



Australia Awards

Australia Awards in Indonesia - Short Term Award The Leadership Development for Senior Multifaith Women Leaders



Awardees with leaders from the Queen Victoria Women's Centre

The 'Leadership Development for Senior Multifaith Women Leaders' Short Term Award (STA) aimed to empower women to be key players in improving economic, social and cultural development in their organisations and the wider community, and to build global networks for future women leaders. The STA consisted of a three-day pre-course workshop in Jakarta from 14 – 16 August 2018, the program delivered by Deakin University in Melbourne, Australia, from 8 – 23 September 2018, and a post-course workshop from 12 – 14 February 2019, also in Jakarta. The participants were women leaders from Indonesia's multifaith communities and interfaith sector, including representatives from Muslimat Aceh Barat, Pimpinan Pusat Aisyiyah, the Wahid Foundation, Parisadha Buddha Dharma Niciren Syosyu Indonesia, the Sumba Christian Theological Church, Milenial Islami, PGI Pusat, Komnas Perempuan, and the Dewan Pimpinan Nasional Perhimpunan Pemuda Hindu Indonesia. The course was delivered

by a three-person team from Deakin University: Dr Rebecca Barlow, Senior Researcher and course designer and leader, Professor Shahram Akbarzadeh, Research Professor and project manager, and Ms Annemarie Ferguson, course consultant and a community educator from the Melbourne women's non-governmental organisation (NGO) sector.



Awardees with Coral Ross, Director of the Australian Local Government Women's Association



Pre-course Workshop

At the pre-course workshop in Jakarta, participants presented their Award Project plans, provided feedback about individual learning objectives and shared their personal journey and experience in the area of leadership. Through mentoring, the awardees were encouraged to consider the changes necessary to see greater levels of women's leadership in their communities and beyond.

"We learnt that mentoring is not only about a senior person mentoring a junior person but can also be peer-to-peer. We plan to continue our peer mentoring groups in Indonesia."

"We have strength as a group. We have challenged each other and learnt from each other. We all have unique strengths. We can use those strengths and not judge one another because no one is better or worse than anyone else."

"We need to know the differences among us, but the point is to celebrate those differences. Because despite the differences, we have common concerns: peace and equality."



Mentoring Session during Pre-Course Workshop

In-Australia Course

Awardees travelled to Melbourne for the Australia-based course, where the objectives included learning ways to improve influencing, communication, cooperation and negotiation skills, and strengthening the capacity of women to think and work politically. The program was delivered using a range of activities, including participatory lectures, interactive workshops, case studies, site visits, guest lectures, project work and networking events. High-profile Australian women from the media and local government shared with participants their experience in communicating personal values, influencing and negotiation skills, and facing and overcoming challenges to women's leadership in male-dominated organisations.



Awardees with award-winning journalist Sushi Das

Awardees reported the most beneficial components were:

- Project planning and evaluation
- Examining the theoretical framework of Transformational Feminist Leadership
- Visiting a wide range of Melbourne-based NGOs working in the women's leadership sector, including in, for, and with multifaith communities
- Mentoring methods and techniques to support one another's work in Indonesian communities
- Linking the importance of women's health and wellbeing with effective and sustainable leadership

"I gained so much new knowledge that I really needed about women's leadership, and feminism. I really loved it."

"In Indonesia we talk a lot about program sustainability, but I have never discussed personal sustainability! We learnt that this is very important."

Through connecting with professional networks in Australia, awardees shared ideas on leadership and reflected on cultural and organisational performance and women's empowerment in multi-faith communities. The group visited nine Australian organisations leading women's empowerment in Victoria, including: the Women's Information Referral Exchange, the Multicultural Centre for Women's Health (MCWH), the Australian Muslim Women's Centre for Human Rights, the Queen Victoria Women Centre, Emily's List, Fitted for Work, the Conscious Closet, Domestic Violence Victoria, the Council for Single Mothers and their Children. Awardees also participated in a Hindu Festival at Darebin City Council, followed by an interfaith roundtable with the Council's interfaith and multifaith experts.

"Visiting the Queen Victoria Women's Centre helped me improve my leadership skills. I've never before participated in a program like this one, where we were given good time for reflection, mentoring, and a lot of resources."

"The Australian organisations we visited are so creative in their approach to change. Especially Fitted for Work. This was an inspiration for us and I think we can do something similar in Indonesia."

Post-course Workshop

The three-day post-course workshop provided an opportunity for awardees to present their Award Projects and reflect on the key messages of women in leadership, including challenges and strategies for moving forward in Indonesia. Twenty-five Award Projects were developed, covering areas such as diversity and tolerance; women's leadership; economic empowerment; gender equality; and countering violent extremism. A post-course evaluation by Deakin University showed participants dramatically increased their knowledge and understanding of women's leadership frameworks, practices and purposes.

"I feel powerful. My passion for leadership is on fire. I see more opportunity to increase my capacity and create new projects and networks with the organisations and women in this room. The world has become brighter and more open to me."

"I feel that I can make change! I've learnt so much from so many great people and they make me feel like I can do it! I can go back home and teach other people that they can do it too!"

"In this course I have learnt that I am not someone to be underestimated."

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