

WOMEN OF COLOUR AUSTRALIA

Championing Australia's Women of Colour

WoC MENTOR WoC

Program Syllabus 2022



Proudly supported by



Bank Australia

ACKNOWLEDGEMENT OF COUNTRY

We acknowledge the Wallumattagal clan of the Darug nation as the Traditional Custodians of the land upon which Women of Colour Australia is situated. We pay our respects to their Elders past and present. We acknowledge and honour the strength and resilience of Aboriginal and Torres Strait Islander women with whom we stand in solidarity. We acknowledge that as settlers on this stolen Aboriginal land, we are beneficiaries of the dispossession, genocide, and ongoing colonial violence against Aboriginal and Torres Strait Islander peoples. We believe that it is our collective responsibility and moral imperative to help dismantle the structural inequities and systemic barriers oppressing the original inhabitants of this land. We are also painfully aware that this land was taken forcibly, without a Treaty or reparations made. We have taken a practical step towards honouring sovereignty by paying the rent – and we invite you to do so too. This land is and always will be Aboriginal land. Sovereignty was never ceded.

CONTENTS

PROGRAM OVERVIEW

- Aims 2
- Purpose 3

TRAINING, WORKSHOPS & MENTORING

- Timeline 5
- Meet our Facilitators 6
- Cultural Awareness 101 7
- 101: Understanding Race & Racism 8
- People of Colour: Power & Resilience 9
- Deconstructing Whiteness 10
- Navigating Whiteness in the Workplace 11
- Mentoring Sessions 12

AMBASSADOR'S MESSAGE 13

SUBMIT YOUR INTEREST 14



Program Overview

Aims

Navigate, thrive, and lead as a Woman of Colour in the workplace

WoCMentorWoC is a first-of-its-kind, pilot mentorship program designed by, for, and with Women* of Colour.

The program is contextualised and speaks to the lived experiences of Women of Colour navigating a corporate work environment where they are often minoritised and racialised.

The program aims to support professional Women of Colour to:

- Advance their career
- Enhance their skills
- Build their network
- Provide a safe sounding board for advice and recommendations

WoCMentorWoC is an online, six-month-long mentorship program supporting the professional development of Women of Colour across Australia.

The program incorporates bespoke curation of training and workshops for Women of Colour and includes sessions based on:

- Learning, understanding, and celebrating Aboriginal culture and history
- Holding courageous conversations around the challenges and barriers faced by professional Women of Colour in the workplace
- Honouring our lived experiences as Women of Colour
- Gaining peer-to-peer insights and guidance on how to navigate, thrive, and lead as a Woman of Colour in the professional sphere
- Connection and networking opportunities with the program cohort

To ensure meaningful engagement, the pilot program is capped at 40 participants; 20 mentees and 20 mentors, grouped into 2 pairs (10 mentees and 10 mentors in each group).

**Women - Transgender and cisgender, all those who experience or have experienced oppression as women, including non-binary and gender non-conforming people and all those who identify as women. Self-definition is at the discretion of the individual. Definition credit: wire.org.au*

Purpose

"Our purpose is to build a community of Women of Colour motivated, inspired by their peers, and ready to step into their power as changemakers and transformational leaders.

We aim to do this by creating a safe environment where bold and brave conversations can be had around the systemic challenges and structural barriers faced by professional Women of Colour in the workplace."

*Brenda Gaddi (she/her)
Founder & Managing Director
Women of Colour Australia
LinkedIn Changemaker*



Training



Workshops



Mentoring

Timeline



October 2022

Welcome to the WoCMentorWoC Program
Mentoring: Mentee & Mentor Introductions (1-hour session - online)



November 2022

Training: Cultural Awareness 101
Mentoring: 1-hour session (online or face-to-face)



December 2022

Workshop: 101 Understanding Race and Racism
Mentoring: 1-hour session (online or face-to-face)



January 2023

Workshop: People of Colour: Power and Resilience
Mentoring: 1-hour session (online or face-to-face)



February 2023

Workshop: Deconstructing Whiteness
Mentoring: 1-hour session (online or face-to-face)



March 2023

Workshop: Navigating Whiteness in the Workplace
Mentoring: 1 hour session (online or face-to-face)



April 2023 Community Sensemaking

Meet the Facilitators



Jolleen Hicks, CEO & Founder, Aboriginal Insights

Jolleen Hicks is a proud Ngarluma Yindjibarndi Aboriginal woman. Jolleen has a background that covers successful Aboriginal Engagement with over twenty separate Aboriginal cultural groups in Australia; leadership; and business. Jolleen believes that Reconciliation cannot be achieved without understanding; recognition; and respect between Aboriginal people and non-Aboriginal people.



Elsa Tuet-Rosenberg, Co-Founder & Director, Hue

Elsa Tuet-Rosenberg (she/her) is a queer, Jewish, and Chinese Woman of Colour. She is an activist, educator, facilitator, and performer, with a background in youth empowerment and social change. She recently completed her Social Work honours thesis exploring how Australian, multiracial People of Colour from multiple minority heritages engage with their ethnic identities.



Loma Cuevas-Hewitt, Facilitator & Consultant, Hue

Loma Cuevas-Hewitt (she/they) lives on the banks of the Parramatta River, as well as in the borderlands of race, sexuality, and gender. Loma commenced her gender transition in mid-2019. Loma graduated with a PhD in Cultural Anthropology from the University of Western Australia in 2016.

Cultural Awareness Training 101



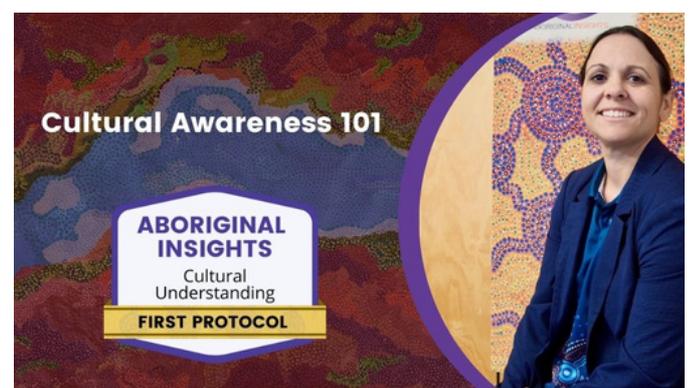
Who is the learning for?

Aboriginal Insights Cultural Awareness 101 is for all Australian workplaces that are seeking cultural learning for their workforce and/or members. The learning has been developed to specifically target any workplace or organisation that has any commitment or responsibility relating to any Aboriginal person, family, or Community. Such a commitment or responsibility requires a level of consultation, engagement, and relationship building. The lessons covered in the learning are the minimal learning required to appreciate the culturally different approach required when working with or supporting Aboriginal people, families, or Communities to achieve positive outcomes.

Mode of Delivery Online, On-Demand
Duration 2 hours over 8 modules

Course Content

- Welcome and Setting the Scene
- Overview to Lessons
- Lesson One: The Myths
- Lesson Two: Many Separate Cultures
- Lesson Three: Aboriginal Identity
- Lesson Four: Core Cultural Differences
- Lesson Five: Recognise & Respect Traditional Owners
- Lesson Six: Truth & Reconciliation



The program content is independently designed, developed, and delivered by Aboriginal Insights. Photo credit: Aboriginal Insights

101: Understanding Race & Racism



Who is the learning for?

This workshop is an introductory workshop that develops literacy, empathy, and understanding of race-related issues and identities, and improves safety and support for People of Colour in an organisation, movement or place of work. The program develops shared language and understanding across an organisation about what racism is and what it looks like in practice, and is a crucial first step to meaningful anti-racism work. It is appropriate for a range of knowledge levels and experiences, and creates a safe environment for real conversations about race and racism.

Mode of Delivery Online, Real-Time

Duration 3.5 hours with breaks

Dates & Times

Group 1: Thu, Dec 8, 2022, 9:30 AM - 1:00 PM AEST

Group 2: Tue, Dec 13, 2022, 9:30 AM - 1:00 PM AEST

Learning Outcomes

- To understand and use appropriate and nuanced race-related vocabulary.
- To contextualise racism within a structural framework.
- To develop an understanding of the impacts of racism on People of Colour and First Nations people.
- To develop critical thinking and understanding of the context of racist stereotypes and tropes.
- To analyse the ways privilege and disadvantage exist within communities of colour.
- To generate and feel equipped to take actions that improve safety for People of Colour and tackle racial injustice.

The program content is independently designed, developed, and delivered by Hue, Colour The Conversation

Photo credit: Hue, Colour the Conversation

People of Colour: Power & Resilience



Who is the learning for?

This workshop is specifically for People of Colour and First Nations people. People of Colour and First Nations people all have unique experiences and relationships with oppressive systems. This session explores internalised racism and Whiteness and how these systems impact us, strategies for well-being including joy, rest, boundaries and healing, and solidarity in our collective fights for liberation alongside First Peoples and people marginalised under intersecting systems of oppression.

Mode of Delivery Online, Real-Time

Duration 3.5 hours with breaks

Dates & Times

Group 1: Thu, Jan 12, 2023, 9:30 AM - 1:00 PM AEST

Group 2: Tue, Jan 17, 2023, 9:30 AM - 1:00 PM AEST

Learning Outcomes

- To build solidarity among People of Colour on your team.
- To unpack the ways we may internalise Whiteness and racism.
- To explore the ways we as People of Colour may internalise racism and Whiteness.
- To reflect on an individual's well-being and build strategies to improve resilience and wellbeing.
- To explore the different ways People of Colour can, and enact their power to create change.
- To create a safe space for People of Colour to reflect on their experiences, skills and strategies for responding to racism.

The program content is independently designed, developed, and delivered by Hue, Colour the Conversation

Photo credit: Hue, Colour the Conversation

Deconstructing Whiteness



Who is the learning for?

This session explores Whiteness culture and how it shapes our values, ways of life, and how we understand the world, and its structural impacts in our workplaces. We also examine common problematic responses to racial discourse and how to identify those within ourselves and others.

Mode of Delivery Online, Real-Time

Duration 3.5 hours with breaks

Dates & Times

Group 1: Thu, Feb 9, 2023 9:30 AM - 1:00 PM AEST

Group 2: Tue, Feb 14, 2023 9:30 AM - 1:00 PM AEST

The program content is independently designed, developed, and delivered by Hue, Colour the Conversation

Photo credit: Hue, Colour the Conversation

Learning Outcomes

- To understand, articulate, and critique how Whiteness shapes our societies, values, and identities.
- To develop an understanding of concepts such as: White fragility, White saviour complex, White guilt & tone policing.
- To explore the interconnected nature of systems of oppression and their connection to Whiteness and colonialism.
- To develop an understanding of the impacts of Whiteness on People of Colour.
- To develop critical analysis skills and the ability to recognise Whiteness in a range of forms.
- To create space for reflection on individuals' relationship to Whiteness.
- To critique the ways Whiteness informs our workplace structures.

Navigating Whiteness in the Workplace



Who is the learning for?

This session explores how Whiteness operates in workplaces and how it influences ways of working, thinking, and engaging with the community and supporters. We discuss red and green flags to look out for as a Person of Colour when applying for jobs or volunteer positions, how to learn more about an organisation's track record with anti-racism, inclusion, justice, and how to set boundaries, manage burnout and prioritise your well being while being in these spaces.

Mode of Delivery Online, Real-Time

Duration 3.5 hours with breaks

Dates & Times

Group 1: Thu, Mar 9, 2023, 9:30 AM - 1:00 PM AEST

Group 2: Tue, Mar 14, 2023, 9:30 AM - 1:00 PM AEST

Learning Outcomes

- Explore how you can decide as a People of Colour what paid and unpaid roles to apply for.
- What to look at when making a decision about potentially working with an organisation/campaign and red flags to watch out for.
- How to learn about an organisation's track record with People of Colour and their activism work (especially beyond what's publicly available on their official channels).
- How to protect yourself from burning out as People of Colour in White-dominated workplaces.

The program content is independently designed, developed, and delivered by Hue, Colour the Conversation

Photo credit: Hue, Colour the Conversation

Mentoring Sessions



In between the training and workshops, each mentee will have six 1:1 mentoring sessions with their paired mentor. The mentee will be provided with a Personal Development Plan (PDP) that will serve as a roadmap to meeting their goals and objectives. These sessions are an invaluable way to seek feedback, guidance, and advice from WoC senior leaders and experts in their fields. It is also an opportunity for the pair to unpack what they have both learned from the workshops and how they can use the knowledge and skills to advocate for themselves and effect meaningful change in their workplaces.

“

Being mentored by a fellow Woman of Colour is a key priority to help support career development and progression.

~ Women of Colour in the Australian Workplace Survey, June 2021

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Against a backdrop of well-known gender biases affecting women in Australia, the inaugural Women of Colour in the Australian Workplace Survey clearly demonstrate that Women of Colour need mentorship opportunities to navigate the distinctive challenges at the intersection of gender and race.

Ambassador's Message

"This program is especially useful for me and other Women of Colour in so many ways. It's about having a community of women standing with each other and for each other. I started my healing after finding the WoCA community and others that have shared lived experiences.

I believe this much-needed program will give the mentees and mentors the courage to dare to dream big and pursue their authentic paths."

Diana Omuoyo

*WoCMentorWoC Program Inaugural Ambassador
Global Technology Solution Architect
Ms. World Universal 2022*



Interested in the program?

A non-refundable, one-off \$150.00 fee is charged to all program participants. The \$150.00 co-contribution will help us cover some of the training and workshop costs. On average, the cost per person for each training and/or workshop is \$200.00. We were fortunate to have secured a grant from Bank Australia to help fund the pilot program. Thank you for your support. Please note that there is no fee charged to submit an interest.

MENTEES

The program is suitable for Women of Colour who are looking to grow, evolve, break free from oppressive mental mindsets and narratives to lead and succeed on their own terms.

[**SUBMIT MY INTEREST**](#)

MENTORS

The program is suitable for Women of Colour who want to give back and share their knowledge, expertise & experiences with their fellow Women of Colour who need guidance in advocating for themselves in predominantly White ethnocentric workplaces.

[**SUBMIT MY INTEREST**](#)

WoCMentorWoC Program is made possible with the support of Bank Australia through its Impact Fund program.



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