



EFFECTIVELY PARTNERING WITH PEOPLE WITH LIVED EXPERIENCE OF SUICIDE

HOW TO: create an equitable and inclusive environment for people from diverse backgrounds

Have a genuine commitment to include a diverse range of lived experiences of suicide into your organisation's structure.

- This includes allocating the resources needed to engage people from a variety of cultural perspectives, such as: LGBTQIA+SB, Aboriginal and Torres Strait Islander peoples, people living with disabilities, people from multicultural backgrounds, ageing, veterans, and youth.
- Ensure different perspectives of suicidality are recruited, include those who have experiences of suicide attempt, suicidal thoughts, feelings and ideation, the loved ones who support those who live with suicidality, and those bereaved.
- Seek out the 'missing voices', those who may not access services due to experiences of past trauma and now lack trust in service providers and government agencies.

1

Ensure people with a lived experience have a 'voice at the table'.

- Develop an awareness around the structures within your organisation and reflect on the opportunities people with a lived experience of suicide have to influence decision making, and make contributions, such as; project design, data analysis, implementation, interviewing, surveying, policy development, procedures, commissioning and strategic planning.
- Inclusion is a way to ensure people with a lived experience of suicide feel supported, valued and heard. Their unique insights will enhance projects, not hinder them.
- Encourage those with a lived experience of suicide to share their valuable insights, as opposed to making them 'fit in' to the traditional ways of being within an organisation.

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Address the stigma and discrimination around suicide within your organisation.

- 'Build in' the lived experience of suicide into your organisational strategies and culture, rather than 'bolt on'.
- Create training opportunities for staff to attend to myth bust and address incorrect concepts around suicide. This will lead to meaningful conversations, less judgmental attitudes and open-mindedness.
- Design and implement a planned strategy around addressing stigma (fear, discrimination, prejudice) in the workplace.
- Recognise that those with an (undisclosed and disclosed) lived experience of suicide within your organisation are being further traumatised in their workplace by being exposed to their colleagues unintentional but harmful comments around suicidality.
- Create a safe environment in your organisation, where everyone feels emotionally protected.

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Review your current human resource policies relating to equity, diversity and inclusion to ensure they adequately encompass those with a lived experience of suicide.

- Remember the person's lived experience of suicide may have intersected with other aspects of their identity, including socio-economic and cultural factors (for example, physical abilities, access to education). Be mindful of these factors when recruiting, allocating tasks and supporting them.

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