

## Lessons from the Provincial Peer Training Project

1

**Adopt a set of Values & Principles**

Acknowledge that traumas have been generated by well-intended initiatives. Adopt values and underpinning principles that hold your project accountable.



2

**Reflect on your own Processes**

Reflection is uncomfortable, but necessary. Examine the policies and procedures within your program and identify areas in need of change.



3

**Review the Literature**

Peers have paved the way in developing engagement & consultation recommendations--extend beyond scientific databases and seek out publications by people with lived/living experience.



4

**Pay Peers**

For small asks. For big asks. Always pay people with lived/living experience for their contributions. Follow provincial peer payment guidelines.



5

**Challenge Power Structures**

Create opportunities for peers to lead project deliverables. Support peers to take on co-chair roles, and above all else, trust their experience. Know that consultation is still tokenizing behavior.



6

**Options... for Everything**

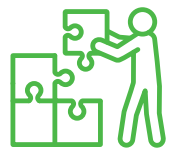
Wherever possible, ask peers what works best for them. Then individualize your process to accommodate those needs and wants.



7

**Be Iterative. Be Flexible. Be Humble.**

You are not the expert. You will be wrong. That is ok, provided you can adapt to feedback. Do not invite peers to your project if you do not intend to act on their feedback. Value lived experience.



8

**Seek Diversity**

Be direct with your intentions. Under-represented communities should be prioritized, and barriers to their involvement should be addressed accordingly.



9

**Process Over Outcomes**

Understand that your outcomes are null and void if your process is harmful, tokenizing, or oppressive.



10

**Meet People Where They Are At**

Literally and figuratively. Seek opportunities to learn about other programs and organizations. Invest in their work as much as you would like them to invest in your work.

