VICHEALTH
Reimagining Health Grants 2020 Community of Practice Workshop

'What was said' Report

August 2021

INTRODUCTION

On 5 August 2021, recipients of VicHealth's 2020 Reimagining Health Grant round attended a 'first-of-its-kind' Community of Practice workshop.

The purpose of the workshop was to provide grant recipients with an opportunity to pause and reflect on their grant journey as well as share and hear about other's experiences.

The workshop was facilitated by independent facilitators Keith Greaves, Melinda Jacobsen, Noa Levin, Josephine Newman and Jessica Connor Kennedy from MosaicLab.

This report has been produced as a compilation of what was said during the workshop.

WORKSHOP PURPOSE

The purpose of the workshop was to provide grant recipients with an opportunity to:

- pause and reflect on their grant journey;
- consider what was hard and/or easy in the delivery of their program;
- connect with and hear from other's experience and share that knowledge; and
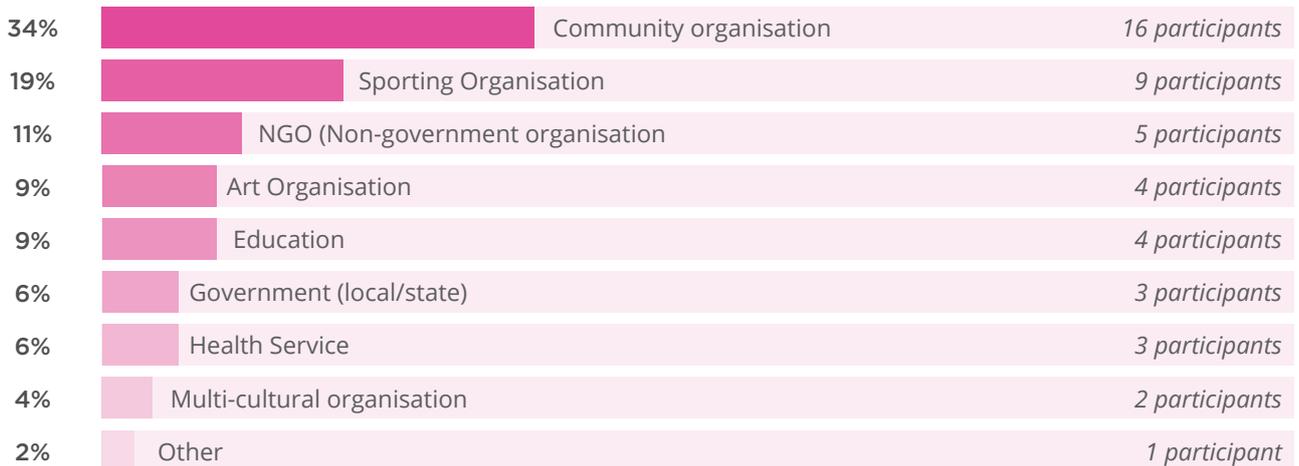- offer insights and words of advice for colleagues for 'next time'.

WORKSHOP PARTICIPATION

69 participants (out of 132 initial registrations) attended the online workshop. As part of the participant 'settling-in' activity, below is a snap-shot of the type of organisation and project represented:

Q1 — Which of the following best describes your organisation?

47 out of 63 participants answered this question

%	Organisation	Participants
34%	Community organisation	16 participants
19%	Sporting Organisation	9 participants
11%	NGO (Non-government organisation	5 participants
9%	Art Organisation	4 participants
9%	Education	4 participants
6%	Government (local/state)	3 participants
6%	Health Service	3 participants
4%	Multi-cultural organisation	2 participants
2%	Other	1 participant

Q2 — Which priority area did your project address?

47 out of 63 participants answered this question

%	Priority area	Participants
66%	Meaningful Social Connection	31 participants
45%	Physical Activity	21 participants
23%	Healthy Eating	11 participants

Q3 — Roughly how many people were impacted by your project, as a result of the VicHealth funding?

45 out of 63 participants answered this question

%	Range	Participants
31%	Less than 50	16 participants
20%	51-100	14 participants
16%	101 – 500	9 participants
13%	Over 500	6 participants
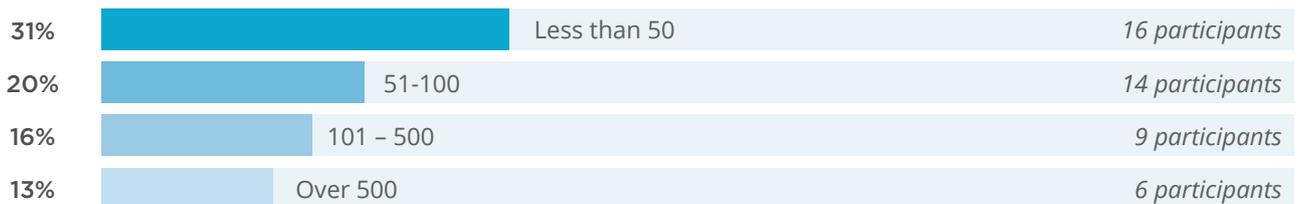
WORKSHOP OVERVIEW

The workshop was scheduled for 2 ½ hours and facilitated over Zoom. However, at its commencement, the Victorian Government announced a snap lockdown in response to a coronavirus outbreak. As a result, and with the client's consent, the facilitators modified the program 'in the moment' to enable an early finish. Below was the original session agenda.
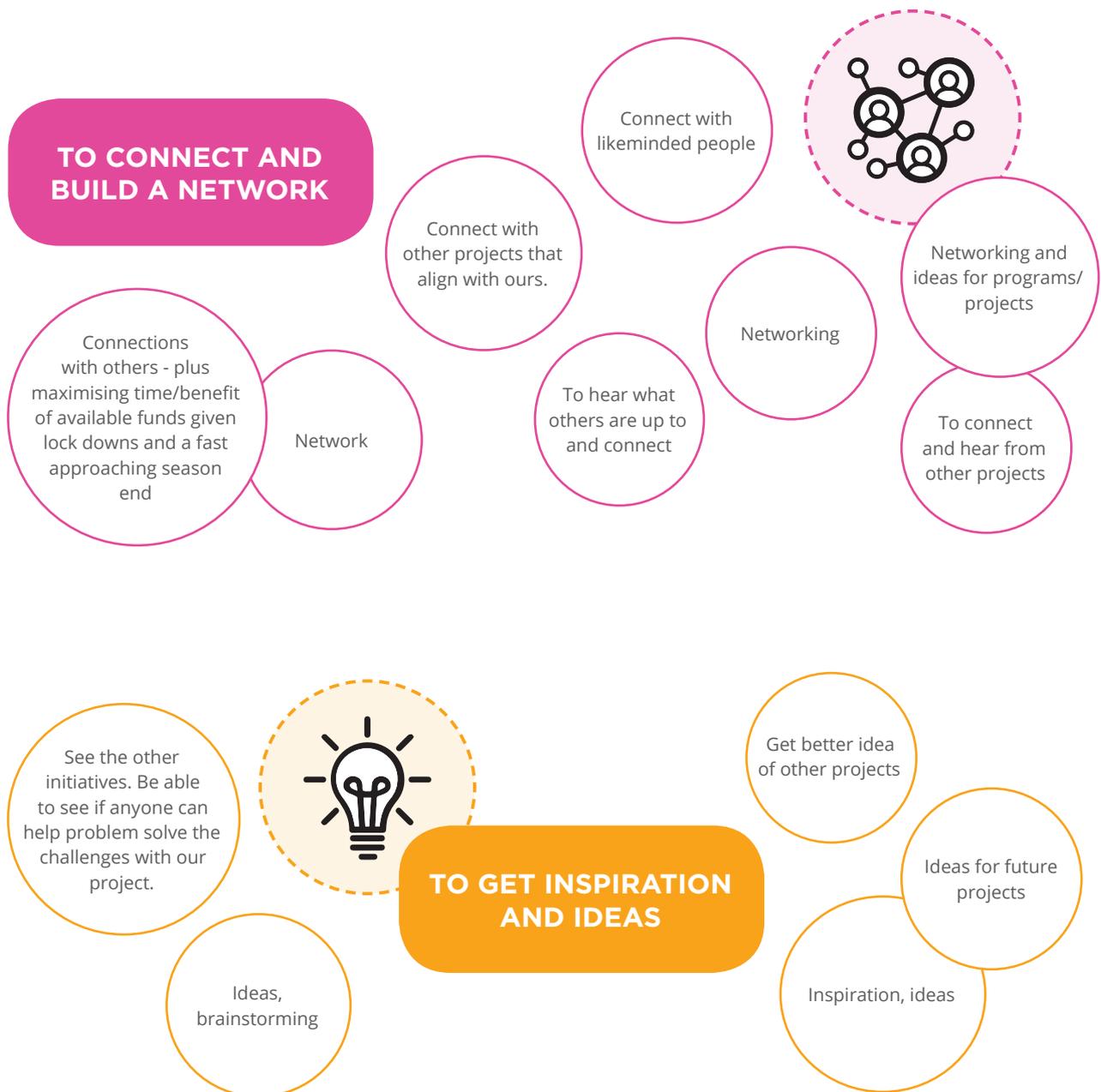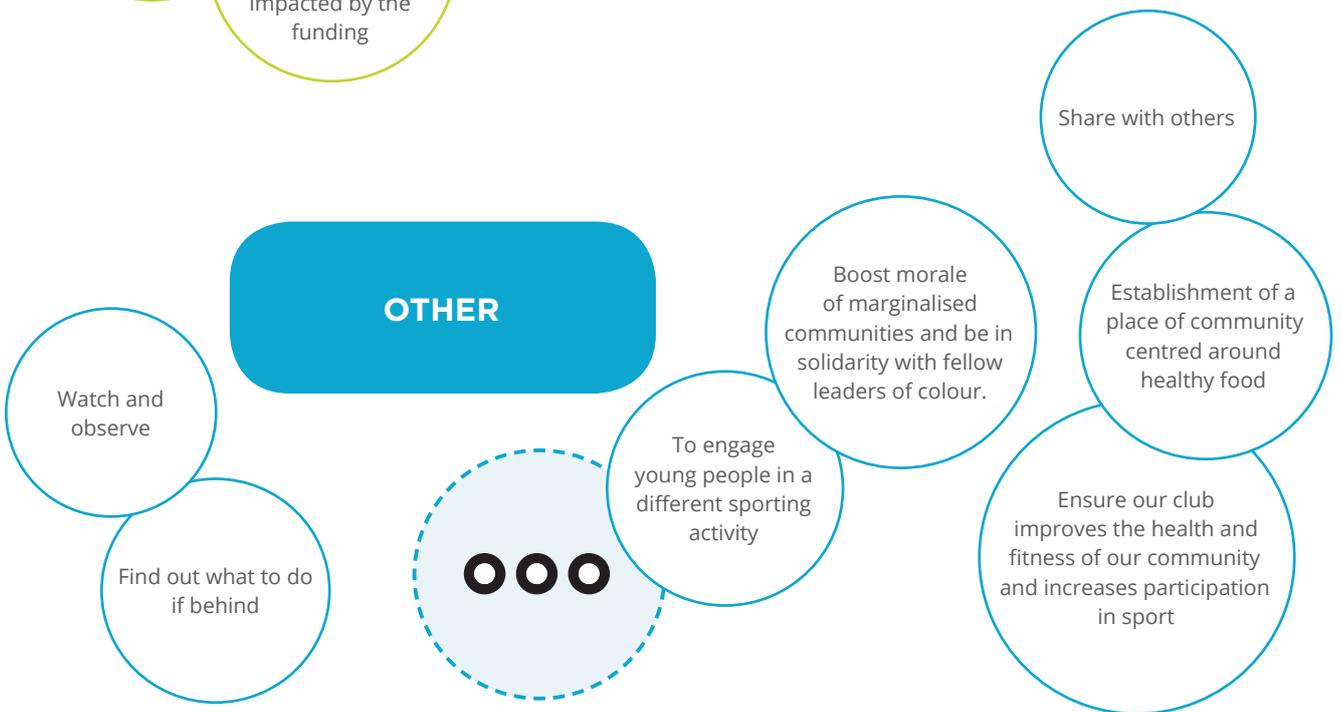
AGENDA

Welcome, Acknowledgement of Country, Session Purpose and participant settling-in activity

Welcome & thanks by VicHealth

Reflection

What made you hopeful or surprised by the project? What frustrated or concerned you?

Learnings & Insights

What worked or a general principle/process you'd use again? What didn't work or what would you try next time?

Words of Encouragement*

What advice or words of encouragement you would give to a colleague 'next time'?

* Note: this element was removed in order to facilitate an earlier finish

Final reflections and close

HOPES FOR THE WORKSHOP

At the start of the session, participants were invited to share their hopes for the workshop. These broadly fell into the following themes:

- connect and network with like-minded people and projects
- hear about other initiatives and gain information
- learn from what others are doing – obstacles, opportunities, successes
- learn new ideas and future project opportunities

TO CONNECT AND BUILD A NETWORK

Connect with likeminded people

Connect with other projects that align with ours.

Networking and ideas for programs/ projects

Networking

Connections with others - plus maximising time/benefit of available funds given lock downs and a fast approaching season end

Network

To hear what others are up to and connect

To connect and hear from other projects

TO GET INSPIRATION AND IDEAS

See the other initiatives. Be able to see if anyone can help problem solve the challenges with our project.

Get better idea of other projects

Ideas for future projects

Ideas, brainstorming

Inspiration, ideas

I am new to the club committee, so taking on the role of Grant officer amongst other things and hoping to learn more about applying in the future

To learn

To learn more from the community

Listen and share

Learnings

TO LEARN FROM OTHERS AND LISTEN

Develop learnings

Listen

Learn from other community group's experiences

To learn from what others have been doing and obstacles they have encountered in implementing the grant.

Hearing about other initiatives

To learn what challenges other groups have had in re-engaging people into physical activity

Hear from others and share our experiences

Keen to hear experiences of others as we plan out activity

See what others have found successful

Find out more information about VIC Health Funding

Gather information

Learn about how other community organisations are impacted by the funding

Hear about other projects, learn from one another, make connections.

Share with others

OTHER

Boost morale of marginalised communities and be in solidarity with fellow leaders of colour.

Establishment of a place of community centred around healthy food

Watch and observe

To engage young people in a different sporting activity

Find out what to do if behind

Ensure our club improves the health and fitness of our community and increases participation in sport

SURPRISES & FRUSTRATIONS

In the first activity, participants reflected on their project, specifically what excited or surprised them, and what frustrated or concerned them. In small groups, participants shared their experiences and captured their thoughts via GroupMap. Similar ideas have been grouped together under a title and ideas appear in order of popularity.

What excited or surprised you about your project?

High level of young people involved

Responses	Likes
Young People coming forward to deliver the program - building club connections	1
Hiring young people during the last 6 months when many out of work due to COVID-19	1
Enthusiasm from the target group (young males) for the project	0
The amount of young people and adults that we reached was amazing	0
Our young people had a safe platform and safe space to just come and be with us online	0
The success of the project, giving young people the opportunity to come together in a safe place	0
Young people and migrant communities self-determining the process	0

Strong/Increased participation

Responses	Likes
Our numbers grew when we thought they might drop during lockdowns	1
Project due to finish and participants are really keen to continue and invested in it!!	0
Excited about the increase of participation	0
Workers enjoyed participating	0

Created positive outcomes for the community

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Other/ungrouped responses

Responses	Likes
Grant process wasn't arduous - and recognised innovation and community	**2**
This grant opportunity was broad and general	**2**
Suddenly we had more potential	**2**
Excited to get a grant to promote the club as a junior sport	**1**
Support from other stakeholders including clubs, council & schools	**1**
The excitement from other organisations	**1**
Feedback from the community was amazing	**1**
Surprised I got it! First time I applied for a grant this size :)	**1**
Surprised at success of grant with such a small club & other small organisations/projects	**1**
We brought together 2 different communities	**0**
Grant process made funding more accessible to grassroots communities	**0**
Creativity - directions in co-design - working with people who are part of the design	**0**
Learned so much to further improve the program in general	**0**
In-kind sponsorship leveraged due to successful grant.	**0**
Being able to come together and connect in a time where it's hard to do so	**0**
Target people recognized the value and excited by the project	**0**
Able to open up opportunities to groups that we hadn't before (non-traditional participants	**0**
Grants process was such that we could easily tailor it to our needs	**0**
Being able to offer such great projects with this support	**0**
The preparedness of government departments to offer financial support	**0**
The versatility	**0**
People value community connection and love the 'how to' workshops that we give. We learnt that mentoring is critical.	**0**
Thankfulness of participants who benefited.	**0**
The creativity and directions you can go with codesign	**0**
The process of codesigning my intervention	**0**
How much stuff you can buy for $3000 with sales on	**0**
Intergenerational engagement!	**0**
The need and interest	**0**
Excited to be able to give the healthy meals out to our players and community.	**0**
Able to work consistently through lockdown to help the community	**0**
Everything came together well	**0**

What frustrated or concerned you about your project?

COVID restrictions affecting delivery

Responses	Likes
Covid halted our delivery	3
Lockdowns create stop - start - difficult to keep momentum	2
Lockdowns delayed out project getting out as much as we wanted - not sure how much later we can push the project. (Can't remember the finish time for the project)	2
Covid lockdowns upsetting the momentum of the project	1
Covid restriction interfering with the number of participants allowed	1
Not all events are meant to be online. Multiple cancellations of the same community event.	1
Lockdowns kept interfering with completing our plans	1
We were going to hold our finals on ground but unfortunately, we went into lockdown so we had to cancel our on ground grand final performance and we ended up holding our online talent competition Hype Facktur was delivered via online.	0
Covid restrictions limit the number of participants that can take advantage of the project (dragon boats)	0
Increased costs of venues/activities due to covid restrictions	0
Parent or carer has concerns about risks of covid	0
Connecting with participants and volunteers - affected by covid	0
Covid driving huge increase in workload, to help people in need	0
Not being able to have our grand finals as planned	0
Lockdowns	0
Problems of working class and migrant communities have become more exasperated since covid	0
Potential for having to cancel some face to face workshops	0
Covid and concerns over continue to re- engage with families	0
Lockdowns...couldn't bring the young people together for the social connection!	0

Having enough staff/participants

Responses	Likes
Concerned about will we get enough people to make it work?	1
Struggled to hire the staff we needed.	1
Staffing the program due to staff changes	0
How do I find good people to help me run the project?	0

Other/ungrouped responses

Responses	Likes
Needing some guidance with project running late	1
Adult women didn't see themselves in our project, but were keen for their children to be involved	0
Agreements with other organisations	0
Power outages & pests causing lost crops and struggles with delivery	0
Funding to help provide assistance, especially as covid assistance winds down	0
What the requirements are for acquittal?	0
Concerned about delivering the project for some aspects	0
Mental health was a big factor to consider with people feeling very isolated	0
New equipment exposed new problems to be fixed!	0

WHAT WORKED? WHAT DIDN'T

This stage of the workshop asked participants to reflect on what worked and what didn't in relation to their project's delivery. In small groups of three to four, participants shared and captured **what didn't work and what they would try next time**, and **what did work and what they would do again**. Similar ideas have been grouped together under a title and ideas appear in order of popularity.

What didn't work? And what would you try next time?

The challenge of COVID lockdowns

Response	Description	Likes
Lockdowns really disrupted our processes		1
Decision-making processes that are slow	*In and out of lockdowns needs speedy responses*	1
Difficulties with continual lockdowns and project not translating so well online (no problem for projects that could work online)		1
When we can't get people together it is important to have visual and tactile elements to share with people.		0
Covid restrictions and social distance		0
Tennis outside weather/lockdown has not helped		0
Lockdowns ruin routines and plans		0
Covid	*Delays, shifting online, hesitancy, concern around coming back face to face, loss of momentum and engagement and interest*	0
My project needs people cannot work in lockdown		0
Restrictions		0

Accessing/involving the right people at the right time

Response	Description	Likes
Advertising	*This was difficult to get the message out. Struggled to advertise for a staff role we needed to hire - after asking around, there was a shortage of them (cooks) in the community.*	1
Attracting people	*Hard connecting people who are unknown to each other*	1
Could have involved broader stakeholders earlier in the process		0
Being prepared to be able reach wider community	*Being able reach wider community - looking at how we achieved this*	0
Think we didn't quite involve all the stakeholders as much as we could have at time of putting application in.		0

Other/ungrouped responses

Response	Description	Likes
Forgot to keep track of receipts and all the tasks		0
Poor weather. Having Plan Bs to be able to run in inclement weather.	*Such a wet winter season. Activities relying on the outdoors cooperating.*	0
Maintaining Momentum has been difficult	*Ability to deliver the program - push for online options - what else could we do?*	0
Online voting system was difficult to manage	*looking at using Instagram and other social media platforms*	0

Sharing skills and delegating tasks

Response	Description	Likes
Giving specific tasks to people base on their interests and knowledge		**0**
Utilising diverse talents in the team		**0**
Delegating, sharing workload with others		**0**

Networking/Connecting with community partners

Response	Description	Likes
Connecting	*Connecting with local council and schools allowing access to spaces, tapping into youth networks. Utilising what's already working to progress. Connecting with local community groups*	**0**
Networking	*Sharing the project idea with as many people as possible - Led to more external networking who could support the delivery of the project. E.g. another community group who were able to deliver the free meals we cooked so we didn't have to keep track of the people & drive it out everywhere. Working with the local council and local school - they are able to share it on their social media and spread the marketing further. School put it in their newsletter - advertise to the parent. Local bowling club shared their facilities - which could host more people for the function.*	**0**
Networks & Relationships	*Maintaining networks and connections is important - communications for fun! Keep spirits up!*	**0**

Flexibility and adaptability

Response	Description	Likes
Lockdowns really disrupted our processes		
Straight away planned an online platform for the project that could deliver regardless of pandemic	*Given the circumstances of COVID. If I was to advise a new grant applicant it needs to be able address our current needs in the uncertainty that we are in. This is difficulty because original submission we did not know what was coming ahead. Future program could address the uncertainty of life. Because we do not know what is ahead. The next round of grants could support working through uncertainty. More online stuff.*	**0**
Being able to 'tweak' delivery aspects of the program that best suited the participants		**0**
Flexibility is key	*A plan A and a plan B is needed - you have to be able to pivot. Even develop a plan C in consultation...*	**0**

Other/ungrouped responses

Response	Description	Likes
Skill development throughout program with food and also physical activity		**1**
Developing the project with the recipients as partners		**0**
Ensuring disadvantaged people can participate		**0**
Ensuring accessibility during lockdowns - sourcing second-hand laptops, paying for internet access etc		**0**
Using experience	*Using your past experience and knowing when to take the reins of your project and not letting community take control*	**0**
Online services was a bonus		**0**
All three funding was for purchase of equipment		**0**
Reaching wider community	*Community participants able to see who is involved via social media, this gives the participants and the groups involved good feedback and support*	**0**
More Integration between the genders		**0**
Structural convenience and reduce travel		**0**
Emphasis on unstructured play		**0**
Promotion	*Utilising networks to promote your initiative. Don't reinvent the wheel.*	**0**
Lived-experience leadership and peer support		**0**
Focussing on community engagement and health, both physical and mental, connecting with young people and developing positive intergenerational relationships.		**0**
Some people were introduced to online skills to join the online element of the program		**0**
Branding		**0**
Zoom allowed multiple participants online at once participants able to complete and interact with others throughout program even in lockdown		**0**
The leader of the program was essential to the successful delivery of the program		**0**
Applied for funding for improvement of camp site		**0**
Was able to get monies for equipment & reno for camp site		**0**
Online Training		**0**
Mentoring	*Follow up and continuous mentoring is needed to keep their confidence going*	**0**

FINAL THOUGHTS & REFLECTIONS

To conclude the session, participants were invited to share:

- **one thing they learnt (head),**
- **one thing that inspired them (heart) and**
- **one thing they will do as a result of their involvement in this workshop (hands).**

HEAD
ONE THING I HAVE LEARNT TODAY

Services being provided for LGBTQI refugees

Be flexible and adapt to community needs & desires

Don't give up, persist and think creatively

Exceeded my expectations, thanks again to Vic Health

How much the grants have benefited young people, many affected by lockdowns

If I had have known what was in store I would have set up my project to succeed regardless of the state we were in - some projects had great success as they were for people under restrictions of some sort!

Learnt more about different organisations around Victoria

Of many amazing services being offered to many who are marginalised for various reasons. Gives me hope in the face of the current global situation.

Projects encounter delays - you're not the only one :) You're not alone

So many wonderful new services out there

So many wonderful people trying to assist their communities

Take a breath and stop and think outside the square when you come up against a road block, Look to your colleagues for help

That there is a whole range of

The diversity in projects is amazing We're reaching so many parts of the community all together! Congrats everyone

The diversity of projects was interesting

The diversity of activities!

The variety of funding that one's applied for

The variety of organisations that have benefited from the grants

There is a great focus on community

To hear what others were doing in communities

We are doing amazing things for our communities

HEART
ONE THING THAT HAS INSPIRED ME

Apply for more funding to use to help fund sporting for our kids in need

Appreciate sharing collective knowledge and experience

Belief this work is important - keep going

Everyone is trying hard to deliver programs against "stiff" odds

Excitement from other people about my project

Great to hear what others are doing.

Hearing all the creative ideas that people were implementing to improve the health of their communities.

Hearing amazing projects coming up

Hearing others' stories about really positive projects that benefit the recipients

How some groups have used the funds to help others through COVID

Keep up the energy levels when sometimes it's hard to do so

Our resilience!!! Just one foot in front of the other despite the many hurdles COVID has created for all of us

People getting on and delivering their projects, Keep on.

Shared commitment to a fairer, more connected Victoria

Such creative, generous, thoughtful people in the community

The connections groups are making with young people!

The diversity, breadth and scope of the different work groups are doing throughout Victoria

The number of great people working to help others

The people who never give up....the power of ideas and collaboration for success

To see just how many like hearted & minded people amongst us

HANDS
MY FIRST ACTION AFTER THIS WORKSHOP IS...

Another venue signed up to Chatty Cafe Australia during the VicHealth session so send them a Welcome email!!

Check out any other community-oriented grants offered by VicHealth

Connect with Pasifika if possible.

Contact VicHealth

Copy some people's ideas. Thinking of making a collage of my group if they are willing to tell a short story/dance/joke

Email VicHealth

I am going to make my project work - regardless because there are 50+ young people who need this!

Look in to one two of the organisations that I was introduced to.

Make a referral to Neami Moorabbin YRR

Offer ideas that worked for our Pasifika TOA with connecting with young people

Share all the ideas - I think it will help broaden peoples understanding of what is possible!

Share ideas with my colleagues/community peers

Share the project far and wide! Encourage other areas to do similar projects

To think about how to share the good stories coming from delivery of the project

Try out some of the outreach strategies & tactics I learnt from older people during this session

Will be able to be sent the names and organization contact details who attended