



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

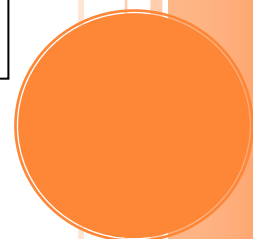


Queensland Government



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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. Remote Hockey program partners and community support organizations joined in to support this project and we thank all concerned.

The 2 day workshop entitles "The Challenge of Change" sought to bring indigenous women 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 quality 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 an additional 300 or more 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
- Creation and Development of the Remote Hockey Ambassador Program – Smart Choices Today Future Successes Tomorrow
- 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 become a reality - 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



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



Rebecca Fatnowna
First Remote Hockey

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.

Outcome	Result
Support more indigenous women to understand representative and management roles	The presentations which were delivered to the group focused on the practical issues and choices that must be made when acting in management roles. The importance of effective planning and strategic development within management roles and the ability to better identify issues and solutions as a result were all discussed. Over the course of the 2 days it was clear that the women were better understanding the difference between delivering programs and managing and delivering programs and became more comfortable to fit into the management role
Increase Indigenous Women's awareness and access to a significant role in local settings and/or government funded activities	This was discussed within the area of building partnerships. Representatives from Cth Government – ASC- AASC Program as well as Communities 4 Children both spoke about how joining with these community support programs can assist in delivery of local programs and open opportunities for future advancement. Discussion and commitments were received from the participants to involve themselves in new programs supported by community and government agencies. Understanding increased that partnerships that work assist and support the ongoing development and act to support and share rather than add more work. Many of the women changed their view in support after understanding this difference.
Address issues identified by Indigenous women as priorities in their community	Through the workshop presentations the indigenous women not only the priorities in their community they offered discussion and comment on the best way to address these priorities. Many women were able to see that issues important to them were also important to other women across the vast regions and reinforced the messages that they were not alone and the support network that we were building can assist them in these type of areas.
Strengthen Indigenous women's networks and organizations	Many of the women indicated they had been advised of community networks and other organizations that offer support but did not really understand in a practical sense the benefit of these networks would be to them until this workshop. There were able to see how the remote hockey program used networks and support organizations to advance the program and as these women were part of the networks we were using, they saw that the progress we were making through the workshop was a direct result of this strength.
Support Indigenous women's cultural traditions	The role of how women in leadership roles with local community vary from region to region however it was interesting to learn that these women felt that they had to work extremely hard to earn the respect of the community. Much harder than their male counterparts. Most of the women have men working in the program in some capacity. In many instances the cultural traditions important to these indigenous women were integrated within programs wherever possible and the women liked and found positive the areas where

	<p>remote hockey references culture and tradition:-</p> <ul style="list-style-type: none"> (a) Modification of language and delivery options as part of the coach training was identified as a positive step (b) Involving indigenous games assisted the women to transition and use language to make the delivery user friendly (c) Hockey Art enabled community messages to be connected with hockey in a manner that was fun and involved all of community <p>These are examples the women related to and said would include within the further development of their programs</p>
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WORKSHOP SUPPORT MATERIAL

Attachment No.	Details
Attachment 1	Information collated from the Workshops and Summaries
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
Attachment 10	Copy of Participants Report



"The Queensland Government provided \$128,000.00 to Hockey Queensland Inc to develop and deliver hockey programs across the Remote and Indigenous Communities Hockey Development Program to get more Queenslanders active through sport and recreation."