

YORGA DJENNA BIDI ABORIGINAL WOMEN'S LEADERSHIP PROGRAM APPLICANT INFORMATION HANDBOOK

Cohort 1, 2023



"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

The Western Australian Aboriginal Leadership Institute aims to empower, improve the general wellbeing, and reduce disadvantage of Aboriginal people by facilitating leadership development for Aboriginal people, in order 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 Aboriginal people

EQUIP

Aboriginal people with skills to grasp opportunities and interpersonal skills to improve resilience, wellbeing, independence, communication, and healthy living

SUPPORT

Aboriginal people with embracing their cultural identity and belonging

Key Strategic Goals

The Western Australian Aboriginal Leadership Institute has five key strategic goals:

- **HUMAN CAPACITY** – attracting and retaining highly skilled Aboriginal 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 Yorga Djenna Bidi Aboriginal Women's Leadership Program

The Yorga Djenna Bidi (Noongar for “women moving forward together”) Aboriginal Women's Leadership Program is delivered over four 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.

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 (Noongar for “beautiful women”), Patrons and Staff.

The Aboriginal Women's Leadership 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

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. Graduation is included as part of the program.

Orientation session is Monday 10 April 2023.

Module 1 Two night residential on-country cultural retreat. Departing Perth on Friday at 12pm and concluding Sunday afternoon around 2pm.	Point Walter Recreation Camp	Friday 28 – Sunday 30 April
Module 2 Two-day program	Southcare	Wednesday 24 – Thursday 25 May
Module 3 Two-day program	Southcare	Wednesday 21 – Thursday 22 June
Module 4 Two-day program	Southcare	Wednesday 19 – Thursday 20 July
Graduation	tbc	Wednesday 26 July

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?

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 Aboriginal and/or Torres Strait Islander Peoples. 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.



What should I do before I apply?

If you have a job it is important to discuss your application with your employer before you apply to Yorga Djenna Bidi. It is important that your employer is aware of your desire to apply and complete the Yorga Djenna Bidi Program. You should 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 dates with important dates for your family especially holidays/weddings etc. WAALI expects 100% attendance so take time to review what is happening over the four-month period.

If you have a family, you may need to plan ahead for the dates of the program and book child care if you will need it. The retreat is over a weekend so you may need help with children to enable you to attend. The modules commence at 8.30am and finish at 5.30pm so you may also need help with before and after school care.

Travel and accommodation support for women living in the regions

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 from Lotterywest to cover your program fees.

Please contact the General Manager on 0438 239 009 for more information.

WAALI acknowledges the support of Lotterywest who have provided funding for women in the regions.

Application Process – Critical Dates

The online application form is available at: <https://forms.office.com/r/fLceRadLV4>

Applications open on Monday 10 December 2022.

Applications close on Friday 17 February 2023.

All applications will be reviewed. All shortlisted applicants will be invited to attend an interview planned between Tuesday 7 - Friday 10 March 2023.

Once interviews are completed recommended applicants will be offered the opportunity to participate in the program week beginning Monday 27 March 2023.

Unsuccessful applicants can seek feedback on their application from the WAALI General Manager.



How Many Participants Are In Each Cohort?

In 2023 it is anticipated that the Yorga Djenna Bidi Aboriginal Women's Leadership Program will be facilitated with up to 25 participants in the cohort.

What are the program fees?

WAALI is committed to providing this program to all successful applicants and with the support of scholarship funder **Chevron Australia** can provide full scholarships and subsidised places for applicants. Lotterywest has also provided limited scholarships for women living in rural and remote regions of Western Australia.

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.

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.

SUBSIDISED PLACES

WAALI can offer participants subsidised fees 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.

Employers will be invoiced by WAALI prior to Module 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.

Please contact the WAALI General Manager Jodie Wyatt to discuss Jodie.Wyatt@waali.org.au or phone 0438 239 009



How to Apply

The online application form is available at: <https://forms.office.com/r/fLceRadLV4>

APPLICATIONS OPEN: Monday 10 December 2022.

ONLINE APPLICATIONS CLOSE: Friday 17 February 2023.

INTERVIEWS WILL BE HELD IN PERTH: from the week commencing Tuesday 7 March 2023.

(Phone and zoom interviews are available for remote and regional applicants)

Further Information

Please contact WAALI General Manager on 089 420 7239 | 0438 239 009 | Jodie.Wyatt@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

