

2022 Match Summary

Name of Match: IIMHL Multicultural Leadership Match

Location of Match: Digital

1. Describe the **purpose** of the match: (Maximum 500 words)

Part one of this match took place as part of the 2019 IIMHL in Washington DC, USA. Sponsored by Change Matrix, LLC this began with a purpose where participants across wellbeing leadership from throughout the world could share their successes and challenges as leaders to ensure effective and culturally appropriate services to their communities. At the end of our time together in 2019 participants developed an ongoing community of learning to focus on an evolving understanding of leadership attributes and skills that will be needed for the future. Those skills would include advancing relationships of reciprocity where there would be room for individual contribution to the collective outcome. It would require a shift in the hierarchical leadership structure that dominates our current mental and behavioral health care systems., to a more egalitarian frame. Most importantly, we all concurred that though we each defined vulnerability differently, we still recognized that this is a fundamental aspect of our leadership form. The New Zealand team volunteered to sponsor the next match meeting which was postponed to 2022 due to travel restrictions related to COVID-19.

On the first day of this 2022 match meeting, participants agreed to explore the past and present as it relates to our perceptions of leadership. We then explored the future and what we wanted to achieve in the months and years ahead as this community of learning. Match participants spoke of the fact that we all come to this work of leading in the health arena from very different contexts, world views, and experiences. As a global society we've only ever held up one model whether for health, mental health, or interventions – that of a corporate developed and informed model build on a western cultural construct and how that must change to empower equity.

We found that we do not want to want to create another framework that is built on a colonial and western construct. In fact we do not want to create any kind of framework at all. Instead we want to build a container based on the common or core values and principles of multicultural leadership. In this current time, now more than ever we understand need of a collective multi-cultural leadership approach. We cannot leave anyone out of the conversation

2. Describe the **leaders** who participated in the match (for example, were some of them peers, youth, family/caregivers, practitioners, policy makers, clinicians? Were they from community settings, government, NGOs, clinical settings?): (Maximum 500 words)

Our leaders serve in for purpose organisations, as part of national Government health planning, in multicultural health, in community empowerment, in suicide prevention, in a global faith led wellbeing organization, in indigenous wellbeing, in youth and community advocacy.

3. What do you see as the **game changer** for this match topic? (Game changer is defined as: a newly introduced element or factor that changes an existing situation or activity in a significant way.) (Max 500 words)

It is time for another way of looking at leadership – that of a container in which different ways of being and doing are encouraged to intersect and a more inclusive form for multicultural leadership is created. During the 2019 match, participants spoke to the need for a different kind of leadership to address the prevailing disparities and inequities in mental health and disability services. We spoke to our experiences and perceptions about leadership and what a framework could look like the current system perpetuates a hierarchical structure that leaves out without people without influence; those with power and privilege.

However, in 2022, the world has changed, two years ago very few leaders talked about anti-racism or even equity. Three events have changed the trajectory of our discourses: the death of George Floyd in the hands of the law, the pandemic which wiped out close to 6.5 million people globally, and climate change which is causing major weather-related catastrophes and causing loss of homes, and businesses, all of which disproportionately impact people who are marginalized - mostly people with low socio-economic status, and brown and black people.

4. How will the match **support inclusion, resilience and growth** for this match topic and for the leaders who attended: (Maximum 500 words)

We have developed and continue to grow our community of practice from 2019 with new members added. We are meeting in early 2023 to pick up our next steps to empower our collective leadership