



Australia Awards

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



Scholars visited Darebin City Council, in the north of Melbourne, to participate in an Interfaith Roundtable and learn about the Council's award-winning efforts celebrating multiculturalism and fostering community cohesion. Scholars also visited the nearby Darebin Intercultural Center.

Course Highlights:

- Pre-Course Workshop on 7-9 May 2019 (Jakarta)
- In-Australia Course on 15-26 July 2019 (Melbourne)
- Post-Course Workshop on 9-11 October 2019 (Jakarta).

The 'Leadership Development for Senior Multifaith Women Leaders' Short Term Award (STA) was 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 7 – 9 May 2019, the program delivered by Deakin University in Melbourne, Australia, from 15 – 26 July 2019, and a post-course workshop from 9 – 11 October 2019, also in Jakarta.



The scholars were women leaders from Indonesia's multifaith communities and interfaith sector, including representatives from the Wahid Foundation, the Ministry of Religious Affairs, Milenial Islami, the International Centre for Islam and Pluralism, the Mosintuwu Institute, Komnas Perempuan, the Communion of Churches in Indonesia, Wanita Buddhis Indonesia, and the Supreme Council for the Confucian Religion in Indonesia. The course was delivered by a three-person team from Deakin University: Dr Rebecca Barlow, Senior Researcher and Course Designer and Leader; Professor Shahrām 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.

Pre-course Workshop

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

In-Australia Course

Scholars travelled to Melbourne for the Australia-based course, where the objectives included learning ways to improve impact, 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 scholars their experiences in communicating personal values, influencing and negotiation skills, and facing and overcoming challenges to women's leadership in male-dominated organisations.



Scholars have an interesting discussion with Coral Ross, National President of The Australian Local Government Women's Association (ALGWA) Victoria.

Scholars reported the most beneficial components were:

- Sessions on Women's Health and Wellbeing for Sustained and Effective Leadership
- Visits to the Women's Information Referral Exchange and the Queen Victoria Women's Centre
- The theoretical material explored on the first day of the in-Australia course, namely Transformative Feminist Leadership and Values-Based Leadership
- The combination of training delivery methods (cognitive and behavioural techniques) and the time allowed throughout the course for critical thinking and reflection.



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"The combination of training methods in this course was wonderful, and the speakers were outstanding."

"The way the course was delivered inspired me. The structure, from day 1 to day 10, was so well thought out and well organised. Thank you very much to the course leaders."

"The approach of the course leader was very good. They made things relatable to the Indonesian context. They offered moderation but still emphasised scholars' own critical thinking."

Through connecting with professional networks in Australia, scholars heard ideas on leadership and reflected on cultural and organisational performance and women's empowerment in multi-faith communities.

The group visited three of Victoria's leading organisations for women's empowerment: the Women Information Referral Exchange, a state-wide, free, and confidential information service for women focusing on economic security and ending violence against women; Fitted for Work, which provides disadvantaged women with practical skills required to take their place in the workforce; the Conscious Closet, Fitted for Work's social enterprise which stocks a range of recycled women's fashion, with all proceeds going directly towards helping Fitted for Work's clients; and the Queen Victoria Women's Centre, which houses eight women's organisations working together to build a community of expertise in the promotion of women's enterprise and economic participation.

Scholars also spent a full day at Darebin City Council, in the northern suburbs of Melbourne, to participate in an Interfaith Roundtable and learn about the Council's award-winning efforts to celebrate multiculturalism and foster community cohesion.



Scholars visited WIRE “Women’s Information Referral Service” and engaged in WIRE’s training program on responding to women in need and in crisis. Scholars also learned about organisation’s policies, programs and strategies for change.

Post-course Workshop

The three-day post-course workshop provided an opportunity for scholars 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 scholars dramatically increased their knowledge and understanding of women’s leadership frameworks, practices and purposes.



Group photo in front of Deakin Burwood Campus

“There are a number of life-changing lessons I got during this course, some of them are: That the personal is political; to work with, not for, women; that as a woman I have to believe in myself and grab the opportunity to lead; that as a leader, I have to take care of myself as well as others.”

“This course has taught me the importance of reflection. Over the ten days I have revised some of my previously deeply held beliefs. It has changed the way that I think.”

“The way the course was arranged and organised, the speakers and the delivery methods, the time allocated – everything was great and it will change the way that I deliver my own workshops in Indonesia.”

“Throughout this course I got new knowledge related to my job. I got the ways to be a good leader. I give my appreciation for you (the training team) for giving very good presentations and mentoring sessions to improve my project. What is so important to me is that you helped me to understand how to make my project address what my community really needs. Thanks for teaching me that.”

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