



Victorian Transcultural
MENTAL HEALTH

*Working together to innovate in mental health care
to support the well-being of all Victorians because diversity matters*

Organisational Development (Partners in Diversity Program)

ABOUT VICTORIAN TRANSCULTURAL MENTAL HEALTH

Victorian Transcultural Mental Health (VTMH) aims to strengthen the capacity of organisations to address inequity in mental health service provision and improve the mental health, social and emotional wellbeing of culturally diverse individuals, families and communities.

WHY FOCUS ON CULTURE?

Culture plays a significant role in how people experience mental health issues. Culture also shapes mental health practice and how services are structured.

Culture is formed by many intersecting socio-political factors, including ethnicity, sexual and gender diversity, religion, spirituality, class, economic status, power, and life experience.

WHAT DOES VTMH OFFER?

Our team works across the state of Victoria delivering services in line with four program areas. In addition to Organisational development, our other program areas are:

- Workforce education and practice support
- Community engagement
- Research, evaluation and projects

ORGANISATIONAL DEVELOPMENT THE PARTNERS IN DIVERSITY PROGRAM

We work collaboratively with mental health service providers and other agencies via the Partners in Diversity Program to undertake whole-of-organisation reforms to improve their cultural responsiveness and implement effective strategies.

PARTNERING WITH VTMH WHAT DOES IT INVOLVE?

Partnering takes a variety of forms. It commonly involves VTMH consultants and organisational leaders working together to:

- Review internal policies and procedures that support diversity responsiveness
- Undertake projects led by service-based Cultural Portfolio Holders (CPHs)
- Deliver workforce training, with a focus on continuous learning and practice application
- Collaborate on research and evaluation projects

Partnerships usually involve an intensive engagement with VTMH over a three-year period.

We can also provide agencies with more targeted assistance to address strategic objectives or conduct projects.

Victorian Transcultural Mental Health Programs

WHAT CAN PARTNER ORGANISATIONS EXPECT FROM VTMH?

Education and Service Development Consultants from VTMH are allocated to the partnership as a key liaison point.

Partner organisations are supported to complete planning frameworks and receive regular and frequent contact throughout the partnership period.

Consultants also facilitate access to other VTMH services relevant to the needs of the organisation, such as continuous learning programs.

RESOURCES FOR COLLABORATION

We use two main tools to help identify partnership goals, guide progress and document achievements. These are:

VTMH Partnership Planning Framework

Based on the Cultural Responsiveness Framework; Guidelines for Victorian Health Services (Department of Health, 2009), this framework supports organisations to self-reflect, conduct internal conversations and find opportunities for collaborative work during the partnership.

VTMH Sustainability Planning Tool

Following the initial intensive partnership period, we use a sustainability tool to work with partner organisations to identify achievements, and plan for future collaborations.

We also use a range of approaches to evaluate and document partnership processes and outcomes.

GETTING STARTED

Prior to engaging with VTMH in the Partners in Diversity program, services are invited to:

- Identify people who are in a position to lead cultural diversity initiatives within the organisation
- Encourage staff to register and participate in the Victorian Cultural Portfolio Holder (CPH) Network, facilitated by VTMH
- Seek high-level organisational support for this work

FURTHER INFORMATION

For more information please visit our website or contact us by phone or email to speak with an Education and Service Development Consultant.

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