



Community Trainer Information Kit

1. Introduction

Multicultural Mental Health Australia (MMHA) has been funded by the Australian Government Department of Health and Ageing to develop and implement a national mental health stigma reduction education program in culturally and linguistically diverse (CALD) communities.

The program uses a train-the-trainer model to train **Expert Trainers** from each state and territory who then train and support **Community Trainers** to deliver the stigma reduction education package directly to CALD communities.

Aims

The package aims to reduce the negative impact of stigma within CALD communities by exploring how individuals and communities can deal with stigma and mental health issues in practical ways. It is highly relevant to CALD communities as it acknowledges and builds on the strengths, traditions, and ways of thinking that exist in their communities.

The education package can also be used creatively in various settings (for example, it can be used to bring CALD and mainstream populations together to build relationships and address stigma collaboratively; it can be part of senior's social group's activities; a mother's club etc).

2. The Community Trainer

The program is looking for community educators/trainers who:

- Are bilingual.
- Are sensitive to the mental health issues and needs of ethnic communities.
- Have a passion to make a difference in the community.
- Have the capacity to participate within their own agency or who can volunteer.

Benefits to participating

The training will provide participants, and their organisations, with the skills to deliver community education packages to address stigma amongst CALD individuals and communities. The training will also increase participants' skills and knowledge for future volunteering or paid employment and will provide participants, and their agencies, with valuable community engagement skills. Those trained as Community Trainers will also be supported by Expert Trainers and their agencies to deliver the program in the community.

MMHA will also provide comprehensive Community Trainer manuals, DVDs and a CD of fact sheets, as well as generic promotional material templates eg information brochure for local adaptation, for each participant.

Training costs

The training is provided free to those eligible to become Community Trainers. Some funds may also be available to assist Community Trainers organise the community education sessions (e.g. venue and equipment hire and refreshment). These funds would be negotiated with your state coordinating organisation and/or MMHA.

Program implementation strategy & Community Trainer role

The strategy uses a train-the-trainer model to implement the training package nationally. MMHA has begun training Expert Trainers from each state and territory who will then recruit, train and support Community Trainers to deliver the education package to their CALD communities.

The expectation is that each of the Expert Trainers and Community Trainers will be in a position within their respective organisations to conduct a number of education packages within their nominated areas and communities. It is required that the training will be provided at no costs to community participants.

It will be the Expert Trainer's (or their organisation's) responsibility to advertise, recruit, and conduct the training with Community Trainers and then support the Community Trainers to organise and deliver education sessions within their community. It is also required for the Expert Trainers and Community Trainers to use the evaluation framework within the manuals to provide feedback on the sessions.

Diagram of Expert and Community Trainer Roles



3. Stepping out of the Shadows Community Education Package

The education package is based on adult learning principles and is participant-centred. This allows participants' existing knowledge, explanatory models and cultural perspectives to create the foundation and framework of the sessions. This results in the training becoming aligned with, and relevant to, the different cultural frameworks of the individual groups.

The sessions and activities have been designed to elicit the participants' knowledge and framework and to then respond to it by building on it through consolidating it or filling in gaps and challenging misunderstood concepts.

It is also based on community development principles that aim to build capacity and empower communities to address the issue of stigma in a sustainable and meaningful way.

Content

(i) Trainer manual and resources

The package consists of a Community Trainer Manual, an accompanying DVD (dubbed in 17 Languages) and a CD with fact sheets on mental health topics (available in 16 languages). Other translated fact sheets are also available on the MMHA website.

(ii) Community training content

The Community Trainer Manual includes 4 community sessions that:

1. **Explores how stigma is constructed and its impact** – This establishes the participants' understanding of stigma, including how it is constructed in their community and culture and how it impacts on individuals, families and communities;
2. **Examines the risk and protective factors** of mental health and mental illness and considers treatment options and preferences;
3. **Develops a rationale for reducing stigma** – this explores how stigma impacts on one's identity, help-seeking, treatment, recovery and maintenance and explores meaningful and practical strategies that can be used to cope with and reduce stigma;
4. **Develops individual goals aimed at reducing stigma** – this identifies strategies and an action plan that participants can use to reduce stigma within their own environment after completion of the course.

(iii) Session duration and adaptability

Each of the 4 sessions lasts for approximately 2 and ½ hours and has a range of interactive activities that aim to change attitudes. The sessions are flexible enough to be combined, reduced or extended depending on the participants' experiences, knowledge and training needs. However the core content will need to be adhered to for evaluation purposes. This can be discussed with the Expert Trainer.

Evaluation

This package has an evaluation framework that involves feedback from the Expert Trainers, the Community Trainers and the community itself. This evaluation framework will assist with the review and further development of the package.

Background – why & how the package was developed

Stigma creates barriers to seeking help, early detection and negatively affects upon recovery rates and prognosis. It also isolates individuals and their families and reduces their capacity to participate in their communities and the broader society in meaningful and satisfying ways.

Although stigma about mental health and illness exists in all cultures around the world, people from culturally and linguistically diverse (CALD) communities who experience mental health issues/illness face a double disadvantage. This means increased discrimination because someone has a mental illness *and* belongs to an ethnic community. This may result in those people having even less contact with and knowledge of the services and networks that are available for them.

This training package has been designed especially for CALD communities as:

- There is a lack of mental health promotion that is meaningful to people from CALD communities; and
- People from CALD backgrounds tend not to access mainstream mental health services as much as people from mainstream Australia do.

The training package was developed in partnership with the Queensland Transcultural Mental Health Centre after an initial pilot and after other training packages and literature was reviewed and consultations with key stakeholders were held.

The national training package is supported by the state and territory departments of Health and Human Services, and the Australian Government's Department of Health and Ageing.

Evidence base

The current training package was developed based on the evidence available on reducing stigma in culturally and linguistically diverse communities, through:

- An initial pilot of the content;
- A literature review, including a review of current academic theory and adult learning principles;
- Consultations with CALD communities; and
- Input from CALD consumer and carer representatives and key workers in the transcultural mental health sector.

4. Community Trainer workshops

Community trainer workshops will be held across various locations in each state and territory. Each workshop will be two to three days (depending on the participants' needs and previous experience). The workshops will be delivered by various Expert Trainers in each state and territory. Multicultural Mental Health Australia will provide comprehensive Community Trainer manuals.

The Community Trainer training program will cover the following areas:

- Orientation to the Community Trainer manual, DVD and CD of fact sheets
- Review of content of community education sessions, including stigma and its impact
- Logistics of implementing the community education package (such as role of trainers, recruiting participants, and evaluation framework)
- Basic group facilitation skills

Application guidelines for the Community Trainer workshops

Applications are currently invited from suitably experienced individuals to participate in the Community Trainer workshops and become Community Trainers. A certificate will be provided to those who complete the training.

Applicants must complete an **application form** in order to attend the workshop. Only individuals who are recruited to the workshop and successfully complete the training will be able to deliver the training to the community.

WANT TO GET INVOLVED?

Further information and application forms are available from participating Expert Trainers in your state or territory.

Please see the attached brochure for their contact information.