



The Mental Health Ambassador Network is a group of leaders with a shared goal of improving the mental health of professionals working within firms that provide design, advisory, and engineering services for the built environment.

The ambassador network was established in July 2019. With the recent impacts of COVID-19 on the industry and an ongoing need to increase the ambassador network's profile, Consult Australia believes it is timely to reinvigorate the purpose and actively expand the number of ambassadors in the network.

This document outlines this new approach for the purpose of:

- Affirming the role of the ambassador network – providing greater clarity on what we expect from our ambassadors based on our experience over the last year
- Recruiting more ambassadors for the network – we are particularly keen for more ambassadors from small and medium-sized firms and those in senior leadership position to fill existing gaps

## SUMMARY OF THE MENTAL HEALTH AMBASSADOR NETWORK

### Objectives

To achieve its shared goal of improving the mental health of professionals working in the industry, the objectives of the ambassador network will be to:

1. Build knowledge – to better understand emerging mental health issues and trends, and their impacts on our industry
2. Act and lead by example – to improve outcomes by taking actions in our own firms
3. Help others – to support industry-wide change by sharing our experiences with peers from other member firms, and participating in industry-wide initiatives

### Ambassadors

Ambassadors are appointed by Consult Australia. To be appointed, you must be in a leadership position in your firm and be able to demonstrate:

- Genuine interest in better understanding the mental health challenges being experienced across the industry
- Sound knowledge of how the industry operates, and a willingness to commit time and resources for the betterment of the industry
- An ability to influence mental health initiatives and the working environment at their firm

When undertaking the role of an ambassador, the expectations are that you will:

- Be proactive in identifying where you can make a difference
- Actively lead the delivery of actions and tasks
- Be visible by positively engaging and influencing change in your own firm and across the industry
- Be supportive of your colleagues in the ambassador network and across the industry

Information on membership applications is at the bottom of this document.

### Governance

The network will meet quarterly each year (February, May, August and November) by teleconference or face-to-face.

In meetings, you will provide an update on your activities over the last quarter, discuss matters arising, and agree future priorities.

The below positions will help manage the network:

- Chair (member representative) – Mark Fairweather, Managing Director at HDR
- Convener – Nicola Grayson, CEO at Consult Australia
- Secretariat – James Robertson, Policy Advisor at Consult Australia

The network may appoint other positions or responsibilities to assist with activities.

### Support

The following 'support tools' will be available to assist you in your role as an ambassador:

- An established and active Working Group of member representatives able to be allocated tasks to assist, such as research activities or designing resources
- Consult Australia's [Mental Health Knowledge Hub](#) – a publicly available webpage where resources such as blogs, videos, guides, case studies and training material can be shared
- Consult Australia's communication and engagement channels to help promote activities across the membership, broader industry, and with key stakeholders such as clients
- An existing network between Consult Australia and a range of mental health experts and government stakeholders developed over the past two years through related activities

## POSITION DESCRIPTION – MENTAL HEALTH AMBASSADOR

### Purpose

As a mental health ambassador, the purpose of your role is to:

- Become a 'knowledge resource' for your firm and industry peers on the topic, on mental health challenges specific to the industry, and on how firms and the industry can create mentally healthy work environments
- Act as a conduit between your firm's internal activities and industry-wide conversations and activities, and vice versa
- Be an active voice to help address long standing stigmas and practices that are holding back progress
- Build your network of industry peers, experts and other stakeholders on the topic

### Duties and responsibilities

- Regularly attend the quarterly ambassador network meetings
- Participate in internal committees or groups focused on the mental health and wellbeing of employees, or help start these conversations if they are not in place
- Help design and implement a mental health strategy and initiatives in your firm, and share these experiences with your industry colleagues
- Support the design and implementation of industry-wide mental health initiatives with other ambassadors
- Encourage and demonstrate mentally healthy work practices as an individual

### Desired outcomes

Below are some examples of desired outcomes that we are seeking ambassadors to fulfil in their role.

- Attend presentations and training courses with mental health specialists, such as guest speaker sessions organised by Consult Australia
- Familiarise yourself with resources developed by mental health NGOs such as Beyond Blue and the Black Dog Institute, and material developed for our industry by Consult Australia, and helping to promote these with colleagues in the network, at your firm and across industry

# MENTAL HEALTH AMBASSADOR NETWORK

## Reinvigoration

**DATE: October 2020**



- Actively participate in discussions with colleagues, industry peers or others about mental health, any personal experiences, and how our industry could better support a mentally healthy working environment
- Helping to design and implement new mental health initiatives in your firm, such as morning teas for RUOK day, guidance material or internal policies, or the delivery of training to managers

### **Time commitment**

In addition to commitment to activities and objectives set out in this document as an ambassador, we also ask you to attend a 90-minute meeting each quarter.

### **Timeframe**

The position can be ongoing or for a period proposed by the nominee.

## **AMBASSADOR NOMINATIONS**

If you are interested in becoming a mental health ambassador, please send a nomination to James Robertson (secretariat) to [james@consultaaustralia.com.au](mailto:james@consultaaustralia.com.au).

The nomination should include a short summary of why you are interested in joining the ambassador network, and some information about your current role and responsibilities at your firm.

Applicants must be leader from a Consult Australia member firm.

You may also consider nominating a colleague for the ambassador role. In these nominations, please include a similar summary to the above and get the nominees agreement as well.