

## WWDA LEAD Evaluation Information

Thank you for your interest in learning more about how WWDA LEAD will evaluate the successes and challenges of the program.

We would like to invite you to reflect on the changes you have seen in yourself that WWDA LEAD activities may have contributed to. We're also asking you to help us reflect on what worked well and we should keep doing or even do more of, and what didn't work so well and we should change or stop.

There is absolutely no pressure on you to participate in these reflection activities. And, if you don't want to participate, you are absolutely welcome to keep engaging with WWDA LEAD activities.

### Anonymity and confidentiality

We are using surveys as one of our tools. The surveys have tick box answers and also short answers. If you participate in a survey, your answers will be confidential (ie, no one will be able to link your answers to you. Although we note that if you share a short answer that includes identifying information it may be that we could work out your identity). Because we have confidential responses, once you hit submit on the survey it becomes part of our data set and we can't remove it. For the tick box answers we will report using graphs and infographics showing the total responses. For the short answers we will describe patterns and trends in the information. We will also share extracts from the short answers to illustrate those patterns and trends.

We are using change stories as another way of collecting your reflections. Change stories ask you to reflect on the ways in which participation in WWDA LEAD has contributed to a change in how you understand and practice leadership. There are different tools you can choose to use. Each tool will have easy-to-understand instructions and you can make a time to with WWDA LEAD staff if you have any questions, or if you would like to have some support to prepare your response. We may use excerpts from your change story in the Project Report or we may share it in full. We will also look at all of the change stories to identify commonalities and



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differences about the experiences of people who participated in WWDA LEAD activities. You can decide that you would like your story to be presented anonymously (ie, we won't use your name in the story) or you can have your name (either your given name or your given name and family name, or a pseudonym or nickname) used in the story. We would like to be able to add whether you live in urban, regional, rural or remote Australia. And you can also let us know if you would like other aspects of your identity to be used in a description about you. The change story tool will work through all those options with you. You can also choose to withdraw your story right up to the moment that we submit the report to the funder.

### How will we use your survey responses and Change Stories

We will arrange collective sense-checking and sense-making sessions to help us analyse the survey data and change stories. This means that the people involved in these sessions will read your change stories in their entirety. The people involved in these sessions will use the survey data and change stories to reflect on whether WWDA LEAD achieved its objectives.

We would like to use the change stories in our Project Report which will be shared with WWDA LEAD participants, WWDA staff, WWDA Board, and with the funders. WWDA will also make the Project Report available on the website and could present extracts from the Project Report on social media. Insights from the evaluation might inform future advocacy or funding applications by WWDA.

### How will we store the data?

WWDA will store the survey data and change stories in a cloud storage site. Only people participating in the WWDA LEAD MEL process will have access to the data. WWDA will destroy the data after seven years.

### Are there any risks from my participation?

We do not think there are many risks associated with participating in our evaluation work. If you have an invisible disability and have not disclosed that publicly you should choose to share your story without the use of your name. You are safe to



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share critical reflections in the survey because it is an anonymous data collection tool – no-one will know it was you who shared a reflection on something that didn't work as well as it could have. And we really value those reflections because they help us to make our activities better in the future.

### What are the possible benefits to my participation?

We hope that the process of reflecting, either in the survey and/or in the change story, will be an opportunity for you to bring your attention to changes in your understanding and practice of leadership, whether they are positive or negative, and that this may support you to continue to grow in your leadership. We are grateful to people who take the time to contribute to our evaluation process because it supports us to strengthen leadership initiatives in the future, enables us to be accountable to our members and our funders, and ensures that the lived experiences of Diverse Women and Girls with Disability are at the centre of our advocacy and our own thought leadership around leadership.

### I'm not happy with the evaluation process

If you are concerned by any aspect of the evaluation process you can contact Carolyn Fromhader ([carolyn@wwda.org.au](mailto:carolyn@wwda.org.au)), Executive Director of WWDA, to discuss your concerns.

