

Front & Centre: Arts Leadership Program for Women with Disability

About Front & Centre

Produced by Accessible Arts with support from the Department of the Prime Minister and Cabinet's Office for Women, *Front & Centre* is a professional development program for women with disability working in the arts, creative and cultural sectors across NSW, the ACT and VIC. The participation of women from Victoria is supported by Arts Access Victoria.

Up to 12 applicants will be selected to participate in a 10-month career coaching and professional leadership development program.

The program aims to increase representation of women with disability in leadership roles, and improve their experiences by:

- **individual empowerment** through a year-long career and leadership development program and
- **changing the environment** through introductions and connections to decision-makers and influencers, and advocacy around the issue of representation by people living with disability.

Outcomes of the program will include:

- 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. Program
- Online group sessions throughout 2022, including onboarding information sessions and workshops, and webinars on topics including self-expression, service, community, self-care, and financial literacy.
- 8 individual (50 minute) career and leadership coaching sessions via Zoom with accredited specialist arts and creative leadership coach Judith Bowtell of Albany Lane Consulting (www.albanylane.com.au). Access to Albany Lane's Learning Lab, including the online Career Development program's self- assessment tools and values and skills matrix.
- Access to *Front & Centre* Facebook group and alumni, and support from the Accessible Arts team.
- Graduation event in Sydney in November 2022 (pending Public Health orders).

Please note: full participation in all group and coaching sessions is a requirement of the program.

Key Dates

- Tuesday 21 September 2021 – Applications OPEN
- Wednesday 13 October 2021 – Information Session (Booking details below)
- Monday 1 November 2021 – Applications for Front & Centre close (5pm AEST).
- Week commencing Monday 23 November 2021 – All applicants to be informed decision via email.
- February 2022 – ONLINE Onboarding program (information sessions and workshops) TBC
- The program will run until November 2022, with a graduation ceremony to be confirmed.

Eligibility

Front & Centre is open to women with disability or who are d/Deaf, or who have a chronic illness or mental health condition, and are living in NSW, the ACT or VIC. (Please note: We hope to be able to include women in other states and territories in 2023 and 2024.)

Selection Criteria

Selection will be based on the following criteria:

- **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.

Applicants will be asked to outline an idea for a small project that you would like to undertake throughout 2022, that will demonstrate your leadership potential. You will have further opportunities to change or refine this project throughout the *Front & Centre* program.

Your project outline should include:

- How will you be able to express yourself as a leader through the project?
- What group or community will it benefit, serve, or support?
- What will be the impact or legacy of the project in that group or community?

It is important to note that you may or may not complete the project during the *Front & Centre* program. The size, scale and even the completion of your project is NOT essential to you, as a developing leader, getting the benefits of the program.

Accessible Arts will not be providing resources or funding for any of the projects during the *Front & Centre* program.

Apply Now:

<https://www.surveymonkey.com/r/FrontAndCentreArtsLeadershipProgramForWomanWithDisability>

- Applications for *Front & Centre* close at **5pm AEST on Monday 1 November 2021**
- Applications will also be accepted in formats accessible to the applicant including Auslan, audio, video, printed, dictated, electronic and handwritten formats. Please contact info@aarts.net.au to discuss your access needs.

INFORMATION SESSION

There will be an online information session for the *Front & Centre* on Wednesday 13 October, 2pm-3pm AEST. Applicants will hear from head coach and program director, Judith Bowtell and Accessible Arts Interim CEO, Liz Martin about the intention of the program, what you can expect, and how to make the best application. You will be able to ask questions of Judith and Liz, and the session will be recorded.

Please RSVP here <https://aarts.net.au/news/front-centre-applications-now-open/>

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<https://pmc.gov.au/office-women/grants-and-funding>

Where appropriate participants are encouraged to use their NDIS package (if available) to support their participation in the program. This includes AUSLAN interpreters.

Information about the initiative as well as guidelines, the application form and application materials are below:

Front & Centre Downloads

- **Front & Centre Guidelines**
- **Front & Centre Application Form**
- **Front & Centre Outcomes – Report of Pilot 2020**
- **Front & Centre Case Studies – Outcomes of Pilot 2020**
- **Front & Centre Alumni 2021- Video**