

South West Rainbow Tick – Community of Practice Program

Communities of practice are formed by people who engage in a process of collective learning in a shared domain of human endeavor: a tribe learning to survive, a band of artists seeking new forms of expression, a group of engineers working on similar problems, a clique of pupils defining their identity in the school, a network of surgeons exploring novel techniques, a gathering of first-time managers helping each other cope. In a nutshell:

Communities of practice are groups of people who share a concern or a passion for something they do and learn how to do it better as they interact regularly.

Following the success of the Perth metro Rainbow Tick Community of Practice developed in 2020, Richmond Wellbeing convened a South West 'Rainbow Tick' Community of Practice in 2021. This initiative will bring together a range of mental health, community health, alcohol and other drug (AOD) and disability service providers together to build capacity, cohesion and responsiveness to LGBTI inclusive practices in the community services sector in WA's South West region.

This group will be specifically relevant to organisations that have either already achieved or are working towards and making a commitment to achieving, LGBTI inclusive practice or Rainbow Tick accreditation.

The South West Rainbow Tick Community of Practice will meet quarterly and will include community, government and private sector organisations delivering LGBTI inclusive practice services in the South West, as well as other organisations working on related sector and service system development and quality improvement, community development and education/training resources. It focuses on sharing relevant information, continued development of good practice and identifying strategies for collaboration to enhance local and regional community services, collegial support, pathways and responsiveness to the needs of LGBTI people, communities and families.

The final meeting of each year will acknowledge and recognise outstanding practice and initiatives of members organisations and will be used to promote a best practice approach to LGBTI inclusive practices in the South West region.

Richmond Wellbeing can also offer advice on providing specialised training to your staff as part of the staff development aspect of the organisational capacity building.

Membership fee

An annual membership fee structure will be implemented to cover convenor and secretariat responsibilities and ensure adequate resourcing of the Community of Practice can be undertaken. The fee will be based on a two-tier approach, one tier for government funded and/or for-profit service providers and another tier for not-for-profit and/or services not receiving any government funding.

- Tier 1 – funded, government and/or for-profit service providers, \$750 p.a. (+GST)
- Tier 2 – not-for-profit and/or unfunded service providers, \$500 p.a. (+GST)

Purpose

To bring community health service providers together to build capacity, cohesion and responsiveness in the community, government and private sector organisations delivering LGBTI inclusive practice services throughout Western Australia, as well as other organisations, working on related sector and service system development and quality improvement, community development and education/training resources.

We do this by sharing information, through continued development of good practice and identifying strategies for collaboration to enhance local and regional community aged care services, collegial support, pathways and responsiveness to community need.

Our focus is:

- Pathways and activities that promote independence and wellness for LGBTI people;
- Person-centred care practices, pathways and issues;
- Local and regional initiatives and strategies to prevent and respond to social isolation and loneliness in LGBTI communities;
- Training and professional development, including facilitated reflective practice.
- Regional challenges and opportunities regarding responding to community care needs (including through delivery of the Mental Health, AOD and NDIS services) of LGBTI people;
- Informing regional, state and national policy and planning and decision making relating to services for LGBTI people;
- Workplace Health and Safety; and
- Improving Community Care, AOD and Mental Health workforce development for services working with LGBTI people.

To register your interest/involvement or for further information, contact:

Admin@rw.org.au or call 9350 8800