

# YORGA DJENNA BIDI ABORIGINAL WOMEN'S LEADERSHIP PROGRAM

## APPLICANT INFORMATION HANDBOOK

Cohort 2, 2024



"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."

-Dr Robyn Smith-Walley, 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 First Nations peoples by facilitating leadership development for First Nations peoples, 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 First Nations peoples.

**EQUIP** First Nations peoples with skills to grasp opportunities and interpersonal skills to improve resilience, wellbeing, independence, communication, and healthy living.

**SUPPORT** First Nations peoples 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 First Nations 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 PROGRAM

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The Yorga Djenna Bidi (YDB) - 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 have been interwoven throughout the course design and delivery.

This is the only initiative we are aware of that brings First Nations women together across diverse 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 First Nations women.



# THE OPPORTUNITY

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The YDB program will bring together First Nations women across diverse cultures, ages, occupations, identities, leadership experiences and education levels to build skills, gain confidence and build networks. The YDB program will be facilitated with the support and guidance of First Nations Elders, Kwopertok Yorga Alumni (Noongar for “beautiful women”), Patrons and Staff.

The YDB 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 reviewed 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 YDB program are to:

**DEVELOP** leadership capacity for First Nations and wider community benefit.

**FACILITATE** meaningful and positive inter-cultural interactions.

## PROGRAM OUTCOMES

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By the end of the YDB program, participants will have:

**DEVELOPED** enhanced cultural consciousness and be able to maintain cultural identity in community and the workplace.

**STEPPED INTO** their authentic, purpose-led, courageous leadership potential.

**BUILT STRENGTH-BASED** resilient leadership by knowing their unconscious motivators and values.

**IDENTIFIED** self-care needs and developed strategies to navigate holistically (mind, body, spirit).

**DEVELOPED** leadership skills to solve complex challenges (conflict management, building trust and reliability).

## PROGRAMME OVERVIEW

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The YDB program involves an orientation, 4 modules of leadership development as well as a formal graduation. **All modules must be completed to progress to graduation.** You will be required to complete program activities prior to and after each module.

<b>Orientation</b>	City West Lotteries House	MON 26 August
<b>Retreat</b>	Perth	FRI-SUN 6-8 September
Module 2 Two-day program	City West Lotteries House	THU-FRI 19-20 Sept
Module 3 Two-day program	City West Lotteries House	WED-THU 16-17 Oct
Module 4 Two-day program	City West Lotteries House	WED-THU 20-21 Nov
Graduation	Government House	WED 4 Dec 2024 09:00-11:00



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.

## WHO SHOULD APPLY?

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The YDB program is a leadership program designed for First Nations women who:

**HAVE** a desire to influence, lead and generate change.

**HAVE** a clear personal vision and purpose.

**WANTS** to work collaboratively in their own leadership development and the development of others.

The YDB program is open to First Nations peoples over 25 years of age. 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.

## BEFORE APPLYING

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If you have a job, it is important to discuss your application with your employer before you apply. It is important that your employer is aware of your desire to apply and complete the YDB program. Please raise your employer's attention to the fees for the program. You can download the information sheet for employers from the WAALI website and provide your manager with a copy.

Discuss your application with your family and friends. Check the important dates for your family obligations, especially holidays/weddings etc. WAALI expects 100% attendance so please take the time to review what is happening over the four-month period.

If you have a family, you will need to plan for the dates of the program. For example, booking childcare for modules and the retreat, as the retreat is held over a weekend. The retreat starts at 12pm on a Friday and finishes at 2pm on the Sunday. The modules commence at 8.30am and finish at 5.30pm.

## TRAVEL AND ACCOMMODATION

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If you live in the rural and remote regions of Western Australia and travel costs would cause your family financial hardship you can apply to WAALI for travel and accommodation assistance to enable you to attend the program. If you are not employed, you may also qualify for a scholarship to cover your program fees.

Please contact the Program Administrators via email at [admin@waali.org.au](mailto:admin@waali.org.au) or 08 9420 7239 for more information.

WAALI acknowledges the support of WAALI stakeholders who have provided funding for women in rural and remote regions of Western Australia.



# APPLICATION PROCESS – CRITICAL DATES

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The online application form is available at <https://waali.org.au/programs/yorga-djenna-bidi>

Applications open on Friday 26 April 2024.

All applications will be reviewed. All shortlisted applicants will be invited to attend an interview.

Once interviews are completed, recommended applicants will be offered the opportunity to participate in the program week.

In 2024 it is anticipated that the YDB program will run bi-annually, with the second program held July – December 2024. Each cohort will have approximately 25 women participating.

## PROGRAM FEES

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

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

### FULL COST

The cost for the program is \$10,000 per participant, exclusive of GST. This fee encompasses participant orientation, four modules, and the graduation ceremony, with catering included for all components.

Employers will be invoiced by WAALI prior to Module 1. Please email any questions to the Program Administrators at [admin@waali.org.au](mailto:admin@waali.org.au) or 08 9420 7239.

### SCHOLARSHIPS

Scholarships may be available for successful applicants who do not have financial support from their employer.

#### *Criteria:*

#### **A. Individual Scholarship:**

Applicants must be of Aboriginal and/or Torres Strait Islander descent. Priority will be given to individuals facing unemployment or underemployment. Applicants should demonstrate a clear commitment to personal and community development through leadership. Financial need will be considered in the selection process.

#### **B. Organisation Scholarship:**

Applicants must represent small First Nations not-for-profit or non-profit organisations. Priority will be given to organisations with limited resources and a demonstrated commitment to community service. Organisations should outline specific leadership initiatives or capacity-building projects that align with their mission and goals. Financial need and the potential impact of the scholarship on the organisation's development will be considered in the selection process.



**Due to the limited availability of scholarships, WAALI will allocate funds based on a competitive application process. The scholarship selection committee will evaluate applications based on the eligibility criteria outlined above. Please inform WAALI of your need for a scholarship on the application form.**

### **SUBSIDISED PLACES**

WAALI can offer participants subsidised fees to undertake the YDB program. Applicants can negotiate with their employer how much financial assistance is available to support their participation i.e. professional development allocation or budget. Once approved, employers will be invoiced by WAALI prior to Module 1.

### **HOW TO APPLY**

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Applications open on Friday 26 April 2024.

## **Further Information**

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For further information, please contact [admin@waali.org.au](mailto:admin@waali.org.au) or 08 9420 7239. Please check out our website [www.waali.org.au](http://www.waali.org.au), Instagram: @w\_a\_a\_l\_i, and Facebook @Western Australian Aboriginal Leadership Institute.

*"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*

*"I am deeply impressed with how beautifully curated this program has been. This has indeed been a transformational experience." Graduate*

