

Seat at the Table (SAT)

A leadership and governance program for young women from refugee and migrant backgrounds

The Leadership Immersion Program

What is an Observership on a Board or Committee?

Young women participating in SAT will be invited to observe a business's Board or Committee meetings for the March - December duration (pending Board/Committee approval). This is an opportunity to experience real life strategic leadership discussions and decision making. The Observership Placement is designed to complement and build on the learnings obtained through the training component of the SAT Leadership Immersion Program.

The Business will appoint an existing Board member to act as a Board Contact. The Board Contact will be responsible for inviting 1-2 participants to the Board or Committee meetings held throughout the year. Prior to each meeting the Board Contact will provide participant(s) with any useful documentation related to the meeting and offer a pre- meeting brief and post- meeting debrief for additional context and support.

The participant is expected to attend all Board meeting upon invitation from the Board Contact. The role of participant is a not a decision making role, it is an observation role, a learner role. The participant may however be invited by Board members to contribute to certain discussion points during the Board or Committee meetings.

SAT Observership Placement

The Observership Placement on a business Board or Committee will offer young women real life experience in and exposure to the world of leadership and strategic planning and decision-making in business, associations and companies in traditionally male dominated industries.

- ❖ CMY will share the available placement opportunities with participants at the beginning of the program and you will identify two – three placement preferences for CMY to match you according to your areas of interest and learning objectives. You may be paired with another participant on the Board placement
- ❖ Upon receiving your placement, CMY will introduce you to the nominated Board Contact for an introductory meeting
- ❖ Following this, the Board Contact, participant and CMY will sign a memorandum of understanding (MoU) outlining each parties role and responsibilities
- ❖ You will be invited to attend Board meetings from March to Dec 2022
- ❖ The Board Contact will be your main person of contact and will provide briefing and debriefing session with each Board meeting or event

Training Program

The governance and leadership training program will cover topics such as governance, finance, risk management, effective communication and other core areas of leadership.

Content will be both practical and adaptive in nature providing participants with skills and knowledge necessary for effective governance whilst providing a safe space for young women of colour to share their experiences and discuss challenges unique to them. The intersection of

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participant identities in traditional leadership spaces will be acknowledged and explored in program discussions with the support of peers, guest speakers and facilitators.

- ❖ The training program will include approximately monthly sessions with most delivery held online to increase accessibility
- ❖ Pre-session content including articles, videos and podcasts on the relevant topic that participants are expected to read, listen or watch prior to the training sessions
- ❖ Guest speakers with expertise and / or lived experience in the relevant topic
- ❖ Facilitated discussions that draw on the pre-session content resources, the placement opportunities, guest presentations and training activities to discuss
- ❖ Graduation event where both participants and their family/friends, Board members, guest speakers and other project stakeholders will be invited to celebrate their achievements and share their learnings through stakeholder presentations
- ❖ You will receive an volunteer honorary payment to participate in the Leadership Immersion Program

A range of leadership and governance topics will be covered from February to December 2022 for participating young women.

