

# YORGA DJENNA BIDI ABORIGINAL WOMEN'S LEADERSHIP PROGRAM APPLICANT INFORMATION

Cohort 2, 2020



*"Strong women mean a strong community. Empowering our women empowers our communities. We need to show these women the possibilities for their future, to give them something to aspire to."*

**Robyn Smith-Walley, Co-Founder Aboriginal Women's Leadership Program, Chair Western Australian Aboriginal Leadership Institute.**

# THE ORGANISATION

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The Western Australian Aboriginal Leadership Institute aims to empower, improve the general wellbeing and reduce disadvantage of Aboriginal people by facilitating leadership development for Aboriginal people, in order to:

## **IMPROVE**

self-esteem, self-acceptance, self-awareness, self-confidence and assertiveness

## **ENCOURAGE**

autonomy through networking, education and training

## **BUILD**

a community of strong, resilient, empowered and connected Aboriginal people

## **EQUIP**

Aboriginal people with skills to grasp opportunities and interpersonal skills to improve resilience, wellbeing, independence, communication and healthy living

## **SUPPORT**

Aboriginal people with embracing their cultural identity and belonging

## Key Strategic Goals

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The Western Australian Aboriginal Leadership Institute has five key strategic goals:

- **HUMAN CAPACITY** - attracting and retaining highly skilled Aboriginal staff
- **COMMUNITY ENGAGEMENT AND PARTNERSHIPS** - building strong, meaningful partnerships and delivering culturally appropriate and responsive leadership programs
- **SUSTAINABLE FUNDING** - secure funding for the future
- **SOUND OPERATING AND GOVERNANCE MODEL** - accountability, cultural identity and leadership
- **CULTURAL CURRICULUM** - strong cultural curriculum and pedagogy across all programs



# The Yorga Djenna Bidi Aboriginal Women's Leadership Program

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The Yorga Djenna Bidi (Noongar for "women moving forward together") Aboriginal Women's Leadership Program is delivered over five months and the design combines the best of successful group leadership programs and draws on best practice leadership models. Cultural content and context has been interwoven throughout the course design and delivery.

This is the only initiative we are aware of that brings Aboriginal women together across different cultural backgrounds, ages, occupations, identities, leadership experiences, and education. This diversity allows participants to learn from each other as well as from key speakers and facilitators. In addition to leadership learning, feedback from the pilot course indicated that younger participants were able to explore cultural identity issues with more mature participants who, in turn, learnt more about issues faced by younger Aboriginal women.

**"We need to foster and nurture a new generation of Aboriginal leaders and invest in their leadership development so that we can create a future for my people where we no longer talk about 'closing the gap' because there's no more gap to close."**

Dr Rishelle Hume, AM Co-Founder Aboriginal Women's Leadership Program

## Why Is It Needed?

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The Council of Australian Governments (COAG) Closing the Gap plan identified Governance and Leadership as one of the building blocks to overcome Aboriginal disadvantage. Aboriginal leadership is very complex. Strong relationships with family and close kin, and values of demand sharing and mutual responsibility are at the very heart and strength of Aboriginal leadership practices. Complicated gender and age dimensions also govern interactions and representation.

Current leadership development approaches have commonly sponsored Aboriginal people to attend mainstream leadership programs with little to no additional support or recognition of the challenges they may face in integrating their learnings into their own reality. This can create challenges for participants leading to reduced participation, isolation, disenfranchisement and failure to graduate.

These approaches often spotlight existing leaders while neglecting emerging and aspiring leaders. In the Aboriginal context this is important as the Aboriginal population is youthful with a median age of 23 years in Western Australia (compared to 36.3 years for non-Aboriginal Western Australians).



# The Opportunity

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The Yorga Djenna Bidi Aboriginal Women's Leadership Program will bring together Aboriginal women across different cultures, ages, occupations, identities, leadership experiences and education levels to build skills, gain confidence and build networks. The Aboriginal Women's Leadership Program will be facilitated with the support and guidance of Aboriginal Elders, Kwopertok Yorga Alumni (Noongar for "beautiful women"), Patrons and Ambassadors.

The Aboriginal Women's Leadership Program is open to all Aboriginal and/or Torres Strait Islander Peoples. All applicants to the Western Australian Aboriginal Leadership Institute's programs and courses are screened through an application and interview process to ensure the program is a good fit for their development needs and situations.

## Program Objectives

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The objectives of the Yorga Djenna Bidi Aboriginal Women's Leadership Program are to:

- Develop leadership capacity for Aboriginal and wider community benefit;
- Facilitate meaningful and positive inter-cultural interactions.

## In More Detail

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The Yorga Djenna Bidi Aboriginal Women's Leadership Program involves 4 modules of leadership development. All modules must be completed to ensure graduation. There is also the requirement to complete program activities prior to and after each module. Graduation is included as part of the program. **These dates will be confirmed at a later time in response to COVID-19 Management**

Module 1 Two night residential on-country cultural retreat. Departing Perth on Friday at 12pm and concluding Sunday afternoon around 2pm.	Point Walter Recreation Cam	24-26 July 2020 To be confirmed0
Module 2 – One day program	City West Lotteries House, West Perth	14 August 2020 To be confirmed0
Module 3 – Two day program	City West Lotteries House	17-18 September 2020 To be confirmed0
Module 4 – One day program	City West Lotteries House	16 October 2020 To be confirmed0
Graduation	Government House	6 November 2020 To be confirmed0

The modules are based on an experiential learning methodology which incorporates a strong focus on the use of reflective learning and action learning processes. Participants are encouraged to consider what they learn across multiple levels i.e. self, team and community and develop a deep reflective practice. Part of this experiential learning approach includes guest speakers and site visits.



# Participant Outcomes

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As a result of completing the Yorga Djenna Bidi Aboriginal Women's Leadership Program, participants will gain an:

- awareness of self as a leader
- understanding of how to use strengths to develop and grow and positively
- influence the development of others
- deeper understanding of their personal values as a leader
- understanding of how to build trust and credibility as a leader
- insight into forming productive networks and relationships
- exploration of dealing with challenge and building resilience as a leader

## Who Should Apply?

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Yorga Djenna Bidi is a leadership program designed for Aboriginal women:

- with a desire to influence, lead and generate change
- with a clear personal vision and purpose
- who want to work collaboratively in their own leadership development and the development of others

The Aboriginal Women's Leadership Program is open to Aboriginal and/or Torres Strait Islander Peoples. All applicants to the Western Australian Aboriginal Leadership Institute's programs and courses are screened through an application and interview process to ensure the program is a good fit for their development needs and situations.

## Application Process – Critical Dates

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The online application form is available at: <https://form.jotform.com/200692802341852> from 30 April 2020.

Once completed, the online application forms are submitted directly to WAALI CEO at [ceo@waali.org.au](mailto:ceo@waali.org.au) by 22 May 2020.

All applications will be reviewed. All shortlisted applicants will be invited to attend an interview planned between 1 June 2020 and 15 June 2020. **THESE DATES WILL BE CONFIRMED BY MID MAY**

Once interviews are completed recommended applicants will be offered the opportunity to participate in the program in the week commencing 22 June 2020. **THESE DATES WILL BE CONFIRMED BY MID MAY.**

Unsuccessful applicants can seek feedback on their application from the WAALI CEO.



# How Many Participants Are In Each Cohort?

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In 2020 it is anticipated that two Yorga Djenna Bidi Aboriginal Women's Leadership Programs will be facilitated with approximately 25 participants in each cohort. There were 19 participants in cohort 1, 2020

# After the Program: Leaders With On-Going Impact And Influence

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Graduates of the Yorga Djenna Bidi Aboriginal Women's Leadership Program automatically join the Kwopertok Yorga Alumni leadership community, a group of inspired leaders who share a concern and passion for the changes they can make.

This active and supportive Kwopertok Yorga Alumni creates opportunities for the graduates to continue learning and collaborating through:

- co-ordinated and shared efforts for change and social impact
- sharing of knowledge, skills and ideas as well as outcomes and resources
- problem solving
- peer support network
- access to ongoing leadership development opportunities

# What are the program fees?

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WAALI is committed to providing this program to all successful applicants and with the support of our major program partner Chevron Australia is able to provide full scholarships and subsidised places.

Prior to applying to participate in the program please discuss your application with your employer to determine the financial support available to support your participation and to ensure your employer supports your release from the workplace to undertake the program, any related costs such as travel and accommodation and the additional time to complete pre and post module activities of your participation.

Acceptance into the program is not dependent on financial support from employers.



## SCHOLARSHIPS

WAALI is committed to providing this program to all successful applicants. Scholarships may be available for successful applicants who do not have financial support from their employer, who are not currently employed but are studying and/or volunteering in their community.

Please inform WAALI of your need for a scholarship on the application form.

## SUBSIDISED PLACES

WAALI can offer participants subsidised fees to undertake the program. Applicants can negotiate with their employer how much financial assistance is available to support their participation in professional development allocation or budget. There is no set amount for subsidised places. WAALI will fund the remaining amount.

Employers will be invoiced by WAALI prior to Module 1.

## FULL COST

The full cost of the program is \$10 000 (GST exc) per participant.

Employers will be invoiced by WAALI prior to Module 1.

Please contact the WAALI CEO to discuss [ceo@waali.org.au](mailto:ceo@waali.org.au) or phone 0438239009

# How to Apply

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The online application form is available at: <https://form.jotform.com/200692802341852>

Once completed the online applications are submitted to the WAALI CEO at [ceo@waali.org.au](mailto:ceo@waali.org.au)

APPLICATIONS OPEN: 30 April 2020

ONLINE APPLICATIONS CLOSE: 22 May 2020

INTERVIEWS WILL BE HELD IN PERTH: from the week commencing 1 June 2020 **TBC**

(Phone and skype interviews are available)

# Further Information

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Please contact WAALI CEO on 0438239009 or email [ceo@waali.org.au](mailto:ceo@waali.org.au).

Please check our website [www.waali.org.au](http://www.waali.org.au) and Facebook @waaboriginalleadership

*Yorga Djenna Bidi was one of the most rewarding things I have done to date. A journey of self-discovery and the finding of inner strength, understanding and of making peace with inner demons. All while surrounded by wonderful strong women, who all share the same amazing vision." Graduate*

