

PROGRAM SUMMARY

Pathfinder – Emerging Leaders



**Multicultural
Community Water
Safety Program**

A leadership-pathway and bridge-building stream that opens senior sector spaces — the events, forums, conferences and networking that shape aquatics, swimming, water safety and lifesaving — to emerging multicultural professionals aged under 30, giving them a meaningful role, a genuine voice and lasting connections into the sector's leadership.

Funded by the Australian Government and led by Royal Life Saving Society – Australia.

WHY PARTNER WITH US

- This is a leadership-pathway and bridge-building stream that opens senior sector spaces to emerging multicultural professionals aged under 30.
- It removes the real barrier of the cost of event tickets and turns attendance into genuine influence by requiring organisers to give scholars a meaningful voice.
- It builds a lasting pipeline: scholars may be invited into future youth and/or multicultural forums and networking events convened by Royal Life Saving.
- Backed by Royal Life Saving's WE SWIM communications framework, ensuring messaging is strengths-based and culturally appropriate.

WHAT'S ON OFFER

- **Grant range:**
up to \$10,000 per event held before 31 May 2027.
- **Funds available:**
approximately \$100,000 (excl. GST)
- **Application type:**
open grant
- **Active networking:**
event organisers set out a collaborative workplan (using our template) for value-add activities that engage and network scholars with each other, leadership and Royal Life Saving (e.g. networking events and panels) for monitoring, evaluation and learning as well as for future forums.

WHO SHOULD APPLY

- **Organisations:**
incorporated associations, not-for-profits and established sector organisers with a strong track record supporting the aquatic and leisure industry, the swimming participation ecosystem and/or the lifesaving sector.
- **Scholars:**
early-career professionals under 30 from multicultural backgrounds in community aquatics, swimming or lifesaving — they apply via the Royal Life Saving portal for an event organiser's event.

WE SWIM PILLARS

- **WE CONNECT (primary)** — connect emerging multicultural professionals with senior leadership, networks and decision-making spaces.
- **WE WELCOME** — scholars build knowledge, skills and confidence, and a future forum deepens shared learning.
- **WE PROMOTE** — youth multicultural panels and presenters showcase diverse voices and role models.
- **WE LEARN** — make senior sector spaces more welcoming and representative.

APPLICATION PROCESS

1. **Organisers apply:**
Describe their event, how much they are applying for (up to \$10,000), ticket price and their value for money you offer. Applications are evaluated and events shortlisted against the evaluation criteria. Partnership agreement are set up with Royal Life Saving acknowledged as a WE SWIM partner to the event.
2. **Advertise and refer:**
approved event organisers and Royal Life Saving advertise the availability of the WE SWIM Pathfinder - Emerging Leaders scholarships using Royal Life Saving communications materials and direct applicants to the online portal.
3. **Scholar Selection:**
Royal Life Saving and the event organiser select scholars together over a two to four week period.
4. **Invoice:**
The event organiser invoices Royal Life Saving once for the scholarships disbursed (up to \$10,000).

WHAT ORGANISERS MUST DO

- Offer value for money (for example, a discount and/or a co-contribution towards the event entry cost)
- Champion the opportunity widely and point every interested scholar to the Royal Life Saving portal.
- Shortlist and select scholars jointly with Royal Life Saving, applying intersectional criteria.
- Give scholars a meaningful role in the program — for example a youth multicultural panel or as presenters.
- In partnership with Royal Life Saving, welcome and support scholars before, during and after the event.
- Deliver the event in a culturally aware and safe way (for example, organisers and/or MCs completing cultural awareness and safety training) and set out how cultural safety will be delivered.
- Set out a collaborative workplan (using our template) for value-add activities that engage and network scholars with each other, leadership and Royal Life Saving — and connect them for MEL and future forums.
- Attribute the scholarships when advertising, at appointment and through public communications by crediting WE SWIM, Royal Life Saving and the Australian Government.
- Take part in MEL and enable invitations to a future national forum.
- Abide by Royal Life Saving's code of ethics, cultural safety and child safeguarding protocols.

WHAT THIS FUNDING DOES NOT COVER

- Travel, accommodation or meals; internal company conferences or committees; activity that mainly improves one business's own standing.

GET IN TOUCH

Talk to us before you apply. Early conversations help test program fit, confirm geography, and clarify co-design and co-investment expectations.

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