



**IGNITING**

**LEGENDS**

**PROGRAM INFO PACK**

# ACKNOWLEDGEMENT

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.

In Australia, more than 450 First Nations people have died in police custody since 1991, and to this day, the institutions that are told to serve and protect us are held with no accountability. These are not isolated incidents. This is white supremacy.

Violence and criminalisation has become the language of our oppressors. Indigenous, black, people of colour, the LGBTIQ+ communities around the world continue to be marginalised, ostracised, criminalised and murdered. This needs to end.

A culture can only continue to exist if we enact and participate in it. Each and everyone of us is responsible for keeping it, but this also means that we have the capacity to dismantle it. We all carry the responsibility to make this world a safer place that celebrates diversity, unity and respect. Together, let's change this system.



Please visit [pathtoequality.com.au](http://pathtoequality.com.au) to help you educate, support, and empower yourself in dismantling our current injustice system.

# **TABLE OF CONTENTS**

<b>Welcome</b>	<b>4 - 5</b>
<b>Our Partners</b>	<b>6</b>
<b>L2R Overview</b>	<b>7 - 8</b>
<b>About the Igniting legends Program</b>	<b>9</b>
<b>Key Goals and Objectives</b>	<b>10</b>
<b>Legends Fun Facts</b>	<b>11</b>
<b>Testimonials</b>	<b>12</b>
<b>Dream. Explore. Reflect</b>	<b>13 - 14</b>
<b>Collaborating artists and organisations</b>	<b>15</b>
<b>Appendix</b>	
<b>Emerging Artist Position Description</b>	<b>16 - 17</b>
<b>Dance Sessions Checklist</b>	<b>18</b>
<b>Artists Code of Conduct</b>	<b>19</b>
<b>Child Protection Policy</b>	<b>20 - 23</b>
<b>Invoice Template</b>	<b>24</b>
<b>L2R Cultural Competency Resource</b>	<b>25</b>

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# **WELCOME**

Welcome to L2R's Igniting Legends program! We're super excited to have you on board as we explore your dreams and help create pathways to making them a reality.

This program isn't easy, it will challenge you and take you out of your comfort zone. We believe challenges are necessary for you to grow, develop and learn as an young artist.



# **WELCOME**

**A MESSAGE FROM EFREN PAMILACAN,  
YOUTH ARTS COORDINATOR**

I remember doing a program similar to the Igniting legends Program, it helped point me in the right direction and I haven't stopped exploring since. You'll be surprised where you land, it may not even be your original intention!



The L2R crew and I are proud of you for taking the first step in your artistic journey with us. We'll be there to support you every step of the way through this program and beyond! We got you...

A handwritten signature in black ink, appearing to be 'Efren Pamilacan'.

**Efren Pamilacan**  
Youth Arts Coordinator

# **SUPPORTED BY:**

## **The Igniting Legends Program is supported by:**

The William Buckland Foundation, The Besen Family Foundation, The Sidney Myer Fund and the Lord Mayor's Charitable Foundation Youth In Philanthropy Program.



# L2R'S OVERVIEW

**In 2009, Jacinda established L2R Dance (L2R) in the multicultural melting pot of Melbourne's Western suburbs. Starting from humble beginnings, L2R was born out of dance classes Jacinda ran at the Western English Language School (WELS) in Braybrook, Melbourne's West.**

The classes gave young people a fun and social aspect to their learning, offering opportunities to make friends and connect in a safe and supportive environment. The organisation is now based at Footscray Community Arts Centre, the largest independent creative precinct in Melbourne's West. Over the last decade, L2R has formed strong intergenerational relationships and watched participants follow their educational pursuits from primary school right through to university, empowering and inspiring them to give back to their local communities.



L2R is committed to delivering free dance programs, arts leadership opportunities and employment pathways to children, young people and their families who can't access commercial dance and arts opportunities due to social and or financial barriers. L2R's purpose is to advance culture through arts and cultural activities, contributing to the nation's vibrant cultural life. L2R draws from the history of hip hop culture with its aim to empower and critique social issues and tell the stories of our people, lands and cultures through the communal language of dance.

More than just a series of dance classes, L2R is led by the voices of the people it exists for. The organisation promotes social inclusion, mental and physical health, and builds resilience and self-respect by employing creative approaches to break down social barriers including age, race, religion, culture and gender, while promoting respect and resilience in the broader community. L2R aims to actively engage and foster artistic talent in Melbourne's West while empowering and transforming the lives of young people through the power of dance.

It's important to note the differences between hip hop dance classes offered in a dance school environment, when compared to the community dance workshops facilitated by L2R. The classes run by L2R do not have a focus on performance or 'product' but on process and the ways in which dance, specifically hip hop, can be a vehicle for expression and a means to forge connection and an identity in community.

# L2R'S OVERVIEW

## OUR MISSION

To inspire positive vibes through one language, Dance!

## OUR VISION

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

## KEY GOALS

Provide high quality free dance programs in Melbourne's West for children and young people facing challenges as a result of their experience being newly arrived, recent migrants or socio-economic disadvantage.

Create the next generation of community leaders by connecting children and young people to services, enabling them to participate in a meaningful way to civic life.

Create pathways into employment for young people, including the arts and community development sectors.

To make a positive change to the mental and physical wellbeing of newly arrived, migrant, refugee and at-risk children and young people in Melbourne's West.

Develop a sustainable model for delivering the L2R program that is adaptable to the changing needs of young Victorians.

Develop and support L2R's emerging and professional artists.

## CORE VALUES



# **ABOUT**

# **THE PROGRAM**

**L2R's Igniting Legends Program is a year long paid internship for young people who are connected to L2R, just like you, and have demonstrated leadership and are curious to learn more.**

The purpose of the program is to develop employment pathways, foster artistic skills and career aspirations in the creative arts industries. We aim to support our young dancers' capacity to take on leadership roles within L2R and the broader community.



The Igniting Legends Program was established in 2018 to support members who were graduating from year 12.

This program is now an integral part of L2R because it ensures the future leaders within L2R are representative of the communities we engage, and ensures that our young people have a stronger voice in the design and development of L2R's programs and outcomes. Since then, eight dynamic L2R members who represent seven different cultural and language groups have been engaged through this program.

A key success to this program is the organisations ability to be flexible and responsive to young people's ideas, needs and concerns. We feel lucky to play a part in the early stages of our young leader's creative journeys. Let's go!

## **APPLICATION PROCESS**

Potential Legends are required to complete a simple Expression of Interest Form. Emerging Artists are selected through this process and then appointed by Jacinda Richards (CEO) and Efren Pamilacan (Youth Arts Coordinator).

## **COMMITMENT**

The Igniting Legends Programs is held every week on a Thursday for 4 hours. Majority of the session will be held at the L2R HQ in Footscray. Participants will be required to meet at various locations in Melbourne to attend, events, workshops and meetings as negotiated with Efren.

# **KEY GOALS**

# **AND OBJECTIVES**

## **KEY GOALS**

- Support L2R emerging artists to be curious and take creative risks.
- Support the next generation of young dancers to take on leadership roles within the organisation and beyond.
- Build employment pathways, foster artistic skills and career aspirations in the creative arts industries.
- Amplify young and diverse creative voices to ensure the arts are representative of everyone who lives in Australia.
- Support access to new and exciting arts opportunities through our collaborative partnerships.
- Developing an understanding of arts practices and terminologies.

## **KEY ACTIVITIES**

- Job readiness (CV, BIO).
- Working with children check.
- ABN Set Up.
- Photo shoot and headshot.
- Create your own personal video.
- Excursions to Arts institutions- NGV, Bunjilaka and Melbourne University, VCA.
- Supported access to notorious Melbourne dance companies and studios- Chunky Move, Dancehouse, Passions, Transit and Lucy Guerin WXYZ.
- Attend L2R meetings and network events.
- Connecting with an artist mentor.
- Dream. Explore. Reflect.

# LEGENDS FUN FACTS

Each year the Igniting Legends program is delivered we are inspired by the new crew of young legendary artists. The ongoing nature of the program allows us to gain a greater understanding of how to fine tune this program and tailor it to empower, develop and foster unique creative talent.

- The program was established in 2018.
- The program was first called the L2R Pathways and then re-branded in 2020.
- In 2018 the program was first led by Dennis Pennalligen also known as Bbboy Nasa.
- 12 dynamic L2R members have trained through this program.
- Participants represent over 8 different cultural and language groups.

## LEGENDS ALUMNI

**2018** - Ligi, Nastaran and Monday.

**2019** - Monica, Lonowon and Rito.

**2020** - Maya, Jumess and Van Bawi.

**2021** - Stephanie, Yolande and Urlik.



Ligi



Nastaran



Monday



Monica



Rito



Lonowon



Maya



Jumess



Van Bawi



Stephanie



Yolande



Urlik

# TESTIMONIALS

**Check out the testimonials of the previous Legends alumni. You can even contact them to see what the program was like for them. We're one big family at L2R.**

“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.”

- Rito Huynh

“In 2019 I have been working with Nasa at the Breaking @ Braybrook Program and I have been teaching with Jacinda every Friday at WELS. It helps you identify what it is you want to do and prepare.”

- Lwel (Ligi) Gay Moo

“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.”

- Monica Autiak

“I aspire to be the best public speaker & spoken word person in the near future. I believe that many people have a voice but only some can speak. Therefore, I speak for the voiceless. My speeches and poems are mostly about justice for others, motivational, inspiring and encouraging. I love when people relate to what I create, because it makes me feel like I’ve given them some sort of liberty in a corrupted society. I speak not only for myself but for this generation and the ones coming after us.”

- Jumess Dinanga

# **DREAM. EXPLORE. REFLECT.**

**Dream. Explore. Reflect.** is an ongoing way of working where we encourage reflective practice to develop your creative thought processes and awareness. It's an opportunity to try something new.

It might feel strange, awkward or be difficult at times but trust us, it will support you. Think about what you're into, give it a go, and reflect on how it went.

This process will help guide you through the Igniting Legends program and provide you with space to look back on your artistic journey in its early stages.

## **DREAM**

We will do this section in the first few weeks of the program and connect back throughout the year.

Let's build your creative profile of things that interest you. This will help Efren shape the program to meet your dreams. You can answer these questions in your Journal!

- What do you want to get from this program?
- Where you at? What's going on with you right now?
- What do you like?
- What don't you like?
- What do you find calling?
- Who is your tribe?
- Who do you admire or who is your inspiration?
- What's your favourite dance style/art form?
- What's your creative practice? Dance, spoken word, photography, theatre?
- Do you like to teach?
- Do you like to perform?
- What do you want to learn more about?
- What's your biggest fear?





## **EXPLORE**

Based on the above Dreams we will tailor creative activities. Let's go... get out there and explore what you want to do. Take a class, watch a show, visit a place, meet new people etc.



## **REFLECT**

This is where your journal practice comes into play. Take the time to think back and reflect on your week of Exploring. How was your experience with the activity or dance class that you just did? Would you do it again? Maybe next time you'd like to?

## **EXAMPLES OF DREAM. EXPLORE. REFLECT.**

### **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 would like to continue teaching at L2R and hopefully start teaching in studios around Melbourne.

### **EXAMPLE 3**

**Dream** - "I want to collaborate with other artists on a project".

**Explore** - Connect with artists in similar or different art forms (dance, music, visual art).

**Reflect** - Collaboration is a new challenge that requires empathy to work with other people on a project.

# COLLABORATING ARTISTS AND ORGANISATIONS

This is a list of artists and organisation who you'll have the opportunity to collaborate with in the Igniting Legends program. Think about who/where you'd like to collaborate.



Kimberly Summer is a storyteller who will capture your journey in a video for you to keep after the program is complete. Kim will listen to how you want the video to look and do her best to create exactly that! Check out this amazing video of [Maya](#), a previous emerging artist in the program.



Dancehouse is a leading dance venue in Melbourne, it's a place to connect with other dance artists and take classes. They have a program called the Emerging Choreographers Program that helps new choreographers gain skills and tools necessary to build their practice. Street Dance is a focus in their program and if you're interested, we can prepare an application to be part of the ECP.



Signal is a youth arts hub located in Melbourne City next to Flinders St station. If you are interested in exploring visual arts then this place is for you! We can set up a time for you to connect with an artist mentor at their space for you to learn. Maybe you want to learn how to edit video? Or maybe make a street art piece? Let Efren know so he can set this up!



Victoria College of the Arts (VCA) is Victoria's most prestigious university for the arts. And thanks to their newest Head of Dance Dr. Carol Brown it is now accessible for people with Street Dance backgrounds! So if you're thinking of doing further studies and want to explore dance then let us know, we can help you forge that pathway.



We have an amazing group of Artist Mentors available to support you on your journey in the Igniting Legends program. For example, Efren can't paint- but knows an amazing visual artist who can workshop with you and connect you with that world. Make sure you let us know what art forms interest you. It doesn't always have to be dance!

# APPENDIX

## EMERGING ARTIST POSITION DESCRIPTION

<b>Role/title:</b>	Emerging Artist
<b>Reporting to:</b>	Efren Pamilacan (Youth Arts Coordinator)
<b>Estimated</b>	
<b>Commitment Hours:</b>	4 hours per week
<b>Location:</b>	L2R HQ Located at Footscray Community Arts Centre, 45 Moreland Street, Footscray. Other locations and excursions will be negotiated with the Youth Arts Coordinator.
<b>Position Type:</b>	Casual, Independent Contractor
<b>Remuneration:</b>	\$25 per hour + superannuation if the super threshold is met (earnings are greater than \$450 / in a calendar month)

## SUMMARY OF THE POSITION

An L2R Emerging Artist is a young participant connected to L2R that has demonstrated leadership, commitment and a passion for dance and community arts practice. Emerging Artists are responsible for supporting L2R staff and professional teaching crew to deliver dance classes, community workshops and events bookings. Emerging artists are encouraged to undertake creative professional development opportunities that aligned to their career aspirations and goals to ensure they continue to develop and thrive as an artist.

## 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 L2R staff.
- Minimum 24hrs notice if unable to attend meetings, workshops or performance bookings.
- In the situation where you are unable to attend a booking please find a replacement from the Emerging Artist crew.

## KEY OBJECTIVES OF THE POSITION

- Learn to be a community and cultural leader.
- Participate in L2R events and network meetings.
- Support the delivery of L2R's free weekly dance programs.
- Support the L2R team to foster safe and inclusive creative spaces.
- Participate in discussions with L2R staff and young dance members to assist L2R in representing the diverse voices of the young people in Melbourne's west.
- Promote L2R's values of Welcome Everybody, Respect one another, Be Creative and Have Fun.



# **APPENDIX**

## **EMERGING ARTIST POSITION DESCRIPTION**

### **SAFETY AND DUTY OF CARE**

- Identify risks and understanding their impact to self and others health, safety and well-being.
- Report conflicts or concerns to the L2R Staff.

### **BENEFITS OF BECOMING AN L2R EMERGING ARTIST**

- Surround yourself with like-minded people who are passionate about dance and the creative arts industries.
- Gain practical experience developing and delivering dance programs.
- Build your personal and professional networks within the community arts and youth sector.
- Work as a team member, make new friends and foster a sense of belonging within the L2R family.

### **KEY SELECTION CRITERIA (ESSENTIAL)**

- Current Working with Children Check (WWCC) (this must be obtained within the probationary month in order to continue the engagement).
- Emerging Artists must be between the ages 15 and 25 years.
- A passion for the creative arts industries, specifically dance. Arts, community development and working with young people.
- A passion for engaging children and young people from newly arrived, migrant, refugee and at-risk background.

**Please note:** WWCC is mandatory when engaging in child-related work.

# APPENDIX

## **DANCE SESSIONS CHECKLIST** **PRIOR TO SESSION**

- Date, Time and Location confirmed
- L2R T-shirt packed
- Water and snacks
- Class planned prepped (warm up and chore suitable for age and level)
- Music device charged
- Music loaded up (NO SWEARING)

## **IN SESSION**

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

## **AFTER CLASS**

- Evaluation (How did the class go? What could be done next time to make it better?)
- Invoice L2R- [accounts@L2R.org.au](mailto:accounts@L2R.org.au)

## **INTRODUCTION** **OUR VISION**

To inspire positive vibes through one language, Dance!

## **OUR MISSION**

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

## **ACKNOWLEDGMENT** **OF COUNTRY**

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# APPENDIX

## **ARTISTS CODE OF CONDUCT**

To align with L2R's values, mission and vision L2R Artists must ensure they;

1. Use fun, engaging and flexible teaching skills and methodologies to create an inclusive and respectful environment.
  - Demonstrate a passion for dance in the everyday life.
  - Lead by example- punctuality and duty of care.
  - Check in with students to ensure emotional and cultural safety.
  - Encourage young people to 'give it a go' and learn from mistakes.
  - Encourage and support individuality in the classroom.
2. Understand 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 unique. 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 safe dance practice. Be prepared to deal with medical emergency if First Aid trained, if not seek someone who is.
5. Strive to develop students' individual style, flava, attitude and character, while encouraging an appreciation and understanding of all dance genres.
6. Contribute to L2R's vision, mission and goals to ensure we continue to thrive as an innovate and unique arts organisation.

# APPENDIX

## CHILD PROTECTION POLICY

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

### 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.



# APPENDIX

## **CHILD PROTECTION POLICY**

### **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.



# APPENDIX

## **CHILD PROTECTION POLICY 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.



# APPENDIX

## **CHILD PROTECTION POLICY**

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**



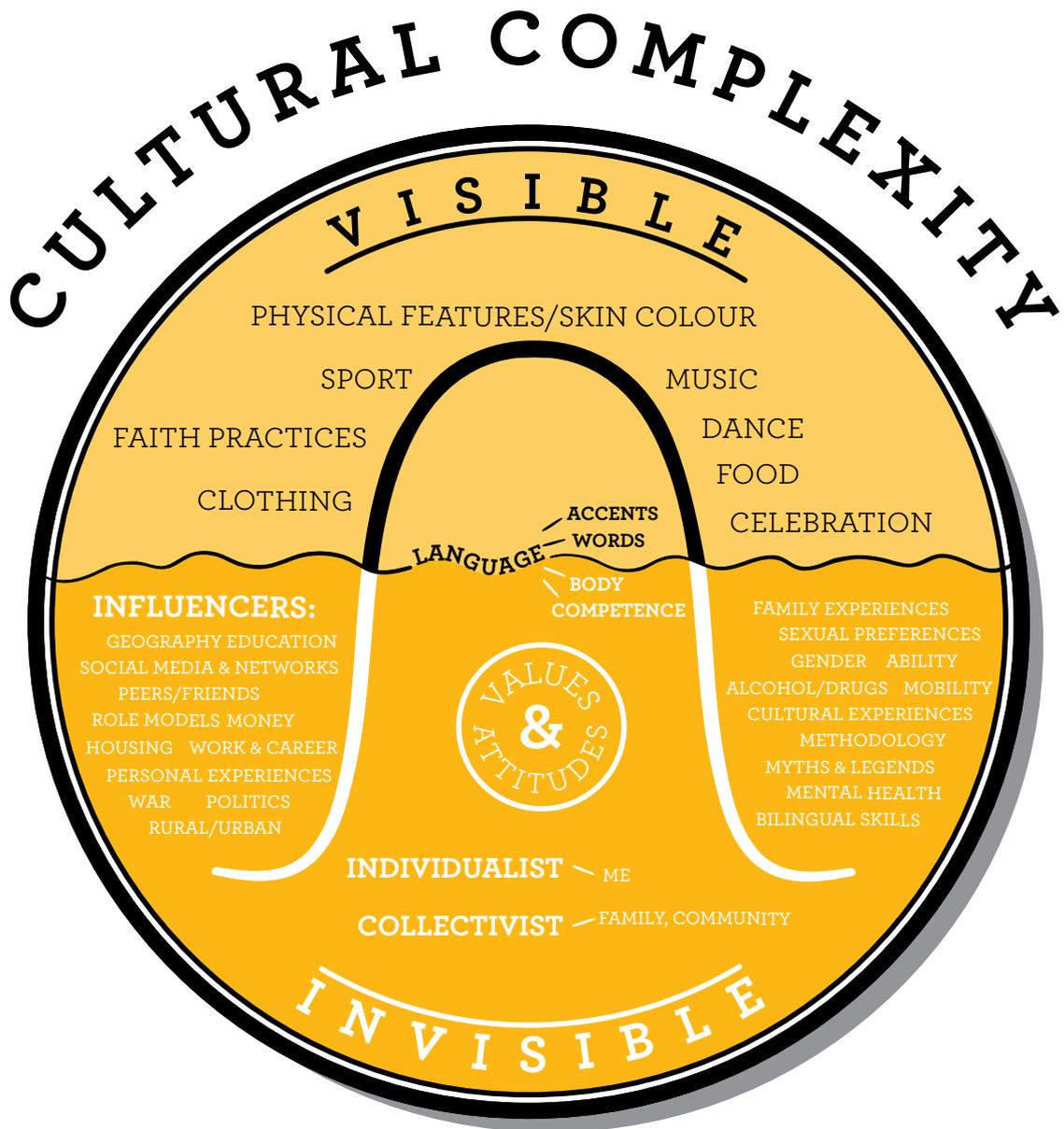
25/9/18

L2R Next Gen (L2R)



# APPENDIX

## L2R CULTURAL COMPETENCY RESOURCE





**L2R DANCE**

45 Moreland Road  
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**L2R.  
ORG.  
AU**