

Capability Statement

September 2020



(CAWA)
Connection and
Wellbeing Australia



Connection and Wellbeing Australia (CAWA)

Capability Statement

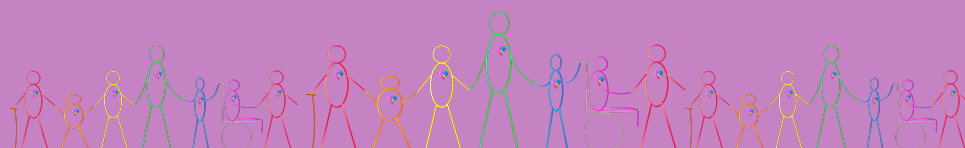
About Us.....	02
Our People.....	03
Services.....	04
Recent Projects.....	06

Connection and Wellbeing Australia

Creating Safe Spaces to Change the Conversation

connectionandwellbeing.com.au

Connect · Reflect · Effect



ABOUT CAWA

Connection and Wellbeing Australia (CAWA) is a **Social Enterprise** whose focus is on providing training and support for organisations, community groups and individuals, to work towards our vision of a mentally healthy and suicide safer community. We do this by creating a safe space for people to attend evidence-based workshops that help them develop the skills they need to support clients, colleagues, loved ones and other community members and delivering a suite of capacity buildings workshops to ensure that teams are diverse and resilient.

As a social enterprise we believe that we can create more meaningful outcomes when we work together and that true cultural change in solving the social issues in our community comes from connection, collaboration and innovation.

Previously we have successfully partnered with organisations such as: Black Swan State Theatre Company and the State Theatre of WA; Curtin University; Local LGBTIQ+ groups; LGAs such as Stirling City Council; the Mental Health Commission of Western Australia; Neami National; Princess Margaret Hospital and the Royal Perth Bentley Group.

More information about CAWA, including upcoming workshops and training, can be found on our website: connectionandwellbeing.com.au



'I now have the tools and confidence to make a difference in my community and that makes me feel proud' - CLIENT TESTIMONIAL

CAWA helps you create safe spaces. We value:

WORKING TOGETHER: We at CAWA value our staff, volunteers and our partners. We believe that when we work together we can achieve better results. We look for partnerships that will strengthen the work that we do and the communities we serve.

BUILDING THE CAPACITY OF OTHERS: We at CAWA value our role in supporting community members to work towards community solutions that will create a suicide safer community. We provide community-based solutions to community-based problems.

DIVERSITY: We at CAWA demonstrate culturally informed practice and strive to ensure that our approach is inclusive of all Australians. Our staff and volunteers have knowledge and training to specifically support Aboriginal and Torres Strait Islander, LGBTIQ+, People with Disability, Culturally and Linguistically Diverse people and people living in Rural, Regional and Remote locations.

BEING EXPERIENCE DRIVEN: We at CAWA are driven by Lived Experience / Peer Perspectives (LEPP) and value this approach above all. We believe that combining research driven, effective programs with the voice of LEPP provides an exchange which is both meaningful and powerful in its capacity to create change.



OUR PEOPLE

CAWA staff are diverse! We take pride in sharing our collective skills, qualifications and experiences to enhance the quality of the services that we provide. Our network of staff are engaged with our vision and mission, and dedicated to changing the way we talk about mental health and wellbeing, to work towards a suicide safer community. Our staff bring with them the voice of lived experience, and are truly our greatest asset.

Featured Staff Profile

Bella Broadway (Founder and Managing Director)

(she/her/hers)

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Bella Broadway has been working in the **Disability, Training, Mental Health, Trauma Support, Behaviour Intervention, Child Protection, Education and Advocacy** sectors for over 20 years. During this time Bella has performed a variety of roles in both Government and Non-Profit organisations within different states of Australia. Bella is the former Manager of Living Proud, and Western Australian Coordinator for the QLife Teleweb Counselling, Information, Support and Referral Service.

Bella is passionate about working towards a suicide safer community, and was honoured to lead the Living Proud team to be awarded the **Suicide Prevention Australia LiFE Award for Excellence in Suicide Prevention** (Community Development) in 2015.

Bella Broadway was recognised in the **OUTstanding 30 LGBTIQ+ Public Sector Executives List 2019**. The OUTstanding LGBT+ Role Model Lists supported by Yahoo Finance are a powerful reflection of the incredible achievements of LGBTIQ+ people in the business community and celebrate inspirational LGBTIQ+ Senior Leaders from the Public and Third Sectors, across the globe who are helping to make their workplace more welcoming, and who are making a significant contribution to LGBTIQ+ inclusion outside of their workplace.

Connection And Wellbeing Australia was a proud **Finalist in the 2019 Belmont and Western Australian Small Business Awards**.

Bella Broadway was awarded as an **Exceptional Women of Excellence- at the Women Economic Forum 2019**.

In 2016 Bella was proud to be part of the **Suicide Prevention Australia conference** in Canberra, in her role as a **LiFE Award judge**, and as a **Presenter in the Building Workforce Capability stream**, with her paper "Lessons learned in delivering Lived Experience / Peer Perspectives (LEPP) programs". She was also thrilled to lead the Western Australian QLife Volunteers to be awarded the **Suicide Prevention Australia LiFE Award for Excellence in Suicide Prevention** (Community Development) 2016.

As a key advocate and trainer for delivering suicide awareness and intervention trainings to the West Australian LGBTIQ community and for striving to create best practice amongst Livingworks ASIST and safeTALK trainers to ensure that their practices are inclusive, Bella along with her Living Proud colleagues received a **certificate of recognition** at the **inaugural Livingworks Australasia Conference** (2016).

In March 2017, Bella was invited to take part in the Western Australian **National LGBTI Mental Health and Suicide Prevention Strategy Roundtable** facilitated by the National LGBTI Health Alliance. Helping to further Bella's support of suicide prevention trainers to develop their LGBTIQ+ cultural competency.

In April 2017, **Bella arranged and facilitated the inaugural meet up of ASIST and safeTALK trainers** who are based in Western Australia. These quarterly events will help trainers connect with one another, share wisdoms, support one another and develop their practices.

Bella was a **shortlisted finalist for and Individual award for the Suicide Prevention Australia LiFE Award for Excellence in Suicide Prevention** (Community Development) 2017. In 2017, as the founder of Connection And Wellbeing Australia (CAWA), Bella was the proud winner of the Best New Business Award at the Belmont and Western Australian Small Business Awards.

MEMBER: Australian and New Zealand Mental Health Association, The Australian Institute of Training and Development (AITD), First Nations Rainbow, The National LGBTI Health Alliance, Western Australian Suicide Prevention Coordinators Reference Group (WASPCRG), Western Australian Suicide Prevention Coordinators Postvention Group (WASPCPG) Western Australian Suicide Prevention Network (WASPN), Western Australian Primary Health Alliance Primary Health Network Advisory Committee (WAPHA-PHNC).



OUR SERVICES

CAWA offers a range of different mental health and wellbeing and capacity building workshops and can create bespoke packages tailored to your organisational needs. Having the skills and confidence to understand and respond to the mental health and well-being needs of staff, service users, customers and community members and loved ones is vital to creating a suicide safer and more resilient community.

Almost all CAWA workshops have a virtual and face to face option. Let us know which format will suit your needs. Following are examples of some of the services we provide to our clients. If you are not sure if we can provide what you're after, just ask!

SUICIDE PREVENTION WORKSHOPS

CAWA offers the following suicide prevention workshops to our clients:



Suicide First Aid - ASIST - ASIST is a two-day interactive workshop in suicide first-aid. ASIST teaches participants to recognise when someone may be at risk of suicide and work with them to create a plan that will support their immediate safety. Although ASIST is widely used by professionals, participants do not need any formal training to attend the workshop – ASIST can be learned and used by anyone.



Suicide Awareness - safeTALK - safeTALK is a half-day alertness workshop that prepares anyone over the age of 15 regardless of prior experience or training, to become a suicide-alert helper. safeTALK-trained helpers can recognise when people may be thinking of suicide and take action by connection them with life-saving intervention resources and supports.



Community Discussion - suicideTALK - suicideTALK is a short, community-oriented program exploring issues and attitudes in suicide prevention. This program runs for 60-90 minutes and invites participants to explore attitudes about suicide. It recognises that, often, the first barrier to involvement may not be lack of knowledge or skill but anxiety and fear. suicideTALK is perfect for staff professional development or to facilitate community conversations about suicide.

DIVERSITY AND INCLUSIVITY

Learn how to diversify your staff and volunteers and how to remove barriers that may be preventing people from accessing your services.

LGBTIQ+ Cultural Competency and Inclusive Practice Training: Available as a 3.5 to 5 hour training session, sessions include inclusive practice resources, handouts, and a comprehensive outcomes report and an action plan for any further steps required for development in this area.

Awareness Raising Presentations: Organise an information session to raise awareness about LGBTIQ+ Inclusive Practice, LGBTIQ+ Rights or Allyship. Connect with local groups and organisations and build relationships and referral pathways. Single speaker, or we can arrange a panel of speakers from local LGBTIQ+ groups and organisations.

Inclusive Practice Auditing: Audit your systems, forms, communications, website and resources to assess their inclusivity and diversity and receive a detailed report of recommendations and a plan to implement them.

Policy and Consultancy: Individualised and tailored consultancy services including policy review and creation.



OUR SERVICES

SELF-CARE AND BOUNDARIES

Vital for anyone working in community services, mental health, volunteering and any other high pressure job. Proper knowledge skills and planning about self-care and boundaries not only significantly reduces burnout but can create happier and more fulfilled employees

Self care, Boundaries and Burnout Workshops - Available in 1.5 hour or 3.5 - 8 hour sessions, these workshops are essential for people who are engaged professionally or personally in caring for others to provide peer support, community services or support around mental health and wellbeing.

These sessions seek to build personal capacity for resilience, and will provide you with tools that can support your own wellbeing, as you continue to provide care for others.

Course Content Includes: The impact of providing care or support in personal, peer, community and professional contexts; what professional, personal and ethical boundaries are and why they are important; sympathy vs empathy; how to have "hard conversations" about mental health and wellbeing; how to identify and respond to burnout; what is Self Care and how to use it to increase your resilience; what is Community Care and how can it help you support yourself and others; What are appropriate referrals and Networks of Support



AWARENESS RAISING PRESENTATIONS

Organise an information session (or year long calendar of events) to raise awareness about a particular topic to increase staff or community awareness. These can be done anytime, but you may wish to link your session in with the following days of note: Harmony Day; National Reconciliation week; IDAHOBIT; NAIDOC Week; Homelessness Week; World Suicide Prevention Day; RUOK Day; Mental Health Week; World Mental Health Day International Day of People w Disability.

OTHER MENTAL HEALTH AND WELLBEING WORKSHOPS

We can deliver from a suite of topics such as: **Mental Health 101, Challenging Behaviour, Family and Domestic Violence, Lived Experience Peer Perspectives, Intersectionality, Mental Health and Sexual Health, Diversity and Inclusivity** and **Lateral Hostility**.

We can also update your internal existing training packages and create bespoke workshops suited to your specific needs. If what you need is something we don't have the capacity to do, we have a network of colleagues to refer you to.

PLENARY PRESENTATIONS AND MEDIA COMMENTS

Our network of staff are passionate about public speaking as a means to raise awareness about suicide intervention, mental health and wellbeing. We see education and inspiration as the keys to working towards a mentally healthy Australia.

CAWA is available for media comment and conference plenary presentation around the following topics: Community Mental Health; Community Wellbeing; Executive Leadership; Inclusivity; Intersectionality; Lateral Hostility; LGBTIQ+ community; LGBTIQ+ suicide and mental health; Self-Care; Small Business; Social Enterprise; Suicide Training and Development; and many other topics.

SELECTED PROJECTS:

CITY OF ROCKINGHAM

ASIST and **safeTALK** delivered to local service providers and peer volunteers, to build capacity of the local region to recognise and respond to people who are thinking about suicide.

& CITY OF STIRLING

CITY OF BUSSELTON

Delivery of an **Inclusive Practice online workshop** to local service providers, to build their capacity to meet the diverse mental health and wellbeing needs of the local community. The project was a partnership between CAWA, City of Busselton and local community groups.

CURTIN UNIVERSITY

Creating suicide safer campuses - CAWA designed a project that creates a network of people on campus that can support people who are in distress, taking the burden off of the student wellbeing / counselling team who were beyond capacity.

This network included bringing together and training students, student peer mentors, academic staff, parking officers, security team and accommodation officers- as well as external service providers to connect them in as referral options.

Over 300 participants have been trained as part of this project since 2018.

Within 1 week post training, **66.5% of participants** had reported using their training by asking someone if they had been thinking about suicide or connected someone they were worried about with help.

89% of participants reported **increased levels of preparedness** to support someone thinking of suicide, and **98% of participants** recommend this training to others.



WHAT IS SELF CARE?

Self Care is made up of all the intentional things we do that make us feel good. Practicing self care helps us to restore our health, increase stress and increase our resilience and general well-being. There is no right way to practice self care, but here are a few suggestions to get you started.

FIND SOME QUIET



A sleep or small nap can help you relax and rest your mind. It also gives you the chance to breathe.



Try meditation, yoga or even just a few minutes of taking some long, deep breaths.



Sit down on a comfortable spot for a few moments each day and just soak up the calm.

FUEL YOUR BODY AND MIND



Try to regularly eat foods that are every colour of the rainbow - and sometimes eat that giant piece of cake!



Drinking enough water? Drink more! Dehydration makes it harder for you to feel well and think well.



Feed your mind. Read a book, listen or listen to a podcast about something interesting.

MOVE IT!



Go to the gym, lift some weights, go for a swim. Do something that gets you up and moving.



Going for a walk helps get your endorphins pumping and connects you to the splendour of nature.



Round up some friends for a game of soccer, basketball, tennis, netball. Or make new friends by joining a club or team.



CANTEEN WA

CAWA designed and delivered a **bespoke training package** to Canteen WA staff and volunteers to help them meet the needs of diverse young people accessing their services, and ensure that they are creating safe and inclusive spaces for their events

MATES IN CONSTRUCTION

Designed and delivered training package to Mates In Construction staff and volunteers to help them meet the needs of diverse people accessing their services and ensure that they are creating safe and inclusive spaces.

"Thank you. Did a great job of tailoring to our organisation and industry"

"Information was given in an easily understandable format. Left me wanting to learn more"

SELECTED PROJECTS:

KALGOORLIE BOULDER SHIRE

Partnership project with Lifeline WA to design and deliver co-design framework with local community members that mapped out how to create more visibility for LGBTIQ+ people across the Goldfields. CAWA has also delivered suicide prevention workshops and Family and Domestic Violence Workshops for this region.

"Bella is an AMAZING facilitator. I thought the questions were brilliant for creating positive and useful local feedback and discussions. I loved engaging with the other participants and felt empowered leaving the group today!"

LIFELINE WA

Since 2016 CAWA has partnered with Lifeline to develop the following training packages for them:

- Accidental Counsellor
- Preventing and Responding to
- Challenging Behaviour
- Recovery Oriented Practice
- Challenging Behaviour and Mental Health

In addition, CAWA has delivered the following courses:

- ASIST - suicide first aid
- safeTALK - suicide awareness
- DV Alert - (Indigenous Stream)

BLACK SWAN STATE THEATRE CO.

CAWA designed and delivered a training for the State Theatre Centre and Black Swan State Theatre Company around Gender Diversity, Inclusive Practice and Mental Health, in advance of a production that featured themes around Gender Diversity (Hir), featured as part of the BSSTC 2018 season. CAWA trained over 50 people and provided 178.5 hours of support as part of this project.

"Felt a sense of camaraderie and motivation to work together to create spaces that are even more safe and inclusive."

"Great workshop, Amazing facilitator and useful resources"

& STATE THEATRE CENTRE OF WA

PATHWAYS TO EXCELLENCE

Pathways to Excellence: Innovation, Collaboration and Cultural Safety was a project funded by the Mental Health Commission and the Metropolitan Suicide Prevention Team to look at mapping best practice in Suicide Prevention across Perth. This project involved managing over 120 stakeholders that represented key mental health service providers across WA, as well as individual service users. Over 168 of project delivery was provided in the form of Practitioner Forums, Community Forums, Survey and 1:1 meetings.

The project identified 5 key areas of recommendation across: Funding and Resourcing, Trainer Networking and Collaboration, Research Priorities, Priority Populations and Gaps in Service Delivery and Recognition and Motivation of Service Providers.

YOUTH ADVISORY COUNCIL OF WA (YACWA)

CAWA has delivered both face to face and online workshops designed to engage Youth Workers Across WA on topics such as "The intersection of Sexual Health and Mental Health" and "The impact of COVID19 on young people". These sessions have engaged over 200 youth workers.

SELECTED PROJECTS:

MENTAL HEALTH COMMISSION OF WA

CAWA has secured over \$80,000 in grants from the Mental Health Commission and the Metropolitan Suicide Prevention Team to deliver mental health and suicide prevention projects that are community based and involve bringing community members in to learn how they can be part of creating a mentally healthy WA.

"The trainers went above and beyond to create a safe environment and care for us. This was the best group learning experience I have ever had. I felt empowered confident and connected to the community- and got to learn an amazing skill."

CLIMATE JUSTICE UNION

CAWA was engaged by the Climate Justice Union to design policies, procedures and resources that can support the mental health and wellbeing of their members. To date this has included a series of co-design workshops that will form the basis for the template being created.

IDAHOBIT

International Day Against Homophobia, Biphobia, Intersexism and Transphobia (IDAHOBIT) is observed each May 17th. For 3 years now, the the Neami National Perth Suicide Prevention Team has engaged CAWA to partner to create a community event to mark IDAHOBIT. The aim of this event is to bring together Suicide Prevention, Mental Health and Health organisations and other business, groups and services and connect them with local LGBTIQ+ organisations, groups and services to increase their understanding of what one another does and build relationships that can enable future collaborations, knowledge and resource sharing that build the capacity of one another to do the work that they do for our community.

2018 - Afternoon Tea event with speech and networking - 36 Attendees. Supported by City of Perth.

2019 - Panel style presentation event in collaboration with 8 community groups- 103 attendees Supported by Lifeline WA

2020 - Online event with Regional Panel in collaboration with 6 community groups- 123 attendees. Attendees came from the following organisations:

- Act Belong Commit,
- Alliance Archaeology,
- Armadale/Kalamunda Health Service,
- Brightwater care Group,
- City of Melville,
- City of Vincent,
- Disability Access to Suicide Prevention and Life Advocacy Australia (DASPLAA),
- Fibromyalgia Support Network of WA,
- First Peoples Rainbow Mob,
- Freedom Centre,
- Fremantle Women's Health Centre,
- Wisdom in Your Life,
- Youth Affairs Council of WA,
- Inclusive Education WA,
- Inner Ninja,
- Lifeline,
- Living Proud WA,
- Mission Australia DAYS,
- Office of the Commissioner for Children and Young People,
- Outcare,
- Neami National,
- Palmerston,
- Passionate Life Consulting
- Perth Pythons Hockey Club,
- Rainbow Kinection,
- Youth Focus,
- Samaritans,
- Richmond Wellbeing,
- Rise, Youth Focus,
- Ruah,
- Mental Illness Fellowship of WA,
- Scouts WA,
- Standing Shoulder to Shoulder,
- StandOUT,
- Telethon Kids Institute,
- TransFolk of WA,
- University of Notre Dame,
- WA AIDS Council,
- WA Primary Health Alliance,
- Wanneroo Suicide Prevention Network,
- Youth Pride Network,

"this was the most connected to the LGBTIQ+ community I have felt in a long time"

"Being able to connect across the state like this makes me even more enthused to volunteer in my community"