



Diversity, Inclusion and Cultural Safety Monitoring Plan

This Plan outlines the approach the Network takes to measure and reflect on its performance in relation to diversity, inclusion, cultural safety and cultural capability in its role as a consumer-led peak body focused on systemic advocacy, representation and engagement.

Purpose

This Plan helps the Network to:

- understand who is represented across membership, participation and leadership
- identify population groups who may be under-represented
- track trends in inclusion over time
- reflect on cultural safety and appropriateness of engagement
- support continuous improvement in advocacy and engagement

2. What We Monitor

As a peak body, the Network monitors areas that are within its influence, rather than individual service delivery outcomes.

The Network monitors:

- membership composition
- participation in forums, consultations and advocacy activities
- representation in volunteer, consumer representative and leadership roles
- engagement with specific population groups
- culturally safe and inclusive practices

3. Data Sources

The Network uses existing data sources including:

- demographic information provided voluntarily by members (including volunteers)
- attendance records from forums, events and consultations
- records of consumer representation activity
- member and community feedback
- records of engagement with community organisations and networks

4. Indicators

The Network monitors the following indicators on an annual basis:

Membership and participation

- proportion of members identifying as Aboriginal and/or Torres Strait Islander
- proportion of members identifying as CALD, LGBTIQ+, or living with disability
- comparison of membership demographics with available ACT population data
- participation of diverse members in consultations and forums

Leadership and representation

- diversity of volunteers and consumer representatives
- inclusion of diverse voices in leadership or advisory roles

Engagement and cultural safety

- number of engagement activities involving specific population groups
- evidence of culturally appropriate communication methods
- feedback indicating participants felt respected and culturally safe

5. Aboriginal and Torres Strait Islander Cultural Safety Monitoring

Consistent with the Cultural Capability Framework and the 2015 Aboriginal engagement report, the Network monitors:

- Aboriginal and Torres Strait Islander participation in membership and events
- use of culturally preferred communication methods
- engagement or advice from Aboriginal organisations or leaders
- internal reflection on culturally safe practice

6. Trend Analysis

The Network reviews data year-to-year to identify trends such as:

- changes in participation by specific population groups

- changes in membership diversity
- emerging inclusion gaps

Trend analysis is descriptive and reflective, proportionate to the size and role of the Network.

7. Benchmarking

The Network undertakes benchmarking through:

- comparison with other mental health and consumer peak bodies
- shared learning through ACT and national sector networks
- informal comparison of engagement and inclusion practices

8. Review and Reporting

Monitoring information is reviewed at least annually and may be:

- summarised in internal or Board reports
- used to inform advocacy priorities
- used to identify improvement actions

9. Responsibility

The Executive is responsible for implementation of this Monitoring Plan, supported by staff and volunteers.

10. Continuous Improvement

This Plan supports continuous improvement and may be refined over time in consultation with members and communities.