

# First Nations People of Colour (FNPOC) Placement Program 2023



Submit an expression of interest by contacting [marcella@democracyincolour.org](mailto:marcella@democracyincolour.org)

DEMOCRACY IN  COLOUR

# First Nations People of Colour (FNPOC) Placement Program 2023

2023 will be Democracy in Colour's fourth placement program.

In three years we have supported or created roles for 45 First Nations (FN) People and People of Colour (POC) in the Not for Profit sector, including the social service, climate and union sectors.

We are designing the 2023 program to be our most effective and empowering yet.

## Value Proposition

The FNPOC Placement Program will create measurable change for racial justice and inclusion by supporting and developing FNPOC talent as well as organisational capacity.

Organisations in the Not for Profit sector struggle with cultural safety, diversity and inclusion, and meaningful representation in leadership.

FNPOC in the Not for Profit sector struggle with racial injustice: lack of leadership opportunities or outright exclusion.

There are often inadequate or even harmful organisational structures and policies, especially in social justice organisations, that either serve our communities or ignore them.

As a result, organisational strategies and policies are poorer as they fail to harness talents and experience of FN and POC, and fail to reach and have impact in communities of colour.

Democracy in Colour will open doors for FNPOC with talent, professional and lived experience expertise to represent our communities, lead and build real power in your organisation for social change.

# The Program

The POC 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 and mentorship program facilitated by expert trainers and mentors of colour to support and build capacity of recruited staff of colour 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, peer to peer coaching and support workshops.

The FNPOC 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

Culturally safe, nurturing and productive spaces and experiences are actively embedded in the program to provide participants with a powerful, connected, validating, confidence building and transformative experience.

Key to the program's success is that we work with participating organisations to build anti-oppression and racial justice cultures rooted in equity, justice and fairness.

The FNPOC Placement Program aims to meaningfully transform representation and participation of communities of colour and Aboriginal and Torres Strait Islander peoples at all levels, especially in leadership in the not-for-profit sector and civil society.

# Objectives

1. Support and empower First Nations people and People of Colour to:

- Apply for and acquire roles successfully.
- Build pathways to leadership roles.
- Work and professionally develop safely and sustainably.
- Develop capacity to represent and lead for their communities in organisational strategies.

2. Build capacity of organisations to:

- Recruit, recognise and cultivate talent.
- Set and achieve racial justice and equity objectives to transform at a structural level.
- Resource and empower FNPOC in their teams, and put people on pathways to leadership.

## Program Structure and Time Commitment

FNPOC Placement Program requires the equivalent of one day a fortnight of work time for six months. This time will be spent on:

- Fortnightly 1 hour online clinics for peer to peer coaching and group work
- 3 face-to-face intensive retreats of 2 days with workshops and networking activities
- 12 mentoring sessions at 1 hour each (can extend beyond 6 months)

Democracy in Colour will match each participant with a suitable FNPOC mentor, senior in position and with relevant experience to their field.



## Options for joining the program

### Current staff

The FNPOC Placement Program offers your current staff a specialist professional development program focused on group work and collective, nurturing growth towards leadership.

### New positions for FNPOC

When creating a new role with the program, we strongly encourage organisations to commit to creating an identified role for FNPOC as we have found this to be the most effective way to attract candidates from communities of colour.

## Recruitment of candidates

Democracy in Colour provides the following support:

- Editing identified role copy in your PD to customise to your organisation needs and State by State legal requirements.
- Advice on PD creation.
- Advertising the role in our networks, tapping suitable candidates on the shoulder, especially from our training and fellowship alumni, to apply.
- Support with short list selection.
- Presence on the interview panel if appropriate.

# 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 for FNPOC, including representing and empowering communities of colour.
- Advanced campaigning, community organising, political strategy, communications, media and power building, especially in communities of colour.
- Racial Justice and Climate Justice advocacy, campaigning and organising
- Navigating being a leader of colour safely and effectively
- Mentoring and facilitation to step up and create safe spaces and opportunities for more FNPOC to participate and lead in the movement.

## 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

# Investment

FN POC Placement Program is a proven model that has been operating for three years with over 35 participating organisations, 40 FNPOC and approx \$2 million invested in the creation of 20 new jobs for FNPOC in the Not for Profit sector.

Fees for the program are scaled according to organisational size and include flights and accommodation for retreats.

\$8,250 - less than \$5 million turnover per annum

\$11,250 - more than \$5 million turnover per annum

\$13,250 - \$10 million and over turnover per annum

Prices exclude GST

Discounts of up to 25% are offered for organisations participating with more than one role in either or both placement programs in 2023.

An MOU will be sent at the beginning of the program and an invoice at the conclusion of six months of the program.

## Next Steps

Contact Marcella Brassett for an initial meeting to discuss your organisation's participation.

[marcella@democracyincolour.org](mailto:marcella@democracyincolour.org)

We look forward to working with you towards racial justice.