

# Working with Lived Experience Experts (LEEs)

## Tips for supporting LEEs when starting a network

### Resourcing and Supporting Lees

- Ensure that LEEs are adequately compensated, not only with money but also through access to knowledge, resources, time, energy, and networking opportunities.
- Provide professional learning to help LEEs use their experiences effectively to benefit others.
- Strengthen the capacity and capability of LEEs within the network.
- Recognize that each LEE brings unique lived experiences and perspectives.
- Regularly check-in, debrief, and offer mentorship/guidance to LEEs.

### Consistent communication

- Focus on listening more and speaking less.
- Ensure that all perspectives are heard.
- Simplify information and explain things clearly.

### Collaboration

- Ensure LEE-led initiatives, creating a welcoming environment to connect with people personally.
- Allow sufficient time for contributions without rushing or pressuring for deadlines, to avoid stress.
- Be mindful of LEE's needs, offering guidance, ideas, and planning time when necessary.
- Encourage and support LEEs in becoming confident contributors.
- Share relevant knowledge and information with LEEs.

### Accessibility

- Offer flexible communication methods (e.g., online meetings, group chats, emails).
- Provide space in meetings for processing and contributing.
- Understand LEE's preferred contribution methods (e.g., listening to documents, typing, voting, using virtual tools). Consider different time zones when planning.

### Vision and Goals

- Set clear goals and a defined vision for meetings.
- Outline the aims and desired outcomes.
- Ask LEEs how they want to be involved and clarify their role in the work.

### Managing Power Dynamics

- Ensure everyone can contribute.
- Share leadership and chairing roles.
- Recognize some may need encouragement to speak, and identify someone to check in with LEEs during meetings.