

PROGRAM OVERVIEW & FAQs

HOMeward BOUND #6

PLEASE READ THIS DOCUMENT CAREFULLY. IT CONTAINS CRUCIAL INFORMATION ABOUT PARTICIPATION IN HOMeward BOUND.

Letter from the Homeward Bound team

Dear all,

The vision of Homeward Bound is to equip a 1000-strong global collaboration of women with a STEMM background to lead, influence and contribute to decision-making as it informs the future of our planet. The overarching purpose is: leading for the greater good; managing the planet as our home.

The inaugural Homeward Bound program took place throughout 2016, culminating in an extraordinary journey to Antarctica. It was a life-changing experience for all of us (both participants and leadership team).

To date, 331 of a targeted 1000 women have completed the Homeward Bound program, with 80 currently completing it this year. We are now excited to open the sixth round of applications for the program commencing November 2020, from which a group of 100 women in STEMM will be selected. The women who join the 6th program will all be in, or thinking of taking up, leadership roles (positions of influence), with a deep personal commitment to the greater good (doing what they can towards living and leading sustainably).

They will become part of and co-create a deeply trusting, highly skilled, global network of women in STEMM supporting women in leadership anywhere they see is appropriate (to their career and to their contribution). The program will enable this through a focus on building trust and safety, sense of self, the ability to give and receive feedback, the skills that underpin peer coaching, increasing women's strategic visibility and understanding of and connection to science and collaboration (including science communication skills) as it informs what is happening to our planet.

The official program will run over 12 months and the Antarctic component of Homeward Bound is the nexus of this shared journey.

The faculty who will deliver this program are chosen because they are experts in their field. They all donate their expertise and time because they have a deep and shared commitment to the purpose of Homeward Bound, and to the women we seek to support.

Homeward Bound started as a private company (for convenience's sake) and has recently transitioned to a not-for-profit organisation. All surplus cash is used for Homeward Bound's strategic purpose as stated.

Every year sees a growing number of significant sponsors (including ACCIONA, Human Synergistics and Dattner Group), all of whom share a deep conviction about the importance of



women leading and the role of the STEMM disciplines to improve the sustainability of our planet and the lives that share it.

Before you apply, please read through the following document so you are able to make an informed decision about whether this is the program for you, at this time. We hope it is!



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KEY CONSIDERATIONS BEFORE APPLYING

Milestone dates

Aug 2020	Program welcome and fundraising call
Nov – Dec 2020	Program preparation
Jan 2021 – Oct 2021	Online program
6 Nov 2021	Arrival in Ushuaia, Argentina & opening dinner
7 - 9 Nov 2021	Pre-voyage program
9 - 26 Nov 2021	Antarctic voyage, closing dinner on ship
26 Nov 2021	Disembark ship, departure from Ushuaia, Argentina or Montevideo, Uruguay
Jan 2022 – Mar 2022	Post-voyage calls and collaborative projects

What you will be a part of

You will be committing to a 12-month program from Nov 2020 – Nov 2021 (with pre and post calls as outlined above), joining 100 other women in STEMM from around the world. This is a global initiative that aims to deepen your relationship with science as it informs what is happening to our planet. It also endeavours to significantly enhance your leadership, strategic and visibility skills so that you are better equipped to effect positive outcomes in your sphere of influence as well as in the wider world.

Most important of all, your participation in the program means you become part of the global collaboration that is Homeward Bound (according to your interest, commitment and time). You will join a deeply skilled and exponentially expanding network of women – who are committed, compassionate, personally self-aware, able to accept and give constructive feedback, each seeking to increase her visibility on behalf of the whole.

This concept almost sounds implausible, a pipe dream, but it is actually an emerging reality that astounds all of us. It represents a very different way of working together; where all can contribute, where all can use the whole, and where all have equal voice.

What you will learn

Online program

Program learning opportunities will be delivered online via monthly video conference calls. During these calls, and in-group meetings throughout the year, you will learn about and experience:

- *Collaboration*: Significantly enhance your understanding of what it takes to genuinely collaborate
- *Giving and receiving feedback*: Understand how to give and receive feedback constructively
- *Understanding sense of self*: Explore your ‘sense of self’ through a world-class diagnostic and four coaching sessions (all donated by Human Synergetics and their global network of lifetime accredited coaches)



- *Building your visibility and science communication skills:* You will be helped to articulate a description of what you are doing that is clear to science and non-science networks alike (impacting your visibility for promotions, new opportunities, media and speaking)
- *Personal strategy mapping, purpose and values:* You will be introduced to the principles of strategy mapping as a means for gaining clarity on why you do what you do (crucially important for women who frequently invest in family, work and friends, at the expense of self), and helping you to focus on being *courageous in your choices* rather than relying only on those areas where you feel confident
- *Peer coaching:* You will be introduced to the concept of peer coaching, knowing how to constructively help each other on this journey (a crucial skill in all aspects of your life); you will have ample opportunity to work on this in teams during the year
- *Team projects on global issues of concern for women:* You will be introduced to the science stream of Homeward Bound (a key component of on-ship activity) with a view to identifying areas of global concern to women (e.g. climate change, plastics pollution, water access and quality).

The time commitment varies significantly and will likely include raising funds to meet program fees and associated costs, and/or media opportunities. In the end, you will do as much or as little as is appropriate but, on average, we would estimate 10 – 20 hours/month.

Face-to-face program

Your program will culminate in a three-week expedition to Antarctica. You will depart for Ushuaia in southern Patagonia, Argentina. Ushuaia is a small town on the Tierra del Fuego archipelago, the southernmost tip of South America, nicknamed the ‘End of the World/Fin del Mundo’. The windswept town, perched on a steep hill, is surrounded by the Martial Mountains and the Beagle Channel. It is one of the key gateways to Antarctica. After two program days with the whole group in Ushuaia, you will depart for a 17-day voyage of discovery, learning and connections on-board *MS Hebridean Sky*.

The on-board program will focus around the four central pillars of Homeward Bound – leadership, strategy, science, visibility – with wellbeing/self-care being integral throughout.

We provide the following as an outline of key components; however, the design of the actual on-board program for each cohort is shaped by the feedback from the previous cohort and, as such, may be subject to changes that will further improve the experience and outcomes of this cohort.

- *Leadership in practice:* The practice of leadership, including peer coaching; you will be in a pod environment, in which our ability to be constructive under pressure is central to the success of the journey. All the preparation during 2020/2021 will be focused on this
- *Completing your personal strategy map:* Developing into completed draft your personal strategy map, including a clear sense of why you choose to do what you do and the values/behaviours that underpin this
- *Building your visibility skills and the art of science communication:* A deep dive on science communication; sharpening your message, in keeping with your personal strategy map – as relevant to family and friends as it is to your work, policy and public presence

- *Shared presentations on science as it informs areas of concern to you all:* Cutting-edge science – ensuring all women understand what is happening to our planet, and promoting future collaboration
- *The Science Symposium at Sea:* A foundational component of the on-board experience where every woman presents, in three minutes, her key area of interest – this becomes a visible way to (a) share what you do, (b) elevate the opportunity for global collaboration, (c) allow all participants to improve their ability to communicate what they do and (d) for everyone to have an unprecedented ‘fast track’ introduction to everything from gravitational wave theory to how to extract venom from spiders!

In addition to this, you will be permanently surrounded by arguably the most stunning natural environment on Planet Earth. We will make up to 16 landings in the Antarctic Peninsula region and visit 4 – 6 nation-state bases (all weather dependent).

What you will gain

- Deep understanding of the stories you tell yourself about yourself and how to ensure they are working for you
- Clear skills in building your visibility as a leader in your chosen domain, linked to a clear personal strategy covering needs for family, self and work
- Understanding of, and ability to use, state-of-the-art peer coaching skills
- A clear and validated understanding of the link between your behaviour as a leader and the culture in families, communities, universities and organisations
- A significant increase in your understanding of the science underpinning areas of shared concern outside your area of expertise
- A fast-track education on what is happening for women in STEMM and what you can do, either on your own or in collaboration with other women, to enhance women’s visibility in this arena
- An unquestionable commitment to Antarctica as a symbol of what is precious on this planet
- An unshakeable, unparalleled network of women who share your attitude and will support you
- A global media platform that will be yours to use as you see fit, in keeping with the strategic focus of Homeward Bound.

HOMeward BOUND FREQUENTLY ASKED QUESTIONS (FAQs)

Eligibility criteria you must meet

- You are, or identify as, a woman
- You have a background in STEMM (Science, Technology, Engineering, Mathematics, Medicine)
- You are at least 18 years of age
- If English is not your first language, you are nevertheless competent speaking, reading and understanding English without relying on a translation interface. (As the program is delivered in English, fluency will ensure you get full benefit from your participation)
- You have educational qualifications at undergraduate level, as a minimum; or have attained equivalent practical experience
- Your physical and mental health needs are at a level that enable participation in the 14-month program, including the on-board and on-shore activities in Argentina/Antarctica, with the understanding that:
 - there will be limited medical resources available to support special needs (unless you are able/willing to provide for these at your own additional cost)
 - the on-board environment can be challenging (ocean crossing, shared spaces, group dynamics, limited food options, geographical remoteness and separation from family/friends)
 - Note: We don't assess this condition as such (and will seek to support all participants as much as possible); rather, we ask that you self-assess at this stage your physical, mental and emotional capacity to participate fully
- You are able/prepared to raise the required funds to cover program fees and additional costs (see Costs and Payments section below for details).

Scholarships

At this stage, Homeward Bound cannot guarantee that scholarship positions will be available. It is our intention to gain funding for scholarships each year; however, this depends on the alumnae and faculty's networks. As a general principle, if we confirm funding, we will target:

- women in countries most affected by climate change
- women least able to pay
- women most able to influence policy and decision making (i.e. qualified to do so) if they had the chance to participate in Homeward Bound.

Selection of applicants

Applications are reviewed in a multi-stage process to ensure selections are fair and unbiased.

In the first review stage, each application is assessed up to three times by a panel of independent reviewers (including alumnae, accredited coaches and independent professionals). Applications are scored and weighted according to a consistent set of criteria. At the second review stage, the top-ranked applications (approx.150) are again assessed by members of the Homeward Bound leadership/faculty teams, and the final placements decided.

Key application dates

- 10 Mar 2020, 10am (AEDT) – applications open
- 6 Apr 2020, 10am (AEDT) – applications close
- 20 Apr–24 June 2020 – multi-stage review process
- 25 Jun 2020 – applicants notified of the results of the selection process
- 30 Jun 2020 – successful applicants must notify acceptance of their place
- 7 Jul 2020 – successful applicants to secure their place with payment of first instalment of program fees and return of signed Terms and Conditions.

Costs and payments

Although Homeward Bound is administered from Australia, program fees are payable in US Dollars (due to our requirement to pay the ship charter in USD, which constitutes approximately 70% of the program fee).

The program fee for Homeward Bound #6 is US\$17,500* per participant. (Note: as there is no tax component on the fee because we're charging in USD, we are not able to offer tax receipts).

An overview of the breakdown of costs (US\$) can be seen in the table below (based on actual ship cost and estimate of other costs based on those incurred on previous programs).

Ship for 17 nights	\$12,240
Chartered return flight to Ushuaia Argentina or Montevideo Uruguay	\$350
Accommodation in Ushuaia (3 nights / 2.5 days)	\$350
Faculty meetings and travel (design, logistics, airfares, accommodation)	\$625
Program delivery costs (freight, production, materials, gear)	\$360
Comms and PR (social media & global public relations campaign)	\$1,038
Administration and overheads	\$2537
Total	\$17,500

It is worth noting that the program value is closer to US\$32,049 per person, but thanks to the generous support of our sponsors, the US\$14,549 difference is being provided in-kind, as detailed below:



3 Leadership / Coaching expert faculty* (program design, delivery, meetings, coaching)	\$505,500
1 Strategic / Coaching expert faculty*	\$151,650
2 Science expert faculty*	\$32,352
2 Visibility & Communication expert faculty*	\$50,550
2 x mental health and wellbeing expert faculty*	\$50,550
1 logistics (\$50 US per hour, 25 days (workshops/voyage), 12 hours per day)	\$15,000
1 Elder (\$200 US per hour, 25 days (workshops/voyage), 8 hours per day)	\$20,000
1 Lead Facilitator (\$100 US per hour, 25 days (workshops/voyage), 8 hours per day)	\$40,000
Homeward Bound leadership/executive team contribution* (development of the project, alliances, negotiations, organisation)	\$202,200
Participant coaching, 4 sessions during program*	\$161,760
Diagnostics	\$54,594
Donated gifts for participants e.g. use of Kathmandu jackets	\$29,319
Continued brand development and management	\$35,385
Premises and operational costs (office facilities, phones, equipment, IT, printing)	\$40,440
Legal support (copyright, contracts and legal set-up)* and oversight	\$50,550
Accounting (bank, international transactions, book keeping, legal requirements)*	\$15,165
Total	US\$1,454,925
Per Person (100 participants)	US\$14,549

* Costs based on commercial daily rates.

Payment Schedule

- 10th July 2020 – payment of US\$3250 due to secure place on program
- 10th September 2020 – second payment of US\$4750 due
- 10th February 2021 – third payment of US\$4750 due
- 10th May 2021 – fourth and final payment of US\$4750 due

Note: Payment extensions may be granted on request in extenuating circumstances; however, as much as we will endeavour to support you, these will need to be time-bound and adhered to as we are reliant on program fee payments to enable our progressive payments of the ship charter. Failure to meet payment deadlines may necessitate your withdrawal from the program, and refunds are determined by the process as outlined in our Terms and Conditions with participants.

In view of this, we ask that you are prepared to pay your first instalment by the due date, if you are offered a place on the program. Failure to do so will likely result in the offer being withdrawn and your place offered to someone who has been waitlisted.

Payment Methods

On acceptance of your place on the program, you will receive an invoice for each of the payment instalments. Details of payment methods and associated hyperlinks will be included on each invoice. There are three options:

- via OFX
- via credit card



- via direct bank transfer (if you are unable to pay by one of the above methods).

Please note that each of these payment options will incur minor additional fees.

Additional Costs to Consider

- Approximately USD\$800-\$1000 for Antarctic clothing
- Argentinian reciprocal fee and/or Argentinian visa of approximately USD\$100
- Transfers between airports and hotels approximately USD\$50-100
- Travel insurance (see Antarctic Voyage section below)
- Cost of travel to and from Ushuaia, and possibly from Montevideo, Uruguay
- Internet access, alcoholic drinks and laundry on-board
- Shopping (Port Lockroy at the end of the journey can be frenzied!)

Fundraising

A fundraising toolkit, compiled and improved in collaboration with volunteer alumnae over 2018 & 2019, will be provided to help guide you, along with your Welcome Pack, should you succeed in securing a place on the program.

Antarctic voyage considerations

Itinerary

Shortly prior to the voyage, we will provide an overview of the on-board program and potential landings. The itinerary is heavily weather-dependant and will only be confirmed on a daily basis once on-board, as determined by the expedition leader and ship's captain. Bear in mind that there is a magic in not knowing the journey ahead, and letting each day be an adventure.

Psychological Safety / Wellbeing

This is a big focus of the program and particularly as the program moves on-board, given the limited physical space on the ship. Bedrooms are shared with one or two other participants and, while there is downtime / free time throughout the voyage, it is important to note that common rooms will also necessarily be shared spaces, and may have activities (such as art group, science themes, gender discussions, yoga) scheduled in them. To this end, it is important for all participants to be mindful and respectful of both their own, and others', needs regarding physical safety and emotional wellbeing while on-board. This includes self-management and care of others with regard to the consumption of alcohol – a pay-as-you-go bar will be available on-board, but it's important for participants to understand that they are on-board for the purpose of completing the program and need to be in shape to adhere to the timetable in place to achieve this.

Ground rules will be set, in conjunction with participants, at the beginning of the journey to ensure everyone feels safe in the on-board environment and knows who to approach if any issues arise. In addition, as a leadership program, participants will be encouraged to take

responsibility for their own health and wellbeing throughout, and particularly on-board, and seek support from Homeward Bound or others as required.

Participants and faculty will also be required to sign, and be accountable to, a Code of Conduct that has been developed for the program.

Pregnancy

Antarctic ship charter companies have strict regulations regarding pregnant passengers due to health and safety concerns, limited medical facilities on-board, and the difficulties and risks involved with emergency evacuation. While each company may have variations to wording of their pregnancy-related policies, there is consistency as to limitations around stages of pregnancy, and Homeward Bound will adopt these as follows.

- Participants who will be 24 weeks or more pregnant by the end of the voyage, will not be allowed to travel on the ship
- Participants who will be 12 weeks or less pregnant at the beginning of the voyage, will not be allowed to travel on the ship
- Participants in the 13th through to 23rd weeks of a low-risk pregnancy during the entire voyage will be able to participate in the voyage (subject to providing a doctor's explicit permission to participate in the expedition and signing a pregnancy-specific waiver)
- Participants would additionally need to consider any restrictions imposed by travel companies/accommodation venues regarding pregnancy.

If you become pregnant and end up not being able to come on the ship due to the stage of pregnancy you will be at during the voyage timeframe, you will miss a crucial component of Homeward Bound – you won't get to see Antarctica (unquestionably a significant loss) and, more importantly, you will miss the opportunity to build your Homeward Bound alliances/family.

Bearing this in mind, we would strongly discourage anyone from applying who is actively planning to start/grow their family during the pre-voyage portion of the program. Our Terms and Conditions will outline aspects of this policy in more detail.

Children On-board

As a program run for women who may have motherhood as one of their roles, we understand that some may wish to share this amazing voyage with their children on-board, particularly for children still being breast-fed. We would love to be able to offer this as an option; however, we are prevented in this due to the ship's health and safety protocols that don't allow infants and young children on-board. Additionally, our contract with the charter company is for a maximum of 112 passengers (100 participants plus faculty team) sleeping in shared accommodation on the ship, which generally precludes extra little passengers. While, for some, the separation from loved ones, particularly children, can be difficult, others will relish this opportunity for child-free time, an opportunity to re-discover themselves outside of their role as mother.

Allergies

As part of your application, you will be asked to describe any existing medical conditions, including food allergies. This is to ensure your safety on-board. Greatest care will be taken to



accommodate food preferences (e.g. vegan/vegetarian) and food allergies. It is worth noting, however, that the variety of meals available in these cases will necessarily be restricted, due to limited storage on-board and lack of access to fresh produce.

In the case of severe food allergies, i.e. those that may cause anaphylaxis, applicants are required to give full disclosure in their application and, if selected onto the program, will be responsible for providing a medical management plan that will need to be approved by the ship charter company and, if requested, a legal waiver (drafted at the participant's own cost) accepting full responsibility for the potential risks. Homeward Bound cannot accept responsibility for participants' wellbeing in this context.

If you have severe allergies, we would encourage you to self-assess at this stage whether your participation in the program would constitute an unacceptable risk to your health/life (and that of others) and make your decision to apply for the program or not, accordingly.

Smoking

Please note that, for the health and safety of other passengers, there is no smoking permitted inside the ship. There will, however, be a designated smoking place outside in a sheltered area.

Travel Insurance

The Homeward Bound expedition travels to a remote part of the globe, where medical evacuation in the case of an emergency may be very difficult. Evacuations are extremely expensive, particularly from Antarctica, where they can cost anything upwards of US\$150,000. Prior to the voyage, you will be required to obtain travel insurance that covers emergency evacuation in the event of a medical emergency, for a minimum of \$150,000. We strongly advise you purchase trip cancellation and baggage insurance. Where a passenger requires hospitalisation or medical treatment including evacuation, all costs associated with this are the full responsibility of that passenger. Please check that your policy (particularly if it is issued by your credit card provider) covers this for the destination that you are visiting, and covers any pre-existing medical conditions. **Your insurance needs to cover activities such as landings and Zodiac cruising.**

Clothing/Gear

The choice of clothing for cold climates is a very personal matter. It depends on your individual experience with cold conditions and can even depend on whether you feel you are more susceptible to the cold than other people. As part of our Welcome Pack, participants will receive tips on keeping comfortable and healthily warm in cold weather, as well as a sample packing list of what clothes and other gear to take.

In addition, we will be providing participants with a beautiful and very warm HB/ACCIONA-branded down jacket from Kathmandu – a significant supporter of Homeward Bound – for use during the voyage. These jackets are for re-use by each HB cohort and will, therefore, need to be returned at the end of the voyage, so they can be cleaned and made ready for the next cohort.

It is also worth noting that, inside the ship, the temperature is mild and participants will be comfortable wearing everyday clothing such as jeans, t-shirts, etc.

Program effectiveness

Homeward Bound is a dynamic, evolving, collaborative initiative. At all times, the leadership team and Program Coordinator are willing to receive and consider feedback about the program and, more formally, we conduct program evaluations post-voyage to highlight what is working and what could be done better/differently to improve the experience and outcomes for participants. The team responsible for on-ship delivery also reflects on this. A suite of improvements was put into practice in the second program, based on feedback from the first, which led to a materially improved experience for the second cohort of women, and to the bedding down of a peer review process that now happens annually. This means that the design and delivery of the sixth program to which you are applying, will also benefit from the feedback provided by our previous cohorts.

Mentoring

Homeward Bound has an alumnae-led buddy/mentoring system, in which new participants will be allocated at least one alumna as a mentor to help think through fundraising, stakeholder management and getting ready for the journey.

Post-program

As a graduate of the Homeward Bound program you will receive a Certificate of Completion at the closing dinner at the end of your voyage. More importantly, you will join a growing network of past participants and, we hope, be a supporter of future cohorts growing 'stronger together'.

We have seen friendships blossom, collaborative projects initiated, world-changing actions pledged and a multitude of opportunities presenting themselves to participants both during and post-program. While we do undertake some formal post-program activities/refreshers in the months following, which aim to support your ongoing development as well as provide a chance to catch up, we expect the network to grow and develop at the hands of alumnae. This network of amazing women will become a strong foundation of support in the world. While the Homeward Bound team will support it as much as we are able, it will be shaped and evolved by you – to meet your collective needs and aspirations.