



# Information for Senior Managers of Culturally and Racially Marginalised (CARM) women participating in the RISE project

## 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). 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 identify, design, and deliver effective change interventions that address systemic barriers in these organisations. This will benefit the 375 nominated CARM women in middle management working in these 25 organisations.

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.

You have received this Information Pack because a CARM women middle manager in your team has registered interest in participating in the RISE project.

## What does participation in RISE involve?

With their organisation's support, participating CARM women middle managers can access a range of opportunities across 12 months, including taking part in an

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- **ASSESS to RISE self-assessment tool**, which 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 create an action plan to address these barriers.
- **An online Aspiring Leaders OurVoice Community Platform**, a confidential platform to share experiences, insights, and opportunities with CARM women from the other pilot organisations within the RISE project.
- **A Support Program for Advancing CARM Women’s Leadership Skills** through leadership training, coaching, strengths profiling, a career advancement plan and other initiatives.

## What are the benefits of participation?

- As a Senior Manager, the project provides an opportunity for you to be a champion within an organisation-wide process of change, which has been endorsed by senior leadership.
- Senior Managers of CARM women participating will have opportunities to access training, including Racism @ Work and Cultural Responsiveness training.
- CARM women participating in the project in your team will access support to craft and execute their own career advancement plan, likely increasing their job and career satisfaction – which research shows are linked to greater wellbeing and performance.
- In contributing to an organisational self-assessment tool, CARM women participants will be assisting your organisation to better understand and proactively address any systemic barriers to CARM women’s career advancement.
- The RISE project will also support Senior Managers in their personal development/performance review processes with CARM women participating as participants will have access to a greater range of personal development options through the RISE project.

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## What investment is needed?

The main investment for CARM woman participants and their managers will be time.

The exact amount of time needed will vary for each CARM woman middle manager participating, depending on their career advancement plan. Over a 12- to 18-month period, time would likely be needed for the following:

- Project commencement, including registration and introduction meetings (2 hours)
- Identifying systemic barriers, including completing an organisational self-assessment tool and participating on an OurVoice online message board/forum (2-5 hours)
- A career support program, including strengths profiling, sponsorship/mentoring and creating and implementing a career advancement plan (approximately 28 hours over 12 months)
- Project completion, including evaluation and final project meetings (3.5 hours)

Each woman's plan will vary depending on their aspirations, their available work time, and their organisation's career development/training budget allocation.

CARM women middle managers have been encouraged to advise their manager and the key contact for RISE at their organisation that they are interested in participating in RISE. This will enable any plans for their participation to be made (e.g., scheduling participation so it does not conflict with existing work commitments).

## What are the next steps?

If your team member is selected to be one of the 15 CARM women middle manager participants, their next steps will be for them to meet the DCA and SSI RISE project staff and their RISE colleagues and kick start their RISE Journey in July 2023!

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## Key dates

(Please note, these dates are indicative)

February 2024	Phase 1 begins (Introduction Meeting)
February - March 2024	CARM women participating complete Draft ASSESS to RISE organisational self-assessment tool and the Aspiring Leaders OurVoice Community Platform
March – April 2024	Participate in a co-design meeting to shape 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/model Your organisation implements their Action Plan

## More information

For more information on your organisation's participation in the RISE project, please contact your organisation's project lead.

For more information on the RISE project please contact:

[RISE@dca.org.au](mailto:RISE@dca.org.au)

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