



# Participants' Introduction Session

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# Acknowledgment of Country

We acknowledge and pay our respect to the Custodians of this land, Elders, past present and emerging.

We acknowledge the many Aboriginal and Torres Strait Islander peoples who have made an important contribution to this land and community and continue to do so.

At DCA, we express our ongoing solidarity with First Nations Australians, as we acknowledge the outcome of the Voice to Parliament referendum with enormous disappointment.

Please refer to our website to view [our statement](#) and use our resources to support your people through this time.

*Buranbaa Ngarran (New Dawn) by artist Kirsten Gray for DCA Innovate RAP 2024-2026*



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# Diversity Council Australia (DCA)

**Dr Virginia Mapedzahama**  
Education Director

**Shalani Tharumanathan**  
Project Manager

**Dr Jane O'Leary**  
Research Director

**Ameena Barhoum**  
Research Assistant

**Sheetal Deo**  
Senior Project Manager

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# Settlement Services International (SSI)

**Juliana Nkrumah AM**

Manager, Gender Equality and Women's Safety

**Dr Astrid Perry OAM**

Head of Women, Equity & DFV

**Nata Bagshaw**

Administrative Support

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# Chief Executive Women (CEW)

**Sarah Rowley**

Director, Leader Development

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# Introductions



1. Tell us your name and pronouns
2. Your organisation
3. Are you a participant or project team member?
4. What languages do you speak?  
And how would you say "rise" in your language?

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# Why RISE?



- 1.9% of ASX senior executives are non-Anglo women (DCA, 2017)
- While 46% of Board directors are women, only 5.6% are non-Anglo women (WoB, 2022)
- While 78% of CARM women want to advance to senior leadership (DCA, 2023)
  - 85% report having to work twice as hard as non-CARM women to get the same evaluation
  - *79% agree 'In gender equity work, little attention is given to the double disadvantage CARM women experience'*
  - 65% agree CARM women receive fewer opportunities for career advancements than other women
  - 65% feel they are ignored or not taken seriously by their manager due to being a CARM woman
  - 61% have experienced workplace racism in past 2 years, while 48% have experienced sexism

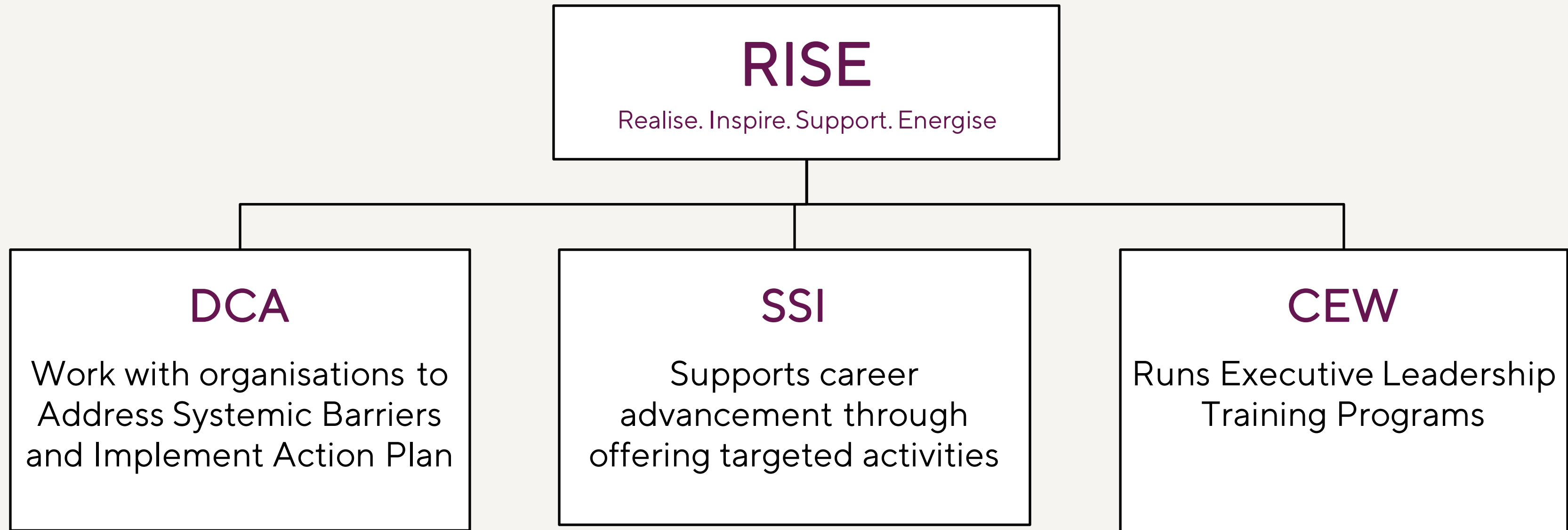


# RISE JOURNEY OVERVIEW





# Project Overview




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# RISE JOURNEY - ORGANISATIONS





- 1 Create your project team, including HR and D&I practitioners


- 2 Identify specific systemic barriers in your workplace by completing the 45 min ASSESS to RISE tool


- 3 Develop a 12-month action plan to address systemic barriers specific to your workplace, based on ASSESS to RISE results. Commit to sponsoring CARM women's career development by helping to implement their advancement plans


- 4 Implement your specific organisational action plan over 12 months. This will consist of personalised activities for your workplace, including SSI's Cultural Awareness and DCA's Racism at Work training, which cost a total of \$7000


- 5 Contribute and facilitate in an ongoing and evaluative Community of Practice with other RISE Phase 1 organisations to share key learnings



# Key Benefits for Orgs



- 1** To access critical support, advice and training needed to drive change and increase CARM women's representation in leadership.
- 2** To join a community of practice of like-minded practitioners and learn from each other through the duration of the project
- 3** To be promoted in case studies of leading practice and educational materials

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# The RISE Hub



An online resource hub for RISE Project teams and participants

<https://www.dca.org.au/rise-project/rise-project-information-hub>

The screenshot shows a navigation bar with five items: RISE Hub, Resources, About the RISE team, About the RISE Project (highlighted in red), and Contact. Below the navigation bar is the heading 'About the RISE Project' followed by a paragraph: 'Realise. Inspire. Support. Energise. (RISE) is a visionary project that aims to build pathways to leadership for women from culturally and racially marginalised (CARM) backgrounds. It is designed to identify and break down systemic barriers and to assist organisations in supporting women in middle management to reach senior leadership positions within their organisations.'

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# OurVoice Community Platform



Confidential, anonymous, online platform for CARM women



De-identified, aggregate report of findings



Inform organisational Action Plan

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## Making the workplace racially safe

11 days ago by [excess\\_purple\\_marlin](#)  From the moderators

“What kinds of initiatives, processes or elements could make your workplace racially safer for CARM women?”

**cheap\_yellow\_worm** reply to @original post

4 days ago

“Anti-racism and allyship training for all staff, including leadership staff. POC/WOC resource group. Paid consultation instead of burdening us with extra cultural load and emotional labour in constantly having to advocate for ourselves.”



Reply

**gentle\_salmon\_jackal** reply to @uniform\_silver\_moose

4 days ago

“Some allies are not truly allies. They are there to promote themselves - not really there to support others.”



Reply

**cheap\_yellow\_worm** reply to @original post

4 days ago

“Career development pathways for WOC - incl things like mentorships, secondments, etc.”



Reply

**cheap\_yellow\_worm** reply to @original post

4 days ago

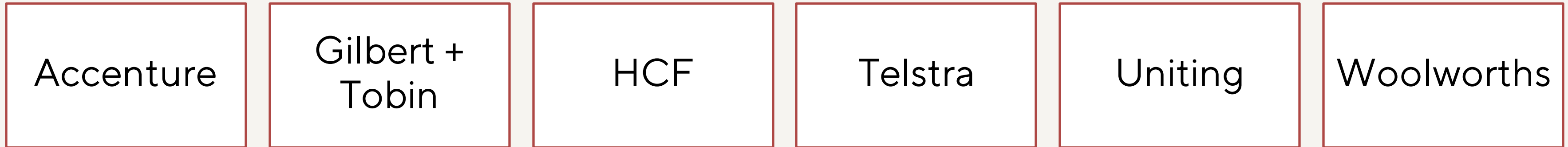
“Embedding a commitment to intersectionality, cultural safety, anti-oppressive practice, trauma-informed practice, and transformative justice throughout all areas of work.”



Reply



# Phase 1A Organisations



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# Timeline



1

Phase 1 begins: Jan 2024

2

Action Plan: May 2024- May 2025

3

Phase 1 ends: June 2025



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# ASSESS to RISE Tool: Overview



## Understanding Gendered Racism

- Racial Literacy
- Gender Literacy
- Knowledge of CARM Women's Experiences
- Conversational Competence

## Organisational Culture

- Centred Voice
- Organisational Maturity
- Racial Safety
- Effective Allyship

## Intersectional Policies & Processes

- Leadership Model
- Equitable Talent Management
- Access to Social Capital
- Raising & Resolving Concerns

## Impact

- Data & Metrics
- Reporting
- Accountability

DCA's online organisational self-assessment tool to identify:

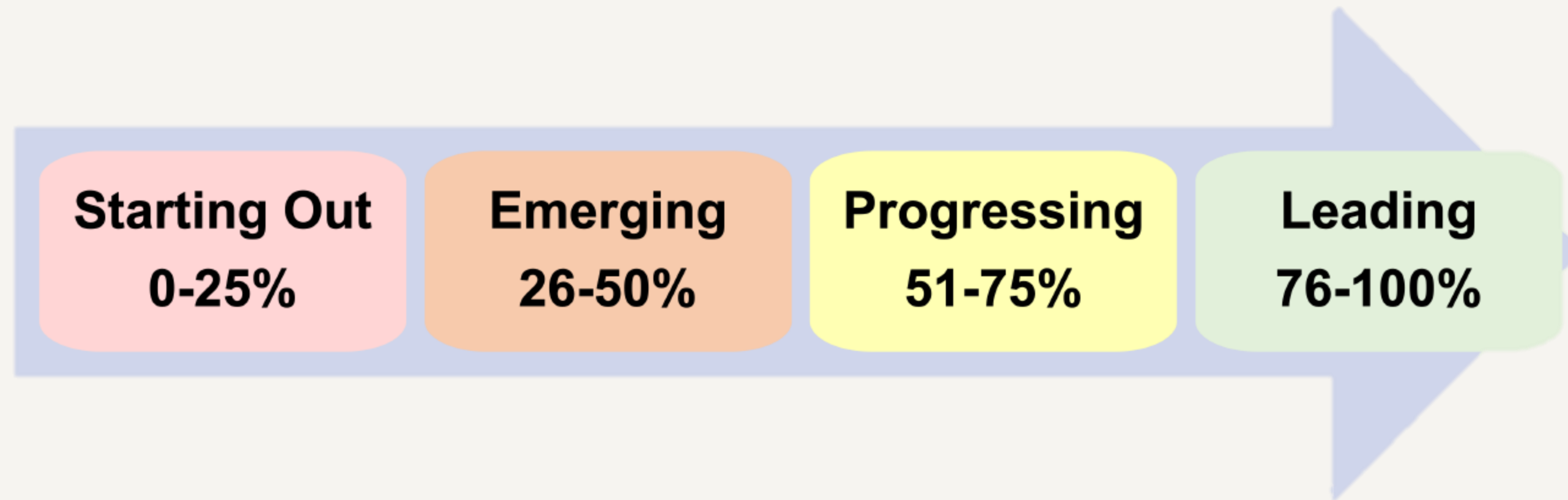
- systemic barriers holding back CARM women from rising into leadership in their workplace
- actions organisation can take to address these systemic barriers and ensure CARM women can rise into leadership
- confidential and results inform organisation's Action Plan

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# ASSESS to RISE: Scoring & Assessment



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# RISE JOURNEY - CARM WOMEN



- 1 Complete a 15 min onboarding survey
- 2 Complete the ASSESS to RISE tool and share your lived experience on the OurVoice online platform
- 3 Have 1:1 interviews with the RISE team to discuss your unique leadership journey and experiences
- 4 Complete strengths profile and undertake a debrief session with the RISE team
- 5 Develop a personalised career advancement plan with the RISE team and undertake career advancement activities tailor suited your individual leadership journey
- 6 Complete a post program evaluation survey and debrief with the RISE project team on your project experiences
- 7 Complete the project, celebrate and network at our RISE project close event



# Career Advancement Model



Women involved in RISE will have opportunities to focus on:

- Career development
- Identifying the strengths they bring to the workplace
- Barriers they have faced over the years
- Responding effectively and authentically to challenges
- Peer support opportunities
- Increasing their profile in the workplace
- Gaining leadership related skills and knowledge

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# Universal Suite of Support Activities



- 1:1 CDP support sessions (Career Development Plan)
- Access to RISE officer
- Connection to Workplace Opportunities
- Referrals/ links to key individuals/ orgs (CARM women + professional associations)
- Access to useful resources and online content
- Speakers, peer support and networking events
- Workplace adjustments as needed
- Advocacy Support

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# Elective Suites Program Activities



- CEW Leadership Course
- Mentor
- Advice on Australian workplace opportunities and culture
- Negotiating sponsorship
- Job application and interviewing skills
- Impactful communications and self-advocacy skills
- Dealing with workplace problems/ challenges

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# CEW Leaders Program



Bespoke development program encouraging women leaders to truly be themselves



Learning through dialogue and experimentation with structured leadership competencies.



Empowers women to lead with influence and confidence

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# CEW Leaders Program



## REFLECTIVE & INSIGHTFUL

Active facilitation of a learning framework that prompts insights and guides defined outcomes



## INTIMATE & COURAGEOUS

Participant led, trusted relationship-based learning forming enduring career 'buddy' networks



## REAL COMMITMENT TO CHANGE

Focus on action orientated 'Personal Narrative', and committed Action Plan to sustain changes



## HONEST SHARED WISDOM

Access to and dedicated time with CEW executives coaching in a safe, open and honest environment

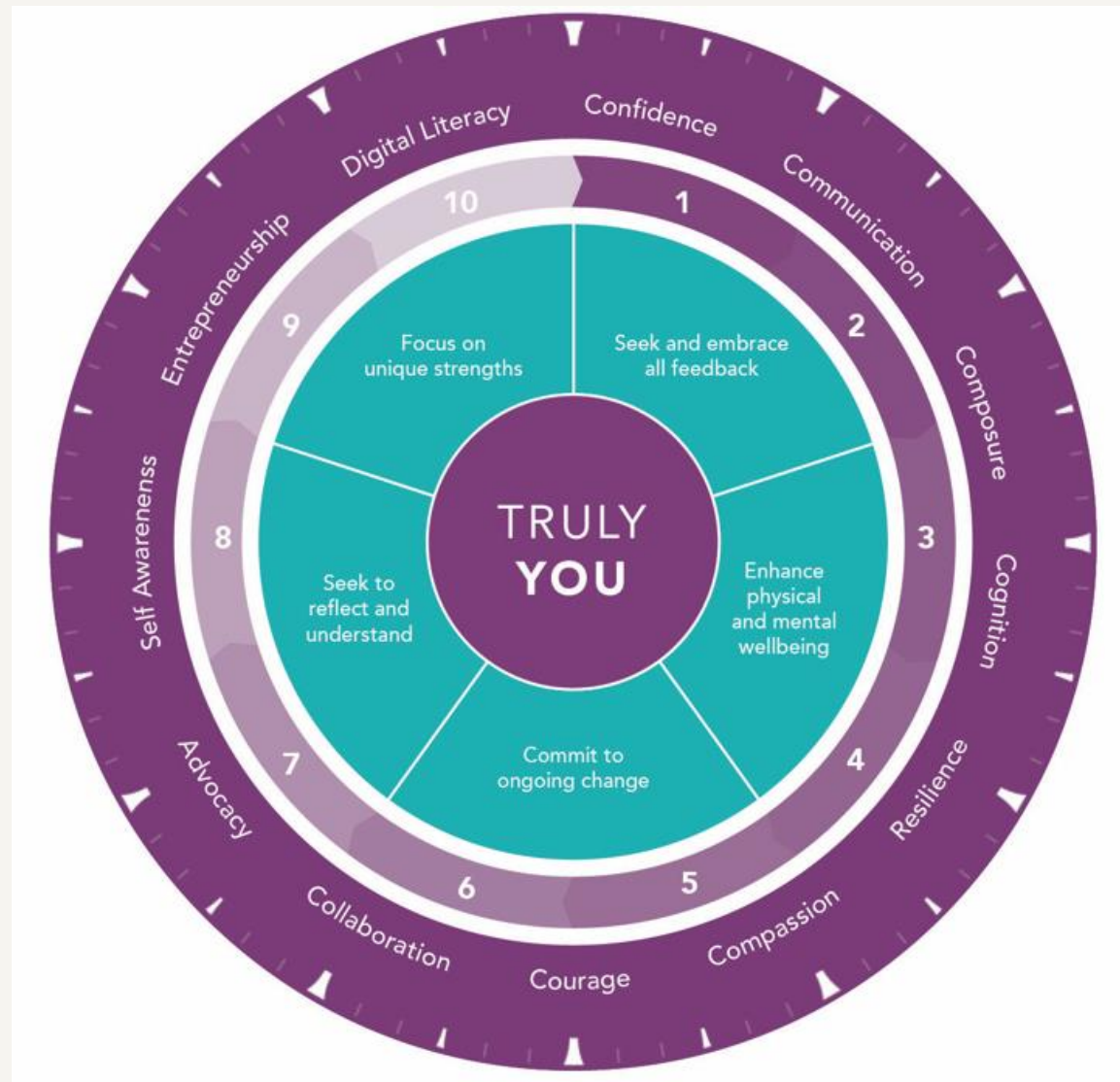


Qualities of Entrepreneurial Leadership

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# CEW Leadership Compass



- |                  |                     |
|------------------|---------------------|
| 01 CONFIDENCE    | 07 COURAGE          |
| 02 COMMUNICATION | 08 COLLABORATION    |
| 03 COMPOSURE     | 09 ADVOCACY         |
| 04 COGNITION     | 10 SELF AWARENESS   |
| 05 RESILIENCE    | 11 ENTREPRENEURSHIP |
| 06 COMPASSION    | 12 DIGITAL LITERACY |

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# Your Investment - Time



Participant	Staff time
Project team	1-4 hours per week
Mentors/Mentees	3 hours in the first week 1 hour mentoring meetings
CARM Women who participate	Introduction session (1-2 hours) Strengths profile and debrief (1.5 hours) Career advancement activities (TBC)
Project team and CARM women	2 hours at the beginning, mid-point and end of action plan

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# Next Steps



1

Pre-program Onboarding Survey

2

ASSESS to RISE Audit Tool & OurVoice Forum

3

SSI to set up individualised conversations with participants



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# Our Hopes For You



1

Participate in groundbreaking legacy project

2

Access critical mentoring, sponsorship and training to break the racial and gender glass ceiling

3

Access to a suite of resources and community of women who share in pathways to career development

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# Thank you

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# Questions?

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