

Speakers' Notes from SRV Groups conversation ASRVA_Securing the Future_November 2020

Introduction

Below are the speaker notes and slides of the meeting between ASRVA and **Local/State SRV groups** to explain a significant proposal by ASRVA. We did the same presentation to **Ally Organisations**.

We followed these presentations with Local/State SRV Groups and Ally Organisations coming together to work out how we might proceed.

You will find a video of the proceedings here:

https://www.dropbox.com/s/7g75yo6vo7tkc3d/ASRVA_Securing%20the%20Future_Nov2020.mp4?dl=0

The proposal is about a crucial issue: **Securing the future of SRV**. Such a future will require a coming together of all the efforts of these groups and of many others.

- 1) Acknowledgement, Welcome, Introductions (Jane Sherwin)
- 2) Why we've invited you to meet with us (Rhiannon Brodie)
 - a) Jointly working to secure the future of SRV
 - b) STs + challenges of the Empire + competitors
 - c) Survival

So you are probably thinking why we have brought everyone together. From both my Local Group Chairperson hat and ASRVA hat I think this is a great opportunity for connection and collaboration between local groups and ASRVA but also an opportunity on how we can work together to strengthen, enhance and safeguard SRV now and into the future in Australia. We'd like to acknowledge that there is a lot of wisdom with us tonight, new and experienced and we hope this is the beginning of many more conversations from tonight.

From where we initially began was acknowledging that SRV is a highly helpful theory but despite this the teaching and informed application of SRV theory is under threat.

We have highlighted SRV theory being under threat for a range of reasons including:

- ASRVA (a purely voluntary, informal national organisation) along with four similarly voluntary SRV State/Local Groups, are trying to keep SRV alive
- Currently There is support in this through two Senior Trainers and a small number of modestly-experienced theory presenters and PASSING team leaders.
- One Senior Trainer has a foot in retirement and the other has announced that she will cease teaching SRV in mid 2023.
- Additionally, other key members of the network are nearing retirement too.

Which is why ASRVA has developed a plan to help us think about the current SRV Landscape in Australia including acknowledging where we have come from, the challenges that exists in the current context and the initiatives we have developed that we hope will sustain SRV now and into the future.

Before we share with you more about the initiatives it is good to acknowledge the challenges of the current context, we find ourselves in. In our document

Introduction to 2020 SRV Revitalisation Plan: Context/Challenges, Our Plan, & Roles on page 2 and 3 we have listed the critical ones and we think you as local groups will have ideas too. Some of the critical challenges we have listed include:

- Professor Wolfensberger's attempts to not have SRV theory bastardised and polluted to the point of dilution has led to poor dispersal of the written theory along with the very thing Wolf wished to dodge – the misinterpretation and often misuse of SRV.

- High participant numbers attending SRV theory events and PASSING in the 80's when the commonwealth funded services to attend not just support workers but managers and senior officer. When disability funding/responsibility was handed to the states in the early 90's this led to a wholesale abandonment of SRV training, with residual state based efforts diminishing over time. Fortunately at this point, local, voluntary SRV groups and a few funded organisation kept some training going. But without the funders' promotion, participation dropped off. The level of participation continued to drop until about the mid 1990s and plateaued thereon.
- The teaching of SRV can only officially be taught by Senior Trainers and indeed it is only by attaining that status that people can get access to the full teaching materials. Taking on such a role, while attracting honour and esteem, requires lots of travel and a modest income source, even after meeting the demanding qualifying requirements. This has led to only three working STs in Australia out of five who qualified over the past three decades.
- The accreditation, planning, monitoring, developmental, and other non-teaching supports needed to ensure SRV theory and practicum events can occur sits solely with the Australian SRV Association and four voluntary, unfunded community SRV Local groups in Australia. .
- Apart from local groups, whose focus is primarily on hosting workshops, there are no SRV networks of people who use SRV across Australia. This is an issue because it means that SRV application conversations are only occurring within the relatively few organisations in Australia whose leadership have a commitment to SRV use.

3) A look at what we've been doing and how we got to this point (Prue Gorman)

a) Focus on Application (Prue)

Following a review of previous iterations of ANZSG, the revised group, made up of a mix of some previous members along with several new members, met in 2016 with a focus on strengthening SRV application and leadership. The group decided to apply its initial efforts on the critical question: **'How can efforts be strengthened to support SRV implementation/ application and leadership development at a national & local level?'**

ANZSG did a scan of significant SRV-based efforts in Australia. This scan showed that the list was small, efforts are minimally connected to each other, and those efforts aren't connected to an overall strategy. It was noted that across Australia, there is often little support or guidance to implement SRV once people complete a 2 day or PASSING workshop.

We became particularly conscious about a low focus on the application of SRV: there had been little formal or deliberate attention at a national or even local level on the application of SRV and the fostering of application. The primary focus had been on training.



'How can efforts be strengthened to support SRV implementation/application and leadership development at a national & local level?'

Scan of SRV-based efforts in Australia (2016):

- Quite a small list
- Efforts are minimally connected to each other
- Efforts are not connected to an overall strategy
- Often there is little support or guidance for people to implement SRV after training
- There has been a low focus on supporting the application of SRV as the primary focus has been on training.



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b) That lead to the Research (Prue)

We identified a research process that would allow us to both gather information and foster practical application. We were trying to discover the extent and quality of use of SRV in Australia and to identify the factors and condition that foster the use of SRV.

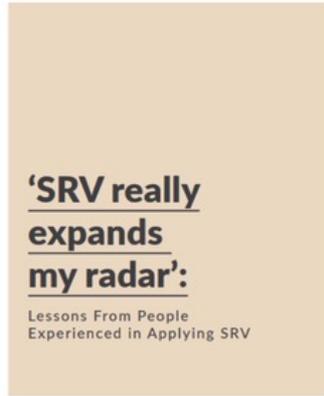
This research heard from 21 people experienced in using SRV of their journey in learning about and using SRV, and resulted in the publication (which is on the ASRVA website) entitled 'SRV really expands my radar': Lessons from People Experienced in Applying SRV' which has been enormously helpful. It has thrown light on people's journeys and therefore helped to identify opportunities for strengthening the use of SRV in Australia, many of which we are discussing tonight.



Our research question:

'What is the extent and quality of use of SRV in Australia, and what are the factors and conditions that foster the use of SRV?'

August 2019



RESEARCH CONDUCTED BY
Australian Social Role Valuation Association
REPORT WRITTEN BY
Jane Stenesh



Many positive outcomes occurred in the lives of people with a devalued status.

- (v) *Enhanced status and reputation*
- (vi) *Enhanced competencies*
- (vii) *Freely given relationships*
- (iv) *Valued roles*
- (iii) *Changed mindsets*
- (viii) *Autonomy and control*
- (ii) *Reduced vulnerabilities*
- (ix) *Being recognised as human and becoming their authentic selves*
- (i) *Typical lives*



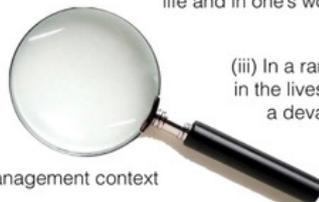
The use of SRV

'SRV really expands my radar': Lessons from people experienced in applying SRV (2019) Australian Social Role Valuation Association, Brisbane



SRV was used in a range of contexts with a range of devalued groups

- (i) As a set of lenses
- (ii) In one's ordinary life and in one's work
- (iii) In a range of life areas in the lives of people with a devalued status
- (iv) In service contexts
- (v) In the context of freely given relationships
- (vi) In advocacy contexts
- (vii) In a Board of Management context
- (viii) In education/training/development
- (ix) In publications



'SRV really expands my radar': Lessons from people experienced in applying SRV (2019) Australian Social Role Valuation Association, Brisbane

The gamut of rich SRV ideas were used



'SRV really expands my radar' - lessons from people experienced in applying SRV ©2019 Australian Social Role Valorisation Association, Brisbane



'SRV really expands my radar' - lessons from people experienced in applying SRV ©2019 Australian Social Role Valorisation Association, Brisbane

SOME COMMON CHALLENGES IN APPLYING SRV



'SRV really expands my radar' - lessons from people experienced in applying SRV ©2019 Australian Social Role Valorisation Association, Brisbane



SRV really expands my radar - lessons from people experienced in applying it
©2019 Australian Social Risk Valuation Association, Perth

c) Then we realised the need to come together regularly, thus The Gatherings (Amie Storer)

The gathering was an idea that came about due to a number of reasons:

- After attending the international conference
- conversations about previous conferences etc
- We learnt from the research, that having access to networks, mentoring and good supports were a major vital part of successful SRV sustainability and learnings for the individuals we interviewed. So creating a space where we can internally set up these opportunities for people was another reason
- Lastly our intentional efforts to start to initiate a COP, for the future efforts that will be needed to keep SRV alive in Aust. (greg will talk more to that in a bit)

Traditionally As SRV learning and training goes, most opportunities come from attending teaching workshops, so we wanted to create a space and environment to highlight the application of SRV, whilst also providing opportunities for SRV enthusiast to create networks and potentially link in with mentors that have experience in applying SRV in real life settings.

So an objective of ours was to bring together experienced people and groups who have had success in applying SRV to showcase how they have used SRV ideas to assist people in accessing the good things in life.

The attendees were to be a mixture of experienced SRV applimetrnors and people who have had limited SRV exposure. Often most of the presentations were through way of story telling and sharing from learnings rather than presenting as ‘experts’, we were to have guided workshop learnings at the end of some of the sessions.

So the gathering was a setting where we were going to spend some time exploring what a COP is through some facilitated sessions and concurrent sessions.

Some of our program session included a session on wounding, one session on SRV ideas, SRV tools, SRV in complex settings and work on COP.

We also had a range of presentations that drew from many different devalued backgrounds such as; disability, refugee, mental health, CALD, elderly etc.

We had some great ideas and game ready for the dinner in the evening also.

Ultimately I believe our biggest upset to not being able to hold the gathering when we were supposed to was, that we lost a huge building opportunity for the momentum and motivation and buy in we need from a very large range of people for the large task we have ahead of ourselves - SRV survival in Aust post ST.

4) A look at what we plan to pursue (Greg Mackay)

Our efforts are all about securing the future of SRV in Australia

But we have some challenges to stare down.

We need to build a sense of real community, shared purpose, & development for as many SRV enthusiasts across Australia as possible.

If we can't magic up a couple of STs, we need to work out what else we might do. You've heard earlier about the difficulty in getting new STs; it might still happen but we can't rely on it.

We have to continue to maintain standards of trainers, events, materials.

How might we do all these 3 things and more you ask?

Well, first of all, we need to come together.

ASRVA could say we need your help.

But, we're in this together.

We need each other or we're going down the gurgler.

While the primary responsibility to secure the future of SRV sits with ASRVA – it is certainly within our purview – it would be crazy thinking to believe ASRVA could do this alone.

It would be parochial and foolish thinking to believe we can do this without forging strong, cooperative, committed, responsibility-sharing relationships with local/state SRV groups.

We need local/state SRV groups, and other ally organisations, in the tent with us on this. If a local/state SRV group wishes to sit out, then the likelihood of overall success drops significantly. If two sit out, we're in strife.

Lack of success in securing the future of SRV will also see negative impacts for local/state SRV groups – it won't last.

We are talking with you because we believe the time is right (it's been pressing on us for over a decade) but now we see great potential for us to come together putting self-interests, whether in state groups or the Australian group, aside.

We see this potential in the emergence of new leaders and in the commitment and wisdom of those who've been around a while, and the galvanising around securing the future of SRV.

Now we'll look at five initiatives in a little detail. I will start with the way we are going to act.

a) Taking an approach of bringing people together, meaningfully, including contributing (Community of Practice, Networks, Connections, Belonging, Participation, Contribution) (Greg)

We intend behaving as a Community of Practice; taking a Community of Practice approach.

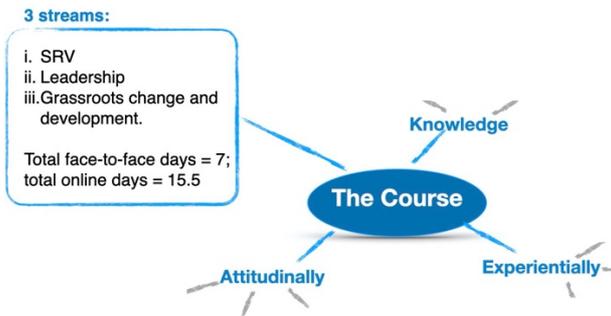
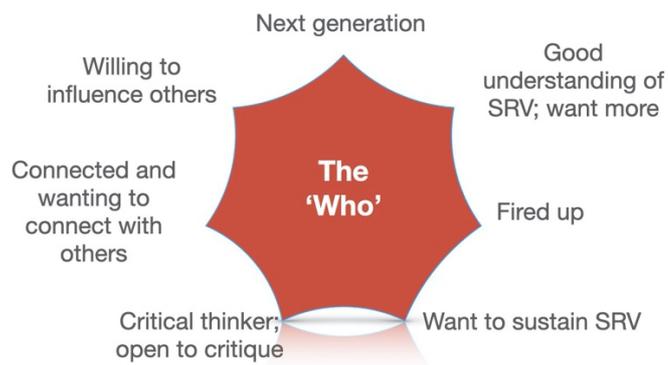
When we examine the Community of Practice schema, we notice several SRV concepts – the Community of Practice overall brings people together (belonging)

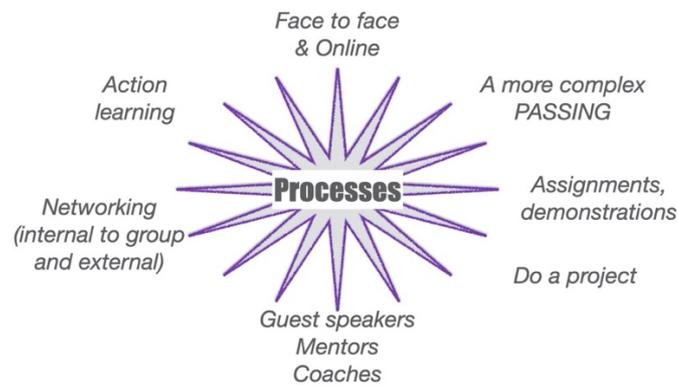
- this Community of Practice approach will ensure we serve people's needs within our purview (*needs & purview*)

- offer ways for people to contribute (*contribution*)
- develop connections, networks, sharing (participation)
- **Let's look at just what a Community of Practice is or at least is for us.**
- It's a way of being together to further our knowledge or craft or skills.
- We might come together to further learn how to fish better
- We might come together to become better knitters
- This Community of Practice is about coming together to further our ability to understand and use SRV whether in our personal lives or work lives or both.
- **3 aspects**
- The **community** – that's us. Essentially anyone who's done an accredited SRV theory event and wants to further their SRV knowledge and will respect the community's principles/membership requirements.
- The **domain** – this means a shared domain of interest – for us we suggest it is about countering devaluation so people get the good things of life.
- Finally, there is the **practice – that's SRV**. This is not just about a group of friends who want to chat about something of interest. Members are people who use SRV; we will develop a shared repertoire of resources, experiences, stories, tools, ways of addressing recurring problems – in short, a shared practice.
- **Why do we need it?**
- Professional people do their training then join their professional association and thereafter do follow up courses and meet regularly with colleagues & share info.
- In the SRV world, once people do SRV theory and/or passing, they're pretty much on their own (unless they've got a good mentor nearby but even then that's often as far as they get connected.)
- Families get to hear about SRV then what? Some are fortunate and get connected to places like CRU or Fam Adv or similar but again, there is rarely effort put into connecting all of the family members. When that is done, they love it!
- We are going to create an SRV-focussed alternative to people being left flapping in the wind post-theory/passing.

People will feel they belong, they will have opportunity to take on prog and non-prog roles, they will get info, they will be able to attend short courses, they might have a role at the Gatherings, they will develop how well they use SRV along with colleagues. They will take on leadership roles, teaching, presenting, team leading, developing resources, facilitating conversations, and so on. This has the potential to build a wide range of expertise in numerous people with a wide-spread across Australia.

b) Masterclass Course (Jane)





c) The Gatherings (Kane)

Earlier, Amie talked about how ASRVA came to conceptualise, plan and **almost**, present the 2020 gathering in partnership with Values in Action.

It was a terrible shame it didn't come off.

A loss for the participants.

A loss for the presenters

and

A devastating loss for the organisers.

I can tell you there were tears.

I was looking through the program in preparation for tonight and it was going to be a red hot SRV event.

It was something very special.

- The structure of the program was to mirror the findings of the ASRVA research project
- The rich content of the individual sessions was amazing.
- The quality of the presenters, some of you are here today (I applaud you, and all the presenters, all great people, overflowing with human kindness and SRV ideas) a perfect combination.
- And what was very strongly showcased in the 2020 gathering was application. Where theory becomes practice and people's lives change. That is my favourite bit and the ultimate purpose of SRV after all.

I am so proud that we **almost** presented the 2020 gathering but don't despair.

The 2020 gathering was always going to be much more than a one off conference.

It was about a gathering, a coming together that would not end on the last day of the gathering but continue.

And now here we are creating the future.

ASRVA has had ongoing discussions about the 2020 Gathering, whether to postpone, to reschedule, to take it online, or whatever.

And all things considered, we are leaning towards a face to face event in 2022 and having future and ongoing gatherings as part of the strategy to keep SRV alive and well in Australia.

Regular national gatherings are important because they will demonstrate:

- we have all gathered because SRV is alive and well
- we all belong together as demonstrated by our ever strengthening community of practice
- we all need each other to learn and grow.

One of the purposes of the 2020 gathering was to create a welcoming and collaborative spirit, in an interactive environment, where people implementing SRV could share their experiences so we could all learn and grow. Who doesn't want more of that?

And also we wanted to finish the 2020 Gathering with a bang!

With a call to action about:

- Shaping and committing to the future and
- How best to stay creative, collaborative and connected.

So as we plan for 2022, we need to keep the momentum going:

- with SRV offerings online
- with facilitated conversations that engage a broad group of SRV interested people
- with increased learning in SRV and
- with ever-growing networks.

d) Accreditation (Greg)

Accreditation is about deciding whether individuals have reached a state of skill and preparedness to independently teach formal, ie, accredited SRV events.

This group whether ASG or ANZSG or ASRVA, has held responsibility for Accreditation for decades. To date in Australia, ASRVA then ASG accredited Jane Sherwin as ST SRV and ST Passing and Di Turner as a teacher of SRV2 in Tasmania.

It is also about accrediting events. To date, the only event we've used that isn't from the TI, is the 2-day SRV theory event, which ASG accredited in the early 2000s.

Now, as we consider how we will work hereon, it is likely that there will be a) different types of teachers/implementers accredited, and different types of courses/events accredited.

Accreditation sits solely with ASRVA and we will meet our responsibilities diligently.

e) Entity (Greg)

As most if not all of you know ASRVA (ANZSG, ASG) has always been without legal standing, ie, it's been a group of individuals. Our little bit of money that we inherited from the international SRV Conf held in Canberra 2011 is looked after by a local SRV group.

We decided that despite the hassle of formality we need to form a legal entity. Doing so brings benefits as you may have read in the intro doc we sent you. We will manage our own money, but importantly, people joining the community of practice/ASRVA will have more confidence if it's an organisation rather than a bunch of individuals. It means there are standards and behaviours we will need to adhere to and we will be kept answerable.

To finalise this section 4), I'd like to reiterate some of what I said at the outset:

This is a chance, probably the last, for us to come together, cooperatively, on all fronts, to develop a network and behaviours and principles that will secure the future of SRV. Otherwise, we're as good as done. I hope you are building some excitement in the possibilities ahead – ASRVA members have been for some time and are truly excited about the future.

Let's galvanise on securing the future of SRV.

5) Next meeting, your thinking, what else to explore in-depth, next steps? (Jane)