



Futures Project

Evaluation Report:

'Women Leading the Way' Panel Discussion

Introduction

The 'Women Leading the Way' panel discussion took place on 6 March 2015 at the Wheeler Centre over a two hour session. Forty-five participants attended the discussion and sixteen responded to the evaluation questionnaire.

A post-discussion evaluation was administered to assess both the participants' ratings of the relevance of the panel discussion topics to their organisation and the way in which the information was presented. The evaluation took the form of a short questionnaire comprised of two Likert scale questions, assessing the relevance and clarity of the information provided, and four open-ended written response questions which aimed to assess gained information and skills, strategies, how the discussion itself could be improved and what other information could be useful.

Attendees were asked to circle whether they were from an established or a new and emerging organisation. Four respondents identified that they were from established organisations, one from new and emerging organisations, and eleven did not identify themselves as either established or new and emerging.

Summary

The results shown via the questionnaires indicate an overall positive reception of the panel discussion itself, the topics addressed and the speakers involved. Highlights of the panel discussion which were identified through the evaluation included the stories shared by the women and the emphasis on leadership skills. Recommendations for future discussions include greater allowance for audience participation, further information on working with women from migrant communities and a follow-up online forum in which discussions raised on the day can be continued.

Results

Table 1
Self-Assessment Post-Training Survey
N: 16

	Strongly agree	Agree	Disagree	Strongly disagree
The forum topic was useful and relevant to my organisation.	6 (37.5%)	10 (62.5%)	0	0
The information was presented in a way that was clear and easy to understand	5 (31%)	11 (69%)	0	0

Table 1 shows the results from both Likert scale type questions, assessing the relevance and the clarity of the information provided at the panel discussion in relation to their organisation and work. As indicated above, no participants disagreed or strongly disagreed with the relevance of the topic or the clarity of the information presented. All participants either agreed, or strongly agreed that the topic was useful, and that the information was presented in a way that was clear and easy to understand. This suggests that the panellists were interesting and dynamic and that the discussions covered adequately catered to the organisations present.

Table 2
Self-Report Questionnaire
N: 12

Survey Question	Participants' Comments
What information and skills did you find most useful and could most likely be applied by your organisation?	<p>Established Organisations</p> <p><i>Not enough time for questions</i></p> <p><i>Inspirational stories of women</i></p> <p><i>Even if it's tokenistic – use it</i></p> <p><i>Alternative ways to approach gender gap</i></p> <p>New and Emerging Organisations</p> <p><i>Sharing of stories that created conversations</i></p> <p>Organisation not identified</p> <p><i>Story of unknown women and determination of women to fight for equality</i></p> <p><i>Knowledge of the different organisations with the interest of migrant women</i></p> <p><i>Opportunity to hear a discussion from CALD perspective</i></p> <p><i>Do more work for women in developing their skills to become future leaders</i></p> <p><i>Robust discussion about how to work collectively, to give young women vehicles to become leaders and both sides of debate about quotas</i></p> <p><i>Help to understand issues of women in general and in CALD communities so I can consider what I ought to be involved in based on knowing the gap currently in existence – liked talk of social enterprise, women working together not separately, that women have many gifts that they are yearning to employ, need of different women groups, issue of unemployment /casualisation of work.</i></p> <p><i>Information gained was relevant</i></p>

Table 2 shows the results from the question regarding the topics that were considered most useful to the respondents' organisations. The key topics identified were the sharing of stories by different women, and the discussions regarding how organisations can facilitate the development of leadership skills for women. Two respondents also mentioned the importance of finding approaches toward the gender gap.

Table 3
Self-Report Questionnaire
N: 6

Survey Question	Participants' Comments
What strategies were provided to you as an ethno-specific or multicultural organization that you would implement in your strategic plan?	<p>Established Organisations</p> <p><i>Advocacy</i></p> <p>New and Emerging Organisations</p> <p><i>A strategy to convey stories throughout the organization – thus creating empathy across the board</i></p>

	<p>Organisation not identified</p> <p><i>Leadership training program for women</i></p> <p><i>Build alliance with men and women of other cultures and backgrounds to work together to lobby government for change.</i></p> <p><i>Reflections on quotas</i></p> <p><i>Need to think about this</i></p>
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Table 3 shows the responses provided to the question regarding strategies that participants took away from the panel discussion to implement within their own organisations. While only six respondents answered this question, one trend that did emerge was the strategy of advocacy, with two respondents referring to the need to advocate or influence others in relation to their work. Other responses included the strategy of conveying stories in order to generate empathy, and the need for leadership training programs for women.

Table 4
Self-Report Questionnaire
N: 9

Survey Question	Participants' Comments
In what way could this panel discussion be improved?	<p>Established Organisations</p> <p><i>Insufficient time for audience participation via questions</i></p> <p><i>Earlier questions from the floor</i></p> <p><i>Shorter panel presentation, more question time</i></p> <p>New and Emerging Organisations</p> <p><i>An email/social media site to continue the conversations.</i></p> <p><i>Allow for earlier interaction from audience</i></p> <p>Organisation not identified</p> <p><i>Get more speakers from newer communities. Increase the time and divide into two sections. Pick up particular topic.</i></p> <p><i>More focus on the practical of working with Migrant Women</i></p> <p><i>More time for questions</i></p> <p><i>Very slow paced</i></p>

Table 4 presents the responses regarding suggestions for improvement of the panel discussion. A majority of responses dealt with the timing and format of the discussion itself, with five participants recommending that more time should be allowed for questions and audience interaction, and one participant remarking that the discussion was slow paced. Recommendations regarding the content of the discussion included the desire for speakers from newer migrant communities, and a request for more practical information on working with women from migrant communities. Finally, one participant advocated that the development of an email or social media site would allow for the discussions generated at the forum to continue.

Table 5
Self-report Questionnaire
N: 4

Survey Question	Participants' Comments
What other topics or information	Established Organisations

<p>would be useful to your organisation/work?</p>	<p><i>Young women's stories</i></p> <p>New and Emerging Organisations</p> <p><i>Women and finance</i></p> <p>Organisation not identified</p> <p><i>Networking</i></p> <p><i>I would like to invite Luz Restrepo one day to talk to our women (as future leaders)</i></p>
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Table 5 outlines other topics or information which the participants thought would be of use to their work. Four different answers were provided, of which two regarded the sharing of stories by women. One participant stated that they would like further information regarding 'women and finance' and another said that more opportunities to network would be of use to them.

A final question asked: How did you find out about this forum?

N: 5

Most participants found out about the forum through the ECCV or their organisational/network newsletters.

Appendix 1: Names of Organisations that Attended

- Action on Disability within Ethnic Communities
- Beth-Nahrin Cultural Club
- Casa Cultura
- Chinese Kangaroo
- Cohealth
- Cultural Perspectives
- Department of Education and Training
- Ethnic Communities Council of Victoria
- ECCV Drugs Taskforce
- Filipino Community Council of Victoria
- Financial Literacy Foundation
- Greater Shepparton Council
- Hannah Piterman Consulting Group/Monash University
- InTouch
- Millio

- Mitchell Shire Council
- Myriad Consultants
- Our Watch
- Salvation Army
- Swinburne University of Technology
- Victorian Government Department of Justice
- Victorian Immigrant and Refugee Women's Coalition
- Victoria Police
- Victorian Responsible Gambling Foundation
- Western Region Ethnic Community Council
- Women Helping Women