

## **LIVED AND LIVING EXPERIENCE WORKFORCE (LLEW) CHARTER**

### **Commitment to Supporting the Local LLEW Development**

As an Alliance member of North East Mental Health Service Coordination Alliance (NEMHSCA), we recognize the invaluable contributions of the Lived and Living Experience Workforce (LLEW) in shaping mental health, wellbeing, and alcohol and other drug (AOD) systems. The LLEW plays a critical role in improving outcomes for individuals accessing these services, and we are committed to fostering an environment that supports their growth, recognition, and integration into our systems.

In signing this charter, we affirm our commitment to the following principles and actions:

#### **1. Acknowledge the Value of LLEW**

- We recognize that LLEW members bring unique perspectives and insights based on their lived or living experience of mental health, wellbeing, and/or AOD issues.
- We value the importance of lived experience as integral to the design, delivery, and evaluation of services within our region.

#### **2. Create Inclusive Opportunities for LLEW Development**

- We will provide inclusive pathways for the recruitment, training, and professional development of LLEW members within our organizations.
- We commit to ensuring LLEW members have time and access to ongoing learning opportunities that build skills, knowledge, and confidence to advance their roles and career trajectories.

#### **3. Support the Integration of LLEW into Service Systems**

- We will work towards the active inclusion of LLEW members in decision-making processes, service planning, and service delivery across mental health and AOD services.
- We commit to fostering environments where LLEW members can actively contribute to the development, implementation, and evaluation of policies and practices.

#### **4. Ensure a Supportive and Safe Work Environment**

- We will create a work environment that supports the personal wellbeing of LLEW members, including regular lived experience specific supervision, support from the Employee Assistance Program, and opportunities for reflection.
- We commit to implementing strategies that ensure LLEW members feel valued, respected, and supported in their roles.

#### **5. Promote Collaboration and Peer Networks**

- We will support the establishment and maintenance of peer networks for LLEW members, where they can share knowledge, experiences, and resources in a safe and supportive space.
- We will encourage cross-sector collaboration to strengthen the effectiveness and impact of LLEW in our region.

## **6. Advocate for the Recognition of LLEW Roles**

- We will advocate for the formal recognition of LLEW roles within workforce development frameworks, funding structures, and policy agendas at local, regional, and national levels.
- We commit to ensuring LLEW members have equitable access to career development, recognition, and reward within the mental health and AOD sectors.

## **7. Co-Design and Co-Deliver Services**

- We will prioritize the co-design and co-delivery of services, ensuring that LLEW members play an active role in shaping the future of mental health and AOD service systems.
- We commit to providing LLEW members with opportunities to take leadership roles in service innovation, delivery, and evaluation.

## **8. Promote Diversity and Inclusion within LLEW**

- We will strive to create a diverse and inclusive LLEW workforce that reflects the lived experiences of the individuals and communities we serve, ensuring that all voices are heard and represented.
- We commit to addressing any barriers to participation and providing support for LLEW members from underrepresented or marginalized communities.

## **9. Monitor, Evaluate, and Reflect**

- We will continuously monitor and evaluate the integration of LLEW within our systems to ensure their effectiveness, impact, and ongoing development.
- We commit to engaging in regular reflection and feedback mechanisms to improve how we support and engage LLEW members.

By signing this charter, we, as members of the [NEMHSCA/EMHSCA], signal our commitment to fostering the growth, development, and recognition of the Lived and Living Experience Workforce in our region. We also commit to providing time for the LLEW to participate in the workforce development activities. We acknowledge that LLEW development is key to creating a mental health and AOD service system that is truly responsive to the needs of the people we serve.

Charter Signatories



Improving  
Mental Health  
and Wellbeing



Northern Health

