

Doing business “our way”: Legal support for First Nations women entrepreneurs

Bringing First Nations values to the centre of employment law, human resources, governance, and strengthening social impact to drive business and community outcomes.

Violet Co Legal & Consulting, in partnership with Indigenous Business Australia (IBA), are delivering an initiative to boost legal and strategic support to women owned and led First Nations businesses.

The initiative will run from September - November 2023.

- Free for First Nations women and sistergirl entrepreneurs, and their businesses, to participate
- Two streams for participants – content tailored to start up stage and existing businesses
- Group workshops online (run September - November) in small groups
- Individual legal advice and representation for 20 selected business
- One on one strategy sessions
- Optional camp with Aunty Leanne King Wollombi Cultural Experiences at Wollombi on 10 -12 November 2023

Who is this for?

Too often First Nations women and sisters in business are supported by lawyers who don't 'get it'. This initiative is for any First Nations women entrepreneurs, at any and all stages of business - we will break group yarns and workshops into sessions for like-stage businesses (start up/small and existing/medium).

How will it run?

We acknowledge that all of us have experiences to share and that other other First Nations women are our biggest source of support and intel. While Karen is a lawyer, she is not the expert. We will blend the legal with the on the ground reality of being a First Nation woman in business to make sure that there aren't cookie cutter legal solutions in your business. This is about doing law in business 'our way'.

Sessions will be a combination of:

- One-on-one conversations with Karen about legal and social impact issues;
- One-on-one legal advice, representation and support on a business issue for 20 selected businesses, delivered remotely;
- Group learning yarns on Zoom videoconference; and
- Interactive workshops where we will *do the doing* on Zoom videoconference.

All individual and group sessions will be run on weekdays, weeknights and weekends so that, no matter what your commitments or timezone, you will have an option to participate.

We will use Zoom videoconferencing and telephone. However, if videoconferencing is a problem we can look at phone hook-up group sessions instead.

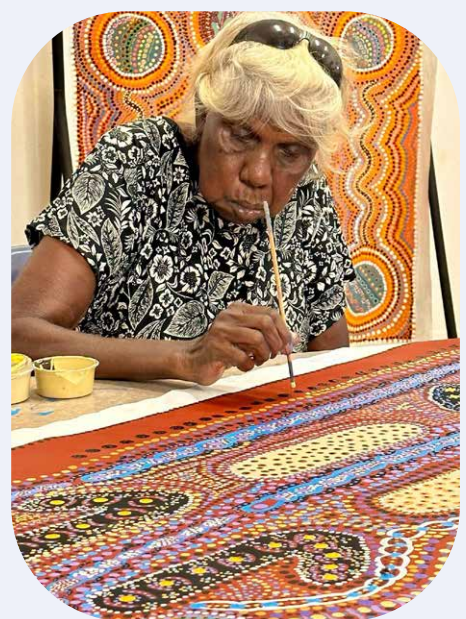
Who is running this? A little bit about Karen Iles and Violet Co Legal & Consulting

Karen Iles is a Dharug Aboriginal woman with ancestral ties to Gunanday (the MacDonald River) and Dyrubbin (the Hawkesbury River) in NSW.

Karen is a lawyer and has her own legal practice, Violet Co Legal & Consulting. She will be leading all of the sessions and work with you to strengthen your business. Karen has a specific focus on employment law, workplace policies, governance, strategy/risk, social impact and trauma.

You can find out more about Karen and Violet Co at www.violetco.com.au or LinkedIn ([linkedin.com/in/kareniles/](https://www.linkedin.com/in/kareniles/))

Violet Co Legal & Consulting is a Supply Nation Certified business and a certified social enterprise with Social Traders. The majority of our profit goes back to women and First Nations people in pro bono legal services and advocacy campaigns.



Picture: Barbara Cox, artist



Registration form

About You

First name

Last name

Preferred name

Aboriginal and/or Torres Strait Islander

Mob (if you know it - no shame if you don't!)

Email

Phone number (mobile)

Address

LinkedIn

Facebook

Instagram

About Your Business

Business name

ABN (if you have one)

Stage of your business:

Start Up

Small or existing

Medium business

Brief description of your business (100 words max)

Would you like one-on-one legal support, advice and representation?

Yes

No

If yes, which area/s (allow to choose multiple)

Workplace mediation

Workplace investigation

Workplace legal disputes

Corporate law and company registration

Contract drafting -e.g. template employment agreements;

Workplace investigation

Strategic facilitation

Board workshop

Staff training session (employment law / HR)

Social Enterprise certification

Brief description of any current legal issues your business is facing

Do you have access to internet and videoconferencing?

Yes

No



Which session would you like to attend?

You can select each session now so that you can pop it in your diary straight away - or you can decide later. All times are Sydney AEST. Please - Daylight Savings time starts in October for most states and will cause havoc!

Topic 1: Why are we in business? What are our strengths and challenges? Networking

Module 1: "Our Business Stories"
(you are welcome at more than one session if you would like to get to know more women!)

- 2-4pm Wednesday 20 September
- 7-9pm Wednesday 20 September
- 9.30 - 11.30am Friday 22 September

Topic 2: Employment Law

Module 2A: Employment law essentials for business owners (start up and small businesses)

- 2-4pm Tuesday 5 September
- 7-9pm Tuesday 5 September
- 10am-12 Sunday 10 September
- 2-4pm Tuesday 24 October
- 7-9pm Tuesday 24 October
- 10am-12 Sunday 29 October or video catch up

Module 2B: Employment law essentials for business owners (existing and medium businesses)

- 2-4pm Wednesday 6 September
- 7-9pm Wednesday 6 September
- 2-4pm Sunday 10 September
- 4-6pm Wednesday 25 October
- 2-4pm Sunday 29 October or video catch up

Module 3: Workshop "Doing employment law and human resources in your business your way - First Nations way"

- 1-4pm Tuesday 12 September
- 6-9pm Tuesday 12 September
- 1-4pm Sunday 17 September
- 1-4pm Wednesday 1 November
- 6-9pm Wednesday 1 November
- 1-4pm Saturday 4 November or video catch up

Topic 3: Governance, Certification, Strategy and Risk

Module 4: Business structuring, certification and social enterprise requirements (group session)

- 2-4pm Tuesday 3 October
- 7-9pm Tuesday 3 October
- 2-4pm Saturday 7 October or prerecorded video at your own time

Module 5A: Governance, legislative requirements for business and compliance, purpose, risk and strategy - keeping the end in mind at the start (workshop, start up and small businesses)

- 2-4pm Tuesday 17 October
- 7-9pm Tuesday 17 October
- 2-4pm Saturday 21 October

Module 5B: Governance, legislative requirements for business and compliance, purpose, risk and strategy (workshop, existing and medium businesses)

- 2-4pm Wednesday 18 October
- 7-9pm Wednesday 18 October
- 2-4pm Sunday 22 October

Topic 4: Social Impact and the realities of doing business as a First Nations woman/sistergirl

Module 6: Social impact (workshop)

- 1-4pm Wednesday 8 November
- 6-9pm Wednesday 8 November
- 1-4pm Thursday 9 November or video catch up

Module 7: Working with trauma to create change and a benefit for our communities and families (group session)

- 1-4pm Tuesday 14 November
- 6-9pm Tuesday 14 November
- 1-4pm Saturday 18 November
- 1-4pm Sunday 19 November

Module 8: Camp (optional at own cost)

- Friday 10 - Sunday 12 November

Topic 5: Individual sessions and legal advice/representation

- Booked at a times to suit you from 21 August - 22 November - we can organise that directly together once we get going



Register for the program by returning your form - we will take it from there

Return your form to Violet Co Legal & Consulting via email office@violetco.com.au
Please feel free to call our office on 1300 VIOLET (1300 846 538) if you need a hand with the form.

Indigenous Business Australia is partnering with Violet Co Legal & Consulting to fund this initiative. That means it is offered free for First Nations women entrepreneurs.

As part of this initiative IBA has a couple of forms to fill out. They are available on the following pages to complete.



The artwork used throughout this document is called 'Coolaman and No. 7 Boomerang', and was painted by Barbara Cox (Gooniyandi/English). The artwork was commissioned by and is used for this program by Violet Co with the permission of the artist.

