



Mental Health, Alcohol and Other Drugs Lived Experience Advisory Group Communique

6 November 2025

The Lived Experience Advisory Group (LEAG) supports the Mental Health and Alcohol and Other Drugs Joint Leadership Group (JLG) by providing advice grounded in lived experience and human rights, reflecting the voices of consumers, family, significant others and community with a lived experience of mental health, and/or alcohol and other drug issues, harms and service use across the service systems.

This Communique provides a summary of the key items tabled at the LEAG meeting for the specific purpose of providing advice to the JLG.

Independent Governance Review (IGR) Organisational Culture Change Plan

The LEAG was invited to provide advice on how to support a coordinated approach to implementing actions aligned with the [*Statement of Commitment to Organisational Culture Change through Lived Experience Inclusion Plans*](#).

A summary of key issues discussed by members, which informs advice to the JLG includes:

- The organisational culture change will require a long-term commitment.
- The merits of additional organisational culture change strategies alongside those that focus on supporting the Lived Experience (Peer) Workforces.
- The importance of a shared understanding, engagement, responsibility and allyship at leadership levels to drive organisational culture change.
- The stigma, discrimination and other challenges faced by the existing Lived Experience (Peer) Workforces, highlighting the importance of organisational readiness and psychosocial safety, and the need for long term, systemic transformational change.
- The specific needs of Lived Experience (Peer) Workers working alone in teams and/or agencies, and for those working in rural and remote areas, and additional barriers for those in alcohol and other drugs related Lived Experience roles.
- Strategies to ensure agency plans address minimum expectations aligned with best practice, underpinned by a comprehensive baseline assessment of organisational readiness, and a monitoring framework to assess progress.
- The importance of allowing sufficient time for agencies to genuinely partner with lived and living experience when developing and implementing Lived Experience Inclusion Plans. The Lived Experience (Peer) Workforces should be engaged in, but not responsible for developing the plans.
- Resourcing considerations to support implementation of organisational readiness strategies, including ongoing training and peer supervision.
- Strategies to develop a diverse Lived Experience (Peer) Workforce, reflecting the diversity of the Western Australian population and with specific considerations for rural and remote workforces.

The next LEAG meeting is scheduled for 26 February 2026.