

YORGA DJENNA BIDI APPLICATION INFORMATION

Cohort 2, 2019



“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, Noongar woman and Co-Founder Aboriginal Women’s Leadership Program,
Co-Chair Western Australian Aboriginal Leadership Institute.**

THE ORGANISATION

The Western Australian Aboriginal Leadership Institute (WAALI) is an independent, not-for-profit organisation with the vision being a place of leadership learning for Aboriginal people, guided by Elders through cultural ways of working.

Headquartered in Perth, WAALI brings together current, future and emerging Aboriginal leaders from all language groups in a culturally appropriate and collaborative environment to build leadership capability.

The Western Australian Aboriginal Leadership Institute seeks to contribute to overcoming Aboriginal disadvantage by building the leadership and governance capacity of Aboriginal people so that they can act as leaders within their communities, to introduce change and create local solutions.

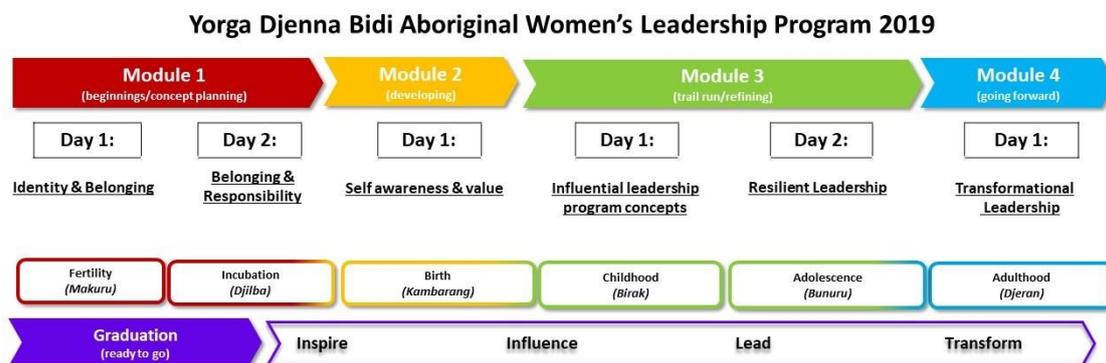
WAALI aims to achieve this through:

- Providing a specialist leadership development program to introduce Aboriginal women community leaders to empowering concepts of leadership, particularly in a Western Australian Aboriginal context;
- Helping prepare participants for further “mainstream” leadership development;
- Facilitating the creation of a state-wide network of influential and empowered Aboriginal women leaders working collectively with each other and with non-Aboriginal leaders on meaningful and social impact initiatives.

THE YORGA DJENNA BIDI ABORIGINAL WOMEN’S LEADERSHIP PROGRAM

The Yorga Djenna Bidi 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.”

Rishelle Hume, AM, 2016 Western Australian of the Year Aboriginal Award Winner & Co-Founder of Aboriginal Women’s Leadership Program and Co-Chair WAALI

WHY IS IT NEEDED

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

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, Patrons and Ambassadors.

The Aboriginal Women's Leadership Program is open to women from all Aboriginal or Torres Strait Islander backgrounds. 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.

THE YORGA DJENNA BIDI ABORIGINAL WOMEN'S LEADERSHIP PROGRAM OBJECTIVES

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

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.

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| Module 1 Two night residential on-country cultural retreat. Departing Perth on Friday and returning Sunday afternoon. | Point Walter Recreation Camp, Bicton | 26-27 July 2019 |
| Module 2 – One day program | City West Lotteries House, West Perth | 22 August 2019 |
| Module 3 – Two day program | City West Lotteries House | 26-27 September 2019 |
| Module 4 – One day program | City West Lotteries House | 17 October 2019 |
| Graduation | TBA | 8 November 2019 |

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

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?

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 women from all Aboriginal or Torres Strait Islander backgrounds. 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

The online application form is available at: <https://form.jotform.co/91047970827869>

Once completed the online application forms are submitted directly to Anjie Brook, CEO at ceo@waali.org.au by 24 May 2019.

All applications will be reviewed by the Selection Panel. All shortlisted applicants will be invited to attend an interview planned between 3 June 2019 and 28 June 2019.

Once interviews are completed recommended applicants will be offered the opportunity to participate in the program in the week commencing 1 July 2019.

Unsuccessful applicants can seek feedback on their application from Anjie Brook, CEO.

HOW MANY PARTICIPANTS ARE IN EACH COHORT

In 2019 it is anticipated that two Yorga Djenna Bidi Aboriginal Women's Leadership Programs will be facilitated with approximately 25 participants in each cohort.

The first cohort commenced in February 2019 and had 22 participants.

The second cohort will commence in July 2019.

AFTER THE PROGRAM: LEADERS WITH ON-GOING IMPACT AND INFLUENCE

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

WAALI COMMUNITY OF PRACTICE

One of the aims of the Yorga Djenna Bidi Aboriginal Leadership Program is to form an ongoing Community of Practice that provides support, continued learning and an avenue for group social impact that reflects the aims and purpose of the Western Australian Aboriginal Leadership Institute.

There are four pillars of the WAALI Aboriginal Women's Leadership Community of Practice:

Building Relationships

Develop relationships of trust, mutual respect, reciprocity and commitment necessary for strong communities. The strong bond which has been formed within program cohort will form a solid basis for the Community of Practice. Relationships based on respect and open communication, with a shared passion and vision for leadership for social impact are the defining characteristics of this group of leaders.

Learning and development

Learn and develop a shared practice, based on an existing body of knowledge. The Community of Practice will foster continued learning and development of leadership practice for social impact. This pillar of the Community of Practice will focus on supporting deep learning experiences to foster ongoing growth and development of Aboriginal women in leadership.

Taking action as a community

Take purposeful action to carry out initiatives for social impact.

Creating and sharing knowledge

Generate and discover new knowledge. This pillar of the Community of Practice will explore perspectives and leadership models that work for leaders in achieving social impact. The Community of Practice will provide a vehicle for sharing new and innovative knowledge which will contribute to a broader knowledge base for Aboriginal Women in leadership.

"As a result of completing the program I have more life balance and strategies to cope with the stress and pressure of leadership especially as an Aboriginal woman. I now have positive self awareness, capabilities, strategic thinking tools and support from my new sisters" Graduate

COST TO PARTICIPATE IN THE YORGA DJENNA BIDI PROGRAM

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.

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.

2. SUBSIDISED PLACES

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

Please contact Anjie Brook, CEO to discuss ceo@waali.org.au or phone 0438239009

Employers will be invoiced by WAALI prior to Module 1.

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.

HOW TO APPLY

The online application form is available at: <https://form.jotform.co/91047970827869>

Once completed the online applications are submitted to Anjie Brook, CEO ceo@waali.org.au

APPLICATIONS OPEN: 3 May 2019

ONLINE APPLICATIONS CLOSE: 24 May 2019

INTERVIEWS WILL BE HELD IN PERTH: from the week commencing 3 June 2019

(Phone and skype interviews are available)

FURTHER INFORMATION

Please contact Anjie Brook, CEO on 0438239009 OR email ceo@waali.org.au.

Please check our website 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