ASSESSING AND STRATEGIZING ORGANIZATIONAL INTEGRATION OF SUICIDE LIVED EXPERIENCE

Eduardo Vega, MA.; CEO, Humannovations

INTRODUCTION: Approaching the culture and technical changes within an organization related to something as profound and impactful as lived experience of suicide is exciting. Even where the deepest philosophical alignment and most committed leadership are in place, though, challenges to integrate or amplify this lived experience may be unexpected and/or daunting.

A thoughtful, intentional process that emphasizes honest self-assessment, realistic goals and tangible change actions can make the difference between success and frustration. *Activating Hope* provides a process for internal stakeholder engagement with this is mind, focusing in particular on the unique value that people with lived experience can contribute to suicide prevention, and impediments to this integration on the areas of *policy, programs and practices.*

The Activating Hope Systems Change Self-Assessment instrument is designed to be used as part of an internal dialogue that SP organizations and entities undertake for their own values-based, quality improvement process. It is not intended to be used by an external entity or even internal leadership in isolation to quantitatively 'rate' an organization's lived experience success. The reason for this is that culture within an organization is not easily assessed by any one or even a select few of its members. Similarly, organizational culture change that is significant and which may affect many community members personally, has the best chance of success when it engages a diverse group of those members in the process of self-assessment, action and review.

This Self-Assessment tool may be useful, however, to frame introductory inquiry into these issues as a 'conversation starter' among peers, leadership and colleagues. It provides, among other things, a series of concrete items and possible action steps that may be new and helpful to any organization in considering these directions. In any case the value of the instrument is in creating a view for comparison, priorities and objectives for positive change directions—it should be used and/or shared with that in mind.

USING THE SYSTEMS CHANGE SELF-ASSESSMENT INSTRUMENT:

Each of the three Lived Experience integration domains– *Policies, Programs and Practice*s– is identified Indicator Areas lettered A to T and one or more indicator items. (Note that each includes blank space for two unique self-identified parameters as well.) Based on the examples provided in each of the score sections, identify a score for that item (0, 1, or 2).

The final page is used to provide a total score of all three domains. The baseline instrument includes 14 indicators, therefore, if no self-identified items are added, the score range is 0-28 (total possible 28).
At the bottom of each page a space exists for tabulation of the page total and possible total.
NB: If you feel stuck or cannot decide between two values use the value of 1 or the higher or two options.

ACTIVATINGHOPE

LIVED EXPERIENCE INTEGRATION INDICATORS : Organization: [_____]			
	Indicators **PRACTICES/ (STRATEGIES)**			
A	Extent of open disclosure/visibility in organization • Among volunteers and staff • Among board or governance			
B	Well-grounded in the recovery model • Use of strengths-based and person sensitive language, trauma-informed care • Principles of self-help, autonomy, self-determination, disability rights • Understanding of consumer/survivor experience,			
C	Stigma and discrimination • Effects of stigma related to suicide and mental health are understood/ addressed • Effect and role of discrimination and perceived discrimination, cognitive diversity and intersectional oppression			
D	Lived experience voice incorporated • In decision-making, advisory bodies including boards and committees • At the level of agency leadership, hiring and program design • In trainings/public/fundraising events			
E	Organizational culture promotes self-care and wellness for staff and volunteers			
F	*SELF-IDENTIFIED PRACTICE INDICATOR 1*			
G	*SELF-IDENTIFIED PRACTICE INDICATOR 2*			
	TOTAL PRACTICES SCORE		POSSIBLE:	

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