



Position: Peer workshop facilitator

Reports to: Community development manager

Objective

To facilitate workshops that encourage the sharing of knowledge and experience between peers to increase self-efficacy in achieving health, wellbeing and community engagement.

Project

Each of the Council's workshops is aimed at a particular target group. Examples of these groups include:

- Young gay or bisexual men.
- Highly-sexually active men who have sex with men.
- Older gay or bisexual men.
- Married gay or bisexual men.
- Young lesbian or bisexual women.
- Older lesbian or bisexual women.
- Drug or alcohol dependents.
- People living with HIV/AIDS.
- Transgender individuals.
- Parents of gay, lesbian or bisexual children.

As a principle, facilitators need to be seen as a 'peer' of the target group i.e. someone who belongs to or recently belonged to this target group.

The *Out there*, *Looking out* and *Stepping out* workshops are broad discussion groups on coming out, sexuality, relationships and getting involved in the community.

Other workshops may be focussed on specific topics, including:

- Relationships
- Cruising
- HIV disclosure
- Drug or alcohol use
- Group sex
- Disability

All workshops are run by teams of at least 2 facilitators.

Responsibilities

To provide a safe atmosphere and remain aware of the process.

- Attention to participants' needs and state of mind.

- Modelling and encouraging desired behaviour in groups (caring, interested, willing to deal with emotions).
- Validation participants' feelings and emotions.
- Respect and encouragement of voluntary participation.
- Emotional support when appropriate.
- Referrals to other services when appropriate.

To facilitate an effective sharing/learning environment.

- Management of the time/pace of groups.
- Encouragement for the group to adopt its own ground rules, set limits.
- Intervention to help keep "on track".
- Facilitation of individual exercises.

To provide direction to peer education process.

- Bringing themes together, bridging people.
- Aim to bring closure to issues or conflict (or acknowledge that the issue can't be sufficiently resolved at that time, move on).
- Valuing peer knowledge and experiences.
- Guiding the group towards clarity of outcome (not necessarily consensus).

To allow everyone to be heard.

- Soliciting responses by invitation to quiet participants.
- Limiting disruptive participants.

Contribute to an effective and empowered working environment for volunteers, staff and community

- Meeting OH&S requirements
- Actively suggesting improvements as appropriate

Training

A two-hour training session on peer-education, followed by co-facilitating a workshop with an experienced facilitator.

Time commitment

A peer facilitator may volunteer for one or more workshops in one year. In addition, there will be regular workshop volunteer meetings held 3-4 times a year.

A workshop is scheduled to fit with the facilitators schedules, target audience and venue availability.

Workshops vary in duration. The time commitment for an *Out there, Looking out or Stepping out* workshop is shown below. These workshops are usually held over a weekend or over 4 weekly evening sessions.

Activity	Approximate hours
Planning and preparation	4
Set up	2
Facilitation	12

Group social activity	2
Debrief	2
Total	22

Other requirements

Facilitators working with young people will be required to undergo a police check.