

AOD LEADERSHIP ACCELERATOR PROGRAM

WORKSHOP 6 – AOD PROGRAM DESIGN & DEVELOPMENT DAY 2



Acknowledgement of Country

RMIT University acknowledges the people of the Woi wurrung and Boon wurrung language groups of the eastern Kulin Nation on whose unceded lands we conduct the business of the University.

RMIT University respectfully acknowledges their Ancestors and Elders, past and present.

RMIT also acknowledges the Traditional Custodians and their Ancestors of the lands and waters across Australia where we conduct our business.

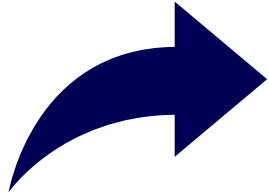
Artwork 'Sentient' by Hollie Johnson

Hollie is a Gunaikurnai and Monero Ngarigo woman from Gippsland who graduated from RMIT with a BA in Photography in 2016.

OVERVIEW

OF THE DAY

OVERVIEW OF TODAY



DAY 2 – AOD PROGRAM DESIGN & DEVELOPMENT

- AOD case study on program design
- A government lens on program design & development
- Grant writing skills

OVERVIEW – WORKSHOP 6

DAY 2 – AOD PROGRAM DESIGN & DEVELOPMENT

- 9:30am – 10:45am – Guest speaker: Tony Johannsen

Morning Break (10:45am -11:05am)

- 11:05am-12:30pm – Guest speaker: Amy Herbert – Working with government

Lunch Break (12:30 – 1:00pm)

- 1:00pm-2:30pm – Grant writing skills

Afternoon Break (2:30pm - 2:50pm)

- 2:50pm-3:30pm – Grant writing skills cont.
- 3:30pm-4:00pm – Wrap up

End of Day 2



TONY JOHANNSEN

GUEST SPEAKER

**SUBJECT MATTER
EXPERT**



BREAK



AMY HERBERT

GUEST SPEAKER

**SUBJECT MATTER
EXPERT**



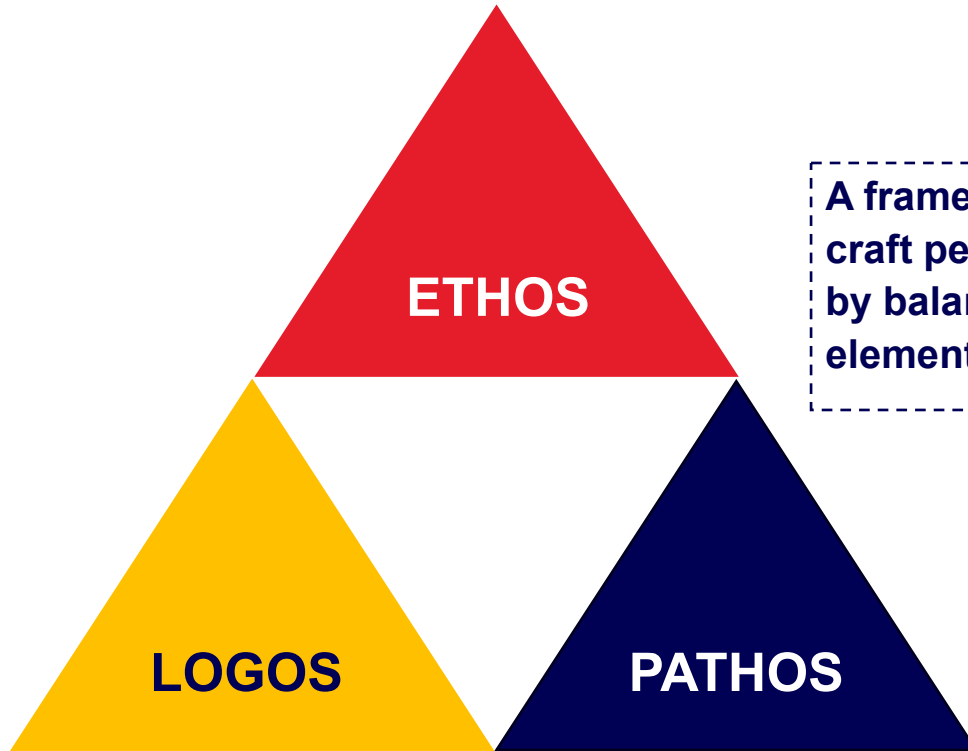
LUNCH



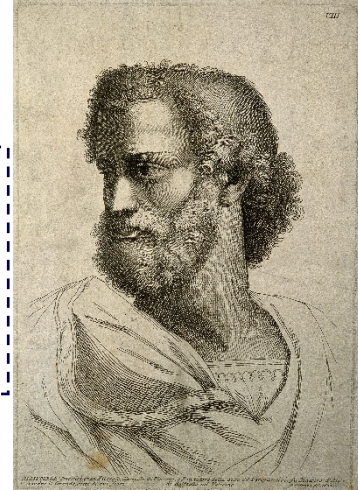
GRANT WRITING

SKILLS

THE RHETORICAL TRIANGLE



A framework to help us craft persuasive messages by balancing three key elements.



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BUILDING CREDIBILITY IN YOUR GRANT

Why should they trust
you?



ETHOS

- Demonstrate organisational expertise and ethical standing
- Back up claims with research and evidence
- Demonstrate risk management and compliance
- Prove your capability in project delivery
- Include examples of where you've delivered similar projects
- Highlight credentials and endorsements
- Include support letters or endorsements

USING LOGIC AND EVIDENCE IN YOUR GRANT

Why does *this* make sense?



LOGOS

- Clearly justify why funding this project is logical
- Use facts, figures and statistics to build your argument
- Present a clear problem-solution reasoning with supporting evidence
- Appeal to logic and reason using persuasive data
- Use research and evidence to validate your approach

USING EMOTION AND VALUE IN YOUR GRANT

Why should they care?



PATHOS

- Help the funder understand why this matters
- Connect with the funder through emotion and shared experience via real life stories or quotes showing impact
- Use engaging, impactful language that evokes empathy
- Align with the funder's mission, values and priorities
- Align with their language

CASE STUDY: CONDOMS IN PRISON

Why should they care?



#3 “Align with the funder’s mission, values and priorities”

Background:

- UN equivalence of care: “prisoners shall have access to the health services available in the country without discrimination”
- Introduce in 2011, but long and difficult pathway...
- Pilot: Introduced into four prisons on the conditions that:
 - Medical centres only (equivalence of care?)
 - 4 condoms per prisoner max
 - Health staff to manage, officers not involved
 - Town hall meetings
 - Sanctions for misuse
 - Subject to interim evaluation

CASE STUDY: CONDOMS IN PRISON

PUBLIC HEALTH

Do condoms cause rape and mayhem? The long-term effects of condoms in New South Wales' prisons

Lorraine Yap, Tony Butler, Juliet Richters, Kristie Kirkwood, Luke Grant, Max Saxby, Frederick Ropp, Basil Donovan

Sex Transm Infect 2007;83:219–222. doi: 10.1136/sti.2006.022996

Background: Concerns raised by opponents to condom provision in prisons have not been objectively examined and the issue continues to be debated. The long-term effects of the introduction of condoms and dental dams into New South Wales (NSW) prisons in 1996 was examined, focusing on particular concerns raised by politicians, prison officers, prison nurses and prisoners. These groups were worried that (a) condoms would encourage prisoners to have sex, (b) condoms would lead to an increase in sexual assaults in prisons, (c) prisoners would use condoms to hide and store drugs and other contraband and (d) prisoners would use condoms as weapons.

Method: Data sources included the NSW Inmate Health Survey (IHS) from 1996 and 2001 and official reports from the NSW Department of Corrective Services. The 1996 IHS involved 657 men and 132 women randomly selected from all prisons, with a 90% response rate. The 2001 survey involved 747 men and 167 women inmates, with an 85% response rate.

Results: There was a decrease in reports of both consensual male-to-male sex and male sexual assaults 5 years after the introduction of condoms into prisons in 1996. The contents of condom kits were often used for concealing contraband items and for other purposes, but this was not associated with an increase in drug injecting in prison. Only three incidents of a condom being used in assaults on prison officers were recorded between 1996 and 2005; none was serious.

Conclusions: There exists no evidence of serious adverse consequences of distributing condoms and dental dams to prisoners in NSW. Condoms are an important public health measure in the fight against HIV and sexually transmitted diseases; they should be made freely available to prisoners as they are to other high-risk groups in the community.

See end of article for authors' affiliations

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- Legal standing



- Evidence



- Operational obstacles



- *Align with the funder's mission, values & priorities*




- Clash of priorities!




CASE STUDY: CONDOMS IN PRISON (cont.)

BARWON PRISON BUFFET


■ Pork striploin	■ Pork leg roasts	■ Strawberries	■ Mango
■ Goose	■ Cape seed bread	■ Roast turkey	■ Figs
■ Porterhouse steaks	■ Pasta dura bread	■ Turkey fillet royale	■ Bratwurst sausages
■ Rump steaks	■ Thigh chicken schnitzels	■ Shortloin bacon	■ Flounder
■ Smoked salmon	■ Boston buns	■ Beer battered bad boy chips	■ Pastizzis
■ Salmon roulades	■ Blueberries	■ Virginian ham	■ Special K cereal
■ Chicken klievs	■ Raspberries	■ Fetta cheese	■ Pavlovas
■ Pork belly	■ Peaches	■ Brie	■ Lolliland chocolate aniseeds
■ Beef osso bucco	■ Avocadoes	■ Blueberry danishes	
■ Lamb leg roasts			






Peter Dupas



John Xydias



Matthew Johnson



Victoria's worst criminals feast on gourmet delights

by: Wayne Flower From: Sunday Herald Sun November 04, 2012 12:00AM

CASE STUDY: CONDOMS IN PRISON

Why should they care?

PATHOS

#3 “Align with the funder’s mission, values and priorities”

- Because most prisoners get out and return to communities
- This initiative is about community safety and protecting communities
- Framing: Prisoner health V Zombie Apocalypse!



BREAK



PLAN ON A PAGE: SKILLS SOLUTIONS PARTNERSHIP

Problem statement: Lack of training and support in leadership and management leaves new and emerging AOD leaders under equipped to lead teams effectively. Lack of effective leadership risks teams feeling disaffected and can compromise quality of care provided to clients.

Secondary problem: Other social and community service sectors face similar challenges

Proposed solution: Leadership Accelerator Training Program for AOD and Social Service Sectors (Pilot)

Target audience: New and emerging leaders in the AOD sector (in manager roles for <2 years)

About the solution: A comprehensive six-month management and leadership training package targeting new and emerging leaders within the AOD sector, but with broader applicability and appeal to emerging leaders in other social service sectors. It aims to empower and upskill learners with the necessary theory and practice to lead teams in complex social service settings. The course has six modules; six 2-day workshops complemented by 90-min online COPs to facilitate on the job application.

Key outcome measures:

- Course retention / completion rates / learner satisfaction
- Self-reported confidence, preparedness, capability and skill (before, during and after training delivery).
- Benefits to the learner's organisation (during and after training delivery).
- Pilot delivers against agreed objectives and timelines.
- Evaluation process identifies opportunities for expansion.

Barriers and mitigation strategies:

- Staff turnover challenges – document all training materials and processes
- Training does not meet the needs of target audience – gather feedback and iterate training content through delivery, use Curriculum Committee to ensure content is relevant and current
- Lack of funding options – exploratory work during pilot

ACTIVITY



GROUP ACTIVITY
20 MINUTES

Your task: Develop a grant submission plan

- Each group will be assigned a specific section of the plan
- Work in your group to complete the section, considering key elements from Workshops 1-6
- Share and present your insights to the wider group
- Together, we will compile a cohesive plan on a page to support the grant application

CURRENT STATE

National Victoria Coroners Court of Victoria

This was published 3 years ago

Coroner calls for 'urgent' public drug testing following cluster of synthetic drug deaths

Fresh calls for pill-testing after suspected drug overdose death at Victorian music festival

The 23-year-old man died after being airlifted to hospital from the Pitch Music and Arts festival in western Victoria

NEWS

Deaths and overdoses prompt coroner pill testing call

Two Victorian coroners have said the service could provide 'lifesaving insights' and tailored information to illicit drug users.

- The annual number of overdose deaths in Australia has almost doubled between 2002 to 2022
- Multiple drug overdoses at festivals were report in early 2024
- Drug checking is one of the five key policy reforms recommendations by Penington Institute's Australia's Annual Overdose Report 2024
- Since 2021, the Coroners Court of Victoria has repeatedly recommended the implementation of drug checking services.

With growing pressure for reform, the government has now taken action and has approached you to develop a grant submission for a drug checking initiative.

PLAN ON A PAGE: DRUG CHECKING INITIATIVE

Problem statement:

Secondary problem:

Proposed solution: Drug checking initiative at festivals between xxx-xxx (Pilot)

Target audience: People who use substances at festivals

About the solution:

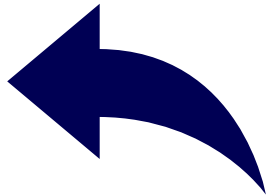
Key outcome measures:

Barriers and mitigation strategies:

WORKSHOP

CONCLUSION

RECAP OF WORKSHOP 6



DAY 2 – AOD PROGRAM DESIGN & DEVELOPMENT

- AOD case study on program design
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- Grant writing skills

END OF DAY 2

