



Vice Chancellor's Sponsorship Program

For culturally diverse women

Program Details

As part of the Vice-Chancellor's commitment to the Champions of Change Coalition and in alignment with the Culture Strategy, the Vice-Chancellor's Sponsorship Program was created. The Vice-Chancellor's Sponsorship Program is a University-wide targeted effort to support culturally diverse women, who possess the potential to move into senior leadership roles at The University of Sydney.

We know that culturally diverse women 'face a double jeopardy in leadership', that is their gender and cultural background combine to make it twice as difficult for culturally diverse woman to access leadership roles when compared with non-culturally diverse women or culturally diverse men. This is the findings of the research commissioned by the Diversity Council of Australia, 'Cracking the Glass-Cultural Ceiling' Report 2017.

As a university we are making great efforts to creating diverse and equitable leadership and breaking down barriers to equality. This program contributes to that work by fostering sponsor relationships between high-potential culturally diverse women and the University Executive. The primary objectives of the program are to accelerate culturally diverse women's careers, and support the leadership development of these high potential women.

This intense program targets high-potential women who demonstrate the potential to secure leadership positions. The programs include one-on-one sponsorship with a senior leader at The University of Sydney, a mixed academic and professional cohort-based skills, and career planning workshops.

Key Program Themes

- Strong public statement of the sponsors commitment to equity and changing the status quo
- Developing leadership skills
- Enhanced insight into skills, capabilities, and career strategies
- Increased visibility and networking opportunities
- Engagement with a sponsor who can provide a broader University perspective and find opportunities for you to practice new skills

Who is this program intended for?

As a guide, participants are expected to be:

Professional: HEO 9 – SPS C

Academic: Level C – D

Identifies as a woman

Identifies as culturally diverse in regard to the dominant culture at the University

Defining Culturally Diverse

Our approach, based on that of the Diversity Council of Australia, notes that a culturally diverse woman at The University of Sydney may identify with one or more of the following factors:

- Identity-Based: a person's cultural identity may not necessarily be directly linked to their country of birth or their parents' country of birth. Instead, their cultural identity may be more closely tied to their partner's ancestry, the country or countries the person has spent the most time in or feels more closely tied to, or a combination of these factors.
- Multiple Dimensions: A person's cultural background may be constituted not just by their country of birth and/or their main language spoken, but a range of other aspects including their ancestry, citizenship, ethno-religiosity and faith.
- Their first language maybe something other than English
- They have moved internationally to Australia for work or family (whether English speaking or otherwise)
- They are not a member of the dominant culture, religion or citizenship to the majority of The University of Sydney leaders

Program Objectives

This initiative is one of the University of Sydney's talent programs supporting the strategic pillar of culture. The University is investing in the program's success using a combination of in-house and external expert support to remove barriers that prevent women reaching their full leadership potential.

The expected program outcomes and metrics for success include:

- Demonstrated increase in the number of and level of participation by culturally diverse women, in University decision making/leadership roles
- Talent and succession pipelines with good gender balance and cultural diversity that reflects our talent pool and broader communities' cultural diversity.

Sponsors and participants will be provided with a best practice, targeted leadership development program, tailored to the individual needs of the pairing. This sponsorship program will help create a level playing field for participants, setting them up for success by enabling them to take responsibility for their leadership journey. Sponsors will be provided with support, guidance and tools to assist them to be effective. Supervisors of successful applicants will also be invited to build their cultural competence through a group workshop.

Program Elements

This initiative is both a sponsor supported, and advanced career and leadership program. The dual focus seeks to develop and enhance leadership skills whilst at the same time working with their sponsor to identify opportunities to apply and refine these new skills.

There is a clear goal to develop skills and talent within the program, ensuring high performing women who are culturally diverse are better positioned for leadership roles following program completion. A wide range of development topics will present stimulating and challenging content, and with the support of a sponsor, participants will be challenged to implement what they are learning.

Through participation in the program workshops, participants will:

- Develop greater self and situational awareness as culturally diverse women within the unique University context
- Develop an awareness of personal capacity for change and influence
- Recognise the lenses through which women of culturally diverse background are sometimes viewed and structural factors to be negotiated
- Identify influencing cultural values and practices
- Explore communication norms such as assertiveness/humility and how they may be perceived
- Access best practice models and frameworks in relation to cultural capability, addressing unconscious bias, power and influence, and women's advancement

- Understand where and how to garner support for career progression
- Map potential leadership roles across the University
- Apply influence, and build resilience in the face of obstacles and challenges
- Access tips and techniques to negotiate the need to be authentic, while demonstrating appropriate behavioural flexibility to achieve results
- Develop and draw on a network of other women, and be supported in the leadership journey.

Career and leadership topics for each session may alter based on the needs of the group. Feedback from program participants will be welcomed throughout. Time, energy and a personal commitment is required to make this opportunity a success. Participants will be immersed in stretch experiences, devote time to expanding their leadership expertise, including increasing their personal presence, networking capacity, and visibility within and beyond the boundaries of The University of Sydney.

In addition to establishing a relationship with your sponsor (can be in the form of shadowing, regular meetings, networking opportunities etc.), participants will attend six development sessions each 3 hours in length throughout the program. A number of leadership topics have been identified for these sessions, as above.

Instructor

Tamelaine Beasley is an expert who enables effective collaboration and communication in diverse and global workplaces. She is a member of the [Board of the Australia-ASEAN Council for the Department of Foreign Affairs and Trade](#), and founder and Managing Director of Beasley Intercultural, Australia's premier cross-cultural training and consultancy company.

Tamelaine leads a team of consultants working across Australia and the Asia-Pacific region for clients including: AMP, Austrade, the Commonwealth Bank, the Department of Defence, the Department of Foreign Affairs and Trade, the Department of Immigration and Border Protection, Electrolux and QBE.

Tamelaine facilitates the program induction and seminars and will begin with a diagnostic assessment of leadership competencies and capabilities, identifying key strengths and areas in need of development. Then in collaboration with the participants, will help coach to develop the participants skills, insights, resilience and leadership capabilities.

Nomination

Nominations for this program are managed by each faculty, school and professional unit. The nomination process takes place in November/December each year for the following year's program. If you are interested in potentially being nominated for this program please discuss this with your supervisor/manager.

Contact

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