

CLEW: COMMUNITY OF LIVED EXPERIENCE WORKERS WORKSHOP 2: CO-DESIGNING OUR COMMUNITY

MYHORIZONS CAPALABA | 1 MAY 2019

Our second time together. In our first 2 day workshop, we committed to creating this community for workers with lived experience of mental health in Brisbane South. This time we had 3 hours and a dedicated group of 7 to begin co-designing what this CLEW will look like. Again we used participatory processes, action methods and games, and the Groundwork framework and practice to help us co-create. And we welcomed a new member, BJ.

Check in: What's your hope for today?

- Build on previous workshop and work towards mental health first aid officer at work.
- Clarity and understanding - to develop and care framework and strategy for future
- Im looking for a place to contribute - I want to give something back because I can
- To make way for the future - others can feel safe in a work environment
- I'm here to learn and help
- Clarity of what this will be and feel confident, I can still feel involved and connected.
- Clarity of what this group will be & take it back to work

Visioning our future

A visioning exercise took us to a place in the future - 5 years from now.

"As you are flying around you notice a group meeting and you decide to fly down and take a look. The group is CLEW, a group of workers from different organisation who have been empowering peers to thrive for the last 5 years. They are having their annual end of year meeting and celebration. See the people there - who are they? How are they interacting? What do you hear them talk about? What have they been doing? What does it feel like as you watch them? Fly around and appreciate them all and take a final snapshot of the scene."
We took a little time to draw a picture of share it with someone (see picture, right).

Looking back

Looking back at the visual harvest from Workshop 1, what did you connect with?

We created all of that!

- This makes me feel like we are bringing lived experience forward as a profession
- I'm hungry for more resources
- If we used (the visual harvest) to have conversations it would be pretty good. It's all there
- Reading reflections of wanting to feel supported and focus on thriving. I've now got the support of CLEW
- The vision of 'people with a lived experience of mental health have confidence & capacity to contribute and flourish in their work', and a check in 'I want to make a difference and I'm not sure how.' Somehow that said it all for me
- You created all of this in 2 days? Wow!



Introducing Groundwork

We were introduced to the Groundwork framework and practice, which is an approach and practice for organising and creating the conditions for powerful collaboration.

We worked together to identify the need and purpose for CLEW. Then we separated into work teams, taking the Cultural, Structural and Strategic foundations to work on and bring back as proposals to the group. All were accepted as good enough for now, and safe enough to try. An amazing result for just a few hours of work/fun!

www.thegroundwork.co What's the need and the purpose of this community?



Need and purpose foundation

What's the need and purpose of this community?

Need: Brisbane South workers with lived experience of mental health issues, and working in smaller organisations, don't have the support they need.

Purpose: to be a connected, supported and thriving community of lived experience workers.

Cultural foundation

Team: Anna, Donna with Pam

Relationships: How do we want to be and work together?

PEOPLE

Who are we?

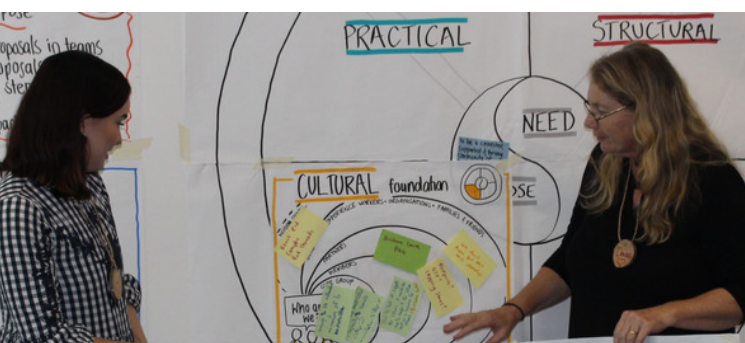
- Core group: passionate about CLEW, capacity to commit, "step in", invitation for others to 'step in', enough to be sustainable - minimum of 6
- Members: Due to lack of support for Lived Experience Workers (LEWs) it would be nice to keep it for LEWs in Brisbane South, and be a resource for others
- Partners: potentially Brisbane South PHN, Footprints? QPP? Steppings Stones? (these are orgs who are already really proactive in this space)
- Other lived experience workers, organisations, families & friends: (perhaps organisations and families of friends of members?). We don't know yet, and this will develop
- Wisdom council: Brook Red, Campfire Coop, Red Thread Stories

PRINCIPLES

How do we want to be and work together?

- Make a safe place to share (confidentiality)
- Keep purpose at the centre
- Take care of ourselves and the group
- Every member is valuable and can contribute
- Let's have hope, respect and authenticity
- Whoever shows up are the right people (to make decisions)

It's okay to say
Ole' and have fun



Structural foundation

Team: Julian, Nathan, BJ with Jen

What structures can support good relationship and our purpose?

MEETINGS

How often do we want to meet? How long for? When and where?

- 2-3 times a year: large group meets for half-1 day during work hours.
- Practices: Circle practice, welcome
- Every 2 months, meet for 1-2 hours, smaller groups. Out of work hours
- Purpose of connecting, supporting, networking
- Practices: Networking, welcoming, keeping minutes and records
- More details: June 26 workshop

COMMUNICATION

How do we keep in touch? What social media platform do we use (if any) - on top of google group?

- Mobile numbers shared if you want to share them
- Teaching those who are not tech savvy to use social media platforms
- Newsletter - do we have capacity for this?
- 'Slack' is a suggestion. Simple, holds email, photos, use a computer or phone, a closed group and you're invited in
- Further investigation on project design day

CONFLICT

How do we deal with conflict?

- Live by our principles / agreements
- More on this in Meetings workshop June 26

DECISIONS

How do we make decisions?

- Can you live with that decision? All need to be able to 'live with it'
- Thumbs up - yes, Thumbs side - need more information, Thumbs down - no I can't support this decision.

WHAT ELSE?

Let's decide who is keen to do what on June 26

Strategic foundation

Team: Lara, Karalee with Mel

What would success look like?

What do we want to harvest from this CLEW?

What areas do we want to focus on?

INTANGIBLE HARVEST

- We feel empowered, confident and valued
- We feel connected to each other
- We have strong relationships
- There are new friendships
- Building skills in self care
- We have strong presentation skills
- We have confidence to speak up in workplaces

TANGIBLE HARVEST

- We're looking after ourselves
- We're reaching out to each other and asking for help
- We're speaking up in our workplaces
- We're invited to speak in organisations
- People want to join us > growing membership
- We're sharing what we learn with others in our organisations
- People call on us for our expertise
- We're sharing venues & resources
- We're sharing knowledge
- We're hanging out outside CLEW gatherings
- Newsletters as comms tools
- The email group and other comms are active
- We have celebrations
- We have regular meetings
- There are mental health first aid officers in member's workplaces

Next wise steps

- Take strategic focus areas into the Project Co-design workshop on 4 June
- We'll focus more on the Structural Foundation in workshop 5: How to host a participatory meetings
- Resources (Economic) foundation will be developed as we go forward
- Our practical foundation is this - our next wise steps, and building in reflection to what we do, so we are learning as we go.

STRATEGIC FOCUS AREAS

Where do we want to focus our energy? What projects do we want to develop further?

- What does self-care look like?
- Communication - how do we stay in touch?
- Speaking in organisations - invited to speak about self care in the workplace, how to support each other in mental health, advocate for/suggest mental health first aid officer.



Check out: How are you leaving?

- A sense of warmth and security. I feel like I belong here, I've made friends. And I'm excited!
- A lot more confidence and direction. It's bolstered my faith that we can keep this going
- Definitely feel we are going forward and I'm excited!
- I'm feeling way less confused and a bit more optimistic that this will work
- Feeling reassured. I feel a sense of belonging and that I've been heard
- I've come here without a clue, now I have one! The combined intelligence and creativity for this group's purpose has been overwhelming
- I'm feeling excited and blown away. A lot more clarity. We're a support group for workers who support others.



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