

time to change

let's end mental health discrimination



Funded by the Department of Health



Lived experience leadership: At the heart of anti-discrimination work and campaigns

Brigid Morris
Head of Leadership and Engagement, Mind, UK

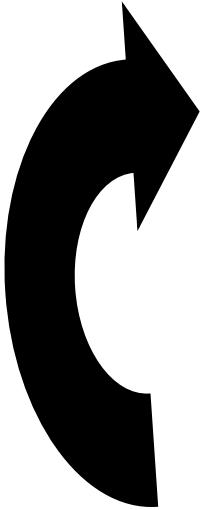
Steve Gilbert
Independent Consultant and Time to Change Champion, UK

Who is in the room?

Lived experience leadership

- What is lived experience leadership?

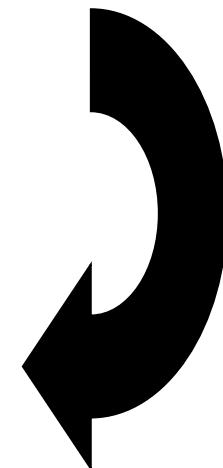
- Improve attitudes & behaviour
- Increase discrimination-free lives



Informed programme

Individuals
with lived
experience

Sharing experiences / disclosure



Reduced self- discrimination

- Improve confidence and the ability to take action
 - Improve social capital

National engagement

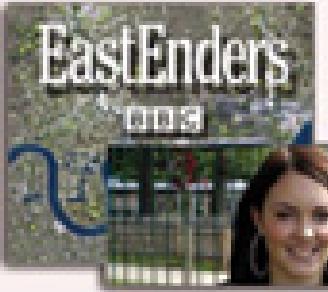
Advertising, marketing & promotional campaign



Digital media



Media support

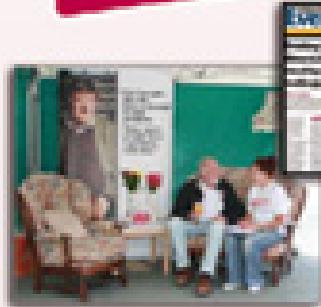


Organisational engagement



Community engagement

Local events – grant funded and stakeholder partnerships



Individual action & empowerment

Champions network



Time to Change: involvement and leadership

- High level strategy and decision making
- Project level advisors
- Members of staff (64% with lived experience)
- Champions network (4899, Dec 14)
- Media volunteers and advisors, organisational consultants, process facilitators, village and project volunteers, volunteer coordinators, evaluators
- Bloggers
- Interviewers
- Facebook (185,927, Jan 15) and Twitter (103k, Jan 15) members

Time to Change: Supporting leadership journeys at project level

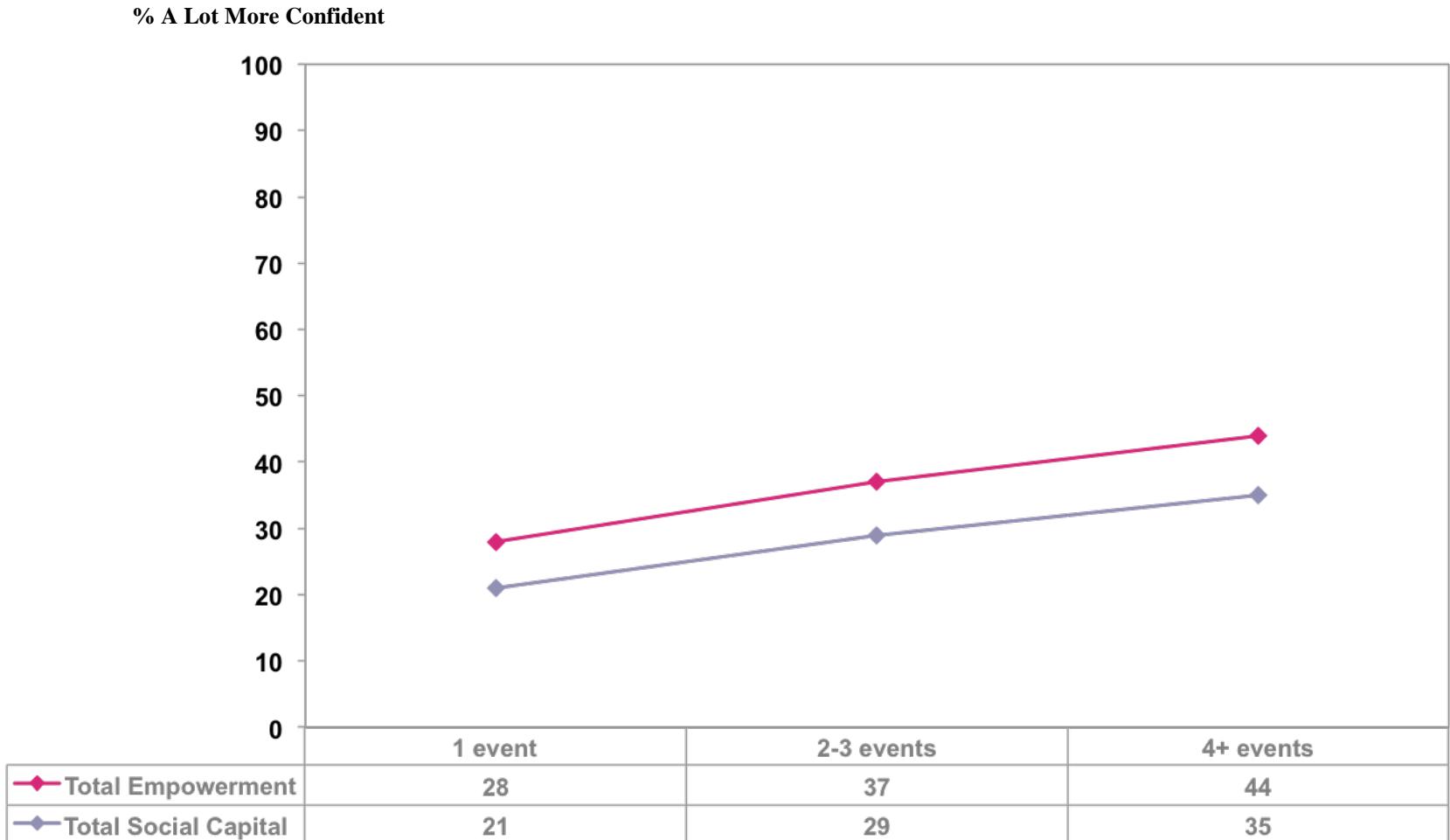
- Champions network
- Regional Coordinators
- Showcasing
- Programme targets
- Resources
- Staff - skills and confidence

Time to Change: Leadership-friendly organisation?

- Staff with lived experience
- Confidence to work with distress
- Safe and respectful environment
- Willingness to share power, reflect and change practice
- Payment and expenses policy

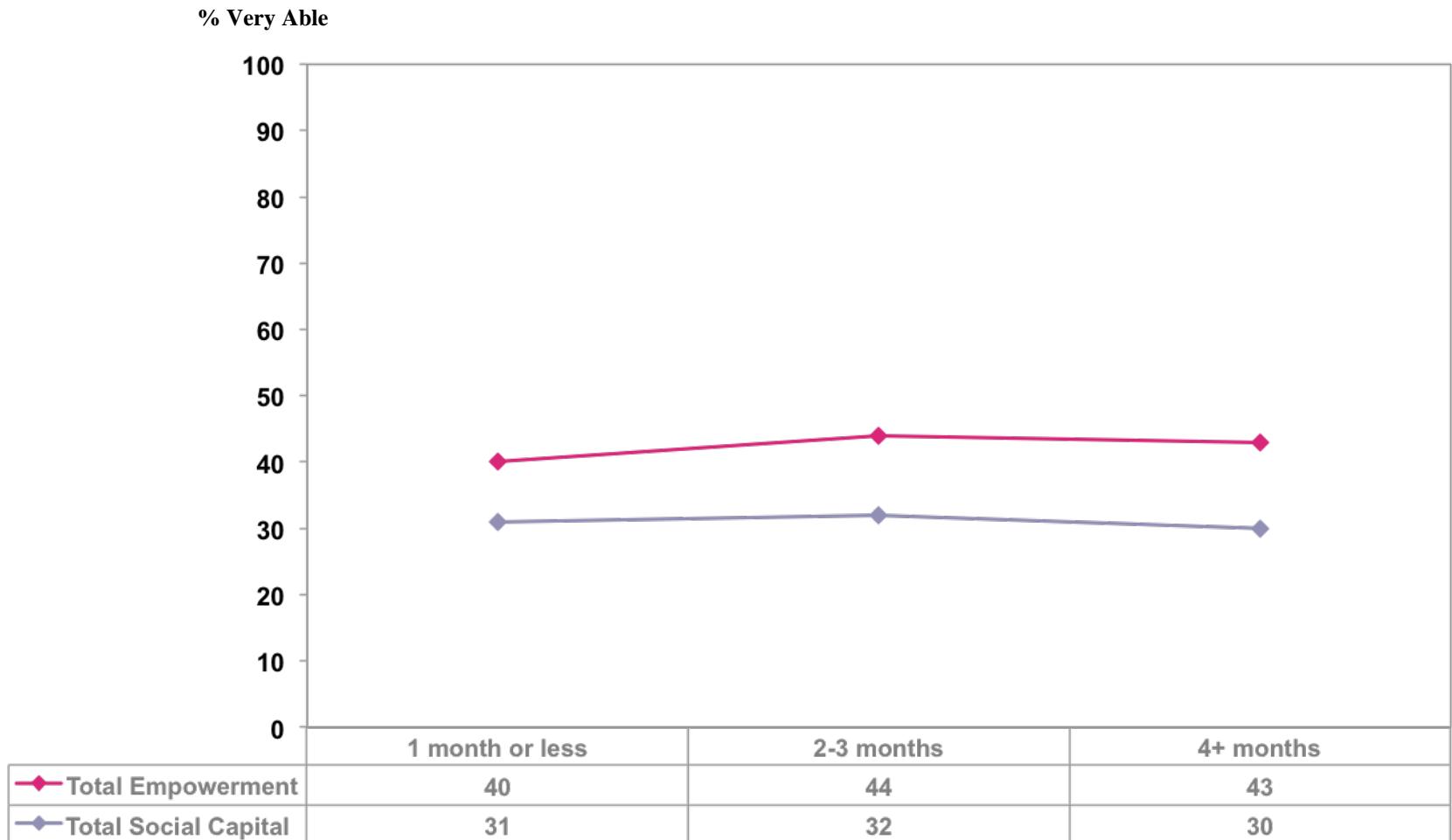
Steve's experience of lived experience leadership

Effect of TTC - empowerment and social capital and number of events



Base: (1 event: 1088; 2-3 events: 666; 4+ events: 578)

Effect of TTC – empowerment and social capital over time



Base: (1 month or less: 819; 2-3 months: 321; 4+ months: 864)

Time to change has been extraordinarily useful, in helping me to talk openly about my challenges. Once you realise that other people, not only have similar challenges, but are happy to talk about them, it boosts your confidence to talk, listen and help others. I now feel very confident and keen to take part in a project...

TTC Champion

I have anxiety and depression and it has made me able to share my experience with friends and family and work. I was able to contribute by holding an awareness event in my jobcentre plus office.

TTC Volunteer

Just simply the confidence to own my impairment and not let people treat me differently...; to challenge stereotyping and discrimination. By accepting my condition, working within my own boundaries, set by me and not others, I feel I can move forward and be involved more.

TTC Champion

...it reaffirmed that I'm not ashamed about being affected by a mood disorder, and that it is okay to talk about, and also understand why people in the past may have discriminated against me through their own lack of knowledge and understanding.

TTC Champion

The steering group was instrumental in helping us in many ways, for example: creating a format and structure for the project events, finding the right image and wording for our publicity and taking part in our pilot event. They were an invaluable source of ideas and always ready to give whatever they could to support the project.

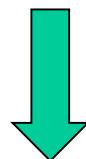
Project Coordinator, Human Search Engine project

Internal journey of champions

Congruence....

Lisa Bittles, 2015
(Carl Rogers, 1950-60s)

thinking/talking about own mental health story



something changes inside?

Table discussions

- What is your vision for lived experience leadership in your project or campaign?
- What are the barriers to this?
- How might you overcome them?
- What one thing will you take back to your group or organisation from the discussion today?

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Thank you

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