



LIME Reference Group Orientation and Peer Support Vision Statement

The LIME Network Reference group is an important forum for peer support. It provides the opportunity for sharing knowledge and experience, reflecting on work practices and workplace environments, and supports collaboration and relationship-building. In this way it aims to contribute to professional development and capacity building of its members.

Peer Support Statement Objectives

To formally value and prioritise the provision of a safe and supportive environment to:

- Encourage collaboration
- Provide emotional and moral support and encourage overall well-being
- Promote creative thinking and problem solving
- Provide positive feedback and constructive criticism
- Provide advice on balancing personal and professional responsibilities
- Provide support for career development
- Increase confidence and agency
- Expand professional networks
- Develop skills
- Foster retention of staff in the field of Indigenous health and medical education

The objective of this orientation and peer support statement is to provide LIME Reference Group members, and potentially a wider group of Indigenous health educators, some clear frameworks around values for the peer networking and support opportunities available through the Network.

Defining Peer Networking / Mentoring

Peer, or collegiate, support, differs from traditional dyadic mentoring which often involves a senior faculty member and a junior protégé. While traditional forms of mentoring have been shown to contribute to the success of the mentee in regard to career satisfaction, productivity and professional development, there is also growing evidence that peer mentoring has an important role to play. This is especially the case in a field where there may be a lack of available role models who share or reflect the personal experiences of the person seeking support.

Peer support groups involve structured or unstructured meetings that encourage interactive exchange between peers or colleagues with a similar position or experience. In their Mentoring Framework, AIDA suggests that peer support is intended to be a 'mutually-beneficial engagement ...to facilitate professional growth by sharing knowledge and skills in a confidential, non-judgemental and culturally safe environment.'

Framework

Orientation and Peer Support:

- Provide a LIME introduction pack to new staff teaching into Indigenous health or working on the recruitment and retention of Indigenous medical students.
- New Reference Group members matched with one or two existing members as formal peer support contacts when they join the Reference Group as requested.
- Existing Reference Group members will be linked in peer support groups on particular issues as requested.
- There will be scheduled time for peer support with the bi-annual Reference Group meetings.
- Each Reference Group meeting should begin with detailed introductions and a welcome.

Responsibilities

LIME secretariat

- Facilitation of orientation and support activities.
- Organisation and administration support (for example, catering, room booking, setting meeting times, developing discussion topics where appropriate).
- Linking appropriate peers together as part of the scheme as requested.
- Distributing information to new staff working on Indigenous health or Indigenous student recruitment and retention.

Reference Group Members:

- Commitment to the peer support arrangement.
- Maintaining an open and honest form of communication.
- Agreement to maintain confidentiality.
- Assisting peers to identify their needs, issues, concerns and aspirations.
- Sharing knowledge and wisdom.
- Facilitating growth and development of peers.
- Identifying the needs, issues, concerns and aspirations relevant to career goals.
- Being open to advice and constructive feedback.
- Accepting responsibility for their own development.
- Informing the LIME secretariat when new staff working in Indigenous health are appointed at their university.

Medical schools

Medical schools may support peer networking opportunities for LIME Reference Group members/Indigenous health educators, including provision of time away from other duties, use of communication resources such as skype and teleconferences, and potentially some financial support where travel to meetings is required.

References

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