-Large & Balliol 1983) Ezrah Charitable Trust. The Äänit Prize is open to Alumni of the Mandela Rhodes Scholarship and the Rhodes Scholarship. It will award up to \$80 000 a year in funding to initiatives that can

deliver positive social impact in Africa.

THE MANDELA RHODES FOUNDATION

BUILDING EXCEPTIONAL LEADERSHIP IN AFRICA

Alumni Affairs

Small, virtual gatherings have become a regular feature of our Alumni community and led to the launch of a pilot Alumni pods programme in April 2021. In lieu of an in-person gathering, we invited Alumni to participate remotely in a series of activities for Mandela Day 2021. This included a virtual speech by poet Lebogang Mashile

> on Nelson Mandela's legacy in a Divided World, and a networking session.

The 2021 Shaun Johnson Memorial Scholarships for doctoral study in the UK were awarded to Jessica Breakey



Jessica Breakey (South Africa & University of Cape Town 2015)

Alexes Mes (South Africa & University of Cape Town 2019)

(South Africa & University of Cape Town 2015) and Alexes Mes (South Africa & University of Cape Town 2019). Jessica will study the movement of African migrants across the Mediterranean, looking beyond critiques of toxic humanitarianism and towards alternative infrastructures of solidarity. Alexes proposes a study developing new statistical and mathematical methods in quantitative archaeology, within the context of a threatened archaeological record in Africa.

Thought Leadership & Public Engagements

On 25 May 2021 we hosted our second Africa Day webinar in partnership with The Sustainability Institute, titled Appetite for Change: an urgent call to transform Africa's food systems. The MRF has also participated in several additional public engagements in 2021. These have included a Women's Day panel discussion hosted by Care Canada in March and a conversation on Nourishing Youth Leadership hosted by the African Society of Cambridge.

The Class of 2021 includes the first Mandela Rhodes Scholars from Liberia and The Gambia. There are now 558 Mandela Rhodes Scholars in total, hailing from 30 African countries.

MEET OUR 2021 FINALISTS FOR THE ÄÄNIT PRIZE

There are now 558

Mandela Rhodes Scholars

in total, hailing from 30

African countries





Programme News

In August 2020 Second-Year Mandela Rhodes Scholars from the Class of 2019 completed their programming virtually, the content of which focused on self-leadership. An easing of lockdown regulations in October allowed the Class of 2020 to celebrate their graduation in person.

The Class of 2021 has experienced a hybrid programme of virtual modules and small in-person meetups. In 2021 the Second-Year Programme has been enriched by an exciting partnership with UN Women. Scholars work in small, interdisciplinary teams to identify potential solutions to intractable problems, with the support of assigned advisors from UN Women.



Dorah Marema and her team planted community gardens in Johannesburg, South Africa, to reduce the risk of people going hungry. Credit: Sydelle Willow Smith

The Atlantic Institute

The Atlantic Institute at Rhodes House is a connecting hub for Fellows who have graduated from one of the seven interconnected Atlantic Fellowship programs in countries scattered across five continents. Each program is distinctive and grounded in its own local context, but shares a common goal: to move the needle toward fairer, healthier, more inclusive societies.

he fellowship is growing yearly: by June 2021, there were 588 Atlantic Fellows active in 68 countries. Fellows come from all walks of life and each one carries a deep resolve for a more equal and just world. They can be lawyers, doctors, social activists, creatives, government officials - the diversity of this fellowship is unrivalled.

Once they complete their fellowship year they become Lifelong Fellows, at which point the Institute provides them with the networks, architecture and resources to connect, learn and act together. By building this catalytic lifelong



During the pandemic, Atlantic Fellow Rennta Christdiana (pictured far right) and Blandina Rosalina Bait gave various forms of support to the elderly in Yogyakarta, Indonesia. Credit: Sarah Suherman

global community of leaders, there is great potential for impact to address underlying systemic causes of inequity - locally and globally.

COVID-19 meant the Institute had to pivot to virtual interventions and compelled many of the Fellows to look at



Helping people tackle loneliness together in San Francisco, Phaedra Bell and Rowena Richie provided regular online Qigong (meditation and gentle movement) during COVID-19. Credit: Johnny Miller

how they could alleviate the devastating impact of the virus on already endangered people in their communities. As an emergency response, in 2020, the Institute funded more than 50 wide-ranging projects

led by over 70 Fellows. More than 20 countries benefited from the Fellows' projects that helped tackle a myriad of needs including food insecurity, misinformation about COVID-19, and disruptions to essential services like health

and education. Fellows also carried out research into the impacts of the virus and donated personal protective equipment.

Our flagship Welcome Ceremony was held virtually in July 2020, in place of the face-to-face convening for graduating Fellows. The main purpose of this annual highlight is to deepen connections between Fellows from different programs. Our well-attended event provided live entertainment and a keynote presentation on overcoming global systemic racism by Sisonke Msimang, Loan Tran and Rukia Lumumba.

Other virtual offerings in the year included the launch of two webinar series: 'Post COVID-19: A(K)new World Reimagined' and 'Being Human When Digital: Augmented and Virtual Realities', as well as an Action Lab on Vaccine

Equity. The webinars and Labs catalysed the imaginations of Fellows and staff who interrogated topics such as vaccine equity, the future of health services and new economic models post-COVID-19. Questions about augmented and virtual realities were explored, with leading experts suggesting ways in which Fellows might harness the potential of such new technologies while being mindful of how they should also consider the humanity of the user. Supporting the development of leaders is a core mission of the Institute. A peer-mentoring program, Fellow-led sessions on meta-leadership and a guided training course with the Rockwood Leadership Institute offered some of the tools and skills for navigating the challenges. The Institute also developed online spaces for Fellows' Affinity Groups on issues like brain health, the decolonisation of health and narrative change. In a COVID-19 world, online spaces will continue to be a mainstay for making connections, seeking solidarity and taking action for a fairer world.

Fellows come from all walks of life and each one carries a deep resolve for a more equal and just world



Jonatan Konfino led an equitable contact-tracing strategy in Quilmes, Argentina. Credit: Hernán Caride Frigerio



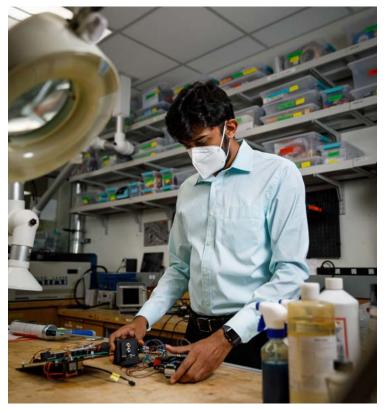
Gabi Heller, 2020 Fellow, has pivoted from computation to experimental structural biology at University College London to uncover the rules of drug bindina

Schmidt Science Fellows

As individual Fellows contributed to the global scientific effort to tackle the COVID-19 pandemic, the Schmidt Science Fellows program doubled down on its mission and support for Fellows.

n June 2021, the Schmidt Science Fellows program announced its fourth cohort of Fellows, welcoming 28 new early career scientists to the community. This included Rhodes Scholar Suhas Mahesh (India & Worcester 2016), growing the Fellowship to 84 Fellows. Wendy Schmidt, co-founder of Schmidt Futures and President of the Schmidt Family Foundation, commented in the announcement: "The Schmidt Science Fellows are proving that bringing together brilliant people across disciplines is the only way to tackle the problems our world faces this century."

Across the community, Fellows demonstrated the power and potential of interdisciplinary science by pivoting their research to contribute to the mobilisation of science tackling the pandemic. Of the Fellows switching



Deepak Krishnamurthy, 2020 Fellow, is working at the University of California, Berkeley, to help us better understand the impact of our changing oceans

into COVID-19 research in the past year, 64% refocused their pre-existing science onto pandemic questions in a sustained way, while 36% temporarily shifted fields to contribute their expertise.

Throughout the past year, we evolved our programming and support to reflect uncertainty from the pandemic and the changing needs of our active Fellows and Alumni. Working with our partners, MIT, the Broad Institute, Stanford University, and the University of California, Berkeley, we delivered a virtual Global Meeting Series to our 2020 cohort. While this virtual program could not match the complete experience of our in-person Global Meetings, Fellows participated in sessions on science communication, leadership, and problem-solving. The latter was led by former Rhodes Trust Warden and CEO Charles Conn (Massachusetts & Balliol 1983). They met with scientific leaders, including Eric Lander (New York & Wolfson 1978), Nobel Prize Winner Jennifer Doudna, and Marc Tessier-Lavigne (Québec & New College 1980).

In June 2021, Schmidt Futures and the Rhodes Trust affirmed their commitment to continue the Schmidt Science Fellows program, with a goal of continuing for at least five years and potentially much longer. Our partners also approved a new strategic plan to run through 2025. This introduces changes to the Fellowship experience, including placements of up to two years and \$200,000 of stipend support for our Fellows, and gives

a new impetus to explore broader interventions to remove obstacles to interdisciplinary science and incentivise culture change across science.

Schmidt Science Fellows continues to be grateful for the support and engagement of the global Rhodes Trust community.

Rhodes Scholars have once again served as reviewers, selectors, contributors, and advisors. Our team is led by Executive Director Megan Kenna (New Hampshire & Magdalen 2002), and Fellows have benefitted from Scholar Alumni expertise, including placement hosting

Wiriya Thongsomboom, 2019 Senior Fellow, studies molecular mechanisms in microbes at Northwestern University

(Emma Brunskill, Washington & Magdalen 2001) and training sessions (Nadiya Figueroa, Jamaica & St Catherine's 2007).

Across the community, Fellows demonstrated the power and potential of interdisciplinary science by pivoting their research to contribute to the mobilisation of science tackling the pandemic



We are proud to have four Rhodes Scholar Alumni as part of our Fellows community, with Suhas Mahesh joining 2019 Fellows Megan Engel (Prairies & Merton 2013) and Gladys Ngetich (Kenya & Oriel 2015), and 2020 Fellow Jennifer Lai Remmel (Hawaii & University 2011).

As the Fellowship continues to grow and as we aim to increase our reach and deepen our impact, we look forward to working in partnership with the Rhodes Trust and the Rhodes Scholar community to develop the next generation of leaders tackling the world's greatest challenges.



The Rise team meets with the Latin American Leadership Academy in Brazil

Rise

The inaugural year of Rise has been one of growing global reach and impact as we have received our first applications from across the globe.

ise is a global community that finds brilliant people who need opportunity and supports them for life as they use their talents to build a better world. The program starts at the age of 15 to 17 and continues potentially for life as they work to serve others. Rise is an initiative of Schmidt Futures and the Rhodes Trust, and the anchor of

a \$1 billion commitment from Eric and Wendy Schmidt to find and support global talent.

Since Rise launched last year, the program has received tens of thousands of applications from more than 170 countries. Everyone who applies joins a global community and gains access to online courses and additional opportunities from our partners around the world.

From this community of applicants, Rise selected 500 Finalists hailing from more than 70 countries and speaking nearly 40 languages. Their application projects ranged from building better education systems to engineering new health innovations. They will each participate in an educational or leadership program to level up their skills and social impact.

At the end of October 2021 we were excited to announce the inaugural cohort of 100 Global Winners. These exceptional young people are selected for their brilliance, integrity, empathy, perseverance, and calling. Each Global Winner could receive benefits for life, depending on demonstrated need, as they work to serve others. These benefits could include scholarships for university, mentorship and career services, and funding to start a social enterprise or scale their impact throughout their life.

Because traditional applications don't always identify a wide range of talent, the Rise team developed a bespoke application process using videos, projects, peer review, and group interviews to enable applicants to showcase their potential.

Additionally, immense effort went into ensuring everyone had the opportunity to apply, especially in countries where technology is not universally available. The Rise team provided WhatsApp and paper application pathways, provided access to devices, and worked with

in Finalist interviews.

Rise is a global community that finds brilliant people who need opportunity and supports them for life as they use their talents to build a better world

partner organisations around the world.

We are enormously grateful to the more than 30 partners from across six continents who have worked with us to identify and support these talented young people, whether through outreach, programming, or funding. This includes the Yalda Hakim Foundation, which helped identify applicants from Afghanistan - one of whom is a Finalist - and also worked alongside Schmidt Futures and the Rhodes Trust to evacuate Afghans from the country during a time of crisis in August 2021.

We are also grateful to the Rhodes Trust network, which supported Rise in its outreach efforts and through its work finding selectors to review the applications and participate

> Earlier this year, Rise also welcomed Dr Wanjiru Kamau-Rutenberg to the team; she joined Rise from her previous role as Director of African Women in Agricultural Research and Development in Nairobi, Kenya, for which she was named one of the 100 Most Influential African Women of 2021. Wanjiru has worked together with other extraordinary team members, including Rise Executive Director Mark German, who led the development of over 200 educational products and

a dozen large-scale programs for more than 12 million students and educators worldwide before joining Rise.



The Rhodes Society

We are grateful to the following Scholars and friends of the Rhodes Trust who have so generously included the Scholarships in their wills and estate plans. Over the past year, as our membership has grown, we have been able to personally connect with many Society members. Encouraged by your feedback, we are developing more ways for members to engage with the Trust, connect with Scholars in Residence and learn more about their Oxford experiences. Rhodes Scholars form a community for life. Your legacy helps ensure our Scholar community remains vibrant and impactful in the years and decades to come. V. Mary Abraham (Maritimes & St Antony's 1987)

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A Special Thanks

We are grateful to the following Scholars who have so generously provided advice and guidance to us as we continue to develop our estate programmes.

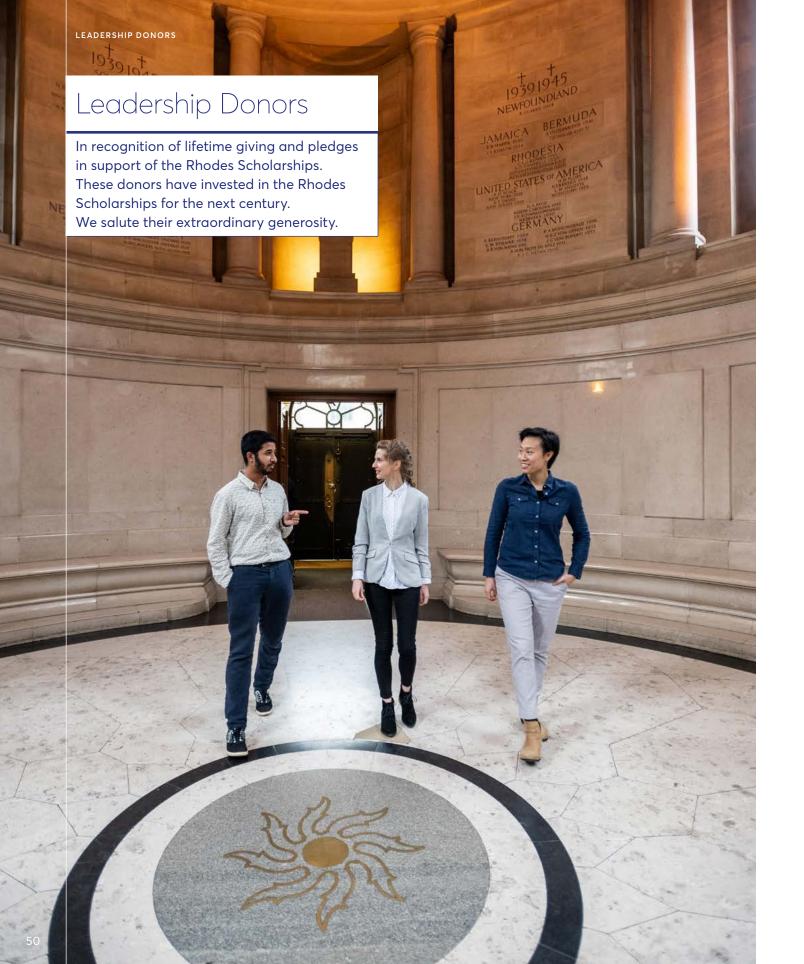
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Emily Baragwanath (New Zealand & Magdalen)

David Close (Tasmania & Worcester) Bradley Henderson (Ohio & Wolfson)

Thomas McCaleb (Florida & Lady Margaret Hall)

Dwight Newman (Saskatchewan & St John's)

Natalie Phillips (Australia-at-Large & Merton)

Christian Thorun (Germany & St Antony's)

Alexander Wyatt (Victoria & New College)

2002

Fahim Ahmed (Bangladesh & Magdalen)

Neil Brown (Iowa & Merton)

Dominique Chaput (New Brunswick & Linacre)

Megan Kenna (New Hampshire & Magdalen)

Trevor Leitch (Bermuda & Wadham)

Trudi Makhaya (South Africa-at-Large & St Antony's)

Muloongo Muchelemba (Zambia & Harris Manchester)

Emelia Probasco (Maryland/DC & Wolfson) and John Probasco (New Mexico & Corpus Christi)

Stephen E. Sachs (Missouri & Merton) Mark Schaan (Manitoba & New College)

Katie Sheehan (Ontario & Merton)

Karlee Silver (Manitoba & Magdalen)

Sherry-Lee Singh (KwaZulu-Natal & St Antony's)

2003

Mark Abrahamson (South Africa-at-Large & Wadham)

Nicholas Ferreira (South Africa-at-Large & Wolfson)

Charlotte Fiala (Germany & St Antony's)

Fiona Herring (Bermuda & Brasenose)

Anthony P. House (Washington & Christ Church)

Hammad Khan (Pakistan & Wolfson)

Andrew Serazin (Ohio & Balliol) and Emily (Ludwig) Serazin (West Virginia & New College 2004)

Julie Taylor (Zimbabwe & St Antony's)

Yaa-Hemaa Obiri-Yeboah (British Columbia & St John's) Olivia Rissland (Rhode Island & Christ Church)

2004

Bethany Ehlmann

(Missouri & Hertford)

Florian Heinemann

(Germany & Hertford)

Michael Lamb

(Tennessee & Trinity)

Richard A. Malins

(Hawaii & Balliol)

Emily (Ludwig) Serazin (West Virginia & New College) and Andrew Serazin (Ohio & Balliol 2003)

Kenneth Townsend (Mississippi & Trinity)

Rachael Wagner (Virginia & Balliol)

Shi Wen (Michigan & Magdalen)

2005

Michael Rivers-Bowerman (British Columbia & Corpus Christi)

Evelyn Chan (Hong Kong & St Antony's)

Jeremy Farris (Georgia & University)

Chauncy Harris (Wisconsin & Merton)

Ruth French-Hodson (Kansas & Merton) Joseph S. Jewell (Michigan & Keble)

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Anna Oldmeadow (Australia-at-Large & University)

Catherine Ouimet (Québec & Magdalen)

Simon Quinn (Queensland & Keble)

Graham Reynolds (Maritimes & Balliol)

Eugene Shenderov (New York & Magdalen)

Trevor Thompson (Washington & University)

Hannah Tonkin (South Australia & Balliol)

Matt Wenham (Australia-at-Large & St John's)

2006

Adam Chandler (North Carolina & Queen's)

Alexander Dewar (Oregon & Linacre)

Arani Kajenthira Grindle (Ontario & Linacre)

Ronald Kainda (Zambia & St Cross)

Jeffrey Miller (Texas & Magdalen)

Jeremy Robinson (Indiana & Balliol)

Heidi Stöckl (Germany & Nuffield)

2007

Ryan Goss (Queensland & Lincoln)

Whitney Haring-Smith (Pennsylvania & St John's) and Abigail Seldin (Pennsylvania & St Antony's 2009)

Amy King (Australia-at-Large & Trinity)

Benjamin J. Lundin (Tennessee & Pembroke)

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Reed Doucette (California & Hertford)

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Lionel Nichols (Tasmania & Lincoln)

Raoul Rontsch (South African College School, Newlands & Corpus Christi)

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2009

Jan Botha (Paul Roos Gymnasium, Stellenbosch & Lincoln)

Matthew Brown (Australia-at-Large & Brasenose)

Abdulrahman El-Sayed (Michigan & Oriel)

Peter Gill (Alberta & Magdalen)

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Josh Lospinoso (New Jersey & Magdalen)

John McAnearney (Western Australia & Magdalen)

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Abigail Seldin (Pennsylvania & St Antony's) and Whitney Haring-Smith (Pennsylvania & St John's 2007)

Amol Verma (Maritimes & St Hilda's) and Reema Shah

Lindsay Whorton (Iowa & Jesus)

2010

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Mari Rabie (South Africa-at-Large & St Catherine's)

Michele Smith (Bermuda & Pembroke)

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2011

Brendan Alexander (Ontario & New College) Nauman Asghar (Pakistan & Balliol)

Joshua Chauvin (Ontario & New College)

Alice Lang (Australia-at-Large & Lady Margaret Hall)

Challenger Mishra (India & Exeter)

Elizabeth Murray (Tasmania & New College)

Grace Mwaura (Kenya & St Hilda's)

Braden O'Neill (Alberta & University)

David Springer (St Andrew's College, Grahamstown & St Edmund Hall)

Léticia Villeneuve (Québec & University)

Christopher Wong (South Australia & Magdalen)

2012

Alma Brodersen (Germany & St John's)

Josh Carpenter (Alabama & St Hilda's)

Akul Dayal (India & Green Templeton)

David Favara (South Africa-at-Large & Balliol)

Mark Hearson (Prairies & Harris Manchester) Rachel Paterson (Western Australia & St Edmund Hall)

Briar Thompson (New Zealand & Somerville)

Cameron Turtle (Washington & St John's)

2013

Elizabeth Allan (Georgia & St Antony's)

Madeleine Ballard (Québec & Trinity)

Jennifer Bright (New York & Balliol)

Paul Manning (Maritimes & Magdalen)

Katharine Noonan (Australia-at-Large & St John's)

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Kameel Premhid (KwaZulu-Natal & Lady Margaret Hall)

Vinesh Rajpaul (South African College School, Newlands & Merton)

Edward Stace (New Zealand & Balliol)

Helen Taylor (Paul Roos Gymnasium, Stellenbosch & Balliol)

2014

Benjamin Abraham (New Zealand & St Catherine's)

Aliyyah Ahad (Bermuda & St Hilda's)

Isabel Beshar (New York & St Catherine's)

Timothy McGinnis (North Carolina & Hertford)

Jonathan Pedde (Prairies & Merton)

Thomas Woodroofe (Australia-at-Large & St Antony's)

2015

Joseph Barrett (New York & New College)

Rowan Border (Bermuda & Lincoln)

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Andrés Noé (Western Australia & Green Templeton)

Ashley Orr (Ohio & St John's)

Matthew Pierri (Victoria & Lincoln)

Naying Ren (China & Linacre)

Tim Rudner (Germany & New College)

Kimberley Savill (New Zealand & Brasenose)

Farah Shamout (United Arab Emirates & Balliol)

2017

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2018

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Final Word

G In a troubled world we must encourage the best and the brightest to serve and to lead - and that's precisely what the Rhodes Scholarships are all about. ?? Larry Sabato (Virginia & Queen's 1975)

G The international experience provided by the Rhodes Scholarship for a group of talented Scholars from around the world fosters the sort of communication that might establish a better agenda, desperately needed, to address the issues that face the world in the 21st Century. **?? Roald Bradley Severtson** (Washington & Magdalen 1978)

66 I was fortunate to be given a lifechanging opportunity and feel it is the right thing to do, to give so that others can be given the same opportunity. **??** Mari Rabie

(South Africa-at-Large & St Catherine's 2010)

G I give to the Rhodes Trust because the Scholarship gave me so much, and because I'm convinced Rhodes Scholars contribute a great deal to the world's fight. ?? Eboo Patel (Illinois & Lady Margaret Hall 1998)

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