

# People of Colour Senior Placement Program 2022



To submit an expression of interest email  
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DEMOCRACY IN  COLOUR

# People of Colour Senior Placement Program 2022

The Democracy in Colour POC Senior Placement Program intends to transform the Australian Climate Movement and its leadership to be more inclusive and representative.

Organisations participating in the program will be empowered to move beyond tokenistic representation of communities of colour in the movement to achieving genuine climate justice and meaningful impact.

Together we will create greater participation and leadership by communities of colour to build the reach, relevance and overall power of the climate movement.

## Value Proposition

Democracy in Colour has the expertise and community networks to support organisations with the sourcing, training, professional development, mentoring and retention of highly capable and talented leaders of colour.

The Senior Placement Program provides in-depth training to build and support on-the-job learning, confidence building and up-skilling, professional mentoring to build leadership capacity, and professional development alongside a supportive braintrust of like-minded campaigners of colour.

Peer to Peer coaching, support, collaboration and sharing of common experiences and challenges are actively embedded in the program to provide participants with a powerful, validating, confidence building and connected experience.

Key to the program's success is that it creates safe spaces by working with participating organisations to build anti-oppression and racial justice cultures rooted in equity and fairness.

The POC Placement Program aims to meaningfully transform representation of communities of colour and Aboriginal and Torres Strait Islanders in the not-for-profit sector and civil society.

# The Program

The Placement Program supports organisations to create full time, paid 12 month identified roles for POC and Aboriginal and Torres Strait Islander peoples.

Concurrently, we will deliver a full professional development training program facilitated by expert trainers of colour to support and build capacity of recruited staff to succeed in their roles.

Professional development is built into the placement traineeships: participants work four days per week within their placement organisation, and spend the equivalent of one day per week participating in training intensives, and facilitated support and peer to peer coaching workshops.

We will deliver to:

Participating placement organisations:

- One-on-one initial meetings with Democracy in Colour Training Lead to discuss your organisation's participation.
- Support to come on board and complete the program.
- Support to write PDs for a 12 month identified role placed within your organisation.
- Advertisement of your role in Democracy in Colour networks.
- Support with selection and recruitment of applicants and on boarding them into the placement program.

Recruited staff:

- An onboarding process.
- A full curriculum delivered over three immersive weekend intensives with training workshops facilitated by expert trainers and facilitators of colour.
- Fortnightly campaign clinics and peer support workshops.
- Peer to Peer support and networking.
- Access to alumni support and collaboration opportunities.

# Proposed Curriculum

Participants will gain skills, knowledge, support and opportunities for practical application in the following areas:

- Management of people, projects, time and resources including budgets.
- How to lead in the movement, including representing and empowering communities of colour.
- Advanced campaigning, community organising, political strategy, communication and media and power building, especially in communities of colour.
- Racial Justice and Climate Justice campaigning and organising
- Navigating being a leader of colour safely and effectively in climate and environmental movements.
- Mentoring and facilitation to step up and create safe spaces and opportunities for more campaigners and organisers of colour to participate and lead in the movement.

## Program participant testimonials

*"I really learned a lot from last year's (currently running) POC placement program. What I value the most in this program is not only the knowledge and skills about organising and campaigns, but also being a part of this fantastic community in which we have diverse experiences, but sharing the same goal of speaking up for POC and promoting climate and social justice"*

- Meng Liu, placed as Junior Advocacy Officer at Working Women's Centre SA

*"Being part of a community of professionals of colour to share ideas and experiences with has enriched the way I do my work, and empowered me to amplify our voices when discussing campaigns."*

- Zerene Catacutan, Campaigns Assistant, Essential Media Communications

## Scaled Costings

The placement program is a proven model that has been operating for two years with over 18 participating organisations and around \$1,425,000 invested in the creation of 19 jobs for campaigners of colour.

\$8,250 + gst - organisations with less than \$5m turnover per annum

\$11,250 + GST - organisations with more than \$5m turnover per annum

\$13,250 + GST - organisations with \$10 million and over turnover per annum

NB: discounts are offered for organisations participating with more than one role in either or both of our entry level and senior placement programs in 2022.

## Dates

The People of Colour Senior Placement training intensive program is currently scheduled to begin in July, 2022 at the latest and conclude in November. However the program may be moved to earlier in the year depending on the participating organisation's recruitment capacities.

Roles may start anytime before July, with on boarding and mentoring sessions negotiated with start times.

Participants will need to dedicate the equivalent of one day per week to participate in training intensives and mentoring / coaching sessions.

**Send us an Expression of Interest OR**

**Request an initial meeting by emailing  
[marcella@democracyincolour.org](mailto:marcella@democracyincolour.org)**