

# IIMHL Leadership Briefing LVIII

## COVID-19 and Helpful Community Responses

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### Introduction

The United Nations International Women's Day was 8th March 2021. "[Women in leadership: Achieving an equal future in a COVID-19 world](#)". We are therefore sharing a webinar that looks at the responses of women during COVID-19.

In addition we are looking at how community responses in Aotearoa/New Zealand helped shape the overall pandemic response with local efforts being critical to the overall picture; and, in the US a model is suggested which turns the workforce on its head and emphasises community action for communities by communities.

### International

#### **World Federation for Mental Health: Women as Care-givers & Essential Service Workers: Challenges and Support** 2021

This webinar gives the perspectives of women working as clinicians, services users and other experts.

<https://wfmh.global/women-as-care-givers-essential-service-workers-challenges-and-support/>

### Aotearoa/New Zealand

#### **Inspiring Communities: Shaping the future: Enabling Community-led Change/Kia whakamana i te whakawhanake ā-hapori** 2021

Aotearoa's success in eliminating COVID-19 has been very good, matched by only a few other countries in the world. It required not only effective leadership and fast action by central government, but also the co-ordinated effort of thousands of local people networked around the country. Working together, individuals, whānau (families), hapū (clans), iwi (tribes), NGOs, councils, agencies and businesses ensured the hauora (health and wellbeing) of their communities. Clear messaging and expectations, a strong sense of shared purpose, empowering people to work

differently and adequate resourcing were key central government enablers of these locally-led responses.

Drawing on the assets and strengths already in place, including strong leadership, trusted relationships and diverse connections, local responses were incredibly successful. Tino rangatiratanga saw hapū and iwi take a leading role. There's now an opportunity to carry forward the things that worked well during the crisis: high trust funding, use of technology, better co-ordination and mobilisation of local resources, and nimble, flexible responses.

<https://inspiringcommunities.org.nz/wp-content/uploads/2020/07/Shaping-The-Future.pdf>

## US

### **Wellbeing Trust: Enhancing the Capacity of the Mental Health and Addiction Workforce: A Framework**

2021

Central to any meaningful redesign of health care is a discussion of our workforce. Who is doing what, to whom, where, and at what cost?

Most policy solutions tend to focus on the supply of our workforce: How many clinicians do we have and where are they located? The answers to these questions often leave decision makers wanting more, because the answers tend to always be the same: We need more clinicians and we need them everywhere, especially in places they are not, such as rural areas.

However, as we describe in this paper, there is a different way to think about workforce—one that takes some of the burden off our traditional clinical systems and licensed clinicians to allow for others to begin to assist with these critical health needs. Simply put, we may be asking the wrong questions about workforce. Instead, we may need to begin to think about a new strategy for addressing community need: a new workforce that emerges in community, by community, and for community

The proposed framework would address workforce shortages in the short term by redistributing our current workforce into the places that people are and forming a multi-layered, community-forward approach to mental health and addiction care that begins with each of us in community and reserves and protects specialty care for individuals with more complex needs.

<https://wellbeingtrust.org/news/new-report-enhancing-the-capacity-of-the-mental-health-and-addiction-workforce-a-framework/>