



EVALUATION REPORT

Lived Experience Panel



Evaluation of the Lived Experience Panel

Introduction

Following the success of “Aligning the Personal with the Professional Conference” in October 2022, WHISE would like to build on the learning about and interest in, centring the voices of women with lived experience of family violence.

The aim of this forum is to bring together professionals who have embedded or are in the process of embedding lived experience in their work; to showcase their models or ways of working, the successes of each method, the challenges they’ve faced and to speak to how they envisage lived experience being applied to primary prevention.

Attendees of the Learning forum would then be asked to break-out in groups to brainstorm ways they think these models, learnings and challenges might apply to the work they’re doing in primary prevention of violence against women (or other areas of their work) and to put together a list of recommendations for next steps.

Who registered for and attended the forum?

112 people registered for this session and 63 (56%) attended. Of these people, 30 (48%) attendees completed the pre-webinar survey, and 25 people (83%) completed the post survey.

The majority of people who completed the pre survey were women (93%, n=28), and two (5%) said they identified as a man. Of the 25 people who completed the post-webinar survey, 22 (92%) were women, and two (8%) said they identified as a man.

A broad range of organisations and workforces attended the event, including a strong representation of those from the community health and primary prevention sector, and local and state government . For example, Our Watch, Wayys, South East Community Links, Sexual Health Victoria, Women's Health Loddon Mallee, VSAC, DFFH, Hume City Council, and the Murrindindi Shire Council.

Overall ratings of knowledge and understanding

Figures 1 to 5 show that there were changes in understanding and knowledge from pre to post. The question that asked about their knowledge of different methods to embed lived experience based on different cohorts of people; and the question asking about their knowledge in the ways people with lived experience of multiple intersecting oppression and discrimination can safely and ethically contribute to prevention of gender-based violence, equally received the highest increase of knowledge at 31%. However, the question that asked about different methods received a majority of *neutral* response (54%; see *figure 4*), whereas the question that asked about multiple intersecting oppressions received a majority of *high* responses (58%; see *figure 5*).

The question that asked about their knowledge on how to unearth power dynamics within projects and organisations to successfully embed lived experience, was the only question that had an increase in *very high* responses (4%), with an overall proportion increase of knowledge of 30%. The majority of respondents selected *high* (see figure 3). Figure 2 demonstrates the ratings of knowledge of organisational readiness to embed lived experience safely and ethically. This was the only question that received both *very low* (13%) and *low* ratings (13%) in the post survey. However, it had an overall proportion increase of 21% knowledge, with the majority of participants selecting *high*. Similarly, figure 1 demonstrates the increase of knowledge of embedding lived experience in either the response or primary prevention sector. This question also received 17% of low responses, however it also equally received 42% for both neutral and high responses. It should be noted that *high* responses had an increase of knowledge of 15%, compared to neutral responses with a 12% increase. This question received an overall proportion increase of knowledge of only 9%.

This may be because there were a lot of participants who attended this panel with a primary prevention background (e.g., Our Watch). Therefore, it can be assumed that foundational knowledge was present, which would have influenced responses for this question. Overall, the proportions of people who had a *high* or *very high* knowledge are notable.

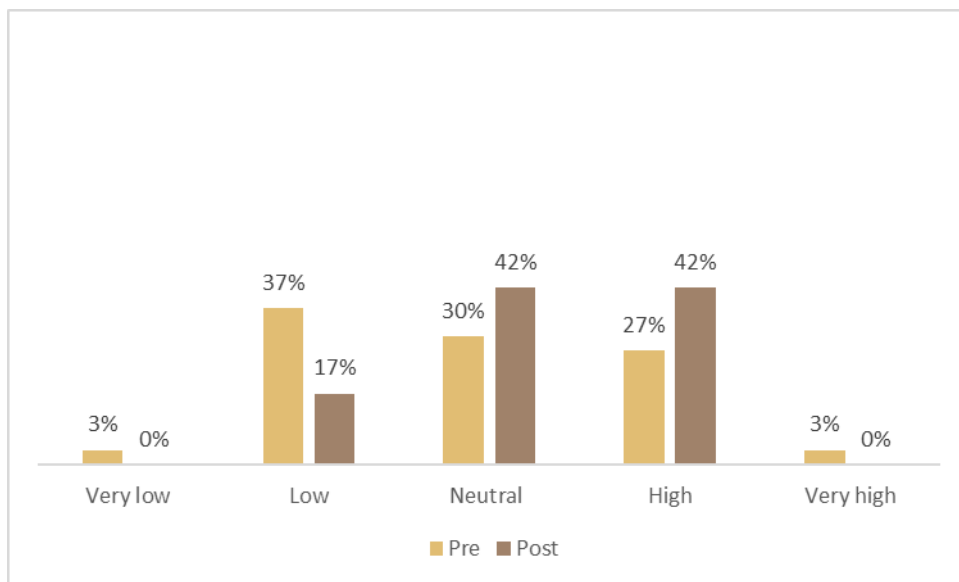


Figure 1. Pre and post session ratings of knowledge of embedding lived experience in either the response or primary prevention sector.

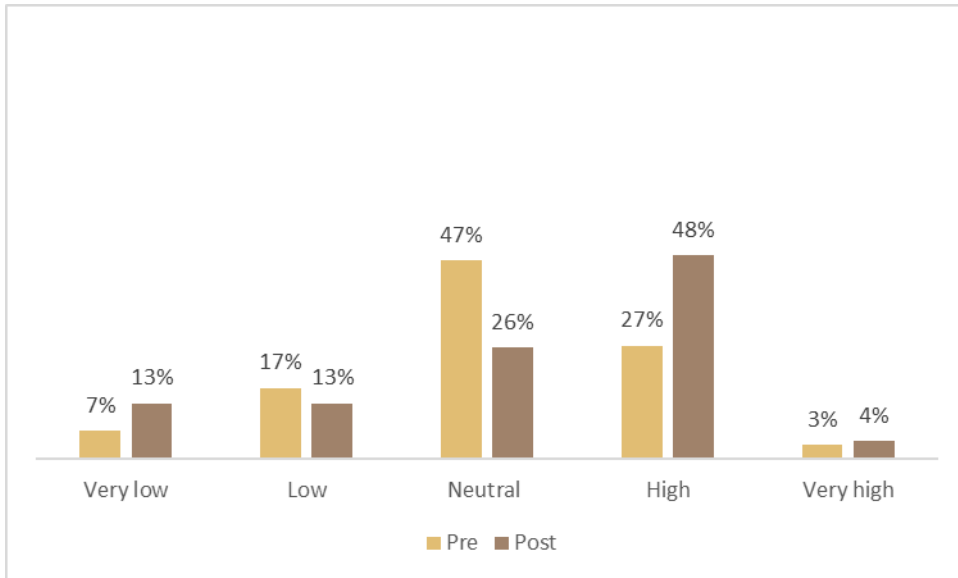


Figure 2. Pre and post session ratings of knowledge of organisational readiness to embed lived experience safely and ethically.

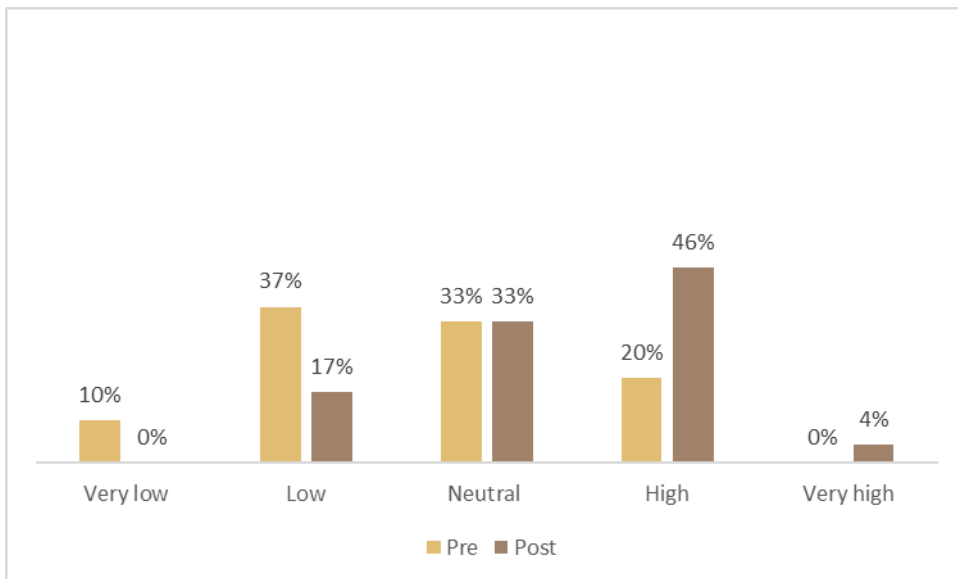


Figure 3. Pre and post session ratings of knowledge on how to unearth power dynamics within projects and organisations to successfully embed lived experience.

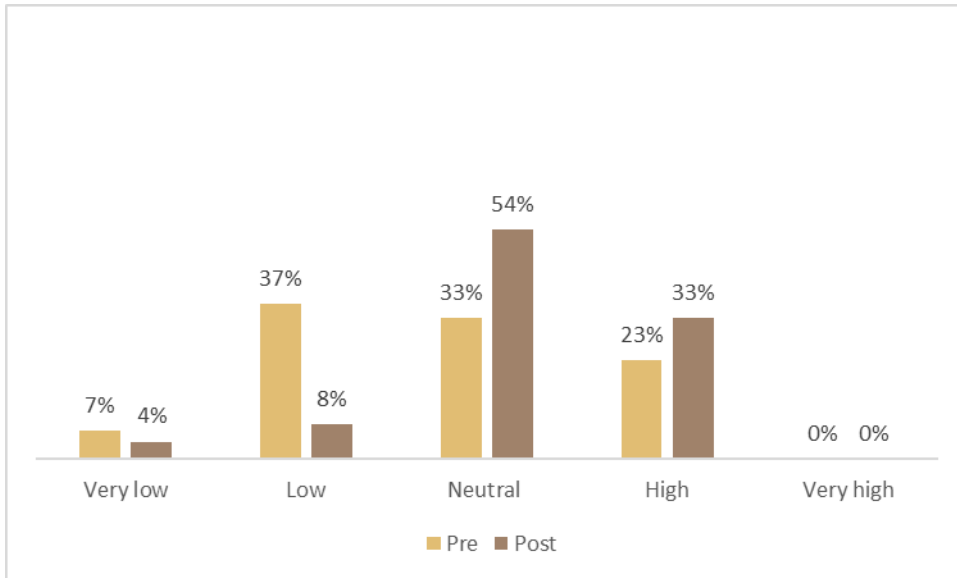


Figure 4. Pre and post session ratings of knowledge of different methods to embed lived experience based on different cohorts of people.

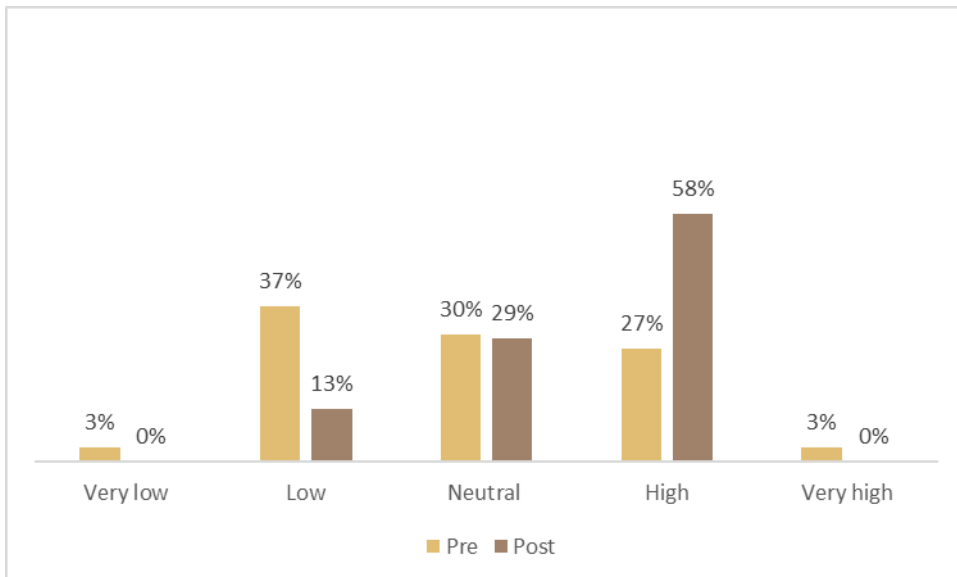


Figure 5. Pre and post session ratings of knowledge of the ways people with lived experience of multiple intersecting oppression and discrimination can safely and ethically contribute to prevention of gender-based violence.

Overall ratings of confidence

Figure 6 shows that attendees felt the session had increased their confidence in embedding lived experience in their work, with 21% of people reporting *confident* or *very confident*. Notably, the majority of attendees reported *fairly confident*, with only 12% feeling that their understanding had not increased after attending the session.

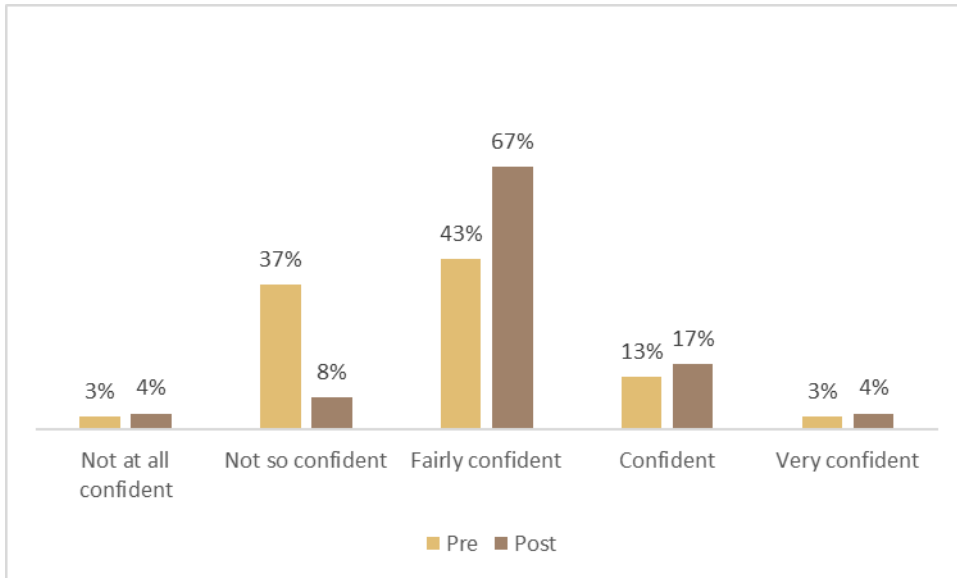


Figure 6. Pre and post session ratings of confidence in embedding lived experience in your work.

Indicator framework

This question was only asked in the post survey, therefore 83% of participants answered this question. This question asked participants about their confidence level before and after session. Participants' confidence increased 31% in implementing primary prevention initiatives for and with individuals and communities who face multiple forms of discrimination (see *figure 7*).

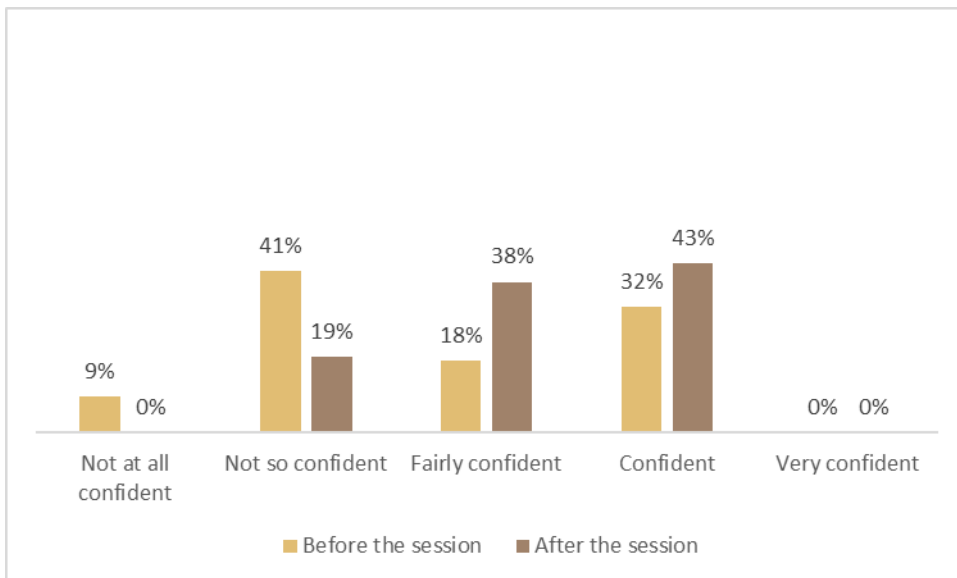


Figure 7. Pre and post session ratings of confidence in implementing primary prevention initiatives for and with individuals and communities who face multiple forms of discrimination.

Key learnings from the webinar

Of the 25 people who answered the quantitative question, 18 people (72%) answered this short answer question on key learnings. By far, the vast majority of people (n=9) reported key learnings on general content based on power and privilege. Three respondents spoke about how the session

increased their understanding of their own position of power and privilege in their relationships with people with lived experience and in the workplace. One person spoke about ‘*power dynamic and barriers to embedding lived experience workers in the workplace.*’ This included barriers such as ‘*expectations, concerns, judgements, conditions, fear.*’ Another attendee spoke about:

Examining our own privileges and biases, who we are privileging in our work/services, and ways that we can genuinely shift this by engaging with and listening to those with LE, and acting upon what we hear, to ensure our programs/services are accessible to, and meeting community needs. Also really valued learning more about creating safe spaces for engaging with people with LE.

Four other participants spoke how ‘*one person’s lived experience is not all peoples lived experience*’, with two people also speaking about how power and privilege need to be recognised to understand this message:

Power dynamics and being cognisant of my spaces of privilege and oppression (which can coexist) - ensuring that lived experience professionals do not bear the onus of solving organisational problems, but be reference people to remind us how we can improve and the process of relying on them can be emotionally and psychologically taxing - be aware that although we are far from the ideal or reaching the best practices in all stages of our work, we are consciously aiming to get there and learning what we need to do along the way.

Three people spoke about the diversity and depth of knowledge from people with lived experiences. One person spoke about the positive impact of safe spaces to share stories. She further said the need for more spaces is important to learn. Similarly, one person spoke about the lack of voices in these spaces:

The lack of diverse and representative voices and perspectives brought in the space of lived experience.

Three people spoke about their reflections on positionality and reflexivity, with one person specifically stating, ‘*reflexivity and unpacking power and privilege.*’

Work applications

Of the 25 people who answered the quantitative question, 18 people (72%) answered this short answer question on how they might embed lived experience in their workplace. By far, the vast majority of people (n=8) reported on policies, programs and/or projects in their workplace will incorporate lived experience. Three attendees spoke about implementing their own workforce of lived experience. One person specifically said, ‘*Implementing experts by experience, making the workplace culture one that allows for and support (values even) disclosures of lived experience.*’ While another attendee spoke about getting to a place ‘*that we’re able to introduce lived experience, ensuring that this is for context and adding to the story rather than to outsource systemic problem solving.*’ Other comments included:

Building and implementing a plan for safe, respectful and genuine engagement with people with lived experience.

Not only did attendees speak about implementing a workforce to amplify voices of lived experience, but other attendees spoke about additional methods, such as creating educational content. Other comments included:

As a woman from a migrant background myself, I need to ensure they feel safe, supported, and that I am consistently working on being a better leader to amplify their voices where they count.

Another theme that appeared was 'having conversations', with five participants speaking about how open discussions are the first step. For instance, one attendee said 'I think the first step is to start talking about a lived experience workforce. This can be a completely new concept for organisation.' While another attendee stated that discussion needs to take place to see if, 'there is a readiness and if so, prepare the organisation first before embarking on the work.' Another attendee stated discussions can also lead to training:

Offering training to the team of volunteers and staff/contractors and Directors is something I would like to offer in the next 6-12 months.

Additional comments or feedback

Of the 25 people who answered the quantitative question, 16 people (64%) answered this short answer question on feedback. By far, most people reported that the facilitators were 'amazing', 'excellent' and/or 'incredible', and that the session was 'thought provoking' and 'powerful.' One attendee spoke about their own lived experience:

It was a brilliant workshop. Triggering of my experience of not being able to talk to lived experience (in a good way). There was so much I wanted to say and contribute. It took time to digest, and I felt quite heightened. Thank you for delivering this workshop. The panel were fantastic.

Other comments included:

Very grateful for the work that you do. Also, the facilitator was amazing! Gifted with summarising points in a relatable way.

Excellent mix of presenters who were able to bring different perspectives to the usual prevention practitioners/organisations.

Loved shared learnings from adjoining sectors! We should do more to look outside our sector. Very timely as I feel there isn't as much focus on lived experience in primary prevention work.

One attendee stated that they didn't leave with much knowledge of 'how to' embed lived experience in their practices. They suggested 'It would have been good to have a couple of case studies, examples in practice and a step-by-step guide.' One other attendee suggested bigger breakout rooms to assist and aid different perspectives and ideas. They also stated that it 'would have been great to have diversity in panel speakers in terms of POC.' One attendee commented on the evaluation process:

I felt like I couldn't convey an accurate rating of my experience/the impact of the session with the rating scales used. I've put "neutral" because I didn't feel like I reached the "high" category, but my learning and confidence increase

wasn't really neutral. In future surveys, neutral could be replaced by a more meaningful label?

Additional comments:

Extremely powerful discussion. great panellists with amazing and thought-provoking shares.

Amazing work - great facilitation - fantastic speakers - thought provoking - powerful. well done.

Incredible forum. Very in depth and uncomfortable conversations were had that will lead me to doing more inner work around this. Amazing. Best forum I have ever been too!

Excellent, well-run event. Thank you so much.