

## Victorian LGBTIQ Leadership Program 2020

### Frequently Asked Questions

Below are responses to questions about the Victorian LGBTIQ Leadership Program 2020.

If your question is not covered, please contact Leadership Victoria on 03 9070 9893 or [info@leadershipvictoria.org](mailto:info@leadershipvictoria.org)

#### 1. When will the program be held?

The Program is scheduled from August to December 2020 and consists of 8 program days, an evening welcome event and graduation.

The 2020 program dates are:

- Welcome and Induction Event: Tuesday 28 or Wednesday 29 July (6.00 – 7.30 pm)
- Program Day 1: Saturday 1 August (time TBC)
- Program Day 2: Saturday 8 August (time TBC)
- Program Day 3: Saturday 22 August (time TBC)
- Program Day 4: Saturday 12 September (time TBC)
- Program Day 5: Saturday 3 October (time TBC)
- Program Day 6: Saturday 24 October (time TBC)
- Program Day 7: Saturday 14 November (time TBC)
- Program Day 8: Saturday 5 December (time TBC)
- \* If possible days 7 and 8 could be held as overnight residential Sat 5 and Sunday 6 December

#### 2. Is there a fee?

There is no fee. The program is free to attend.

#### 3. How will the program be delivered?

Due to the current social distancing restrictions in Victoria. Program days will be delivered virtually or in person pending on current advice.

Leadership Victoria and the Department of Premier and Cabinet will consider the viability of moving to face to face on Monday 13 July 2020.

#### 4. Is there financial support for regional/rural attendees?

Yes, financial support, accommodation pre and post program day (arranged by Leadership Victoria) and reimbursement for reasonable out of pocket travel to and from Melbourne is available for successful program participants who live in rural and regional Victoria.

## 5. Will access support be provided?

Yes. Reasonable adjustment to enable your full participation is available.

Access support available includes (but is not limited to):

- Wheelchair access
- Accommodation for people living with disability and their carer pre and post program day, if the participant is from regional Victoria
- Auslan interpreter

If you have any questions about reasonable adjustment, we encourage you to contact us to discuss how we can help support your participation in the program.

## 6. Who is eligible for the program?

The Program is open to individuals who:

- Are currently in a position of responsibility or leadership role in an LGBTIQ organisation\* or
- Are currently in a position of responsibility or leadership role in any other organisation AND can demonstrate a significant interest, commitment and plan to lead for LGBTIQ communities.
- Identify as a member of LGBTIQ communities
- Are aged 18+
- Can commit to attending all the program sessions
- Are current Victorian residents

\* An LGBTIQ organisation under this program is one that is LGBTIQ run and led, and/or whose services or activities primarily benefit LGBTIQ people in Victoria.

## 7. Is there an Expression of Interest process?

Yes. Interested participants need to complete the online Expression of Interest form. As part of the process, we ask you to upload a letter of support and provide details of a referee.

## **8. What should be included in your letter of support?**

The letter of support should be from someone in a professional or community leadership role who knows you and can confirm your:

- current position of responsibility or leadership role in an LGBTIQ organisation
- experience and capability
- suitability to undertake this program
- interest, commitment and plan to lead for across LGBTIQ communities.

## **9. Is it mandatory to supply a letter of support from a professional referee or community leader?**

Yes, this is required for you to be eligible for the program.

## **10. What is the selection process for the LGBTIQ program?**

- Applicants need to submit their online applications by 10pm Sunday 5 July 2020.
- We may contact your referee or the person who wrote your letter of support to provide more information in support of your application.
- Shortlisted applicants will be invited to attend an interview with the selection panel. Interviews will be between Wednesday 15 – Friday 17 July.
- All applicants will be notified the outcome of their application mid-late July.

## **11. What are the expectations and commitment required to undertake the LGBTIQ program?**

By submitting an application for the LGBTIQ Program you are committing to:

- Attendance at all program days and events (minimum requirement for successful completion is 80% attendance)
- Meeting all the program requirements including pre-program readings and preparation, group project work, contributing to program activities and completion of evaluation surveys
- Contributing to strengthening the LGBTIQ communities as a result of the program

## **12. What topics will be covered in the leadership program?**

The LGBTIQ leadership program will comprise topics to explore issues, challenges and opportunities unique to the LGBTIQ communities, and contemporary leadership theory and practice including:

- Leadership development: building skills and leadership capability
- Building a peer network to share leadership experience and support ongoing development and practice
- Learning from leaders from diverse backgrounds, industries and sectors
- Workshops to build practical skills needed to lead community organisations including areas such as driving change, values & ethics, effective communication, media and Influencing the agenda, project management, grant seeking, managing and working with volunteers, understanding how boards work
- Connecting and building networks with other LGBTIQ leaders
- Opportunity to be matched with a 1:1 mentor to further support your leadership journey and application of the program learnings

### **13. What is the Mentoring Program?**

As part of the program, participants can choose to be matched with a mentor.

Mentors support and encourage mentees to help build their confidence, self-awareness, professional skills and network to develop a greater understanding of their potential as a leader to influence and motivate others.

Following an induction session with all mentors and mentees, monthly 1 to 1 meetings arranged by the mentee and mentor at mutually convenient times will be held for up to 12 months.

### **14. What is the CLAN project?**

As part of the program, participants take part in a Community Leadership in Action Network (CLAN) project. The project is a collaborative challenge based learning experience in which participants work in groups to explore a relevant issue or challenge and take action with a view to achieving a positive outcome.

### **15. Who do I contact if I need more information or help with registering?**

If you need assistance registering, please call 9070 9893 or email [info@leadershipvictoria.org](mailto:info@leadershipvictoria.org) <[info@leadershipvictoria.org](mailto:info@leadershipvictoria.org)>



The Victorian LGBTIQ Program 2020 is supported by the Victorian Government

---