



**L2R DANCE**  
45 Moreland Street,  
Footscray  
VIC 3011 Australia

0417 101 514

**L2R.ORG.AU**

# ***L2R Pathways***

# ***Leadership Program 2020***

# ***Info Pack***

**NAME:**

L2R acknowledges the traditional owners and custodians of the land on which we unite and dance, the Boonwurrung and the Wurundjeri people of the Kulin Nation. L2R pays respect to their Elders both past, present and emerging.



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## Position Description- L2R Emerging Artist

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### Vision

A more inclusive world where people's lives are enriched through access to the arts.

### Mission

Inspire positive vibes through one language, Dance!

### Position Description

**Role/title:** Emerging Artist

**Reporting to:** Jacinda Richards (CEO) and Efren Pamilacan (Youth Arts Coordinator)

**Estimated commitment Hours:** Approx. 20 hrs. per month

**Location:** L2R Head Quarters @ Footscray Community Arts Centre + other event locations

**Status:** Paid role \$25 per hour.

### Who is an L2R Emerging Artist?

An L2R Emerging Artist is an L2R participant that has demonstrated leadership, commitment and a passion for dance and community arts practice. They undertake a yearlong paid internship to foster artistic skills and career aspirations. Emerging Artists are selected through an EOI process and then appointed by Jacinda Richards (CEO) and Efren Pamilacan (Youth Arts Coordinator).

### Professional Practice

- Arrive 15-30 minutes early to all workshops, events and performance bookings
- Wear L2R t-shirt at all public events and workshops
- Demonstrate clear communication skills in a timely manner with CEO or Youth Arts Coordinator
- Minimum 24hrs notice if unable to attend.
- In the situation where you are unable to attend please find a replacement from Emerging Artist crew.

### Core Responsibilities

- Work with the Youth Arts Coordinator to foster artistic dreams and goals.
- Be a community and cultural leader.
- Attend L2R meetings.
- Help the L2R crew to feel included and supported.
- Communicate with people from diverse backgrounds.
- Foster and develop relationships with First Nations Peoples with care and attention to those from the Kulin Nation.
- Work with Youth Arts to develop job ready skills and supporting documentation.
- Participate in discussions with constructive comment and feedback with L2R staff and youth members to assist L2R in representing the voices of the young people in Melbourne's west.

**The Emerging Artist may be responsible for the following activities with guidance and support from Jacinda and Efren.**

### **Events**

- Take initiative to assist L2R teachers and crew.
- Public speaking and networking where agreed at community events.
- Encourage participation.
- Promote fun, positivity and creativity on the day.
- Supporting access to and from events in discussion with CEO or Youth Arts.

### **Safety and duty of care**

- Identifying risks and understanding their impact to self and others health, safety and well-being.
- Report any grievances, conflicts or concerns to CEO or Youth Arts.

### **Benefits of getting involved with L2R as an Emerging Artist**

- Work with a diverse and passionate community of like-minded people.
- Demonstrate own creative, leadership, communication, and organisational skills.
- Gain practical experience working with young people and developing youth programs.
- Receive guidance to assist you in your role as a member and enhance personal and professional development.
- Build your personal and professional networks within the community arts and youth development sector.
- Make significant impact in the lives of young people.
- Work as a team member and interact with children and young people from diverse backgrounds, make new friends and foster a sense of belonging within the L2R family.

### **Essential Criteria**

- Current Working with Children Check.
- A passion for the Arts, community development and working with young people from newly arrived, migrant, refugee and at-risk background.
- First Aid certification (desired but not essential).
- Emerging Artists must be between the ages 15 and 25 years

Please note: Working with Children's Check (WWCC) is mandatory when engaging in child-related work.

### **Acknowledgement of Country**

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## Timeline

### Term 1

29 Jan - 27 Mar (9 Weeks)

W1 Excursion - Keith Haring x Basquiat exhibit NGV  
W2 Dream session  
W3 Explore Session  
W4 Reflect session  
W5 Job Ready - Artist Bio  
W6 Job Ready - CV  
W7 Job Ready - WWCC  
W8 Dance class  
W9 Dance class and end of term lunch

### Term 2

14 Apr - 26 Jun (11 weeks)

W1 Emerging artist gathering  
W2 Dream session  
W3 Explore session  
W4 Explore session  
W5 Reflect session  
W6 Excursion - Blakdot Gallery  
W7 Excursion - VCA  
W8 Excursion - Dancehouse  
W9 Excursion - Art Centre Melbourne  
W10 Dance Class  
W11 Dance Class

### Term 3

13 Jul - 18 Sept (10 weeks)

W1 Dream Session  
W2 Explore Session  
W3 Explore Session  
W4 Reflect Session  
W5 How teach a L2R community dance class pt1  
W6 How teach a L2R community dance class pt2  
W7 Event making mentorship (City Sessions)  
W8 Event making mentorship (City Sessions)  
W9 Event making mentorship (City Sessions)  
W10 Event making mentorship (City Sessions)

### Term 4

5 Oct - 18 Dec (11 weeks)

W1 Planning of evaluation video  
W2 Filming of video  
W3 Filming of video  
W4 Filming of video  
W5 Dance making workshop (Aus Ballet)  
W6 Dance making workshop (Aus Ballet)  
W7 How to write an application workshop  
W8 Apply for project  
W9 Apply for project  
W10 Emerging artist evaluation  
W11 End of year wrap up (woo!)

## **Dream. Explore. Reflect.**

This section in the program is an opportunity to try something new. Think about what you're into, give it a go, and reflect on how it went.

### **Dream**

- What do you want to get from of this program?
- Where you at? Whats going on with you right now?
- What do you like/don't like to do?
- Who do you admire?
- Whats your favourite dance style?
- Do you like to teach?
- Do you want to learn more?

### **Explore**

Start doing, get out there and explore what you want to do. Take a class, watch a show, visit a place, meet people etc.

### **Reflect**

Take the time to think back. How was your experience with what you just did? Would you do it again? Maybe next time you'd like to..?

Example 1.

Dream - I want to take a class in another dance style to add to my own style

Explore - Go to chunky move to take a contemporary dance class

Reflect - I liked the class, I learnt new moves and ways of moving that I will now add to my own style

Example 2.

Dream - I want to start teaching dance in studios

Explore - Learn methods on teaching dance from L2R teaching artists and teach an L2R class with the support of a teaching artist.

Reflect - I enjoyed teaching a class and will like to continue teaching at L2R and hopefully start teaching in studios around Melbourne.

# **PREVIOUS EMERGING ARTIST TESTIMONIALS.**

## **Rito/Quan:**

“It’s an opportunity as an emerging artist and not a professional, we need experience and connections (which are key). I have done a lot as an individual and as a group”

**Ligi** (Emerging Artists 2018) assisted in 2019 with workshops and teaching:

“This year I have been working with Nasa. I have been teaching with Jacinda every Friday at WELS. It helps you identify what it is you want to do and prepare”.

## **Monica:**

“Before it was very hard for me to communicate with people. Now I am comfortable and able to do that. It makes me a better dancer. Every Thursday I get to learn more and different dances”.



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## **L2R TEACHERS CODE OF CONDUCT**

### **L2R Teachers will...**

- 1. Use fun, engaging and flexible teaching skills to create an inclusive and respectful environment.**
  - Demonstrate a passion for dance in everyday life
  - Lead by example- punctuality, duty of care
  - Check in with students
  - Encourage young people to 'give it a go' and learn from mistakes
  - Encourage and support individuality in the classroom
- 2. Recognise that dance is integrated into the everyday life and is a lived experience. L2R goes beyond the dance studio**
- 3. Understand that everyone's body is different, and that all humans have physical variations. Encourage participants to switch it up. Focus on ability, not limitation to create opportunity and individuality.**
- 4. Take responsibility for First Aid training and safe dance practice. Be prepared to deal with medical emergencies.**
- 5. Strive to develop students' individual style, attitude and character, while encouraging an appreciation and understanding of all dance genres**
- 6. Continue to develop their own personal artistic and community development practice,**

Print Name-

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Signed:







## CHILD PROTECTION POLICY

Policy number	<< 01 >>	Version	<<02>>
Drafted by	<Jacinda Richards>	Approved by board on	<<25/8/18>>
Responsible person	<Rebecca Thomas>	Scheduled review date	<<25/8/19>>

### PURPOSE

L2R Next Gen (L2R) is committed to promoting and protecting the interests and safety of children. L2R has zero tolerance towards child abuse. All children, regardless of their gender, race, religious beliefs, age, disability, sexual orientation, or family or social background, have equal rights to protection from abuse.

All staff and agents of L2R are responsible for the care and protection of children and reporting information about child abuse.

L2R is committed to ensuring that all board members, volunteers, sub-contractors, agents or any other person associated with L2R are made aware of our Child Safety Policy and have read and understand their responsibilities under the Reportable Conduct Scheme.

### AIMS

The aim of this policy is to work towards an organisational culture of child safety as follows:

1. To prevent child abuse within L2R.
2. Strategies to embed an organisational culture of child safety, including thorough effective leadership arrangements.
3. Screening, supervision and training and other human resource practices that reduce the risk of child abuse by new and existing personal.
4. Processes for responding to and reporting suspected child abuse.
5. Strategies to promote the participation and empowerment of children.
6. To provide assurance that any and all suspected abuse will be reported and fully investigated.

### TYPES OF ABUSE AND INDICATORS OF HARM

Child abuse can have a significant effect on a child's physical or emotional health, development and wellbeing.

Types of child abuse can include:

1. physical abuse



2. sexual abuse
3. emotional abuse
4. neglect
5. medical neglect
6. family violence
7. human trafficking (including forced marriage)
8. substance abuse (drugs and alcohol)
9. sexual exploitation (including pornography and prostitution)

The CEO should immediately be advised if anyone becomes aware that a child or children are at risk of abuse or have been abused.

### **CHILD SAFETY STANDARDS**

L2R is bound by the compulsory Child Safe Standards. The *Child Wellbeing and Safety Act 2005* (the Act) sets out that we must comply with Child Safe Standards.

Child Safe Standards provide guidance on how organisations should develop a culture, systems and policies to ensure that children are protected from harm and abuse and that children are safe at all times.

L2R is to ensure that all board members, volunteers, sub-contractors, agents or any other person associated with L2R are aware of and understand the Child Safety Standards.

L2R will consider the opinions of children and use their opinions to develop child protection policies.

L2R supports and respects all children, staff and volunteers. L2R is committed to the cultural safety of Aboriginal children, and those from culturally and/or linguistically diverse backgrounds, and to providing a safe environment for children living with a disability.

### **REPORTING**

L2R has zero tolerance towards child abuse. All staff and agents of L2R are responsible for the care and protection of the children within our care and reporting information about suspected child abuse.

In cases where staff, contractors, volunteers, children, parents and/or guardians have concerns about a child they should discuss their concerns with the CEO or a member of the board immediately.

Child protection is a shared responsibility between the L2R all employees, agents, contractors, associates, and members of the L2R community.

Anyone that suspects that a child is in immediate risk of abuse or harm should dial 000 and advise the CEO or head of L2R immediately.

The CEO or head of L2R is responsible for determining whether the abuse should be reported to the Commission for Children and Young People in accordance with the Reportable Conduct Scheme.



The CEO or head of L2R and all board members, employees, sub-contractors and agents are to ensure that they have read and understand the Reportable Conduct Scheme Information Sheet attached to this policy to ensure that they understand the obligations with regards to reporting abuse and the mandatory timelines for reporting and responding to allegations of abuse.

All members of L2R should be trained on the Reportable Conduct Scheme Policy and Child Safe Standards and L2R's Child Protection Policy when joining L2R and on a regular basis thereafter.

The CEO should immediately be advised if anyone becomes aware that a child or children are:

1. engaging in risk-taking behaviour
2. the child has voiced concerns in relation to abusive behaviour including but not limited to bullying, abuse, concerns of any nature that are effective their physical or mental wellbeing
3. a third party has indicated a child is being abused or has concerns about their physical or mental wellbeing.
4. female genital mutilation has occurred, or there is a risk of it occurring
5. a child is exhibiting sexually-abusive behaviours
6. there are indications that a child is being groomed. For information see: [Department of Justice and Regulation – Grooming offence.](#)
7. Any other matters that are of concern whether they are considered small or large.

L2R has a responsibility to ensure that all children associated with L2R are safe and protected at all times.

## **AUTHORISATION**

A rectangular box containing a handwritten signature in black ink. The signature appears to read 'Coral Ross' in a cursive, slightly slanted script.

[25/9/18]

L2R Next Gen (L2R)



# CULTURAL COMPLEXITY

## VISIBLE

PHYSICAL FEATURES/SKIN COLOUR

SPORT

MUSIC

FAITH PRACTICES

DANCE

CLOTHING

FOOD

LANGUAGE

ACCENTS

WORDS

CELEBRATION

BODY  
COMPETENCE

### INFLUENCERS:

GEOGRAPHY EDUCATION  
SOCIAL MEDIA & NETWORKS  
PEERS/FRIENDS  
ROLE MODELS MONEY  
HOUSING WORK & CAREER  
PERSONAL EXPERIENCES  
WAR POLITICS  
RURAL/URBAN

FAMILY EXPERIENCES  
SEXUAL PREFERENCES  
GENDER ABILITY  
ALCOHOL/DRUGS MOBILITY  
CULTURAL EXPERIENCES  
METHODOLOGY  
MYTHS & LEGENDS  
MENTAL HEALTH  
BILINGUAL SKILLS



INDIVIDUALIST — ME

COLLECTIVIST — FAMILY, COMMUNITY

## INVISIBLE

# Session Checklist



## Prior to session

- ✓ Date, Time and Location confirmed
- ✓ L2R T-shirt packed
- ✓ Water and snacks
- ✓ Music device charged
- ✓ Music loaded up (No swearing)

## In Session

- ✓ Roll call (if needed)
- ✓ Introduction
  - Yourself
  - L2R
- ✓ Acknowledgment of Country
- ✓ Warm up
- ✓ Exercises
- ✓ Choreography
- ✓ Cypher
- ✓ Cooldown

## After Class

- ✓ Evaluation (How did the class go? What could be done next time to make it better?)
- ✓ Invoice L2R

## Introduction

### Vision

L2R believes there is one language... DANCE!

### Mission

To promote social cohesion, well-being and community through the delivery of free dance workshops for disadvantaged and at risk young people living in Melbourne's West.

### Acknowledgment of country

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