

Lived Experience Leadership Programme Pilot – Session 3

November 2023

LLOYDS BANK
FOUNDATION
Channel Islands



Involving lived experience Safe practice

Joy Doal CEO at
Anawim

We all have lived experience
as we have all lived!

Sharing specific experiences can change society, think how domestic abuse, sexual exploitation and harassment have all been brought out of the shadows

Different models of involvement

- **Paid staff**
- **Other staff with lived experience**
- **Advisor roles and volunteer roles**
- **Forums and groups**

Needs to be done safely

- We sometimes have to make the moral decisions
- We need to protect and pre-warn
- Prepare in advance
- Understand whatever they share will not go away
- Could locate them for years to come

Consider your charities work

- What area of lived experience informs the practice of your charity?
- Then think does my staff team & board have representation from people with that experience?
- If not what are the barriers?

Barriers

- Someone with that lived experience might be triggered by the person's story
- They might over identify, have favourites
- Be compromised, open to coercion, bribery
- They might not have the required skills
- Other staff might not see them as fellow professionals

Benefits of involving

To the individual

- Find meaning and purpose within their experiences
- Increasing in self-esteem, confidence, and well-being
- Compassion, empathy, friendship, belonging, and an appreciation of others
- Hope, trust, and inspiration
- Appreciation of difference
- Peer support and solidarity

Benefits for organisations

- Offers a unique point of view
- allows you to challenge your own biases and preconceived stereotypes
- Authenticity and credibility
- bring a diversity of thought that can lead to more robust, better decision-making
- ensures a more ethical and rights-based way of working

Benefits to society

- Contributes to broader social change work
- can become normalised within society
- challenges the general public's assumptions about what people look like, sound like, and behave like.
- Challenges people about their privilege, power, and position in society
- creates a more inclusive and anti-oppressive environment

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