Victorian Transcultural Mental Health
Victorian Cultural Portfolio Holder Program

**Critical success factors**
- Where an authorizing environment is provided by management structures in organisations, and there is commitment to embedding cultural responsiveness as core practice
- Where there are existing diversity initiatives identified within organisations, which the portfolio holders can assist to implement

**Inhibitors**
- Organisations not recognising cultural diversity as core practice; but rather as an “add on”
- Lack of systemic structures to provide clear direction and authorize the implementation of the portfolio scope

**Focus on consumers**
- The innovations support the engagement of peer-workers and consumer and carer consultants to bring in lived-experience perspectives and networking opportunities
- Provides an opportunity for peer-workers/consumer and carer consultant’s to engage in a community of practice, and networking opportunities

**Implementation ideas for other organisations**
- Adopting organisational-specific CPH networks, which currently exist in some organisations
- For current diversity committees/working groups to adopt the portfolio
- Exploring inter-agency regional CPH networks

**Participant perspectives**
- “Thanks for reaching out to cultural portfolio holders, it makes me feel not so alone in my position, but part of a team that is open and understanding” (VTMH evaluation report, 2016)
- “...being able to mix with other services and participants allows a true and personal picture of what is happening across the state” (response to “Most useful aspects of the CPH Network”, VTMH Evaluation report, 2016)