

Changing Lives, Changing Communities

Taking my place...



Changing Lives, Changing Communities: Toowoomba



City Golf Club, Toowoomba

3 and 4 September 2019

**What will it take to create a community
where everyone contributes, matters and
belongs?**

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What will it take to continue our work together to create a community where everyone contributes, matters and belongs?

Across Queensland, communities are working together to make a difference, to create a place where everyone contributes matters and belongs.

Friends, colleagues, neighbours are taking their place to drive change in their communities.

At *Changing Lives, Changing Communities* people are creating stories of their communities, building stronger relationships and taking action for change.

These events are about making connections, giving people the skills and confidence to actively shape their community and teaching processes to drive change.

On 3 and 4 September, 50 of us gathered at the City Golf Club in Toowoomba to discuss how we can continue to create a Toowoomba community where everyone contributes, matters and belongs.

Thank you to everyone who took their place in Toowoomba.

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Event summary

To kick off the Toowoomba event Uncle Conrad welcomed everyone to the land of the Giabal and Jarowair peoples.

Changing Lives, Changing Communities Local Champion and Toowoomba organising team member Nadia Brady recited the QDN welcome and acknowledgement for people with disability.

We then recapped what happened in Round One. Michelle Moss, Business and Operations Manager for Queenslanders with Disability Network (QDN) reminded us “We came together a year ago to create a community vision where everyone contributes, matters and belongs. Ideas were shared, we shared our vision to work together and to build upon what is happening, but also think and design ideas for what could be.”

“Today and tomorrow are about building upon what brought us together last year, to welcome in others who are interested in taking their place and playing their part in change, to look at how we can work together to keep moving forward, celebrate what we have achieved, both big and small, and open up for what is possible.”

“What is the change burning inside you?” Michelle asked. She encouraged everyone to step up, as Local Champions Nadia Brady and Josh Marshall did over the two days.

Mayor Paul Antonio also joined the group after lunch to talk about the [Regional Access and Disability Advisory Committee \(RADIC\)](#), a committee that provides the community with a clear avenue into Council on access and disability issues. He spoke about J.E Duggan park in Toowoomba, an accessible park for everyone. The park has signs with braille, rope trails for people with visual impairments and is fully sealed so people in wheelchairs can enjoy it.

“

Why is it important for me to be here today?

*Listen, learn, participate, network, connect, contribute, share,
continue conversation, be part of change, take a risk, understand
my role in change, make Toowoomba more inclusive*

”



QDN welcome - Nadia Brady



We acknowledge people with disability who have come before us and died in institutional settings, as well as those who are still trapped in institutions or silenced by institutional practices.

We take on the responsibilities of being clear about the rights of ALL people with disability and, where necessary, speak in an informed and considered manner, for those who cannot speak for themselves.



Nadia Brady (pictured above) recited the QDN welcome and acknowledgement

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The process

Round one exercise

Ryan and Lou guided the group through the Toowoomba graphic harvest in round one, where they introduced, reflected and reminded the group of what came out of the first Changing Lives, Changing Communities event in Toowoomba in 2018. They also discussed the themes that appeared which included awareness, understanding and acceptance of diversity, shared purpose, connection and belonging.

Participants were then asked to reflect on where Toowoomba has been since round one and what needs to happen now ([see appendix 2](#)).

Speed dating

Nine storytellers were invited to give a quick, 20-minute synopsis/elevator pitch of projects they are running in the Toowoomba community. The projects were either started during round one of Changing Lives, Changing Communities, or they may be new stories of projects happening in the Toowoomba community ([appendix 4](#)).

Each storyteller answered the following questions around their projects:

1. What is your work/project?
2. What need is it addressing?
3. What challenges have you faced?
4. What impact have you seen, felt, noticed?
5. How has it changed?

Their stories

Josh Marshall spoke about [Inclusion Access](#) a project that emerged from round one of Changing Lives, Changing Communities.

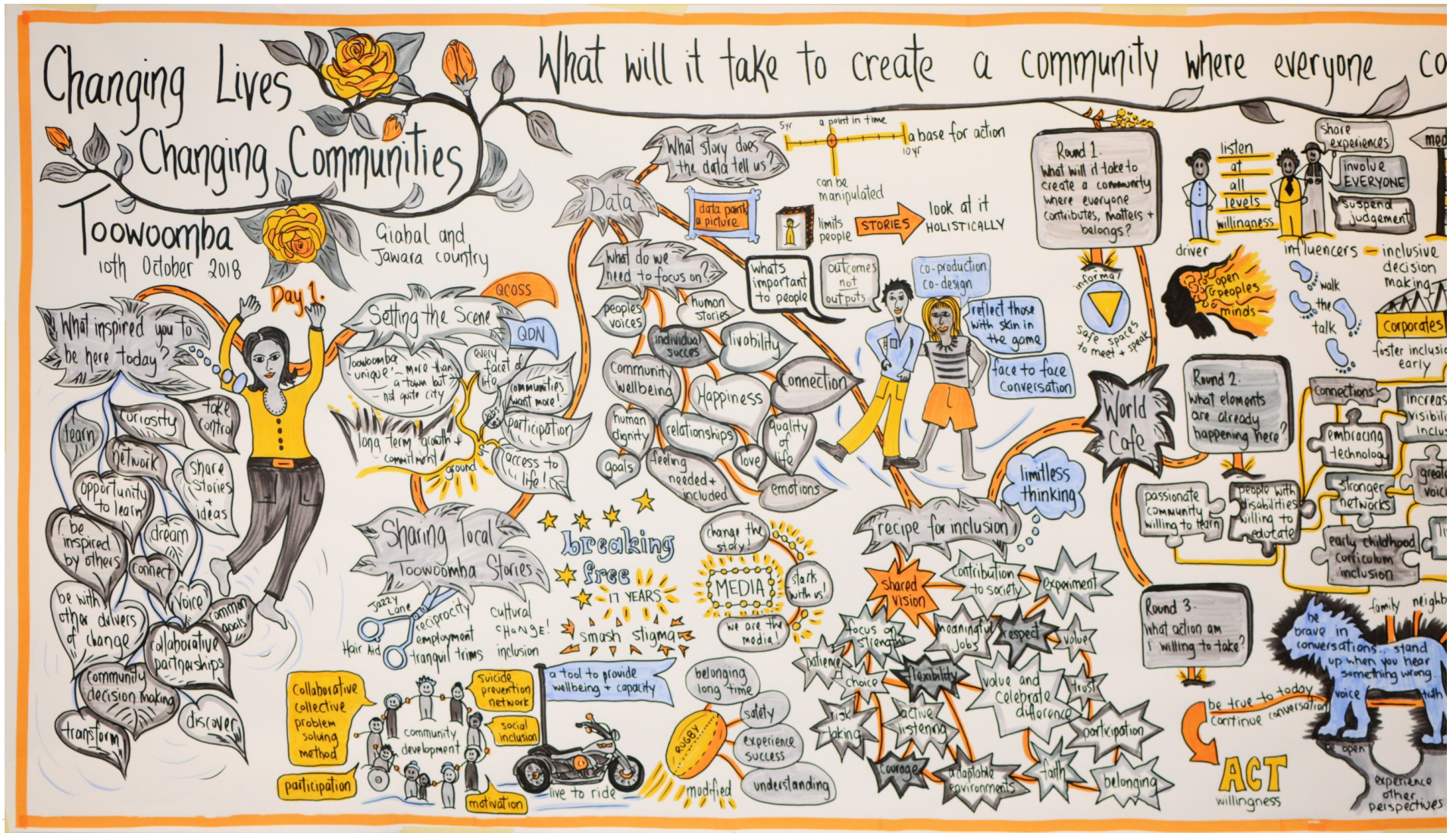
Nadia Brady spoke about [Regional Access and Disability Advisory Committee](#) (RADAC) and the impact this has in Toowoomba.

Petria Grabham spoke about Kaleidoscope a community inclusion project that emerged from round one of Changing Lives, Changing Communities.

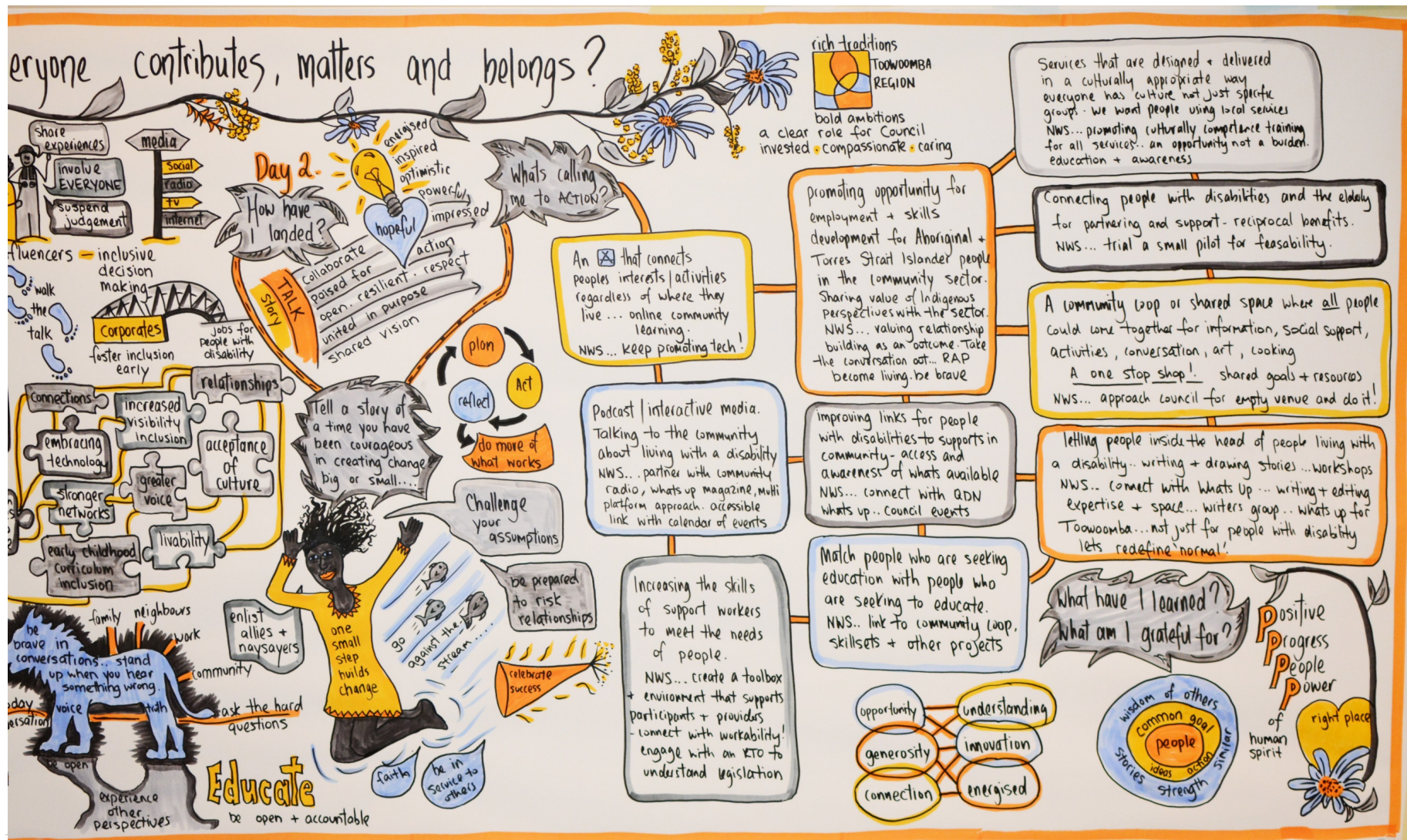
Sharon Boyce spoke about her work and consultancy [Discovering DisAbility and Diversity](#).

Steven Paull spoke about Inclusive AFL.

Round one – Graphic harvest



Round one – Graphic harvest



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Andy Denniss from Churches of Christ Housing Services spoke about their work in Supported Independent Living (SILS).

Paul Wilson spoke about his role in founding the [Toowoomba Business Disability Awards](#).

Kim Stokes spoke about her work around disability and inclusion in the media, and what inclusion meant to her.

Lyndall Richards spoke about some of her work at East Creek Community Centre.

Two loops

This was a teaching session so participants could understand theories of change and the roles that individuals can play in the transition from an old paradigm to a new one.

Dialogue walk and journalling sessions

Participants were given the opportunity to reflect on their journey so far. They were asked to pair off to question where they were in the two loops model of change through dialogue walks and journalling.



World café

Participants explored the vision of Toowoomba being a community where everyone contributes, matters and belongs. They were then asked: "How do I take my place?". Some of the key points were demonstrating leadership and education, welcoming others, asking questions and listening, being open, and learning what's important.

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For more photos visit

<https://www.flickr.com/photos/164539034@N07/albums/72157711153612612>

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Deep circle

Participants learned about circle practice and why we use it, including:

- Leader in every chair
- Connection to ancient ways
- Talking piece
- Everyone has a voice
- Create connections across a group

When asking the question “Who are we?” some of the key themes were:

- Caring, compassionate, respectful people
- Looking for similarities, compassion, purpose
- A diverse group of people who have come together for a common goal
- We should celebrate our differences
- All humans who want to feel connected and a sense of belonging
- Agents of change.

Diamond of participation – Divergence and convergence

The Diamond of participation was a teaching session where participants built understandings of the difficulties in making group decisions, the importance of working through difficulty, staying with it and working through.

Read more about the processes in [appendix 5](#).





Projects

Designing for wiser action is a process that asks, “Why it is important to be skilful in the work you do?” and “Why is it important to ask for help in designing your process?”

We invited people at the end of day one put forward a concrete project they would like to work on. We worked with each caller so they could be clear about their intention. During the teach, we shared:

- **Clarity of need and purpose is the invisible leader and creates a natural centre for the work.** As a caller, become as clear as possible. The clearer you are, the more others can help you. At the very least, you will be hosting a clear process to find the purpose.
- **Respectful relationships** - being in good relationship with yourself and others helps.
- **Acting more wisely for the world** - Good work should always yield real results. The Hopi Indians say, “Will it grow corn for the people?” What are your actions going to create that will be useful for your world?

On day two, we invited the five callers to introduce their projects to the group. They had two minutes to succinctly describe their projects (all projects are in [appendix 9](#)). The five projects were:

Project 1 Inclusion in early learning (birth to five years)

Caller: Melissa Kidd - How do we improve early learning pathways for all children?

Purpose: Connecting what already exists and challenge views through lived experiences.

Project 2 How do we unsilence the silent?

Caller: Josh Marshall – How do we unsilenced the silent?

Purpose: Inform, empower and enable the marginalised.

Project 3 A community in recovery

Caller: Nora Gainey – How do we create a community that supports recovery?

Purpose: For the community to embrace recovery.

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Project 4 Butterfly hands – Deaf can do

Caller: Megan Telford – What's important to you?

Purpose: Connect, inspire, belong, communicate, motivate.

Project 5 A support group where everyone feels welcomed and valued

Caller: Nadia Brady – How do we continue to develop a support group where everyone feels welcomed and finds something valuable?

Purpose: A fun and social group where everyone is included and has a valued role.

Thank you to the people who decided to step up and start your project. We are excited to hear how your projects help to shape the Toowoomba community.

What's next?

At the end of the event, we committed to continue working with communities. We are excited to see how each participant will use what they have learned over the two days to take their place to create a Toowoomba community where everyone contributes, matters and belongs.



What am I grateful for and how will I take my place?

I am grateful to be in the room, be embraced and respected for the contribution I can make.

The energy, insight and empathy in the room.

Being part of a community who are open and embrace everyone's individuality.



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Thank you

Hosting and Organising team

We would like to acknowledge and thank our local organising team for helping in the lead up to, on the day and post Changing Lives, Changing Communities Toowoomba. Your help in planning and promoting the event, as well as hosting during the two-day forum, was invaluable. We couldn't have done it without the following people:

- Dave Boden
- Sharon Boyce
- Nadia Brady
- Petria Grabham
- Josh Marshall
- Breanna McCarthy
- Steven Paull.

Local Champions

Thank you to our Toowoomba Local Champions. As Local Champions, you are key to creating and sustaining change in the Toowoomba community. Thank you for helping to make the round two Toowoomba event so successful:

- Dave Boden
- Sharon Boyce
- Nadia Brady
- Josh Marshall.

Participants

Thank you to everyone who came along and took their place.



Appendix 1 - Check in day one

Why is it important for me to be here today?

These were some of your responses.

- I need to listen to the changing fabric within the community. Fabric that is made of many fibres, each with unique ideologies. To stop this fabric ripping, we need to develop true understanding and value of each fibre that makes the fabric of the community
- Greater understanding of how each community member feels, hopes and their expectations
- I can meaningfully contribute to building our community, help others to contribute, seek input from those who aren't yet confident to participate in a process like this
- Display unconditional love
- Unity in the community.
- Listen
- Learn
- Participate
- Network and connect
- Share and contribute
- Be part of change
- Take a risk
- Be part of a continuing conversation
- Understand what my role in change is
- How I can help make Toowoomba more inclusive?



Appendix 2 - Themes from round one

Recipe for inclusion

1. Awareness, understanding and acceptance of diversity
2. Valued participation and contribution
3. Flexibly challenge limits
4. Support from friends, family and community
5. Working together
6. Listen to stories of shared experience
7. Shared purpose, values and meaning
8. Patience, passion and determination
9. Belonging, connection and community
10. Strengths-based approach
11. Accessible, safe spaces
12. Self-directed independence

What would it take to create a community where everyone contributes, matters and belongs?

- Non-judgemental acceptance, understanding and flexibility
- Diversity and inclusion
- Education and awareness
- Equality of ownership and distributed power
- Influence and messaging
- Willingness to find common ground and collaborate
- Engaging and listening to shared experience
- Accessibility
- Community connection
- Planning and decision-making for opportunities

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What's already happening here?

- Diversity and inclusion
- Conversation and listening
- Drivers for change
- Networking and collaboration
- Employment
- Voice, visibility and representation
- NDIS timing opportunity
- Social infrastructure and services
- Events and activities
- Community connection education

What action am I willing to take to progress this vision?

- Courageous conversations
- Continuity and accountable action
- Promotion
- Acceptance
- Inclusion and diversity
- Advocacy
- Education
- Openness
- Revolutionary leadership
- Support wellbeing



Appendix 3 – Where have we been?

What's taking shape in this community?

- Kaleidoscope
- People with disability leading change through hosting – empowerment
- People more actively looking for change through second round of NDIS plans
- Services grappling with balancing top down and bottom up
- Feeling the need to bridge across services again
- Business opportunities inclusive because there are so many things going on
- Long standing radio channel and magazine which encourages people to share their story and connect
- Women's refuge opening
- Media coverage about disability which raises awareness
- Harristown State School wellness expo
- Accepting of other cultures, migrants and providing them with opportunities
- Different groups coming together in the community to work on projects like reusable menstrual products
- Employing people with disabilities
- More solution based, making things more accessible
- Toowoomba council disability parking – free - unrestricted (not 10 minutes)
- Change that has come hand in hand with the rollout of the NDIS
- Barely Social – Autistic adults more confident and able to organise together
- Interpreters (need is growing)
- Local Level Alliance is useful
- Patchwork – each piece separate but woven together
- Bailey Henderson hospital – service/health opportunities, rural health, students/placement, retention of staff in the Toowoomba community services
- Funding for deaf communities.

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What time is it for Toowoomba?

- Fairness and equality
- Employment – people need the opportunity to show/demonstrate ability – merits based, not demographics
- Change the public perception (current thinking – retirement, white privilege, perfect person – location, education, age, culture)
- Time to get honest
- People must be able to sit with the uncomfortable feelings/challenges
- Shake up the labelling – remove it
- Challenge the fear
- Openness to 'other voices'
- Brave – have the conversation
- Use the strengths of the community
- Start young
- Respect for difference, level of need, individual skill levels, language
- Giving voice and then listen
- Working towards inclusion for all people not quite where we need to be
- Massive change in current years with airport, grand central
- Community able to adapt to this change well but opportunity to expand more
- Businesses need to work together more rather than compete
- Change in disability community due to NDIS
- Service centre to many other small towns
- Engaging people to be more involved in community events
- Time to open up the conversation
- Asking questions
- Time of unknown/changing/chaotic
- For growth, transition, where are we going, towards inclusion
- Connecting with like-minded people to do the right thing/bring about change
- Time for more collaboration
- Celebrate achievements and ask what is next
- Step up and take ownership

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- Time for people to answer and having the courage to share
- LISTENING to the small voice and marginalised groups
- Time to step up and have less stigma towards mental health
- Time to let go of some traditional beliefs
- Time to embrace other cultures
- Time to let go of the fear of the unknown
- Time to LISTEN and GROW
- It is a time for change but there has been change. People are putting things into place for themselves. Is it 1:00pm? Toowoomba has come a long way – becoming more inclusive. Perception is sometimes seen as being welcoming. Young people are more accepting of differences. Lots of cultural events. The important thing is to actually meet and get to know someone. It is time for better support coordination. A move away from 'silos'. A time to digest, rest, consider, reflect. Celebrate where we've come from and where we are heading.
- What's the long-term dream? What's realistic and manageable today?
- People with disability being at the centre of defining needs and meeting needs of community involved support
- Time of greater communication
- Time to build on public opinion re: accessibility, choice, self-determination
- Empathy of diversity of experience
- Communication
- Education – how do we do it?
- Time for wider access
- Using the media
- Sharing experience to find out how it's done
- Education – to help self, reduce stigma, reduce our own fear
- Meeting in the middle re: accommodations.



Appendix 4 - Speed dating

Thank you to each of the following storytellers for sharing your work with the community.

Sharon Boyce, Nadia Brady, Andy Denniss, Petria Grabham, Josh Marshall, Steven Paull, Lyndall Richards, Kim Stokes, Paul Wilson.

From these conversations, participants were asked to deeply listen to the stories to answer the question “What is the recipe for change?”

- Inclusion
- Common goal
- Partnerships
- Sustainability
- Collaboration
- The right person/people at the right time
- An attitude of opportunity
- Willingness to innovate or try new things
- Networking
- Conviction
- Consistency
- Authenticity
- Passion/drive
- Empathetic education and awareness
- Flexibility and transparency
- Being brave – asking questions and willingness to take risks
- Upskilling
- Identifying needs
- Actions
- Person approach – not organisational approach
- Motivation
- Enthusiasm
- Listening
- Patience

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- Persistence/perseverance
- Generosity of knowledge
- Willingness to take on board feedback and shift what we are doing
- An opportunity to change
- Connection
- Adaptative thinking
- Stepping up
- Resilience
- Location/space/room
- Conversation
- Voice
- Blending creatively
- Draw on strengths of others
- Get the community to understand what we do and why
- Community led
- Stepping into own leadership
- Strength and collective voice
- Feel like I can make change.

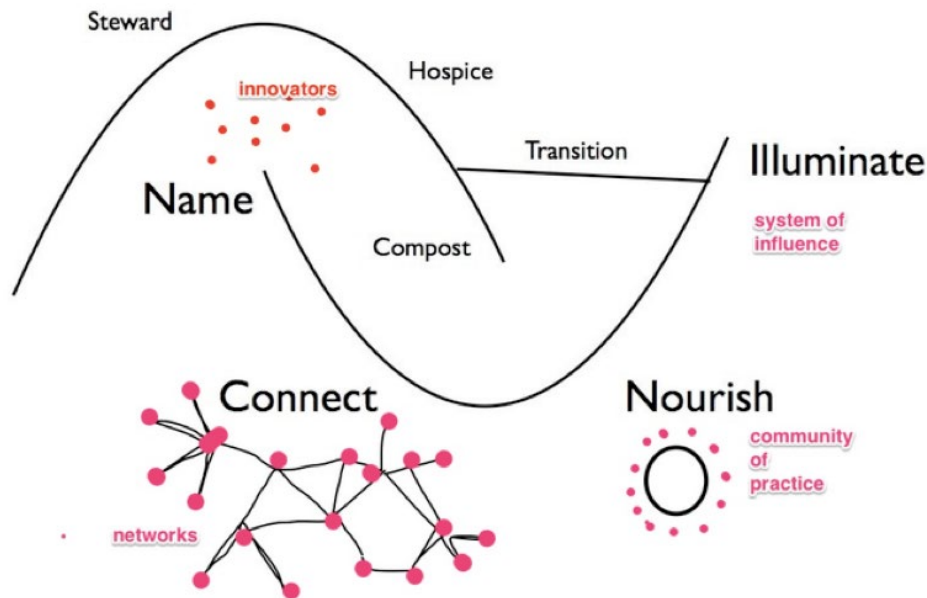
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Appendix 5 - Processes

Two loops



This map – or model – is called the Two Loops and is helpful in describing a living systems view of change that comes from the work of [Margaret Wheatley and the Berkana Institute](#). It tells the story of how systems die and new systems emerge. It happens at every scale, so it can easily be a map of ideas, a map of life, of a family, of a community, and organisation or large systems like the fossil fuel economy. It works on all kinds of levels. It has two lines – but it isn't a linear timeline. It's more like a topographical map. If you would like to read more on the theory, please visit the following websites:

1. Amanda Fenton – [A theory of change: Two Loops](#)
2. Chris Corrigan – [2020 living systems part 1](#), [2020 living systems part 2](#)
3. Kathy Jourdain – [Innovators and pioneers in systems change](#)
4. Julie Stuart and others – [Exploring how living systems change](#)

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Diamond of Participation



The Diamond of Participation is a diagram that is used to explain decision making from a group and personal process perspective and can be aligned with complexity theory. It features three zones: the zone of divergence, where ideas are presented and explored; the zone of convergence, where options are whittled down and decisions are made, and the zone in the middle, called the zone of emergence and which the authors call, "the groan zone". The Groan Zone is the place where the group's engagement with the content of their work gets stressful. Individuals experience cognitive overload and they are stressed by the need to let go of ideas to which they are attached and to incorporate ideas which they find irreconcilable. Groups who get stuck in the groan zone experience conflict, impatience, and a waning sense of purpose. Facilitators who know the groan zone understand it to be the place that is necessary if a group is to discover something new and make a decision that is bigger than the decision any one person can make.

Key principles:

- Don't converge too early
- There will be pain; build shared perspectives and relationships there
- As much as possible, try to build consensus using clear proposals, testing agreement and refining
- Pay attention to dissent and to patterns of dissent and have a process for understanding these.

If you would like more information on this model, please visit [Chris Corrigan's website](#).

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World cafe

We asked participants to consider the vision of a Toowoomba community where everyone contributes, matters and belongs.

We then asked you to consider: “How do I take my place in this community?”

There were ten conversations. These were the three key points from each:

- Communication as a celebration
- Go with the tide. Keep in sync with nature
- Demonstrating leadership and education

- Asking questions and listening
- Being involved and collaborating
- Knowing my own strengths and developing my ability to assist others

- Openness
- Partnerships
- Finding out about the community (research)

- Understanding ‘place’ – knowing your role
- Feeling welcome, welcoming others
- Safe, secure, connected

- Genuine/authentic
- Consistent
- Learn what’s important.

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We then asked, “What do I need to let go of?” These were your three key points:

- The belief that barriers can't be overcome
- Labels
- My fears

- Fear
- Preconceived ideas
- Siege mentality

- Competitiveness
- Fears
- Stigma

- Fear
- Judgement
- Control

- People
- Baggage
- Old ideas.



Appendix 6 - Check out day one

What do I need to nourish me for the work tomorrow?

- Sleep
- Time to reflect
- Spend time with family
- Exercise
- Relaxation
- Reenergise
- Space
- People
- Refresh.





Appendix 7 - Check in day two

What is alive in me today?

- Deeper connections and conversations
- Hope
- A teachable heart and spirit
- Possibilities
- Change
- Open mind
- Meaningful participation
- Questions
- Curiosity
- Complexity
- Celebration
- Fire and passion
- A desire to learn
- Willingness to collaborate
- Comfort
- Inclusion
- Yarning circle
- Partnerships
- Trust
- Excitement
- Positiveness
- Being an active listener.



Appendix 8 - Deep circle

Who are we?

- Caring, compassionate, respectful people
- Looking for similarities, compassion, purpose
- A diverse group of people who have come together for a common goal
- We should celebrate our differences
- All humans who want to feel connected and a sense of belonging
- Agents of change.

And what is our work together?

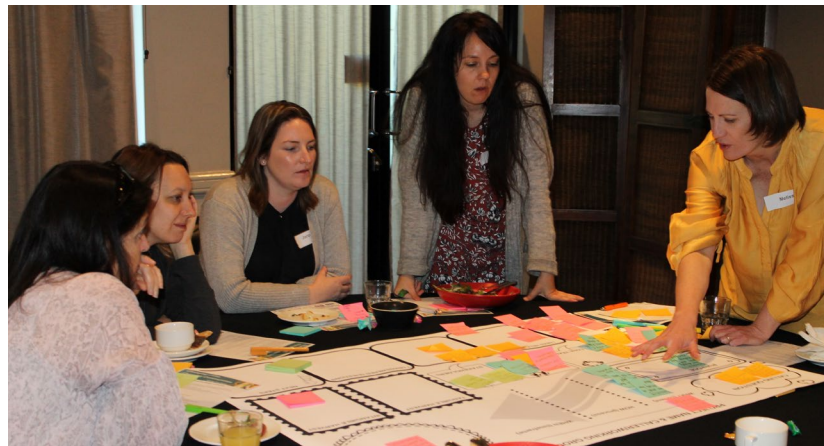
- Open the circle – have a chair
- Space creator
- Educating ourselves and others
- Join forces and be a voice and advocate for change
- To be a collective voice
- Educating self and others
- Sharing
- Ensure this conversation continues
- Collaborate and contribute in a constructive way
- Learning from each other
- Letting go of fear
- Recognise collective power and channels
- Unity of common sense
- Never underestimate people power and positivity
- Work to overcome barriers that cause stigma
- Asking hard questions
- Living our values
- Small actions can make a big change.



Appendix 9 - Projects

Project 1 Inclusion in early learning (birth to five years)

Caller: Melissa Kidd. Contact: melissakidd@qed.qld.gov.au



Calling question: How do we improve early learning pathways for all children?

Purpose

- Connecting what already exists and challenge their views through lived experiences.

What (content)

- Connecting
- Scope the champions that are engaged in the space
- Co-design with already engaged
- Sharing lived experiences to shift perspectives.

How (process)

- Contact Kate – Human Rights Commission
- ECEI
- QCIE
- Use of participatory processes and presentations
- Community network for inclusion

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- From forum, call for champions
- Hosting an event – how?

When (time frame)

- 6 months – Term 4 and term 1.

Values vision

- Universal access to early childhood education and experiences.

Need

- Building capability in community and services to value/respond to diversity
- Children and families having a voice
- Shared narrative of importance of early learning for all children
- Build capacity of children and families to make an informed decision
- Champions – community of practice.

Partners

- Human Rights Commission
- Lifeline
- Act for Kids
- Queensland Collective for Inclusive Education
- Department of Education.

Stakeholders

- Reversal for child with disability
- ECDP – referral for child with disability
- ECEI - early intervention support.

Tangible harvest

- Professional development
- Forums.

Intangible harvest

- Relationships between stakeholders
- Increased understanding of pathways
- Increase knowledge of educators
- Higher participation rate of children accessing Early Childhood Education
- Better quality experience for parents/children in accessing early education.

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Challenges

- Capability
- Misconceptions
- Multiple agencies and partners
- Fear of unknown
- Don't understand options and rights
- Owning the child
- Communication of same messages
- Sense of belonging.

I need help with/to

- Medical driven pathways
- Disability: Congenital (doctor)
- Educator: (centre)
- Parent/caregiver.

Insights

- Families
- Community
- Learning
- Medical
- Early childhood, professional, medical, partners.

Unanswered questions

- How do we know this will make a difference?

Next steps

- How (process)
- Advocate
- Meet
- Connect
- Co-design.

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Project 2 How do we unsilence the silent?

Caller: Josh Marshall. Contact: joshua.marshall@hotmail.com



Calling question: How do we unsilence the silent?

Purpose

- Bring the marginalised together
- Welcome, inclusion, information
- To inform and empower and enable the marginalised.

What (content)

- An inclusive event off the back of Human Rights Day
- Representatives from each of the target groups.

How (process)

- Include Toowoomba council
- Connect marginalised groups
- Community empowers
- Call to the circle.

When (time frame)

- Tag on the back of International day of Human Rights – 10 December 2020.

Values vision

- Inclusivity.

Need

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- A safe space to commence the journey.

Core team

- Josh
- Jess.

Partners

- Council
- MDA
- Emerge
- USQ
- LGBTIQ+
- Headspace
- TAFE
- Fountain house
- TRAMS.

Stakeholders

- Courtney
- Visually impaired
- David
- Jen
- Maud
- Kim
- Petria
- Nadia.

Tangible harvest

- AMPIRO – print our documents in different languages
- Braille?

Intangible harvest

- Using the connections we have already to talk to minority groups about how they will feel included.

Challenges

- Trust issues

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- Who do we invite?
- Expect backlash.

I need help with/to

- Reach out to marginalised groups.

Insights

- Persistence.

Unanswered questions

- Asking minority groups how they would feel included in the community
- What would make you feel more included?

Next steps

- Meeting: inviting people to the meeting
- Sponsors
- Welcome gift pack
- Decide meeting date and place
- Call stakeholders
- Be there if you care (invite)
- Introduce the program
- Spark interest.

Changing Lives, Changing Communities

Taking my place...



Project 3 A community in recovery

Caller: Nora Gainey – Contact: newnoz@gmail.com



Calling question: How do we create a community that supports recovery?

Purpose

For the community to embrace recovery.

What (content)

- Raising awareness
- Information
- Event – speaker, food
- What supports are out there?

How (process)

- Meeting
- Existing
- Monthly in Alcoholics Anonymous
- Some promotional material – posters, brochures
- Different languages.

When (time frame)

- Open question
- 12 October 2019 – showground
- Carnival of Flowers – 2-5 October
- Mental Health Week.

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Values vision

- Community!
- Love and support
- Seeking help is a sign of strength (not weakness)
- Access recovery communities to join forces.

Need

- Action and plan
- Different languages
- Flyers
- Posters
- Media release.

Core team

- Al-Anon/Alateen
- Hopefuls
- NA
- Drug arm
- Sunrise way.

Partners

- Schools
- Sports clubs
- Council
- Multicultural
- Faith-based
- Local champions
- MDA
- Police
- Domestic violence supports
- Press/media - newsletters
- Community centres
- Youth
- Health services – nurses.

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Tangible harvest

- Awareness
- Hope
- Bring community together
- Practical art exhibit.

Intangible harvest

- Connections

Challenges

- Languages and culture
- Perception of 12 step program as religious
- One group can't do everything
- Can I explain why this matters to your group?

I need help with/to

- Different approach to different groups.

Insights

- How to find out languages – indirect conversations.

Unanswered questions

- Who do we approach council?

Next steps

- Action plan.

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Taking my place...



Project 4 Butterfly hands – Deaf can do

Caller: Megan Telford. Contact: telford07@hotmail.com



Calling question: What's important to you? (Social, work, friendships etc)

Purpose

- Connect
- Deaf can inspire, belong, communicate, motivate.

What (content)

- Identify the needs within the deaf community.

How (process)

- Become an organisation.

When (time frame)

- 12 months under Yellow Bridge.

Values vision

- Vision: Deaf can do – putting deaf community at the forefront
- Collaboration, inspire, social justice, equality
- Networks, business partners
- Visions statement, mission statement.

Needs

- Making a statement that you believe in and can inform people
- Priorities
- Ask questions of deaf wants/needs

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- Hearing communities
- Presenting to groups in the community to widen knowledge
- Clear and precise definition of goals.

Core team

- People with certain skill sets - important
- Forming new cultures, values and common beliefs in people
- Secretary, Treasurer, Committee members
- Ambassador.

Partners

- DCA
- DSQ
- TIS
- UnitingCare
- NDIS
- UQ – research students: philanthropic studies, practice of social enterprise.

Stakeholders

- RACGP
- Allied health professional bodies
- Department of Transport
- TAFE
- Apprenticeships
- Incentives for employers
- Community events
- Guidance counsellors in schools
- Media
- Universities
- PHN
- Employment sector.

Tangible harvest

- Powerpoint
- Flyers

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- Logo.

Challenges

- Developing partnerships
- Employment
- Connecting with deaf people who are forgotten
- Fear! Unknown.

I need help with/to

- Finding people that want to be involved
- Marketing – identifying clear outcomes
- Chamber of Commerce
- Accessing local employment.

Insights

- Gap of service delivery providers within the deaf community
- Collaborative partnerships with hearing and deaf.

Unanswered questions

- Funding – ongoing?
- Deaf community needs/wants
- Who are the best people to have on the board?
- Constitutional - objectives, guidelines
- Risks: no support from deaf
- Who are my support team?
- Insurance under Yellow Bridge.

Next steps

- Presentation to wider community to sell your vision
- Meet with Kim.

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Taking my place...



Project 5 Support group

Caller: Nadia Brady. Contact: nadia.brady@gmail.com



Calling question: How do we continue to develop a support group where everyone feels welcomed and finds something valuable?

Purpose

- A fun and social group where everyone is included and has a valued role
- Eat
- Have a voice
- Tell stories
- Share information
- Self-ownership, self-direction, self-evolving.

When: (timeline)

- Now and continuing.

Values vision

- Nothing about us without us
- A positive way of connecting with the community in a meaningful way
- Valuing the individual members at the group and knowledge they share
- “Social role valorisation.”

Need

- Overcoming barriers
- Peer support model
- Connection to wider community

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Taking my place...



- QDN membership
- A safe space.

Core team

- Nadia
- Sharon
- “Floating attendees.”
- NDIS PITC
- Carers Queensland
- Petria
- Uniting Care
- ECEI
- Estela

Partners

- QDN
- Youth Connect
- Red frogs
- PCYC
- Support workers
- East Creek
- Carers Queensland
- UCC ECEI
- TRAMS
- MDA
- You Belong
- New Hope
- Training organisations
- What’s Up in Disability
- Scouts and guides
- Service providers.

Stakeholders

- Toowoomba Regional Council

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Taking my place...



- People with disability (including those that do not identify)
- Guest speakers
- Parents of children with disability
- Community
- People with lived experience of disability.

Tangible harvest

- Newsletter
- Promotional materials
- Group agreements
- Media
- Testimonials
- Group name.

Intangible harvest

- Hope
- Energy
- Information
- Motivation
- Passion
- Confidence
- Support
- Friendship.

Challenges

- Getting the message out – a communication strategy
- Disability 'identification', 'naming', 'labelling'
- Transport
- Why do we get together?
- Time!
- Cultural and language barriers.

I need help with/to

- Media and communication
 - Who we are and what we do

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Taking my place...



- Let everyone know what's happening
- Housing information/support.

Insights

- Adapting focus of meeting each month
- Everyone has their own good news story
- Strengthening the core team – making things easier.

Unanswered questions

- How many people do we want attending?
- Do we need a new name?
- Do we need a name the whole community owns?

Next steps

- Collaborate with partners to work with us
- Continue to work on messaging
- Discussing a group name
- Keep partners in the loop
- Circle to discuss guidelines. All members sign. Displayed at meetings
- Taking this idea for change back to current group members
- Asset check – current members.



Appendix 10 - Check out day two

What am I grateful for and how will I take my place?

- I am grateful to be in the room, be embraced and respected for the contribution I can make, and the opportunity to communicate and connect in such a great circle
- Continue my participation in projects as a conduit. Adapt new skills to forward community involvement. Tools like these work
- The opportunity to attend this event and I will take my place by continuing to attend these types of events
- I had the opportunity to learn about what is happening in the community. I guess I will do more advocating for the multicultural/CALD community
- Grateful of ideas/learning, connections, acquaintances, reconnections. Increased my motivation to engage and collaborate
- I am grateful for the opportunity to work with others and share ideas. Meeting others. I will take my place by continuing to engage with members of different sectors of community and be able to continue to share information and take action.
- Time to share and connect with other people. Develop a plan. Voices and perspectives. Plan/projects: refugee, Indigenous, disadvantaged
- Toowoomba – I love living here. I don't have to do this alone. Al-anon and AA. Today's experience. All the tools I gained. I will bring this with me to the meeting on Friday and the district meeting on Sunday. Keep making connections and learning how to make connections. Keep the flames alive in me
- Being with like-minded people
- Grateful. Connection. Collaboration. Commitment. Take my place – continue to share these stories
- The energy, insight and empathy in the room. Continue to support where I can
- Being part of a community who are open and embrace everyone's individuality. Nothing appears to be exclusive. Ensure to share what I have been privileged to be part of the last two days
- Like minded, engaged and passionate people dedicated to change. To work with others leading change
- Connection to community. Strength, growth. Skills in bringing others to a place of greater connection
- I will take my place by using my connectedness to bring those around me to a place of greater participation and inclusion. I felt very isolated from my community when I came to Changing Lives, Changing Communities last year and how I feel the opposite

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Taking my place...



- Amazing people that are compassionate and devoted to share their skills and experiences. For the opportunity to be in this space. Stay on the journey and take the opportunities as they arise. Support and advocate for Megan if she asks. Not to take people for granted
- Meeting so many amazing and inspiring people. Learning and opening my eyes and mind. Help a concept evolve into a project plan. Influence and advocate. Feedback to my organisation about learnings and ideas
- Participation and inspiration. Follow up and harvest
- To make new connections. To pass on new information
- Grateful for multiple perspectives and the opportunity to refine the 'project' and take my place by continuing the work from the last two days.