



# CHALLENGE OF CHANGE HOCKEY PROGRAM WORKSHOP

*Leadership and Mentoring Support to  
Indigenous Women in the Remote and  
Indigenous Communities Hockey Development  
Program*

The workshop conducted in Cairns aims to reduce indigenous disadvantage through enhancing indigenous women's leadership, representation, safety, wellbeing and economic status



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## **Executive Summary**

This workshop/conference was created, developed, managed and administered by the Hockey Queensland Remote and Indigenous Communities Hockey Development Program and supported through the Indigenous Women's Program through the Department of Families, Housing, Community Services and Indigenous Affairs.

The 2 day workshop entitled "The Challenge of Change" sought to bring indigenous women holding significant roles within indigenous and Torres Strait Island communities to achieve:-

- (a) Support more indigenous women to understand representation and management roles
- (b) Increase Indigenous Women's awareness of and access to a significant role in local settings and/or government funded activities
- (c) Address issues identified by Indigenous women as priorities in their community
- (d) Strengthen Indigenous Women's networks and organizations
- (e) Support Indigenous Women's Cultural traditions

Indigenous Women hold significant roles within the Hockey Queensland remote and Indigenous Communities Hockey development program (known hereafter as "Remote Hockey") however the sport itself is an emerging sport within the Indigenous Community and as a result significant support is required to assist in the effective delivery of these programs.

We have data through the program to suggest that where there is strong indigenous women leading the hockey program, the community is more likely to involve themselves and through a series of strategies and support programs, hockey has been able to produce sustained development over the past 5 years.

The program recognized this and looked to offer additional support to the identified women through-out 2010. This additional support culminated in the workshop. It is pleasing to report that the Remote Hockey Program advanced across the whole ambit of the program and a great deal of this advancement came as a direct result of these support programs which culminated in the workshop.

10 additional indigenous communities all with indigenous women in leadership roles made contact and either delivered hockey programs for the first time in 2010 or have confirmed the delivery of programs in early 2011. In general this means over 500 new young girls and boys participated in regular physical activity, were encouraged to make positive choices in relation to healthy eating and through these programs local members of the community were

offered increased opportunities of coaching and training to support the hockey programs. These additional 10 communities joined the existing members of the program and either competed in or confirmed their participation in 2011 regional competitions which will result in over 300 young girls and boys having access to competition to highlight and promote the benefits of regular activity and learning new skills.

The workshop provided the vehicle to bring these women together to discuss, talk and learn about issues facing programs in other disadvantaged and remote communities and join in discussions to promote solutions and potential advancements to the program generally.

### HIGHLIGHT OF THE WORKSHOP INCLUDED

- Indigenous Women confirming their commitment to advance programs within their local community and join together to advance regional competition in some of the more isolated and disadvantaged communities in Queensland and likely Australia.
- The commitment of over 12 additional communities in 2011 to join the program and be actively involved in the programs
- Locking in programs as part of the 2011 calendar and looking to work together to create advantageous opportunities for young indigenous people especially young girls within the program
- Confirming the delivery of local training within their community and enlisting the support of the Remote Hockey program to provide ongoing support and development to the indigenous women who participated
- Unanimous support to be included in the new Commonwealth Government Initiative through Department of Education, Employment and Workplace Relations – based on the NO School No Play Initiative being developed currently. This will see young people, family and community join together to actively support the positive benefits individual young people will obtain through increasing school attendance levels.
- Reinforcing the benefit of the workshop and setting outcomes for future workshops and confirming partnerships to achieve this.
- The discussion and debate relating to the involving of Gen Y young people into the program was stimulating and informative. We invited some young people within the demographic to take part and some of the results will be included in the recommendations.

The report will detail the specific issues raised and how the participants joined together to look for effective solutions and it will include the feedback and direct responses which will all be considered in the planning processes for the 2011 in the respective communities hockey program .

Already one of the workshop recommendations has been actioned by the Remote Hockey Program through Hockey Queensland to Hockey Australia and an Ambassador Program for Remote Hockey has been established to offer the remote communities access to role models as part of a whole of community support program and the first ambassador appointed is a young indigenous Cairns Girl who aspires to represent Queensland and would like to be able to influence the younger generations about the importance of education and health.

The outcomes identified earlier will be reported on in detail individually however as a whole these issues were discussed and addressed in general and then where relevant applied and included in practical solutions offered through the workshop.

### *BENEFITS TO PARTICIPANTS*

All participants were asked to identify areas where they believe they benefited from the workshop and the results were:-

- (a) Understood much better the benefits you get from partnerships and networking and how in practical terms you can use them to your advantage:-
- (b) Adding to (a) how simple but effective planning has increase the ability to identify and use partnerships and bring together not just sports programs but community support programs to greatly strengthen and enhance opportunities for funding and support
- (c) Confidence has increased and the women know that their opinions and views are important and they can contribute effectively to community discussions and priorities.
- (d) Everyone was unanimous that they know ways to enlist support, more confident about delivering programs not just hockey, believe they will be more effective in their roles after the workshop
- (e) Reiterate that all people involved in the hockey program should be given the opportunity of a workshop each year to share experiences and learn from each other.



**Cultural Support**



**Leadership**



**Mentoring**



**Training**

### **BENEFITS TO THE HOCKEY PROGRAM**

- (a) Confirmation of additional communities being part of the Remote Hockey program in 2011.
- (b) Confirmation that the remote hockey program young indigenous development officers benefited from the workshop experience and showed how these type of activities can increase self worth and self confidence
- (c) Confirmation by participants of the Remote Hockey Program Delivery Model involving active participation, skill development, competition and pathway and community engagement as a successful and integrated model able to be transportable between communities and a preference for delivery
- (d) Confirmation that the modified versions of training programs being delivered which include delivery in local languages, reference to cross cultural issues and inclusion of traditional games as training tools does encourage involvement
- (e) Greater number of people to involve in the planning process which enables a better consultation process and more likely to receiving effective and relevant feedback
- (f) Confirmation that the program focus of leadership and mentoring across the community at all levels is a priority across communities.
- (g) Greater participation than originally estimated in the Commonwealth Government and Hockey Australia partnership encouraging increase attendance levels at schools and greater involvement of local coordinators at ground level to support the program.

### **RECOMMENDATIONS**

- Remote Hockey Program action and deliver an Ambassador Program that remote and indigenous communities delivering hockey can access;
- Involve the Indigenous Hockey development Officers in the Ambassador program and use as role models;
- Invite Gen Y members to become part of the organizing committees and include in the local programs as trials some of the programs these young people develop;
- Remote Hockey Program continue in the development and delivery of effective leadership and mentoring programs specially designed for indigenous women in leadership roles within the hockey program;
- Continue to develop networking tools including social networks and web based technologies to support the ongoing dissemination of information and ongoing professional development of indigenous women in leadership roles within the hockey program
- Partner with community organizations to assist in the delivery of regular hockey programs as part of physical activity and skill development and include greater access to program partners to facilitate broader community support.
- Look to ways to continue the Workshop on an Annual Basis and at the same time have a workshop specifically designed for the Gen Y involvement in the program and

include in future plans. Invitations to and involvement in these workshops are the reward for actively supporting and participating in the programs.

## WORKSHOP STATEMENT

It is the agreement of all parties attending the workshop that each participant will work towards the ongoing development and delivery of hockey programs in their respective communities using the model outline reflecting what is required to achieve successful outcomes in a hockey program:-

1. Identify a Contact Person in the Community to assist delivery
2. Create a Plan which includes – support/needs
  - Ongoing Training and Flexibility in Delivery
  - Access to Resources
  - Access to Incentives
3. Achievable Goals include – competition
  - Trips away
  - High light successes
  - Identify program ambassadors
4. Review, Evaluate and Follow Up

## ACKNOWLEDGEMENTS

The remote hockey program made a decision to apply “ actions are better than words” and actively recruited many program partners to take part in the workshop to show the participants in a very real and practical way how networks and partnerships can benefit.

Our partners were very obliging and I would like to thank every-one who contributed to the success of this program. A list of our partners is attached to the report.

The Remote Hockey Program is looking to the future and invites all partner, participants and people who support the program to join with us as we move forward together.

## **WORKSHOP SUPPORT MATERIAL**

Attachment No.	Details	Pages
Attachment 1	Information collated from the Workshops and Summaries	1
Attachment 2	Workshop Participant Details	
Attachment 3	Workshop Handbook	
Attachment 4	Program and Training Resources	
Attachment 5	Workshop Photographs and Presentations	
Attachment 6	Certificate of Appreciation Acknowledging involvement	
Attachment 7	Hockey Art Booklet evidencing how hockey and Community can work together to highlight cultural recognitions	
Attachment 8	2011 Activity Plan showing the involvement of the regions in the 2011 Hockey Program	
Attachment 9	Program Partners and Workshop Supporter Details	



Hockey Qld General Manager making presentation  
to Leanne Bell representing Tropical NQ Tafe  
a long time program supporter



Rebecca Fatnowna  
First Remote Hockey Ambassador