

To Build Sustainable Programs in Community Sport Organisations That Will Improve Access to Sport For People With Disability

Women as Leaders and Mentors for State and Community Sport Organisations

Position Description

Background

The aim of this project is two-fold. First, to embed sustainable inclusive state and community sport practices and programs. Second, to empower and build the leadership capacity of women with disability to educate and share their lived experiences in sport with staff from state and community sport organisations (SCSO) to encourage people with disabilities to become and remain involved in sport.

Position: Women leaders

We seek women with disability (two per location) who have experience and/or are committed to leading a sport program. The in-person and online programs will be conducted in the following locations:

- Nathan, Queensland
- Bruce, ACT
- Melbourne, Victoria
- Mount Claremont, Perth, Western Australia
- With the potential for another state/territory (TBC)

Responsibilities

A key component of the project is the 10 women leaders whose role is to share learnings and facilitate discussions between SCSOs. The tasks associated with this role are to:

1. Attend a two hour online leadership training workshop (March, 2023). The purpose will be to build knowledge, skills, tools, and leadership skills associated with co-delivering the workshops noted below and delivering mentoring sessions to managers.
2. Co-conduct two SCSO in-person workshops in collaboration with another leader (April - October, 2023). These one hour workshops will have the same content however

will attract two different groups: state sport organisations and community sport organisations. The purpose is to facilitate learning and discussion that comprises good practice strategies, innovations and case studies; negotiating challenges, and provides support resources to the SCSOs. The workshop has been co-designed with people with disability and sport organisations focused on building organisational capabilities to create inclusive practices and programs to attract and retain people with disability including women, as players, volunteers and leaders. Each workshop will comprise approximately 15 representatives.

3. Co-facilitate four online group sessions in collaboration with another leader (May, 2023 – April 2024). Each of the two groups involved in the workshop will be involved in two online sessions. Women leaders will be provided with a set of questions to stimulate the one hour discussion between organisations.

4. Conduct an online or location visit (July 2023 – April 2024). Individually each woman leader will meet with up to 15 state or community sport organisations online or at the site of the organisation to provide a lived experience view on topics of interest to the organisation e.g., equipment, facility or program accessibility. The purpose is to assist these organisations to embed practices and implement programs that attract and retain people with disability.

5. Co-facilitate one community online session (February – April 2024) where good practices implemented by organisations in the program will be showcased by respective managers to community sport and recreation leaders to stimulate action more broadly.

6. Attend three women leaders online meetings (April 2023 – April 2024). To support women leaders during this project and build professional development and networking, three one hour meetings led by the lead Facilitator will be conducted.

7. Participate in two online one hour interviews (March 2023; May, 2024). Pre and post program interviews with a research team member from Victoria University will be conducted to identify the learnings gained and practices embedded by the organisations and the benefits of the program gained by women as leaders.

Criteria

- Previous experience as a training facilitator or similar role
- Experience working with people with disability in sport
- Experience working with community sport organisations (grassroots sport clubs)
Experience with conducting online meetings
- Knowledge of, or a commitment to develop knowledge on, adult learning techniques
Commitment to be involved until the conclusion of the program (March 2023 – May, 2024)
- Excellent communication and organisational skills

Payment

Payment will be provided to each leader based on their Facilitator role including:

Attend facilitator training, co-facilitate in-person workshops and online sessions, and conduct individual visits: \$4,000

Travel allowance - \$300

Women with disability interested to apply for these leadership positions can forward a letter of interest that addresses the criteria and possibly a curriculum vitae to:

Clare Hanlon

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Expression of interest to be received by Monday 20th February, 2023.

Acknowledgement

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