

Racial Justice Program 2023



The Racial Justice program 2023 (renamed from Placement Program) will be Democracy in Colour's fourth year of running our unique leadership, professional development and job placement program.

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

We supported three entry level program alumni into new mid level positions in the climate and union movements in 2020 and 2022 and will continue to deliver leadership outcomes and increase opportunities for FNPOC.

Submit an expression of interest: marcella@democracyincolour.org

Why

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

Organisations struggle with cultural safety, recruitment and retention of FNPOC talent, and meaningful representation in leadership.

FNPOC in the NFP sector struggle with racial injustice: lack of leadership opportunities or outright exclusion.

As a result, organisations are far less impactful, failing to harness talents and experience of FNPOC, nor to meaningfully work with communities of colour towards Climate, racial, and economic Justice.

We will fail to build the power in communities we need to win, if we do not practise Racial Justice.

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.





How

The Racial Justice Program provides:

- In-depth training to build and support on-the-job learning, resilience, justice practises, personal confidence, and up-skilling; the majority of training is delivered by FNPOC expert facilitators.
- Professional mentoring by senior FNPOC mentors to build leadership and management capacity, skills and knowledge
- Peer to Peer coaching, support, collaboration, solidarity and safety for sharing common lived experiences and meeting challenges.

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

Key to the program's success is that we work with participants and their workplaces/ movement to build anti-oppression and racial justice cultures rooted in equity, justice and fairness.

Objectives

1. Support and empower FNPOC to:

- Apply for and acquire mid level - senior roles successfully.
- Build pathways to leadership roles within workplaces and across the Climate movement.
- 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 FNPOC 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

The Racial Justice 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 facilitated workshops and networking activities.
- 12 mentoring sessions at 1 hour each.

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



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.
- Campaigning, community organising, political strategy, communications, media and power building, especially in communities of colour.
- Racial Justice focused advocacy.
- Navigating becoming 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 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 at Working Women's Centre

"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, Media Officer, Climate Council

"It was directly the investment by Democracy in Colour and the placement program in myself and other cohort members that meant that we were able to go and build the spaces for other people of colour that are so desperately needed."

Grace Vegesana, Climate and Racial Justice Campaigner , Australian Youth Climate Coalition

Investment

Fees for the program are scaled according to organisational size and include flights, catering, 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 the program.

A Memorandum of Understanding will be sent at the beginning of the program and an invoice at the conclusion of the program.

Next steps

Contact Marcella Brassett for an initial meeting.
marcella@democracyincolour.org

We look forward to collaborating, in relationship with you towards racial justice.