

# **Day 1 Workshop**

## **The Collab Lab**

# Acknowledgement of country

Health Justice Australia acknowledges the Traditional Custodians of the land where we are meeting, that of the Gadigal people of the Eora Nation.

We pay respect to Elders past and present and extend that respect to Aboriginal and Torres Strait Islander peoples here today.

We recognise the strength and resilience of First Nations peoples.

We are committed to reconciliation with and self-determination of First Nations people, recognising that sovereignty has never been ceded.

Always was, always will be Aboriginal land.



The background is a light pink color with a repeating pattern of stylized illustrations. These include simple line drawings of people in various poses (walking, standing, sitting, pushing a stroller, riding a bicycle), trees, and bar charts. The illustrations are in shades of grey, black, and a few colors like orange and purple.


# Health Justice 2025

## Welcome and Housekeeping

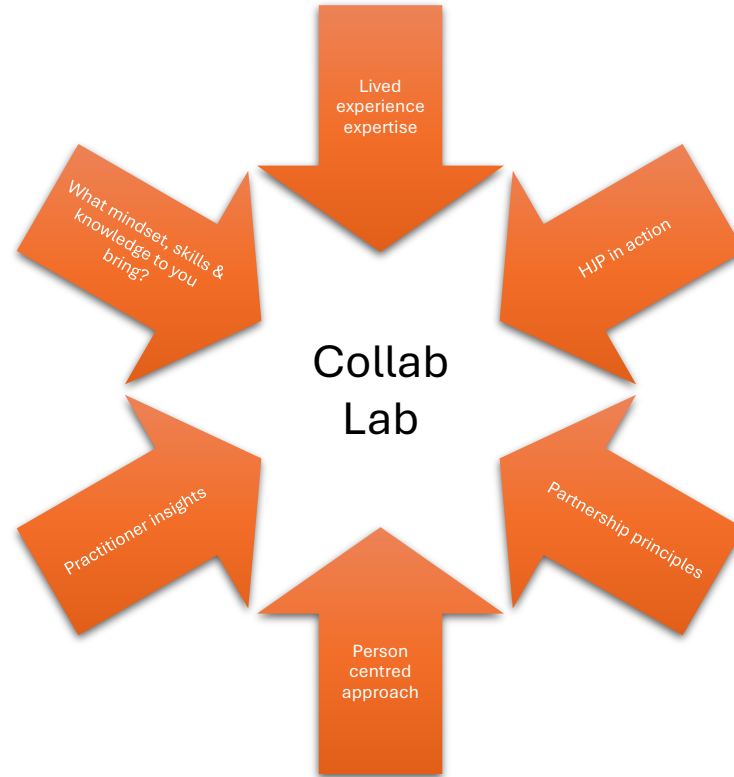
## The Collab Lab

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Karyn Gellie, Practice Development Lead, Health Justice Australia  
With guests, Rochelle Allison-Moore, Lived Experience Project Lead,  
Community Legal WA and Diana van Breda & Emma Zammit, Senior Lawyers  
from Legal Aid NSW – Early Intervention Unit

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# Overview



## Partnership foundations

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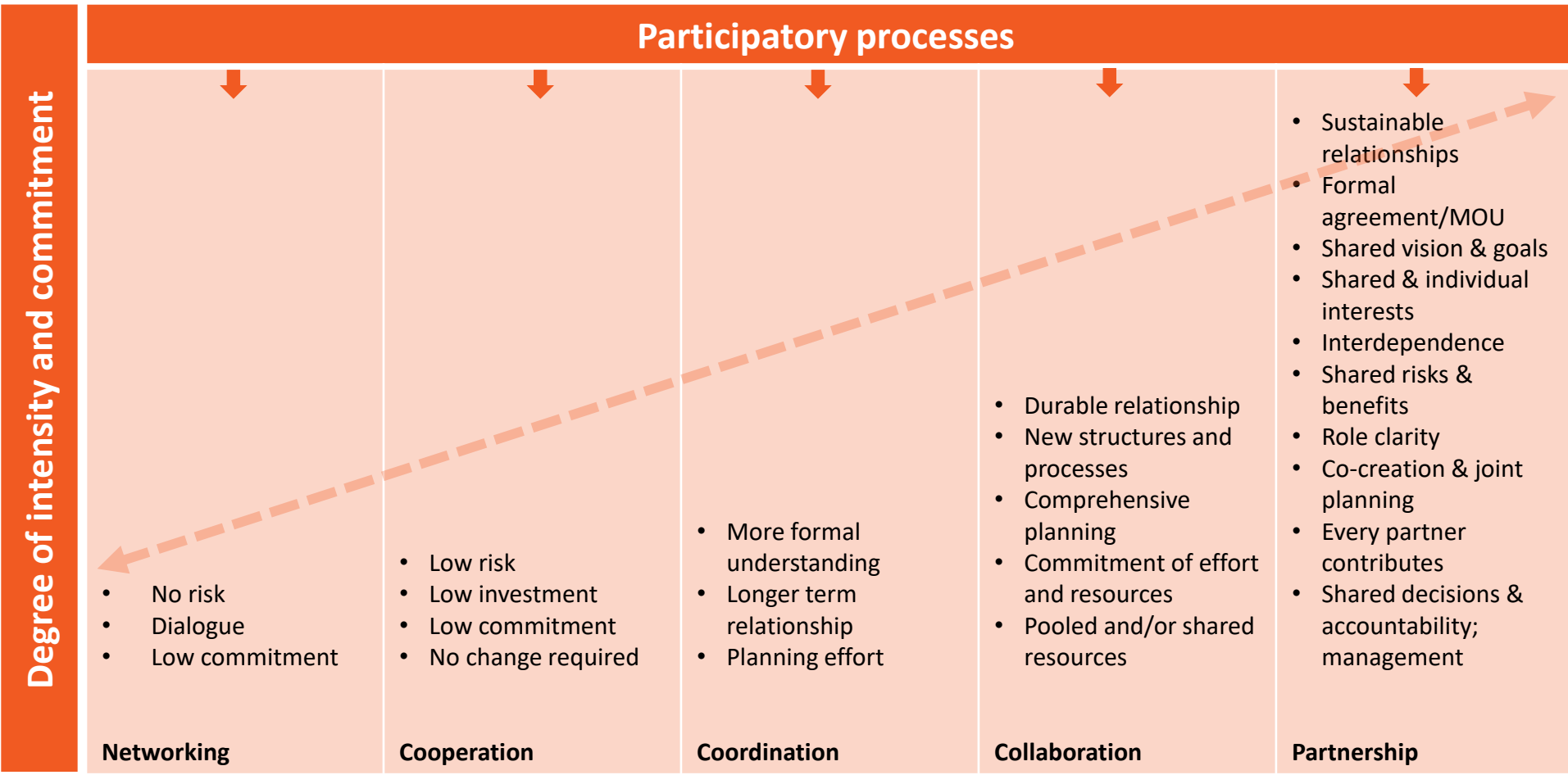
Karyn Gellie, Practice Development Lead, Health Justice Australia

Health justice  
partnership integrates  
legal help into services  
that support people's  
health and wellbeing.



# A continuum of joint effort

Success Works, 2002, DHHS Vic, 2004





# The 'how' of partnering

When we are looking to collaborate we often jump to action without doing the foundational work needed.

Investing in **how** we partner comes rewards.

How partners work **together** comes down to agreed and mutually reinforcing values and principles.

These can guide working together to deliver on activities, reach goals and address challenges.

# HJP Practitioner insight

## HJP lawyer:

“Some of our partnerships have good alignment of goals and vision. But others don’t, so expectations are unclear and it is so much harder to have conversations”.



# 5 partnership principles:

- 1 Diversity**  
Embracing & drawing on the diverse perspectives and ideas of partners
- 2 Equity**  
Building equity in contributions, accountability & decision making –not necessarily equal contributions
- 3 Transparency**  
Openness and transparency about things that impact on your partnership
- 4 Mutual benefit**  
Finding ways of working that are of benefit to partners
- 5 Courage**  
To try new things, willingness to fail and learn

# Diversity

(PBA, 2019)

## Challenge:

Focusing on diversity as a barrier.

## What could this look like?

For example, seeing different views as a barrier.



## HJP Practitioner insight

### HJP lawyer:

“I can give advice, this is how you do your application for FVIO [family violence intervention order]. But women struggle to enact the advice. The psychologist explores why the woman may not want to enact the advice”.



# Equity

(PBA, 2019)

## Challenge:

Real or perceived power imbalances.

## What could this look like?

For example, not being included in a decision about the partnership.



## Practitioner insight

### HJP lawyer:

“Initially I worked hard to build relationships by recognizing others' expertise & value. I used a friendly and open approach. It helped to recognize some staff may be a bit intimidated of lawyers”.



# Transparency

(or openness, PBA, 2019)

## Challenge:

Stealth expectations, assumptions  
& hidden agendas.

## What could this look like?

For example, there are assumptions made about  
a partner's motives.





# Practitioner insight

## Social worker:

"[the lawyer] would sit in the nurses' station and just have a conversation...The [health team feel confident] to say to the woman, 'hey we've got a really good lawyer. They're really nice, they're really helpful. They won't make you do anything you don't want to do – how about you just have a chat?'...Often people are scared to see a lawyer."



# Mutual benefit (PBA, 2019)

## Challenge:

Competing demands, priorities & interests.

## What could this look like?

For example, conflicting priorities, not considering partners needs.



# Practitioner insights

## HJP lawyers:

“As a trusted health service in town, it increases trust in us [legal service]”.

“[I'm regularly] on the maternity ward and try to be present for ‘handovers’ where I may be able to assist with something said by a midwife in handover”.



# Courage

(PBA, 2019)

## Challenge:

Tendency to maintain the status quo when faced with uncertainty.

## What could this look like?

For example, not being open to exploring new ways of working.



# Practitioner insights

## **HJP Lawyer:**

“Courage feels like it’s a bit of a backbone. To have the convos and to shift mindset. Explore what works best for the HJP relationship. Coupled with Transparency”.

## **Social worker:**

Health is very hierarchical, structured, regimented, and even for a confident lawyer to go up to a nurse, or knowing who to go up to, to say “hey I need some support” or “I need help,” or “this patient's feeling sick.”



# Agreeing on how you will work together



The principles don't happen in isolation of each other.

For example, being transparent, recognising other's contributions (equity) and finding mutual benefit in a partnership builds trust and buy in which in turn can underpin some bold (courageous) approaches.

Our values & principles are only visible to others in our behaviour (Liz Weaver).

## Activity: What does it look like in partnerships when we put the principles to practice?

At your tables **as a group**, focus on the **one** partnership principle on the sheet in front of you.

Use the guiding questions on the sheets to reflect and discuss.

**What would a partnership look like if the partnership principle was guiding the way to work?**

It can be hard!

Record your responses on the sheet.

10 minutes then report back to a few key points to the larger group.

