



RESPECT &
 COMPASSION
 DIVERSITY
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RESPECT &
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Lived Experience of Suicide Engagement,
 Participation & Integration
 (LESEPI) Framework



Roses in the Ocean
 stemming the tide of suicide

■ Lived Experience of Suicide Engagement, Participation & Integration (LESEPI) Framework

A systematic approach to implementing lived experience of suicide informed and inclusive culture change.

Roses in the Ocean's Lived Experience of Suicide Engagement (LESEPI) Framework has been developed to provide organisations with a systematic way to think about and embed lived experience of suicide engagement principles across all its suicide prevention related activity. It does this by offering a way of mapping the engagement and participation of people with a lived experience of suicide across all stages of a project, from creation and design, to governance and management, and delivery and evaluation. It can also be utilised by organisations seeking to employ people in lived experience of suicide identified roles or seeking to meet the Lived Experience of Suicide Accreditation Standard for the National Suicide Prevention Accreditation Program.

The principles for safe, effective, and sustainable engagement that underpin this framework are set out in Roses in the Ocean's Lived Experience of Suicide Engagement Principles (LESEP) Guidance Document. The LESEPI Framework is designed to be used in conjunction with that publication as well as with five other key Roses in the Ocean's guidance documents which collectively support lived experience informed culture change:

- Lived Experience of Suicide Engagement Principles (LESEP): Guidance Document
- Lived Experience of Suicide Engagement, Participation & Integration (LESEPI): Implementation Toolkit
- Lived Experience of Suicide Engagement, Participation & Integration (LESEPI) Decision & Evaluation Tools
- Building a lived experience informed and inclusive culture: A practical guide for organisations
- Co-designing with people with a lived experience of suicide: Planning Guide
- Lived Experience of Suicide Language and Imagery Guide

Authentic engagement and partnership with people with lived experience of suicide requires more than just compliance with the lived experience of suicide engagement principles set out in these documents. It involves a genuine commitment to living these principles as articulated in the LESEP Guidance Statements of Commitment. It is also vital that a shared understanding and appreciation of the meaning and value of lived experience is developed across organisations and within internal project teams. This can be done through continuous communication and feedback, concrete accountability mechanisms, the active championing of lived experience by senior decision-makers and managers, as well as through ongoing education and training facilitated by people with lived experience of suicide expertise.

This framework is for use by staff and organisations already engaging, or seeking to engage and partner with, people with lived experience of suicide in co-design and co-production processes or to employ in professional roles.

LESEPI Framework

TRUST & SAFETY

We are dedicated to establishing and maintaining authentic relationships of trust and an environment of physical, emotional, and cultural safety.

Individual	Programs & Services	Organisational	External Stakeholders
<p>People with lived experience of suicide are provided with comprehensive information about engagement and participation projects to make informed decisions regarding their involvement.</p> <p>People with lived experience of suicide are afforded choice and control in determining their needs in relation to their involvement.</p> <p>People with lived experience of suicide are actively involved in creating engagement environments that are reflective of what constitutes safety for them.</p> <p>Best practice language and imagery is used consistently in communications.</p>	<p>Project team is provided with lived experience led suicide literacy training to support them to build relationships of trust with people with lived experience of suicide and understand what 'safety' means in the context of working with people with lived experience of suicide.</p> <p>All programs & services are designed/co-designed by people with lived experience of suicide who have extensive experience in working with and supporting others with lived experience of suicide to explore and understand their personal perspectives.</p> <p>Appropriate, accessible venues are chosen that promote and support physical, emotional and cultural safety for people with lived experience of suicide.</p> <p>Programs or projects partnering with Aboriginal people with lived experience are culturally safe and informed by culturally safe practice frameworks.</p>	<p>The LESEP are embedded into the organisational culture through LESEP Guidance Document and the LESEPI Framework Implementation Toolkit and inform recruitment, induction and training for all employees, volunteers, board members and stakeholders.</p> <p>Suicide literacy levels across the organisation are developed and maintained through ongoing learning processes (including initial training, development of resources, and ongoing feedback mechanisms)</p> <p>Organisational safeguards are established and monitored for follow up of staff that may be impacted by vicarious trauma to support their wellbeing.</p> <p>Appropriate debriefing and support (internal and external) programs are made available and encouraged for staff.</p> <p>Policies are developed that reflect an understanding of trauma survivors' needs, strengths, and challenges through the engagement of external organisations with expertise in trauma-informed practice.</p> <p>Cultural safety is reflected in policies and practice.</p>	<p>LESEP are embedded into all external relationships, partnerships, and agreements.</p> <p>Responsibility is taken to provide third parties with the LESEP and lived experience of suicide engagement best practice resources. These are actively promoted.</p> <p>Robust support mechanisms are in place to ensure that people with lived experience of suicide who engage with external stakeholders are able to debrief in a timely manner.</p> <p>People with lived experience of suicide are purposefully involved in ensuring the safe presentation and dissemination of data.</p>

TRUST & SAFETY



RESPECT & COMPASSION

We are dedicated to honouring our common humanity, respecting difference, and treating others with compassion.

Individual	Programs & Services	Organisational	External Stakeholders
<p>Formal acknowledgement of lived experience and the contributions that people with lived experience make to suicide prevention. The courage it takes to make these contributions is recognised.</p> <p>Formal acknowledgement is made of the traumatic impacts of fear, discrimination and prejudice on people with lived experience of suicide. Compassion for the hurt and harm that has been caused is expressed.</p> <p>Respect for the unique differences in lived experience of suicide perspectives (nature of lived experience, demographics, underlying contributing factors etc) is demonstrated through recruitment of appropriate and relevant perspectives.</p>	<p>Opportunities to participate build in flexibility to fit with participants' availability in acknowledgement that people with lived experience of suicide often need to take time off work and from other commitments in order to participate.</p> <p>Contributions from people with lived experience of suicide in program & service design and/or re-design are valued and highly regarded as key to identifying and informing how best to meet the needs of service users.</p> <p>The emotional investment by people with lived experience of suicide is also acknowledged and valued, while at the same time, so is the resilience and strength of people with lived experience.</p>	<p>The organisation operates according to a philosophy of 'do no harm' and respects everyone's rights to choose to which degree they engage in a lived experience capacity at any given time (including for internal non- LE designated roles).</p> <p>All staff undertake trauma-awareness training in order to appreciate the complex ways previous trauma associated with suicide experienced by people with lived experience may be re-activated. Policies are developed to embed trauma-sensitive practice into the organisational culture.</p> <p>Support and debriefing opportunities are formally in place for staff who do not have a lived experience of suicide but who are working alongside those who do.</p> <p>People with lived experience of suicide inform data collection, analysis, and dissemination methods so that there is a human-centred approach to statistical information about suicide.</p>	<p>Those impacted by the operations, services and actions of the organisation are listened to deeply in order to improve the outcomes they experience.</p> <p>External stakeholders whose operations, services and actions directly affect people with lived experience of suicide are encouraged to actively engage these people to share their stories for the purposes of improving the service user experience.</p>

RESPECT & COMPASSION



COLLABORATION
& POWER
SHARING

We are dedicated to showing humility and generosity to create a space for others to meaningfully contribute.

Individual	Programs & Services	Organisational	External Stakeholders
<p>Acknowledgement of power imbalances demonstrated through open and honest conversation.</p> <p>Deep appreciation of lived experience of suicide as a uniquely valuable and equal form of expertise demonstrated through adequate remuneration.</p> <p>Adequate resourcing is provided to ensure people with lived experience are able to equally contribute, including paid participation, time to build trusting relationships, capacity building training and mentoring.</p> <p>Capacity building workshops are designed and delivered by lived experience experts to facilitate empowerment and skill building for all lived experience participants to contribute with confidence.</p>	<p>A range of opportunities are provided for people to contribute.</p> <p>All programs/services are co-designed/co-produced (and where possible co-delivered) with people with lived experience of suicide from planning to evaluation to ensure service meets actual need.</p> <p>Facilitation of co-design processes by people with lived experience of suicide are customised to equalise power between people with lived experience of suicide and other stakeholders.</p> <p>Peer-based/peer enhanced services are designed and delivered by people with a lived experience of suicide.</p>	<p>The LESEP are embedded into the organisational culture and this is reflected by people with lived experience being equal partners in decision-making processes including planning, goal setting, and developing strategic priorities from the outset.</p> <p>Governance structures and formal dedicated lived experience roles reflect the meaningful integration of people with lived experience of suicide across all levels of the organisation.</p> <p>People with lived experience co-develop, co-implement and co-evaluate policy/strategy (including recruitment strategy and processes).</p> <p>People with lived experience of suicide participating in internal advisory/working/steering groups are provided with ongoing capacity building support (including training, resources and information) required to contribute in a meaningful and impactful way.</p> <p>Lived experience co-chairs of advisory groups/steering committees are appointed where possible.</p>	<p>Responsibility is taken to ensure external stakeholders employ best practice approaches to lived experience of suicide engagement and participation through the utilisation of the LESEPI: Implementation Toolkit.</p> <p>Users of external facing services are engaged in co-design processes to ensure service meets actual need and is not contributing to distress and/or suicidality.</p> <p>Partnerships with external lived experience of suicide consultants, groups and organisations, and the suicide prevention sector more broadly, are actively cultivated to ensure organisation's activities align with contemporary best practice approaches and most innovative thinking nationally.</p>

COLLABORATION & POWER SHARING



TRANSPARENCY & ACCOUNTABILITY

We are dedicated to ensuring all our communications & actions are honest, open, & transparent & we hold ourselves accountable for them.

Individual	Programs & Services	Organisational	External Stakeholders
<p>The purpose and scope of engagement, including accountability, feedback processes, time expectations, remuneration policies and support offered, is clearly articulated to people with lived experience of suicide before they are engaged.</p> <p>Any hard boundaries associated with project outcomes are clearly communicated both upfront and as they emerge.</p> <p>People with lived experience of suicide are provided with lived experience of suicide engagement resources (including: LESEP Guidance document, LESEPI Framework and implementation toolkit, LESEPI Decision and Evaluation Tools) so that they understand what organisations are accountable for.</p>	<p>Co-design project teams clearly communicate all aspects of the process to lived experience of suicide participants including project lines of accountability, feedback processes, time expectations, remuneration policies and support offered.</p> <p>Any hard boundaries associated with program/service co-design outcomes are clearly communicated both upfront and as they emerge.</p> <p>People with lived experience of suicide are included in ongoing oversight of program/service implementation, including evaluation and continuous improvement processes.</p>	<p>A set of organisational values are co-produced by people with lived experience of suicide to reflect the organisation's commitment to meaningful integration of people with lived experience.</p> <p>There is role clarity for lived experience identified positions and this is clearly communicated to all staff to ensure clear shared expectations of the role.</p> <p>A just and learning culture is embedded through restorative just culture training and an ongoing community of practice where people name and own their mistakes, welcome an opportunity to learn from each other and strive to create positive relationships.</p> <p>Regular reviews of policy and its implementation are undertaken by independent lived experience experts to ensure this is aligned with LESEPI Framework.</p> <p>Regular audit of engagement activities is undertaken by independent lived experience experts to ensure ongoing fidelity with LESEP.</p>	<p>Ongoing two-way feedback channels between internal and external stakeholders are established and maintained to support collective transparency and accountability.</p> <p>People with lived experience of suicide are included in ongoing oversight of program/service implementation, including evaluation and continuous improvement processes.</p>

TRANSPARENCY & ACCOUNTABILITY




DIVERSITY & INCLUSION

We are dedicated to ensuring equitable and inclusive representation of the full breadth and diversity of lived experiences of suicide.

Individual	Programs & Services	Organisational	External Stakeholders
<p>Effort is made to ensure a range of opportunities and a variety of engagement methods are created for people with lived experience of suicide to contribute.</p> <p>A recognition of the importance of diverse lived experience perspectives is demonstrated through the adequate resourcing and development of customised engagement processes tailored to the unique needs of culturally diverse groups and local communities.</p> <p>An appreciation of the way people's lived experiences of suicide intersects with other aspects of their identities through consultation with cultural experts about safe and effective engagement practices.</p>	<p>Capacity building workshops are provided to facilitate skill building and empower participants with lived experience of suicide to contribute with confidence and purpose.</p> <p>Appropriate time and effort are taken to identify the appropriate and relevant lived experience perspectives (for co-design) that are required to be engaged before project begins.</p>	<p>Flexible working arrangement policies are developed and implemented to accommodate the ongoing impact of suicide on staff.</p> <p>Understanding of the full breadth and diversity of lived experiences of suicide and the ways these experiences intersect with other aspects of people's identities is cultivated through mandatory cultural competence training for all staff.</p> <p>An inclusive environment is fostered where all values and perspectives are valued and people whose voices have been marginalised are empowered to contribute to their full potential in a safe and effective way.</p> <p>External lived experience of suicide expertise is engaged to complement and add diversity to the internal lived experience of suicide expertise pool.</p>	<p>External lived experience of suicide expertise is engaged to consult on lived experience informed best practice and to provide additional lived experience perspectives to inform specific projects.</p> <p>Service providers and commissioning agencies actively seek to engage people with lived experience of suicide who would not access programs/ services due to their past experiences of stigma and discrimination.</p> <p>Independent cultural experts are engaged to develop a range of culturally appropriate engagement strategies which will ensure the full breadth of lived experience of suicide perspectives and insights are contributing to suicide prevention at local, state and national levels.</p>

DIVERSITY & INCLUSION





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