



WOMEN OF COLOUR Executive Leadership Program

Women of Colour Australia acknowledges
the support of the Victorian Government



Australia's only executive leadership program by and for Women of Colour is now open for application in Victoria for the second year

The Women of Colour Executive Leadership Program (Woc ELP) is a 4-month Victorian program designed to build the capability and confidence of Women of Colour leaders to advance in their careers while addressing the leadership gap in Australian institutions.

VICTORIA, Australia - 06 June 2024: [Women of Colour Australia \(WoCA\)](#), an Australian not-for-profit organisation advocating for the advancement of Women of Colour through tailored education programs and community support initiatives, is proud to announce that applications for the Women of Colour Executive Leadership Program (WoC ELP) Victoria is now open.

WoC ELP is a transformative program designed to empower and uplift Women of Colour in their pursuit of leadership roles across industries. Now in its second year, the program is designed by and for Women of Colour including Aboriginal and Torres Strait Islander women and it directly addresses the underrepresentation of women, particularly Women of Colour, in decision-making positions and the unique challenges they face.

Gender bias, racism, language barriers, and workplace discrimination are just some of the obstacles that impede Women of Colour from fulfilling their leadership potential and career goals. WoCA recognises the need for a more inclusive and diverse representation in leadership roles as the disparities are

compounding in the long term, resulting in disproportionate social and economic disadvantages for diverse women.

Brenda Gaddi, Founder and Managing Director of Women of Colour Australia said, "At WoCA, we are committed to creating a more inclusive and diverse society by empowering Women of Colour to reach their full leadership potential.

"Women of Colour who participate in traditional career development programs often find themselves navigating White spaces, code switching and not feeling culturally and psychologically safe to bring their full, authentic self to the program. Our Executive Leadership Program not only addresses the unique challenges faced by Women of Colour but we also provide a supportive environment for them to develop the skills and confidence they need to succeed. By working together, we can drive positive change and create a world where everyone has the opportunity to thrive."

WoC ELP is not a box-ticking exercise that you set and then forget about. 67% of the 2023 cohort for WoC ELP were promoted within 6-months of completing the program. "The impact of our program is palpable and we are confident in its ability to gradually chip away at the existing leadership gap in Australia by elevating more Women of Colour in leadership positions across industries," added Gaddi.

The WoC ELP is a 4-month, fully funded program running from August to November 2024. It offers a unique blend of in-person workshops, personalised online executive coaching sessions by top executive coach Koon Lai, and networking opportunities to enhance participants' leadership skills and accelerate their career growth. WoCA sourced highly-respected subject expert matters and thought leaders, all Women of Colour, to contribute to the design and delivery of the program. Some of the facilitators include Tasneem Chopra OAM, Cross-Cultural Consultant and DEI trainer, Winitha Bonney OAM, global DEI expert, and Abiola Ajetomobi, Founding Director of Leading Impact, an Australian-based Equity & Inclusion consulting agency. Participants of the program will also have access to small group coaching, executive mentoring as well as pre and post-program assessments.

With 16 coveted spots available, including five reserved for members of the Victorian Public Service reflecting our commitment to supporting Women of Colour in government roles, the program aims to create lasting impacts in participants' workplaces and communities.

Applications close midnight Monday 1 July 2024. Women of Colour including Aboriginal and Torres Strait Islander Women living in Victoria are encouraged to apply [here](#).

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For more information about the program or to request an interview, please contact Caroline La Rose at caroline@vu-consulting.com.

Supporting Quotes

Natalie Hutchins MP, Minister for Women

"We're breaking down barriers for women of all backgrounds by giving them access to tangible programs that drive real change across every sector in Victoria."

"We are empowering diverse women to forge ahead in their careers. The focus of these programs is to create an equal state for women and girls regardless of their cultural background."

Ingrid Stitt, Minister for Multicultural Affairs

"Having culturally diverse leadership enables organisations to get the best outcomes. This program will unlock the potential of women across a variety of sectors to step into or continue their leadership journey."

Lama, Commercial Office, Associate Director, Deloitte Australia - 2023 WoC ELP participant

"The WoC ELP was the first of its kind in Australia - a program for Women of Colour designed and delivered by Women of Colour. I had never heard of it before. It was a highly effective and valuable career development program. One of the highlights for me was the session run by Mahana Culture. For the first time in my working life, I was taught to use Aboriginal and Pacific based concepts and learned to apply these to transforming projects and cultures. Another highlight was the one-on-one coaching, including customised guidance and 360-degree feedback, which was applied throughout our work".

Devika, Senior Manager in the Victorian Public Service - 2023 WoC ELP participant

"I wanted to be the change agent in my organisation to transform the culture to be one which dismantles the barriers that Women of Colour face in the workplace and deliver on key initiatives which make the workplace safe, inclusive and one where progression is encouraged and achieved by diverse people."

“Woc ELP has allowed me to pursue opportunities, strengthen my networking and be a catalyst for change in my organisation. It also encouraged me to use my voice for advocacy, which led me to take on the role as co-chair of DJSIR’s People of Colour Network. Through this role I have been able to create more opportunities for people of colour to connect, share experiences and grow together”.

About Women of Colour Australia:

Women of Colour Australia (WoCA) is a leading not-for-profit organisation dedicated to the empowerment and advancement of Women of Colour in Australia. We are committed to creating a supportive and inclusive environment where Women of Colour can thrive in their personal and professional lives. Through impactful programs, initiatives, and partnerships, WoCA aims to foster a sense of belonging, build leadership skills, and drive positive change for Women of Colour in all aspects of society.