



# Eligibility Criteria for Organisations

A partnership between:



*To take part in the RISE project, we ask that you meet 6 eligibility criteria, as outlined below.*

**1. Can you nominate at least 15 eligible culturally and racially marginalised (CARM) women staff to participate in the project?**

If you have less than 15 eligible CARM women to nominate, you can nominate women at lower levels of management in discussion with the project team. In some circumstances the project team may consider allowing culturally and linguistically diverse (CALD) who are not CARM women to be nominated.

For racial and cultural safety, we recommend an opt-in approach for self-identifying CARM women who choose to participate in the project. The RISE project encourages the participation of CARM women in all their diversity and will work with organisations to ensure that activities are accessible and safe as possible for all participants.

**Criteria for participating staff who are CARM women include:**

**A. They are employed by a participating organisation.**

This is because RISE aims to help CARM women access leadership by providing CARM women aspiring leaders with career development support, while also supporting their employer to address any systemic barriers to CARM women's access to leadership. We encourage organisations to include women who are full time and part time staff, as well as to consider including those who are employed on a contract or casual basis.

**B. They self-identify as culturally and racially marginalised women.**

CARM women are women who cannot be racialised as white. This includes women who are Black, Brown, Asian, or any non-white group, who face marginalisation due to their race. Our category of CARM women is intended to be inclusive of cis women, trans women, as well as non-binary and/or gender diverse people who identify as CARM women.

**C. They are employed in a middle management role.**

This means that they are:

- in a position where they contribute to decision making;
- in CEO-2 to CEO-4 roles, such as Senior Manager or Manager. In some cases, lower management roles, such as Assistant Manager, will be considered if an organisation cannot reach the quota of 15 CARM women in middle management.



# *Eligibility Criteria*

## **2. Can you provide flexibility and support for these CARM women staff to participate in the program?**

This would include providing them with time to participate in an organisational audit process, career planning, mentoring and sponsorship programmes, leadership development programs and evaluation.

## **3. Can you participate in an organisational audit process facilitated by Diversity Council Australia (DCA)?**

DCA has created an evidence-based organisational audit tool which would be completed by key Human Resources/Diversity and Inclusion-related staff as well as CARM women staff in your organisation. This tool will help you (a) understand CARM women's workplace experiences and representation, and (b) identify possible systemic barriers to their accessing leadership roles in your organisation.

## **4. Can you use the audit findings to create and implement an organisational action plan?**

The organisational audit tool will generate valuable findings which you can draw on to create and implement your organisational action plan with agreed actions and timeframe, with guidance from the project team.

## **5. Can you support key internal stakeholders to further develop their capabilities?**

This means that organisational leaders and Human Resources/Diversity and Inclusion-related staff will participate in awareness raising workshops as needed (including for example, Anti-Racism and Cultural Responsiveness Training).

## **6. Can you support the project's guiding principles?**

- Project-related activities and decisions should benefit CARM women,
- Project-related activities and decisions should centre CARM women's voices,
- Creating racial safety for CARM women should be a priority, and
- Fostering an effective collaborative working relationship with the project team should be a priority.

Please note the RISE project is funded to focus on organisations working at a national level or at a state level in NSW, Victoria, WA and QLD. The project team aims to represent a range of sectors and locations to have a wide-reaching impact and account for the diversity of CARM women within the Australian workforce. These factors will be considered when choosing eligible organisations.

These criteria may also be updated ahead of Phase 1 of the RISE project.

**Last updated: 7 July 2023**

