

# FRONT & CENTRE ARTS LEADERSHIP PROGRAM

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INFORMATION SESSION  
WEDNESDAY 20 OCTOBER



TRADITIONAL OWNERS OF THE  
LAND ON WHICH WE MEET, AND  
ELDERS PAST, PRESENT AND  
FUTURE.

# ACKNOWLEDGE COUNTRY

# WHAT IS FRONT & CENTRE?

- Front & Centre is a unique career development and leadership program, designed to improve the community, cultural, workplace and economic participation of women with a disability or who are deaf, or have other barriers to inclusion that may be permanent or acquired, such as mental health conditions and chronic illness. (Application to the Commonwealth WLDP)

# WHY IS FRONT & CENTRE NEEDED?

The program aims to address where women with disability are under-represented:

- **Workforce participation:** labour force participation for women with disability is only 49%, compared to 76.5% for women without disability. Young women, in particular, are being exposed to the economic fallout of Covid 19, wanting more work and more hours.
- **Economic wellbeing and advocacy:** women with disability are doubly disadvantaged economically. 20% of women are at risk of poverty compared to 17% of men. Women with a disability in Australia also participate less in the NDIS. Women make up 49% of Australians with a disability but just 37% of NDIS participants.
- **Cultural, creative and community leadership:** Women with disability are under-represented in community and cultural leadership roles: on boards, in management, in program development and execution. Lack of recognition of informal learning, lived experience and other barriers reduce participation in developing and delivery of services and programs that enhance our lives and shape our values.

# WE NEED WOMEN WITH DISABILITY IN ARTS LEADERSHIP

- The Front & Centre program will continue to prioritise women who have had experience in arts, creative and cultural practice, in recognition of both:
  - **the downturn in employment and activity in the arts and recreation sector** (over 50% of businesses had to suspend or reduce operations during 2020; arts and recreation workers were some of the least likely to work from home; many businesses and workers were not able to access Job Keeper for casualised workforce) and
  - **the ongoing barriers to participation in the arts and cultural sector by women and women with disability**
    - Only 9% of artists with disability are in creative/cultural professions
    - Artists with disability are more likely to work in the less-visible community arts sector, than mainstream companies
    - The gender gap in pay is higher in the arts too: women overall spend more time on creative work than men, yet they earn a lower income - \$15,400 v \$22,100. ABS 2015

# FRONT & CENTRE

## OUTCOMES

- **Diversity** - increased and intersectional diversity in arts, creative and cultural leadership
- **Career development** – changes in career aspirations and strategic actions taken
- **Advocacy** – introductions, speaking engagements, publications
- **Connections** – network of leaders and influencers supporting the program
- **Representation** – participants will be encouraged to take active steps towards further leadership development.

# FRONT & CENTRE PILOT:

## THE DETAILS

- Front & Centre pilot program (October 2019 to March 2020)
- Partnership between Accessible Arts and Albany Lane Consulting
- Funded by Women NSW, Investing in Women Program
- There were 11 participants (NSW only)
- Outcomes overwhelming positive

# AIMS OF THE PILOT

- Front and Centre was piloted with Accessible Arts in 2019-20, to increase participation of women with disability in arts leadership roles, through:
  - **Development of confidence**, by identification and progress towards individual goals, supported by one-to-one professional career coaching
  - **Broadening of aspirations**, through self-reflection around values, skills and strengths
  - **Connection to networks of peers and mentors**, through webinars and other group activities

# VOX POPS – FRONT & CENTRE 2020

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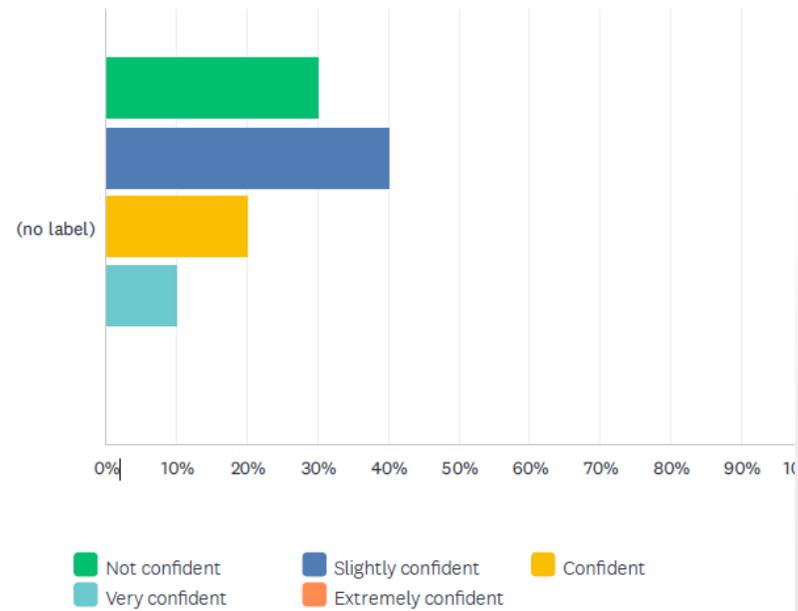
# EUGENIE LEE

INTERDISCIPLINARY ARTIST  
WITH A FOCUS ON MEDICAL  
SCIENCE AND CHRONIC  
PAIN

- "I'm just so grateful that I was included in the program. **I've never had coaching before and Judith was so wonderfully supportive, efficient, and fun to talk to.** I appreciate everything Judith, Liz, and Accessible Arts have done for me, I can only say my heartfelt thanks. **I never felt like an outsider during the program, and I know that's because you guys have made a special effort to make everyone feel inclusive and welcome.** You guys are awesome!"

How confident were you about your arts and community skills before doing the Front and Centre Program?

Answered: 10 Skipped: 0



Q2 Now, rate your confidence having completed the program

Answered: 9 Skipped: 1

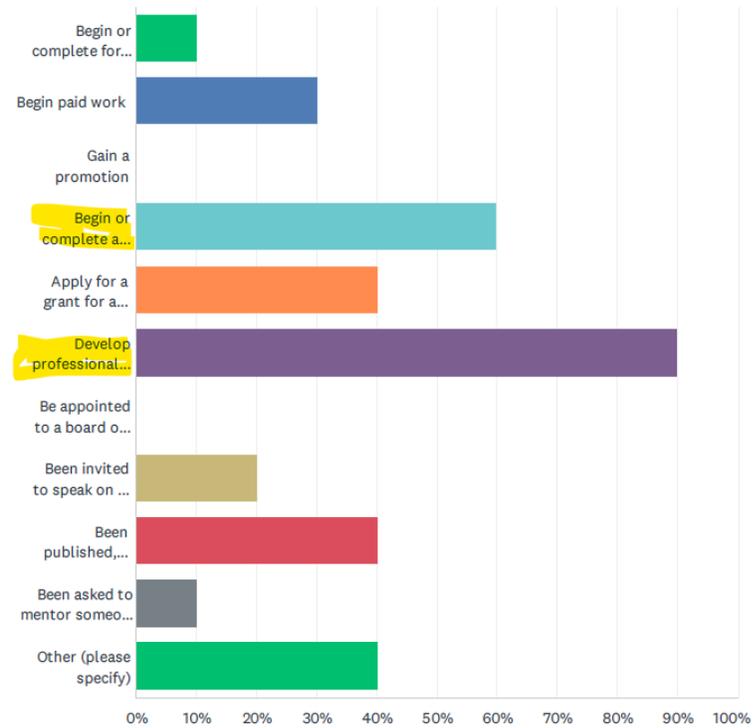


**NATALIA  
STAWYSKYJ**  
FOUNDER/DIRECTOR AT  
TWO SHOES FILMS

- "My time at the networking event attended by the Front and Centre participants was far more successful than past events I have attended. Through the skills I developed as part of the program, **I was able to speak productively with many attendees and made a lasting connection with several of them.** I doubt that would have been achieved without what I learnt in the program. "

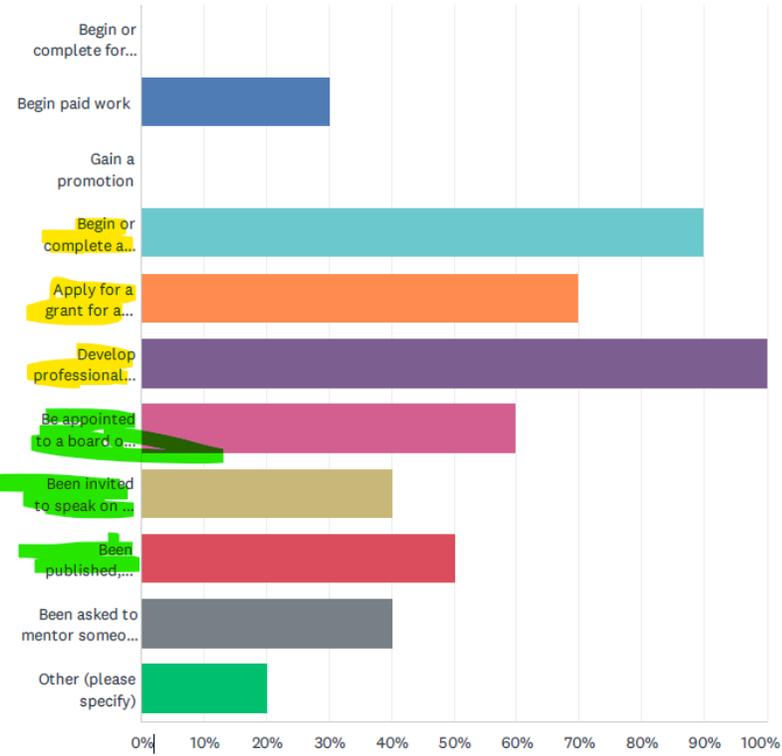
Q3 What were your goals or aspirations in your working and creative life, before you started the program? Tick as many as you want.

Answered: 10 Skipped: 0



Q4 How have your goals or aspirations changed as a result of the program? Tick as many as you want.

Answered: 10 Skipped: 0



# SIGRID MACDONALD

DEAF CREATIVE, ACCESSIBILITY ADVOCATE, AND  
COMMUNITY WORKER  
FOUNDER SECOND NATURE STRATEGIES

- The program helped me work past some insecurities and identify unhelpful self-doubt and helped me decide to keep pursuing my plans. I would like to be known as a leader through collaboration and supporting others to build capacity.

# HOW DOES FRONT & CENTRE WORK?

- **Challenge current view of leadership as being – white, able-bodied, and male**
  - Masculine leadership: Strong, arrogant, intelligent, ego-driven, bravado, powerful, dominant, assertive, single-tasking, focused, competitive, stubborn, physical, self-righteous, direct
- **Challenge idealised version of feminine leadership**
  - Feminine leadership: Value work-life balance, empathetic, great listeners, nurturing, focus on teamwork, multi-tasking, motivated by challenges or causes, strong communicators

# FRONT & CENTRE EXPLORES “LEADERSHIP”

## IN DIVERSE WAYS

Front & Centre explores leadership from multiple POV:

- Leadership as **Self-Expression**
- Leadership as **Creativity**
- Leadership as **Learning**
- Leadership as **Service**
- Leadership as **Community Building**
- Leadership as **Change**
- Leadership as **Impact**
- Leadership as **Disruption**

# BENEFITS OF CHANGING “LEADERSHIP”

- Leadership as more:
  - Accessible and Inclusive
  - Diverse
  - Impactful and Accountable
  - Sustainable
  - Compassionate

# ATHENA PAVIS-GOARD

ACCESSIBILITY AND DISABILITY REPRESENTATION  
ADVOCATE AND CONSULTANT  
DIRECTOR, ABILITY BEYOND BOUNDARIES

- "I want to be known as a script, songwriter, poet. This program has challenged my thoughts and questions about whether or not I am an artist and a leader. **To see art as just as important as any other job or skill to have and pursue. I can confidently say, 'I am an artist'.**"

# ZHILA HASANLOO

ACCESSIBILITY AND DISABILITY REPRESENTATION  
ADVOCATE AND CONSULTANT  
DIRECTOR, ABILITY BEYOND BOUNDARIES

- "In this program, I learnt that **expressing what I believe or feel passionate about**, despite the potential resistance from others is the first step towards becoming a leader..... I learnt that I **must disrupt my own leadership strategies and constantly craft new ways of doing and viewing things.**"

# SUZANNE WHITEMAN

OWNER, ALSTONVILLE DANCE STUDIO  
COMMUNITY ADVOCATE

- “...I was reminded that everything I do has an impact on these communities that I serve and how **making connections and promoting inclusion is an important aspect of leadership**”

# WHAT TOOLS DO WE USE?

Onboarding FEB 2022  
5 x 90 min workshops  
over 2 x 2 weeks, plus  
follow up “check in”  
session

8 x Individual one-to-  
one coaching sessions,  
with Judith Bowtell  
(worth \$2,000 each )

5 x 90 min webinars,  
including on financial  
wellbeing and self-  
compassion, follow up  
tools and reflections

Peer support – paired  
with a “buddy” in the  
program

Online support –  
Facebook group and all  
group sessions are  
recorded

Online program support  
– access to Albany Lane  
DIY Career  
Development and Self-  
Compassion resources

Evaluation – ability to  
participate in developing  
Front & Centre future

Access our alumni event  
in 2022 (and can join  
alumni post graduation)

**Graduation (LIVE) –  
with keynote speaker,  
special guests,  
networking  
opportunities**

# DELIVERY PARTNERS

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Accessible Arts  
(Liz, Marika and Jo)  
Email: [info@aarts.net.au](mailto:info@aarts.net.au)

Albany Lane Consulting  
(Judith Bowtell, Program  
Design and Coaching)  
[www.albanylane.com.au](http://www.albanylane.com.au)

Front & Centre Alumni

The Patternmakers  
(Evaluation)  
Tandi Palmer Williams  
and Holly Davison

Department of Prime  
Minister and Cabinet's  
Office for Women  
(Major Funding Partner)

# KATE BURTON

ARTIST AND ADMINISTRATION ASSISTANT

- This program has improved my own self-awareness, in which **I learned to know how my emotions and situations can affect my outlook on life and goals.** This included learning how to prepare and to plan for the future and getting into self-care routines.

# EMILY DASH

ACTOR, WRITER, SPEAKER AND DISABILITY  
ADVOCATE WITH AN EMPHASIS ON SOCIAL  
INCLUSION AND EXPANDING PERCEPTIONS OF  
DISABILITY

ACCESSIBLE ARTS BOARD MEMBER

- Front and Centre has been a **wonderfully empowering experience** for me, and I'd love to see it continue in a way that allows us to share what we have learned with future participants.

# JOHANNA GARVIN

COMMUNICATIONS OFFICER AT CREATE NSW

- "I loved this program"

# WHAT WE ARE LOOKING FOR?

- **Commitment** to own development as an artist, creative, arts or cultural worker
- **Community** an involvement in activities outside of own creative practise or organisation
- **Awareness** of issues affecting the arts sector in NSW/VIC and Australia
- **Coach-ability** and willingness to take feedback and self-reflect, and openness to external challenges
- **Diversity** an understanding of the importance of diversity in sustainability of arts culture, barriers to representation and one's own place within the arts and cultural sector.

# “THE PROJECT”

- “The Project” is what you want to create out of doing Front & Centre
- **You may OR may not complete the project: that is not the aim of the program**
- Encourage you to think about
  - Small
  - Modest
  - Experiments
- Aim is to find your “stopping points” and how to move beyond

# HOW TO APPLY?

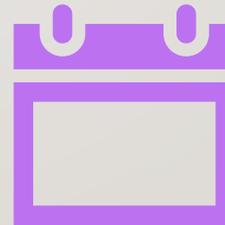
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**Complete and submit the EOI**

<https://aarts.net.au/front-centre/>

Alternative forms of submission are available –  
speak to Accessible Arts



**DUE MONDAY 1ST  
NOVEMBER AT 5:00PM AEST**