



# **WOMEN OF COLOUR** **Executive Leadership Program**

**Program Brochure**

**Proudly supported by**



# 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.

# Program Overview

The Women of Colour Executive Leadership Program [WoC ELP] is a first-of-its-kind program designed, developed, and delivered by, Women of Colour for Women of Colour.

The program is contextualised to the lived experiences of Women of Colour in overcoming structural barriers and systemic challenges they face in career advancement and leadership development.

The program is designed to build on the capability and confidence of Women of Colour leaders to advance to executive leadership roles while improving diversity, equity, and inclusion in Australian institutions.

The program involves five blended training modules that will examine racial and gendered influences, explore adaptive challenges, design clear and executable strategies that have the potential to transform people and organisations.

The program will be delivered through a hybrid model between May and November 2023 with 80 percent delivered in a face-to-face setting in Melbourne and 20 percent remotely. It also provides small group coaching, executive mentoring, and support to complete a group adaptive challenge project as well as pre and post-program assessments.



# By Women of Colour, for Women of Colour

- ✓ Contextualised to the lived experiences of WoC
- ✓ Culturally and psychologically safe
- ✓ Designed by WoC thought leaders
- ✓ Delivered by WoC owned, run and led organisations



# Program Structure

The WoC ELP is contextualised and delivered in a multi-modular, blended format with both face-to-face and online learning.

## Module 1

### Identity and Courageous Leadership

- Mode of delivery: In-person
- Dates: Tuesday, 23 May & Wednesday, 24 May
- Venue: 395 Bourke St, Melbourne (NAB Place)

## Module 2

### Adaptive Challenge

- Mode of delivery: In-person
- Dates: Tuesday, 25 July & Wednesday, 26 July
- Venue: 395 Bourke St, Melbourne (NAB Place)

## Module 3

### Sustainable Strategic Innovation

- Mode of delivery: Online
- Month: August 2023

## Module 4

### Designing Transformative Cultures

- Mode of delivery: In-person
- Dates: Tuesday, 24 October & Wednesday, 25 October
- Venue: 395 Bourke St, Melbourne (NAB Place)

## Module 5

### Authentic Communication and Presentations

- Mode of delivery: In-person
- Dates: Monday, 27 November & Tuesday, 28 November
- Venue: 395 Bourke St, Melbourne (NAB Place)

A woman with dark, curly hair and glasses is smiling and looking upwards. She is wearing a light-colored, vertically striped button-down shirt. The background is blurred, showing other people in a professional setting.

## Who is this Program for?

The Women of Colour Executive Leadership Program is targeted to women from culturally and linguistically diverse backgrounds and identities, including Aboriginal and Torres Strait Islander women, who currently hold or aspire to hold executive leadership roles in their workplaces.

The 2023 inaugural program will accept up to 20 Women of Colour employed as Managers / Senior Managers in organisations with Diversity, Equity and Inclusion (DEI) plans. Participants must reside in Victoria.

The program fee is \$10,000 + GST. The groundbreaking program offers direct and tangible commitment from Australian corporations to support and invest in Women of Colour leaders.





## Who delivers the Program?

### Women of Colour Australia

Women of Colour Australia (WoCA) is Australia's leading non-profit organisation advocating for a fairer and more equitable Australia for all Women of Colour.

In June 2021, WoCA released findings of its inaugural Women of Colour in the Australian Workplace survey, offering a unique insight into additional barriers that Women of Colour face in accessing positions of leadership. Driving this added burden are intersecting and overlapping disadvantages including gender biases, racism, language barriers, and other forms of workplace discrimination.

### Women's Business

Women's Business, a First Nations owned and led business amplifying Women of Colour in Leadership.

Women's Business has been amplifying Women of Colour in Leadership since 2019. It has created leadership platforms, opportunities, and career development training for First Nations women and Women of Colour with their key partners Women & Leadership Australia, Women for Election, and Generation Women.



# Program Director

## Katja (Kat) Henaway

The program was designed in 2022 by Katja (Kat) Henaway who is a descendant of the Mer and Mua peoples of the Torres Strait Islands and Director of Women's Business. Kat has extensive experience in contextualising leadership programs for Indigenous and Culturally and Linguistically Diverse people and has led the design of some of the country's most innovative leadership programs including the award-winning Emerging Indigenous Executive Leadership Program (EIELP) at UNSW and Political Candidate Training for Women of Colour at Politics in Colour.





# Subject Matter Experts

A diverse group of Women of Colour thought leaders contributed to the development through an Advisory Group working with Women of Colour Australia, Women's Business, and the Office for Women in the Department of Fairness, Families and Housing, Victoria.



Tasneem Chopra OAM

Tasneem Chopra is an experienced Cross-Cultural Consultant and Diversity, Equity & Inclusion (DE&I) trainer helping businesses, not-for-profits and government understand and navigate diversity and inclusion using an intersectional lens.



Abiola Ajetomobi

Abiola Ajetomobi is the Founding Director of Leading Impact, an Equity & Inclusion consulting agency whose vision is to create inclusive and equitable organisations and leaders with lived experience at the heart of its strategic intent and legacy.



Winitha Bonney OAM

Winitha Bonney OAM is a global expert in helping corporates build inclusive cultures and Australia's first and foremost Thought Leader in the advancement of People of Colour.

**"Having access to 'Executive Leadership' programs is a key priority to advance career development and progression."**

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

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 highly targeted opportunities to navigate the distinctive challenges at the intersection of gender and race.

# **Apply now**

<https://womenofcolour.org.au/elp-apply>

The inaugural Women of Colour Executive Leadership Program is made possible with the support of the Office for Women, Department of Families, Fairness and Housing, Victoria.





# Program Partners



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