



RISE PROJECT

Information Pack for Culturally and Racially Marginalised Women Participating in the RISE Project

A partnership between:



What is RISE?

Realise. Inspire. Support. Energise. (RISE) is a partnership between Diversity Council Australia ('DCA'), Settlement Services International (SSI) and Chief Executive Women (CEW). The project is funded by the Office for Women.

RISE aims to address the systemic barriers that restrict CARM women's movement into senior leadership in 25 Australian organisations. Innovatively working at the individual and systemic levels concurrently, the project will support organisations to identify, design, and deliver effective change interventions that address systemic barriers in these organisations.

At the core of the RISE project is centring the voices of CARM women. CARM women identify as women who are Black, Brown, Asian, Women of Colour or members of any non-white group, who face marginalisation due to their race and/or racialised religion in contemporary Australia.

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.

- Activities and decisions should benefit CARM women,
- Activities and decisions should centre CARM women's voices,
- Creating racial safety for CARM women should be a priority.

We will be working with approximately 375 nominated CARM women in middle management across 25 organisations.

CARM women in middle management refer to those at a CEO-4 level, but lower levels of management can be included if 15 CARM middle managers are not available.

Further information on the RISE project can be found at <https://www.dca.org.au/research/project/rise>

Your organisation is joining RISE!

Your organisation has chosen to participate in the RISE Pilot and is promoting the project internally to encourage 15 CARM women middle managers to register their interest in participating. The RISE Pilot will run from 2023-2024 and will involve three organisations and 45 women.



What does participation in RISE involve?

With their organisation's support, participating CARM women middle managers can access the following opportunities over the Pilot's 12 to 18-month period:

1. Contributing to your organisation's ASSESS to RISE self-assessment:

The CARM women middle managers participating in this Pilot Phase will be invited to complete ASSESS to RISE, DCA's anonymous online organisational self-assessment tool. For greater validity, all CARM women in your organisation will also be invited to take part in the tool. The Tool will also be completed by a representative from your organisation's Equity, Diversity & Inclusion team and an Executive if possible.

The Tool takes each organisation through a self-assessment so they can better understand the systemic barriers holding back CARM women from rising into leadership in their workplace, and the actions they can take to address these systemic barriers and enable CARM women to rise into higher leadership ranks. The results from the self-assessment tool

will be used to inform the design of an Action Plan for addressing systemic barriers and enablers to CARM women's progression to leadership.

2. CARM Women Aspiring Leaders OurVoice Community Platform

The CARM women middle managers participating in this Pilot phase will be given the opportunity to participate in Our Voice, a confidential online platform to share experiences, insights, and opportunities with CARM women from the other pilot organisations within the RISE project. The platform gives you an anonymous way to participate in a message board to contribute your views on the systemic barriers and enablers that CARM women face in your organisation over two-three weeks. DCA and SSI will analyse the responses from the OurVoice platform in collaboration with OurVoice Action Lab Team at Monash University and put together a de-identified, aggregate report – bringing together the voices of participating women across the three Pilot organisations – that will be shared with pilot organisations' project teams as they put together their Action Plan.



What does participation in RISE involve?

3.SSI's Support Model for Advancing CARM Women's Leadership Skills.

This will provide CARM women with opportunities to strengthen their career path such as coaching, mentoring, strengths profiling and a career advancement plan, depending on their needs, so that they can better leverage their leadership skills and progress in their careers. This model recognises that while CARM women do significant leadership work in their organisations, they are not always provided with the same access to formal leadership positions and training as other employees.

4. (opt-in) CEW's Leadership Development Program

Eligible CARM women middle managers will be able to access CEW's Leadership Development training program, which:

- builds leadership capacity,
- provides opportunities for networking and membership connections, and
- offers participants an invitation to the CEW Connect community on completion of the program.





What investment is needed?

Your main investment (as a CARM woman participant) will be your time.

The exact amount of time needed will vary for each CARM woman middle manager participating, depending on what you choose to include in your career advancement plan.

Each woman's Career Plan will vary depending on their aspirations, their available work time, and their organisation's career development/training budget allocation. However, it could include meetings with a mentor or coach, participating in a leadership development program, training, or other career advancement activities.

Over 12 to 1 months, it is likely that you will need time for the following:

Project commencement (2 hours)

- Completing the Registration form (10-15 mins)
- Introduction to RISE session (1.5 hours)
- Pre-activity RISE Evaluation survey (15 mins)

Identifying systemic barriers (2-5 hours)

- Completing and providing feedback on the Assess to RISE tool (anonymous DCA organisational self-assessment tool, max of 15 minutes)
- Providing feedback on the ASSESS to RISE tool and the Our Voice Community Platform draft report templates (optional - up to 1.5 hours)
- Taking part in the CARM Women Aspiring Leaders Our Voice Community Platform (optional - up to 2.5 hours, depending on level of engagement)

What investment is needed?



Career support program (up to 28 hours over 12 months)

- Career advancement activities through the support model (please note the support model for CARM women is still being designed and time commitments may vary from those indicated), which may include, depending on the needs identified through the career advancement plan:
- Set-up meeting (1 hour)
- Strengths profiling (1.5 hour total)
- Creating a career advancement plan (1 hour)

Project completion (3.5 hours)

- Post-activity evaluation survey (15-25 mins)
- Mid-journey focus group with DCA and SSI with the other CARM women from your organisation (optional - 1 hour)
- End of journey focus group with DCA and SSI with the other CARM women from your organisation (optional - 1 hour)
- End of project celebration (1 hour)



Key dates

February 2024	Pilot begins (Introduction Meeting)
February - March 2024	Participate on the Aspiring Leaders OurVoice Community Platform Give feedback on and complete Draft ASSESS to RISE organisational self-assessment tool
March - April 2024	Participate in a co-design meeting on how DCA can best report back to your organisation on ASSESS to RISE findings. Your organisation receives its ASSESS to RISE Report and creates Action Plan based on Report findings
May 2024 - May 2025	Participate in the Career Support Program Your organisation implements the Action Plan

(Please note, these dates are indicative and are subject to change)

