

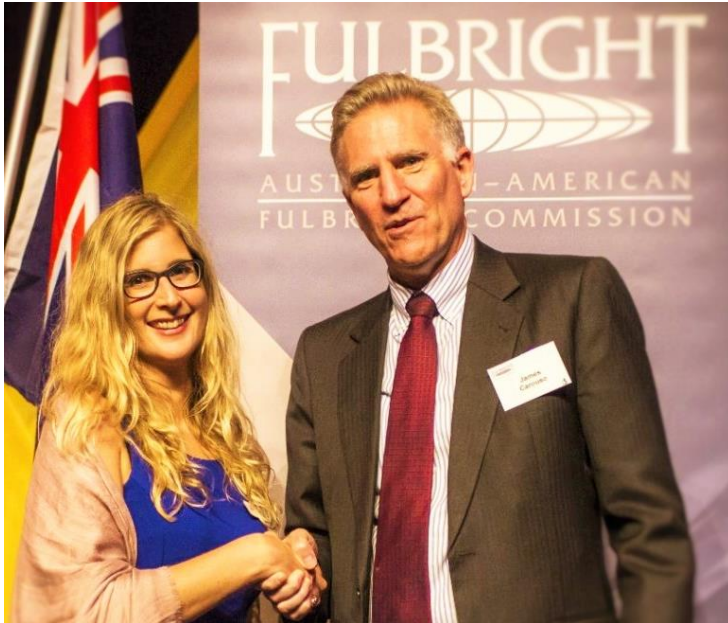
Ongoing Lived Experience Workforce Development and Planning at Mind

Dr Louise Byrne, Lived Experience Executive Advisor

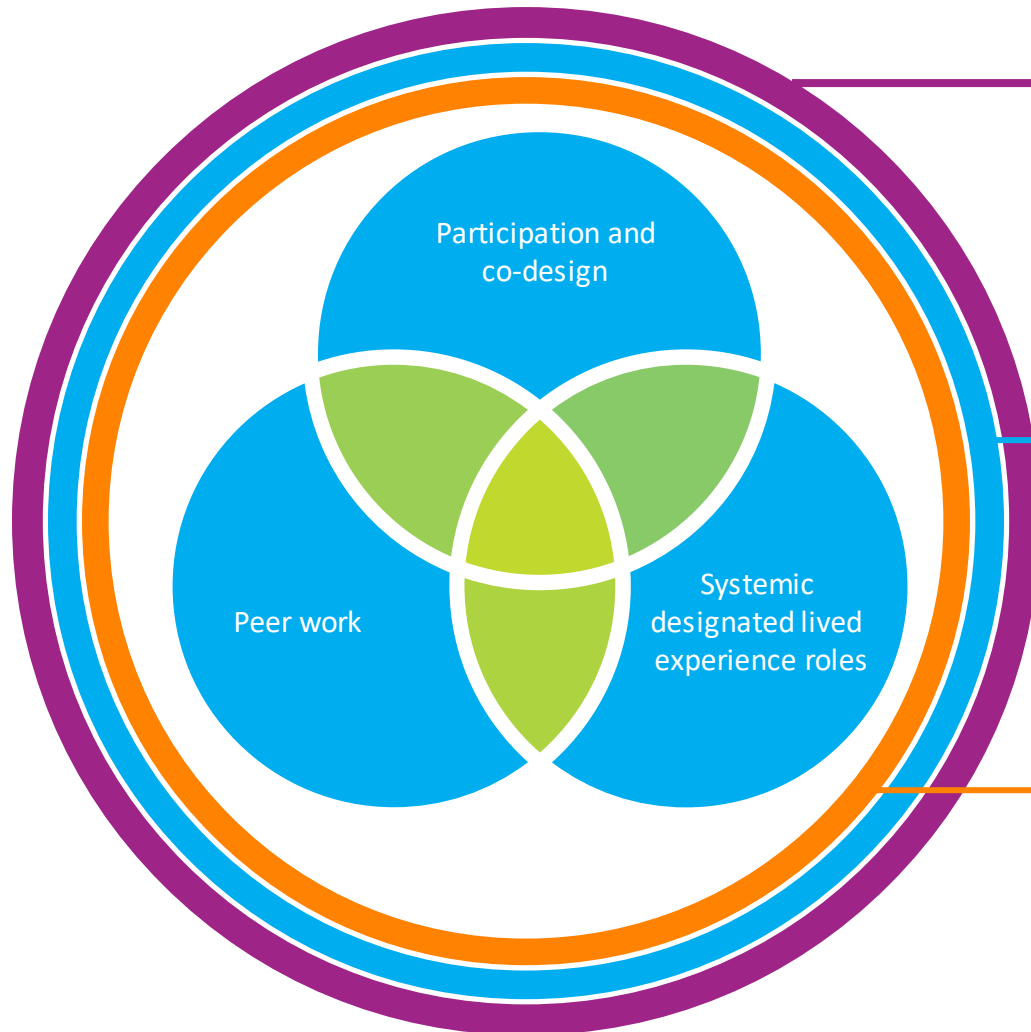


Provided with generosity by Darumbal Enterprises.

Who am I? Why am I here?



Mind's Lived Experience Strategy

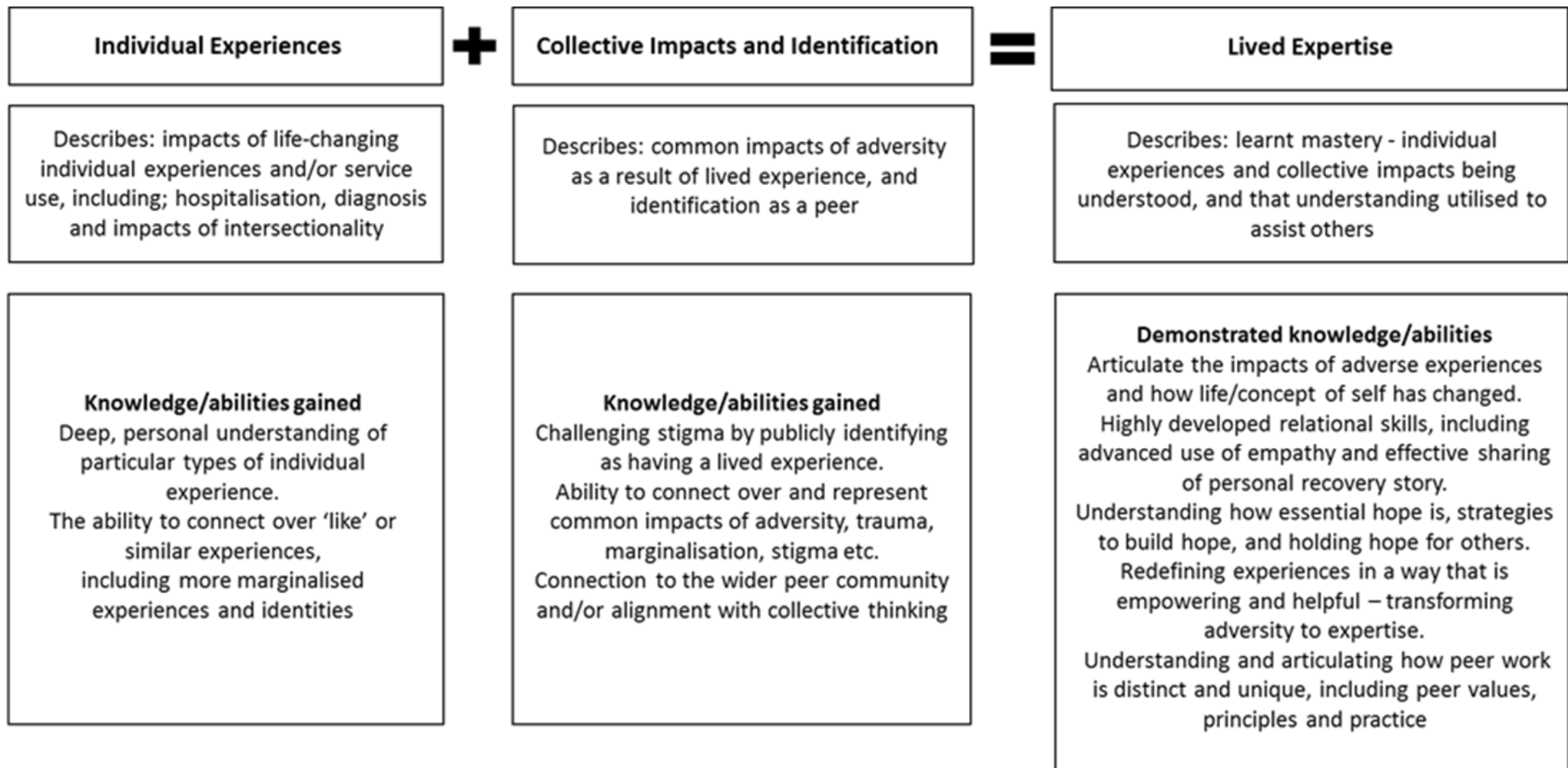


All Mind staff - their life experiences and contributions

Mind staff w/ personal lived experience of mental illness / ill-health
(53%) families/carers (20%)

Mind staff with other forms of lived experience
e.g. Indigenous, LGBTIQ+, AOD, homelessness

Lived Expertise vs individual lived experience



Challenges and Strategies

Peers seen as optional

- Valuing peers as 'central to business' is not included in policies/mission or, not taken up by the whole of workforce
- Inadequate policies and processes including HR and inadequate supervision

Funding

- Funding being cut
- Funding guidelines that inhibit authentic peer work
- Funding opportunities being exploited by those without authentic peer understanding

Workplace culture (*inadequately addressed*)

- Training as a 'once off'
- Poor collaboration, understanding and respect across roles

Cultural diversity

- Language/culture/communication barriers
- Need to understand and embrace diverse cultures
- Leadership roles for people from diverse cultures and perspectives

Insufficient numbers of peers to non-peers

- Not enough face to face peer roles
 - Lack of peers in senior roles
 - Lack of career pathways
- Limited access to peer supervision

Key areas for development

**Authentic Lived
Experience practice**



**Recruitment +
HR policies &
processes**



**Workplace
Culture**



Authentic Lived Experience

Lived
Experience led
supervision

Creation of
new roles

Explore making
more existing
roles designated

Senior Lived
Experience at all
levels of
authority

Greater
accessibility of
training for and
about LE roles

Lived Experience Recruitment

Uniformity in policy and processes

Centralised contact point

Detailed resources to refer to

Understanding the uniqueness of Lived Experience roles and Lived Expertise

Designing effective Position Descriptions

Relevant Lived Experience workforce representatives

Workplace Culture - ongoing

Defining and
promoting the 'why'

Sessions on value and
function of LE roles for
organisational leaders

Communication and
other Cultural Change
strategies

Whole of Workforce
training from
orientation on

Then what?... Phase Two





Help, hope and purpose

