

Speaking from Experience Podcast



Victorian Transcultural Mental Health (VTMH)

Episode 1 - Diversity and Inclusion and Influencing Change

October 2020

INTRODUCTION segment & music

Speaking from Experience is a podcast series brought to you by Victorian Transcultural Mental Health, where our mission is working together to create healthy, connected communities where no one is left behind.

When responding to cultural diversity whose voices don't we hear from? And whose experiences are missing from the conversation? To help us learn and stay curious, join us as we bring you voices of people from communities, the mental health workforce and practitioners from a range of sectors whose work often goes unnoticed.

00:00:51 VTMH Host – Kimberley Wriedt

Hello and thank you for tuning into the 'Speaking from Experience' podcast. This podcast is being recorded on the traditional lands of Boon Wurrung and Woiwurrung, Wurundjeri peoples of the Kulin Nation. I would like to acknowledge the many nations of Indigenous Australia whose land we live and benefit from that listeners

may be joining us from today. I would like to pay my respects to Elders past, present and emerging across all the Indigenous lands and carry the hope that the path towards reconciliation continues to be shared and embraced.

My name is Kimberley Wriedt and I'm an Education and Service Development Consultant at VTMH and I'm delighted, albeit a little bit nervous, to be your host for this first episode. In these times of COVID, VTMH has been exploring many new online platforms and mediums whilst working remotely and we hope to develop more episodes of this podcast series over the coming months, featuring a range of speakers and hosts and hopefully to learn a lot as we go.

So we've called this episode 'Diversity and Inclusion and influencing change', and I'm thrilled to have two guests Jen Tobin and Erin Joyce, will be speaking to their experiences of holding diversity and inclusion roles within the Mental Health and Human services sectors. They've kindly agreed to share their learnings and reflections from the work, and as such the reflections their presenting today are their speakers own rather than speaking as representatives from their organisations.

Let's get started on that point. So, hello, Jen and Erin, how are you both? And thank you for being here. So perhaps we can make a start with yourself Jen, could you tell us a little bit about yourself and your role and how you sort of came to be where you are at the moment?

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00:02:34 Guest Speaker - Jen Tobin:

Sure thing, so yeah, I'm Jen Tobin. I use she/her pronouns and I'm the Diversity and Inclusion (D&I) Manager at cohealth. So, my role... is to work with my team to help support the organisation to improve cultural safety and inclusion. So, we're focused on both staff and consumer experiences as we see them as being equally important and really interconnected. And our aim is for all staff and consumers to feel safe to bring their whole selves where there's going to be no denial or challenge of their identity and particularly thinking about Aboriginal and Torres Strait Islander peoples, people from non-English speaking backgrounds, LGBTIQ folks and people with disability.

cohealth is a really big community health organisation based in the North and West Melbourne suburbs, the function of the organisation is to promote health and social equity. Prior to working at cohealth I worked in mental health for 10 years in a variety of positions like support work, project-based roles and leadership roles and my education background I've got a Degree in social sciences, a Master's in counselling.

00:03:49 VTMH Host – Kimberley Wriedt

Wonderful, thanks so much, Jen. And Erin, how about yourself?

00:03:54 Guest Speaker – Erin Joyce

Yeah, so I have a lovely, vague and ambiguous title of Cultural Diversity Project Officer for Alfred Mental and Addiction Health. I've been in the role for about 18 months. It's a new role that was created in recognition of the need to improve the cultural safety and responsiveness of our mental health and addiction services, the environments that consumers engage with when they seek our support and also how we engage with our diverse community as well. So still early days in this role, but fantastic that Alfred Mental and Addiction Health has taken a step to create such a position.

I actually came across from the humanitarian aid sector where I worked for over a decade. I spent a lot of my humanitarian career working on projects and initiatives that improve the quality and access of mental health and psychosocial support to people affected by humanitarian crises, as well as the mainstreaming of human rights protections into humanitarian assistance. And I saw the impact of services and supports being provided in a way that didn't allow for meaningful access, safety and dignity, as well as what the absence of meaningful community partnerships and liaison did to the quality of work. I've always had a passion and commitment for human rights, diversity and

inclusion. I was lucky enough to grow up living and traveling overseas due to my parents work and I attended international schools. And so I've always lived in diverse environments and communities for much of my life, so I became aware of my privileges from a very young age and a recognition that the world, systems and institutions are not designed equally for all of us. So this role I'm in now is really giving me the opportunity to continue to contribute, but in my home country and home state whilst maintaining balance for my new young family.

00:05:47 VTMH Host – Kimberley Wriedt

Thank you so much. It's lovely to, I mean, I've met you both before a number of times and it's really lovely to hear about the work you've done over the years and in previous roles and what's really brought you to this to this role, so thank you.

I really like the way that you mentioned Erin about these sort of vague and ambiguous titles, so maybe could you talk a little bit about some of the projects that initiatives that you've been involved in to give a bit of an idea about that kind of work.

00:06:17 Guest Speaker – Erin Joyce

Yeah, so when you use words like diversity and inclusion, people from outside this space sometimes have a hard time sort of envisaging what it is you do and what your job entails but really we I started off in my role consulting with our workforce and with consumers of our services around what's working, what's not working? What's hampering access for people to access our services? What's working for staff, including members of our own diverse workforce and so from that consultation and the surveys that we conducted there, different initiatives and pieces of work of have stemmed from that, and so some of the projects include, our education and professional development planning over the last 18 months, which is being disturbed a lot by COVID, but also into the future and what that looks like moving away from I guess more traditional content based delivery models for education. A bicultural worker pilot research project which we're going to be rolling out in 2021 in partnership with Star Health. A reflective practice capacity building project so really trying to upskill members of our workforce to provide reflective practice sessions to our workforce around themes of cultural safety, diversity, inclusion, racism, sexism, barriers for people accessing mental health support. What negotiating shared explanatory models look like. All these different sorts of themes and concepts that we really need to unpack more in the mental health sector. As well as guidelines, and I guess, policy development is especially around the gender diversity space and also establishing new

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governance structures like different working groups and committees to help roll out this work across the many different services that encompass Alfred Mental and Addiction Health.

00:08:25 VTMH Host – Kimberley Wriedt

Wonderful thank you for sharing all that and yourself Jen, I know that's good point you made around the COVID as well in the last six months... Jen what have you been involved in, in recent times?

00:08:35 Guest Speaker - Jen Tobin:

Yeah, sure. I think a big thing that's been on cohealth's agenda this year has been thinking about the resurgence of the Black Lives Matter movement and taking that as an opportunity for some further introspection and examining of our own organisational whiteness. So yeah, we've been embarking on that for the last five or so months since May. cohealth's always had a really strong commitment to preventing race-based discrimination and a commitment to cultural safety. But I think the Black Lives Matter movement has made us pause a bit on that and actually think about where we're up to as an organisation and how we deepen that work and you know our evolution from really focusing on cultural responsiveness to cultural safety to now anti-racism work and what that means... what that means for us. So, we really want to be thinking about how to decolonize our organisation. And there's a lot of work that goes into that, and a lot of I guess, uncomfortable, a lot of leaning into discomfort, a lot of unlearning, relearning and reflecting. So yeah,... it's exciting times and will be a big part of our work going forwards.

Something else really positive that happened was we launched our stretch Reconciliation Action Plan (RAP) and I think for us in our diversity and inclusion work we always have to start with a strong commitment and a genuine commitment to Reconciliation, because a lot of inequities actually occur as a result of colonization. So our RAP commitments need to be really strong and really need to be a foundational part of our work at cohealth, so that was that was really positive. We're also developing some cultural safety minimum standards. Our work is really about trying to improve processes, policies and practices, and we thought by developing some cultural safety standards in collaboration with consumers and staff, that that would be a really helpful way when we're on-boarding staff to be really clear about - in order for this to be culturally safe workplace and service these are some minimum standards that we really need people to follow. So that's exciting and hopefully we will release them later this year or early next year. We're going

through Rainbow Tick accreditation which is around LGBTIQ inclusion. So again, looking at processes, policies and practices, and training 900 odd staff, which is a big major feat. And one other thing I wanted to highlight is we were really focused on ensuring that our workforce reflects the communities that we're serving. So, we're doing a lot of work on our recruitment, retention, advancement, and having a really better understanding of our staff, our staff diversity and their experiences of the organisation. So yeah, putting a lot of emphasis into that at the moment and seeing that is being really key, yeah, key work.

00:11:44 VTMH Host – Kimberley Wriedt

Thank you, I just think it's so helpful to hear that sort of work and just see like similarities and differences depending on the type of organisations and... where you are in the work that you're doing and what are the needs at the time. So yeah, there's some very interesting work that you're obviously both involved in and in these in these particular roles, too. So, maybe on that note, I know this is quite a grand question to maybe jump into in ... could you talk maybe talk a little bit about what you think organisations can do to support diversity and inclusion workers like yourself to do this sort of work that you're doing and leading this change... Maybe we can start with Erin, would you mind starting with that one? And Jen feel free to jump in if you got anything else to comment on.

00:12:35 Guest Speaker – Erin Joyce

I think my first thought is that while it's great that roles like mine and Jen's exist, diversity and inclusion roles, I think a lot of organisations make the assumption that once you've hired someone into such a role, then it's that single person's responsibility to take on. You know, Jen just listed the huge amounts of work that cohealth doing. I'm at the very early stages of trying to implement similar things across Alfred Mental and Addiction Health, so it's a huge feat and there's so many different angles and lenses from which to approach this work, so I think it's as an organisation supporting people in those roles with the necessary resources, personnel, budget, leadership support and buy-in necessary because this is beyond project work. This is about a cultural shift and mindset shift within an organisation like Jen said we're talking about unlearning and relearning history, concepts, language, themes, perceptions, assumptions, ideas that influence the practice that we do, and also the ways that we interact with the communities that we serve so. I think hiring someone into a D&I position is a great start, but it's not a checkbox exercise, and it's about thinking it from a macro level and organisational level, and how you can support people in those roles.

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00:14:11 VTMH Host – Kimberley Wriedt

Thank you, Jen did you want to comment about that at all?

00:14:15 Guest Speaker - Jen Tobin

Yeah, definitely. I'll probably echo what Erin has said. I'm thinking about this question about what really enables me to do my work, and I think the most helpful thing for me is when the most senior people in the organisations like the Board, the CEO, the Executive Director really consider inclusion and cultural safety as core business and essential to achieving the organisation's mission and vision. So I'm really lucky at cohealth that that's the case, and that our senior leadership group strongly believe that we can't achieve our mission without prioritising cultural safety and inclusion. So I think that then sets a culture of recognising its core business for everyone, it trickles down to everyone, and it means that it's not just one person having you know, having the responsibility to build the capacity of you know 1000 person organisation, that it is more embedded. And when it is more embedded, there's things I think rather than seeing diversity and inclusion as something that's separate and additional, nice to have. If you have an organisation where it's kind of everybody's lens, you will then be able to see things embedded into policy, processes and procedures. You know I think of organisations that have a standalone D&I policy but there's nothing in any other policy that mentions inclusion or cultural safety. Whereas I am really proud at cohealth that all of our policies have a strong commitment to inclusion and have a human rights impact assessment to them. Or, you know, annual appraisal documents have questions about how do you contribute to inclusion cultural safety so when they when they questions and these thoughts are kind of embedded across all of your processes rather than just sort of sitting out to the side I think it... that's really instrumental to change.

I can give you an example around the leadership as well. I talked earlier about our anti-racism work, kind of in response to Black Lives Matter and myself and my team met with our Chief Executive and talked about why it was important for cohealth and to see if she wanted to be, I guess to sponsor the work because we see it as an all of organisation transformation, and her response to that was so positive and not only just wanting, not only wanting to be the main communicator about it, but wanting to be deeply involved, wanting to learn as well and come along on the journey and I just walked away from that meeting just so ecstatic that the most senior person in the organisation is so invested and makes such a big difference. And like sometimes I think about other organisations where perhaps diversity and inclusion is isn't as evolved or is more of a recent

conversation and that it's often you know, there's often a portfolio holder in a big organisation who's got a job in and of itself and then asked to build the capacity of the organisation so there's no there's no staff, resources or money, and there's just so little that can be achieved unless you have people dedicated to support and facilitate the process.

00:17:34 VTMH Host – Kimberley Wriedt

I remember when we were talking prior to this conversation and I think one of you mentioned this idea around like the pieces of the puzzle that come together. So yeah, I think that was yourself maybe Erin that mentioned something around that. Can you remember talking about that?

00:17:49 Guest Speaker – Erin Joyce

Yeah, I think what Jen and I have said that there's so many different components to making this meaningful work, and that there's not a single pathway, or, you know, best practice, that's the right way to do this. So much of it is about facilitating those conversations, like what Jen's talking about with her executive leader, and it's the same... with the leadership in Alfred Mental and Addiction Health, I've been really pleasantly... yeah, it's been a really pleasant experience to have really positive conversations, and to have that leadership buy-in and support as well and very fortunate to have that. So I think you know there's of course the will, the need, the resources, but then there has to be the buy-in, the strategic leadership, support and direction as well as I guess that connection with community and making sure that all these initiatives and conversations that you're rolling out and having actually reflective of what the community needs and wants.

00:18:59 VTMH Host – Kimberley Wriedt

And I think we will definitely touch on that in a moment as well. Something I was wondering is around we talked about it in organisation level, but in terms of personal experience, has personal experience inform your work and your motivation to see change? Do you want to start with that one Jen?

00:19:12 Guest Speaker - Jen Tobin

Yeah, sure, I think my first understanding or exposure to inequity was from a gender equity lens. Kind of growing up, witnessing or experiencing discrimination on account of gender was kind of what first got me thinking about it. And then I guess that's become more refined over time to have more of an intersectional lens of feminism and then from that, it's just, yeah, I guess my attunement to social inequities has evolved and will always be evolving. I also have a huge

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amount of privilege in that I'm white, cis, straight and able bodied. So, for me it's very important to have a lot of cultural humility and commit to my ongoing learning and listening to others that have experienced discrimination. In relation to my personal work experiences as I said, I've worked in mental health and in health, and we know that's where.... the greatest health inequities exist for people that experience discrimination, we always have to understand health inequity in the context of racism and discrimination and therefore I think... I guess seeing that and hearing that and being connected to that, I guess, is a huge motivation for the work.

00:20:37 VTMH Host – Kimberley Wriedt

Thank you. Erin?

00:20:40 Guest Speaker – Erin Joyce

Yeah, I mean, I'm like Jen, I think any discrimination I've experienced has been through a gender lens, but I've also experienced on many, many occasions through my life feeling extreme discomfort because of how acutely aware of my privilege I was in a particular moment or instance. I'm going back to my humanitarian career, walking into refugee camps or displacement settings and being able to walk back out again. People seeing my white face and coming up to me asking for resources, support, help, assistance just because of what I represent. Which is power and access, and you know it's just been a lifelong reflection really of really trying to unpack why that is the case and just how unfair and wrong it is and that I want to do something with that privilege to help dismantle those inequities that are in place and for, you know in the future it not matter what colour the person's skin is when they walk into that refugee camp or when they walk into that GP appointment here in Australia or where whatever the setting is. So it's just something that I can't. I can't accept and live alongside without contributing to in some way, and at the moment this point in my life, it's through... this role and this job, and like Jen, it's an ongoing learning journey and constant reflection and unpacking process for me. But I also know I'm privileged to even have the opportunity to have that experience. So yeah, ...it's multilayered and multifaceted.

00:22:45 VTMH Host – Kimberley Wriedt

Thank you and

00:22:48 Guest Speaker – Erin Joyce

I was just going to say in the context of my job now in mental health, I think I've also been thinking a lot about the mental health workforce being able to bring their whole selves to

work and there's this culture of non-disclosure and we're asking consumers to be vulnerable and expose the deepest parts of themselves in appointments and consultations with us. But then as a workforce were told to stop and hold back and not disclose personal information or not tap into certain parts of our identity and yeah, I think there's a real inequity in that too, so in terms of personal motivation in this particular role, it's trying to, I guess, dismantle some of that inequitable power dynamic that exists between the mental health workforce and consumers.

00:23:42 VTMH Host – Kimberley Wriedt

Thank you, thank you for sharing those. I guess that's sort of follows on to this next question around how do you believe that these roles are making a difference to consumers and carers and communities? Jen would you mind making start with that one?

00:23:57 Guest Speaker - Jen Tobin

Sure, It's a really good question. I think I said at the start our aim is for staff and consumers to feel safe to bring their whole selves where they're not going to experience any challenge or denial of their identity. So if that can be achieved, that's huge. I think, it's sort of more tangible to break it down a bit more, I think. Yeah, my hope is that people so, staff and consumers have greater trust, that they feel truly heard, that they feel like their experience is centred and I think if you have a lifetime of experiencing discrimination and you have a hyper vigilance or an armour when you approach your service or a workplace. If you can feel truly safe... that's going to... that feeling might melt away and you know somebody feels real sense of belonging and that they're truly welcomed, then that's what we're aiming for. But I think a big thing comes to in terms of staff awareness, staff training and staff learning opportunities. Like really seeing how discrimination is a health issue, discrimination is a mental health issue and really seeing that shift between I treat everyone the same versus I have a better understanding of the experiences and barriers that someone might experience in accessing a service and workplace, that's really huge. That's so integral. And then once someone's, someone has that shift or that they uncover some unconscious bias or have some has some sort of learning that they didn't have before that doesn't, that's just not contained to a work environment then that goes, you know, back to their home and that those conversations with kids or partners, or you know someone on social media, you know it's it can be quite a contagious, it can grow, it's you know, equity and inclusion can kind of grow exponentially when people have shifts in their mindset at work. So yeah, I think once you have a better understanding in inequity, you

can't un-see it. Yeah, and you keep kind of promoting that and having that lens on the world.

00:26:11 VTMH Host – Kimberley Wriedt

I think that's very well said and Erin did you want to comment on anything else around that question?

00:26:16 Guest Speaker – Erin Joyce

I think it really depends on where a particular organisation is on their journey. It sounds so cliché, but it unfortunately, it is the truth and sometimes just the creation of a diversity inclusion role is a win, but it's good to at least have some organisational commitment to having these conversations. Because unlike a lot of other areas where we target professional development and learning within the mental health sector, so much of the content we're talking about today isn't ... the sort of stuff you'd stand in front of a room and present, you know, in a one-hour long presentation. It's actually better for people to really have time to think, unpack, reflect, and that's why we're doing those sorts of projects like what I mentioned before with the reflective practice capacity building project. Because like what Jen is saying, sometimes people just need to have these conversations, have permission to go there to really think and reflect, and then they may unpack some unconscious bias that they didn't know they have, and then they start thinking about it in the context of their job, their role, their work, their workplace, the environment in which consumers access services, the way that the service interacts with the population in the community. So yeah, I think it's really just giving workplaces and organisations permission to go there and have these sorts of conversations and normalise them.

00:27:54 VTMH Host – Kimberley Wriedt

Thank you. That might actually move on to ask around... you know that these roles have been around for some time in different forms. So where do you see the future of these roles and this work going? Erin what do you think?

00:28:13 Guest Speaker – Erin Joyce

Yeah, well, I'm an idealist and I would like to see a perfect world where these roles are not needed at all and where there's real workforce mutuality. Where the workforce reflects the diverse community which the organisation sits and everyone is as valued in their roles or in their lived experience as the next person, but until then you know we do our best to ensure that workforce culture support's robust discussion, reflective thinking, and these roles will just continue to evolve and adapt as that. As we progress along

that learning journey towards that ultimate goal that hopefully we achieve sooner rather than later.

00:29:05 VTMH Host – Kimberley Wriedt

Fabulous. And Jen?

00:29:08 Guest Speaker - Jen Tobin

Yes, similarly, I mean, I think they're still emerging roles. As I said earlier, I still think a lot of organisations ask a portfolio holder to, you know, to assume the responsibility of a diversity and inclusion worker. So, I think, yeah there are some organisations that have invested in diversity and inclusion for a while, but a lot still haven't so I think they really are emerging roles and I hope that they continue to grow and expand. I think given there has been so much research and evidence and the benefits of a diverse workforce and inclusive team culture, particularly in relation to performance, efficiency, problem solving, creativity and innovation. If organisations aren't sort of seeing a benefit in terms of social and economic equity and health equity, there's this emerging performance evidence as well that I think like even corporate services are really starting to invest in diversity and inclusion, and I think most importantly, I saw a study that stated that if you work in an inclusive team environment, you are five times more likely to provide excellent customer service and 19 times more likely to be satisfied at work. It's really likeit's really clear the benefits of it, of investing in diversity and inclusion for an organisation. So yeah, I hope to see it continue to grow and I hope that funding bodies continue to see it as really essential work as well.

00:30:40 VTMH Host – Kimberley Wriedt

And I think that this goes on to, I know the three of us were talking prior to this around a webinar that we had all watched recently where committee members were talking about how existing inequities had been really magnified during COVID and one of the key points that kept coming up through that webinar was the lack of diversity that is reflected in leadership positions. What are your thoughts on that? Can I start with you on that one, Jen?

00:31:08 Guest Speaker - Jen Tobin

Yeah, definitely, thanks Kim. I think it's huge and it's very, a very real issue. Something that we looked at, at cohealth, was we did a staff diversity survey last year to get a better sense of the diversity of the workforce and it was really important to us ... to ask for the people that were leaders in the organisation to be able to say it is one thing having a culturally diverse workforce but do we have a culturally

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diverse leadership group? And are there sort of glass ceilings that exist for people within the organisation? And we learnt that of the respondents that 53% of all staff identified as culturally diverse, but 41% of leaders did, so not a huge difference, but definitely different. But in terms of being born outside of Australia, 35% of cohealth staff were born outside of Australia and 18% of leaders. So a bit of a bigger gap there. So like I think, I think that disparity is probably bigger in other ... other organisations, but we still have work to do with that and so thinking about how do we support advancement. How do we? What is the block there? Is something that organisations really need to look at.

00:32:28 VTMH Host – Kimberley Wriedt

Erin, did you want to comment at all?

00:32:31 Guest Speaker – Erin Joyce

Yeah, I'm just going to say as someone working for a very large public health provider, it's absolutely an issue that's prevalent across the entire health sector in this country. But the good news is, is that awareness is growing and improving in regards to this truth, and I think the observations of the community members that were on that panel in that webinar are absolutely fair and accurate. And part of ensuring cultural safety in health services is people feeling like their needs, concerns, rights, lived experiences are not just respected but also shared to some degree by members of the workforce and the executive and the organisation more broadly where they're accessing their care. So I think that it's an ongoing... journey, there are lots of different red tape barriers and you know lots of different advocacy work that needs to happen for this to change. But I think we're a lot further down that path and then we were even a few years ago in in that regard. So, I think we're heading in the right direction but it might be a bit too slow and we need to pick up the pace.

00:33:55 VTMH Host – Kimberley Wriedt

Yeah, I think that you've said that really well and I was also going to just let our listeners know if you'd like to watch their webinar, it is available through our website. It was the 4th session on our... cultural safety during COVID-19 webinar series, and it was the episode on Community Voices. And yeah, I think it sort of speaks to a lot of the nuances that you're talking about right now. Have we got any other comments you'd like to add around that?

00:34:26 Guest Speaker – Jen Tobin

Yeah, I'd like to add something as well. when cohealth started looking at workforce mutuality and ensuring that the

workforce reflected communities that we're serving, and being clear that that's inclusive of leadership, the board made a decision because that that's equally important for the board. Who, you know, ... who really lead the strategic direction of the organisation. And something really fabulous that happened was that a commitment that 50% of incoming board members needed to meet some type of diversity requirement to ensure that we can't just say that as an organisation without that happening across all parts of the organisation. I think quotas have been controversial in the past, or that you know, there's different perspectives on it, but ... I've been really supportive of that decision by the board, and I think it's great modelling and setting the tone for 'this is really important'. Because the reality is, you know is that most boards in Australia are led by white cis men and yeah, if we really want to connect with community we need more representation of the full community at those levels.

00:35:44 Guest Speaker – Erin Joyce

And I think that goes into the whole conversation around, you know meaningful change versus tokenism, and some people might have a simplistic argument that initiatives like what Jen's talking about are tokenistic, but in actual fact until this is really meaningfully mainstreamed into our processes, our structures, our governance systems, our decision-making processes and so forth, our hiring policies all these sorts of things. Until it's really... it's not... It's so meaningfully integrated this not even thought of. We have to have these sorts of targets in place we have to have prompts in place for people to really think about this stuff, because I mean I, I know I work with so many well intentioned, open-hearted, open-minded people. But it's not until you prompt people with certain questions, ideas, thoughts that they go – Oh, I never thought of it like that before. I haven't thought of it from that angle – so it's not about critiquing. It's not about criticism. It's just about opening the door to conversations, new approaches, ideas, and ways of ways of achieving a certain goal.

00:37:02 VTMH Host – Kimberley Wriedt

Thanks, thanks for those comments. And on that note I think we're almost about ready to wrap up, but just to change pace slightly to finish up, I'm wondering is there a book or a film or a podcast that's really inspired your work that you'd like to share with us? How about yourself, Jen?

00:37:23 Guest Speaker - Jen Tobin

It's a hard question. First thing that comes to mind is I read the book 'White Fragility' a couple of years ago and it for me in my role as a white identified person It's very, that was

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important reading for me. cohealth have started an anti-racism library and we have a sort of series of books and our team has, we're all reading, 'So You Want to Talk About Race?' at the moment and that's been really good. But to be totally honest, the best way that I get information and learn is actually through social media. So I always kind of encourage people to think about who's filling your feed. Some good, I guess accounts that I follow are 'Check your Privilege', 'Decolonise Un-Conference', 'No White Saviors' and 'Democracy in Colour'. So yeah, I reckon that's the way... my generation, I think really learns, through that short and snappy social media info. So yeah, I think that's an important platform for us to be thinking about our learning.

00:38:31 VTMH Host – Kimberley Wriedt

Thanks, and Erin?

00:38:35 Guest Speaker – Erin Joyce

Yeah I've also read ... all the book club readings for cisgender white women as well. But again like what Jen said, social media is a real source of information and resources for me and...a print that I ordered online is actually from an American artist, mental health, consumer and woman of colour called Alyse Ruriani. And she created an amazing print called 'We Need to Dig Deeper', and I actually have it next to my desk at work and it's really just symbolising that we need to go beyond the medical model when we think about mental health and mental illness, beyond pathologising behaviour, thoughts, culture, identity, beyond the DSM and really think what's under the surface when we're thinking about mental health and mental illness? All those intersecting layers of identity, and I just think it's fantastic. It captures everything I'm trying to cover in my education and professional development planning in my role in one square shaped print.

00:39:50 VTMH Host – Kimberley Wriedt

I wish listeners could see it, because I know you shared it with me before and I agree ...it really speaks to sort of everything that the two of you have been speaking about today actually.

00:40:00 Guest Speaker – Erin Joyce

Yeah, so here the artist name is Alyse Ruriani with an 'A' and you can find her on Instagram. And yeah, I've purchased a couple of her prints, one for the office and one for home.

00:40:13 VTMH Host – Kimberley Wriedt

Just on that note, I might actually just now thank you both for speaking to your experiences today and for being part of this first episode of the podcast series. I've really appreciated

learning from you and hearing about the type of work and the way that you're approaching your work in this space in terms of leading change. So, thank you so much for joining us. I'd also like to thank listeners for tuning in to this new project and we would be really keen to hear your feedback. So, if you visit the podcast page of our website, you can find more information there on how to do just that. So again, thank you, Jen and Erin for your time, and thank you for listening.

OUTRO segment and music

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