

Q: Will the effects of the Pandemic be considered on progress made so far?

A: You definitely won't be judged on progress. This work is tough. Hopefully, today will help you make progress

A: Pandemic offers some chances to be able to re-prioritise-sensible planning, think of what is important

Q: will we have more opportunity like this to learn about progress in our areas?

A: Yes, we will have more opportunities.
Newsletters, learning session like today.
Building on connections with people involved in the work

Q: Resource! The time needed for data collection and analysis

You need less data than you think. Most of your time should be focused on testing ideas



 #AMHE

Q: How do we respond to push back from communities about 'wokeism'?

A: Motivations - people with lived experience. Altruism - helping others, be curious - finding meaning, pay and personal development

A: Involve people with lived experience. Test ideas - try things so this isn't just talk!

A: To understand we have lives with other commitments, good pay, be sympathetic in planning. Recruitment - think about people's motivations to apply

A: Networking forums across sites. Buddies/Mentors

Q: How do we empower clients to challenge discrimination?

A: Talk openly about it!



 #AMHE

Q: Who's testing a cool new idea?

A: The Race & Health Observatory are developing a grants programme to direct funding towards innovation and experimentation at grassroots level, with money less contingent on short term results/metrics

Q: How do services take forward co-production and fund this?

A: Co-production must become a part of ethos. Organisations must show they are committed and not tokenistic

Q: How are you meeting and talking to your most vulnerable populations?

A: Meet them where they are, in their community. Look at existing assets where they meet (e.g., Church) and partner with them

A: Go meet them where they are i.e., GP practice, mosques, community centres, shopping centres etc

A: Joined up, integrated working. Work closely with engagement teams and those on the ground



 #AMHE

Q: How do we build more equitable and inclusive relationships between staff and people who use services?

A: Build trust and a rapport with service users, be congruent, work co-productively in their care and encourage them to use their voice to advocate for change

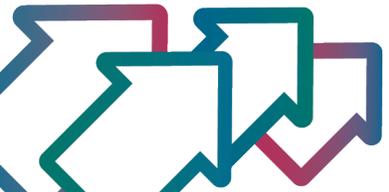
A: understanding the value that different perspectives have, yearly collaborative meetings showcasing work

Q: Where can we get any other information about work around young black men?

A: Researcher/ projects in student mental health/ study outcomes amongst black university students

A: Mind Tower Hamlets and Newham may be able to help

A: NSFT are doing work on Black men- get in touch uju@doctors.org.uk



 #AMHE

Q: What can we do about financial constraints worsening inequality?

A: Some ideas don't need money but also consider moving the money where it will have greatest impact

A: Increases in work related skills tuition and an employment campaign for people with mental health difficulties. Creating therapeutic workspaces

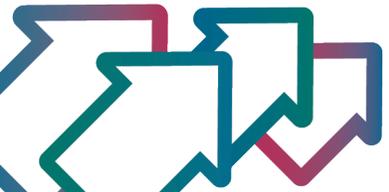
Engagement with community groups (some are unidentified).
HuB of Hope website

Q: How to keep members of the project team from (external organisations) engaged when they have other priorities?

A: Set out the commitment required for the project and review membership of the project team if needed

A: Keep it focused and start small, look for quick wins

A: Regular meetings, constant communication, setting expectations from the start; time commitments etc



 #AMHE

Q: How do you influence senior managers to prioritise development posts to take the project forward?

A: It's ethically, morally and clinically the right thing to do but also, it's economically the right thing as it's cost effective

Q: How do we tell other people in the organisations the advantages of AMHE when we don't have outcomes to show yet?

A: Get testing ideas, tell stories of the work, but we have to start by trying new ideas

Q: How do you increase capacity to deliver the QI project in a sustainable way?

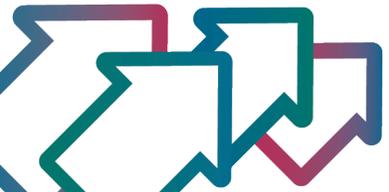
A: look for interested and motivated individuals

Q: What help can we get developing our plan as we've stalled?

A: Keep engagement through emails so when it starts again everyone is on board

A: Seek out a few motivated people and be realistic about goals

Paying and recognising service users



 #AMHE

Q: Are you able to get additional funding for your work?

A: Check out the Avon and Wiltshire Partnership NHS Trust Payment Policy

Q: How do we deal with other team mates having difficulty engaging with the project?

A: Ask them what they need so that they can contribute

Q: Any examples of challenging stigma with mental health services (amongst staff and towards patients/service users)

A: Community organising – campaigns in Newham to raise and address stigma and inequalities in mental health drafted into manifesto

Q: Which are the key steps you've taken to move from discussing/planning your project, to delivering the project (engaging community)?

A: Start hiring qualified staff and train volunteers in the community, coproduce the project

A: Test small, one small change can help visualise greater system. Map systems approach, visualise

A: Talk to the community, attend their events

A: Pick the smallest thing that you can possibly do and do it!



Q: What do you say when people tell you this is 'woke nonsense'?

A: Be curious ask them what their idea of 'woke' is, unpack it with them and explain your perspective. Offer suggestions and scenarios

A: Stress the benefits of a healthy mind and body

A: Ask what they mean by 'woke', say 'yes, it probably is, what do you mean?' Reflect it back and you will get more information. Things mean different things to different people

A: The focus is addressing mental health inequalities which are a start!

A: Get them to speak to a patient who is from a disadvantaged group, who has experience of mental health services



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