



# Learning Lab: Authentic Additions to Your Team; Hiring People with Lived Experience & Expertise

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November 19, 2024

# Land Acknowledgement

We recognize and acknowledge the First People of this ancestral and unceded territory – the land that today we call California. With respect to their elders, past and present, we recognize the tribal communities as the original stewards of this land, and who continue to lift up their stories and cultures.

We are grateful to have the opportunity to live and work on these ancestral lands. We are dedicated to growing and sustaining relationships with native peoples and local tribal governments.

Adapted from Los Angeles County's  
Land Acknowledgment

# Labor Acknowledgement

We recognize and acknowledge the labor upon which our country, state, and institutions are built. We remember that our country was built on the labor of enslaved people who were kidnapped and brought to the US from the African continent and recognize the continued contribution of their survivors.

We also acknowledge all immigrant and indigenous labor, including voluntary, involuntary, trafficked, forced, and undocumented peoples who contributed to the building of the country and continue to serve within our labor force.

We recognize that our country is continuously defined, supported, and built upon by oppressed communities and peoples. We acknowledge labor inequities and the shared responsibility for combatting oppressive systems in our daily work.

# Agenda

- Why hire PLEE?
- Support for Staff with lived experience
- Creating Specialized Positions
- Q & A
- How to get in touch with CWP

# CHANGE WELL PROJECT

PARTNERING TO STRENGTHEN COMMUNITY SYSTEMS

# Learning Lab Goals

- Identify solutions to overcome roadblocks in the program and system development process.
- Implement tools and strategies that will expedite your program and system development
- Increase the capacity of you and your staff to improve the equity and efficacy of your system and your programs.

## CHANGE WELL PROJECT

PARTNERING TO STRENGTHEN COMMUNITY SYSTEMS

# Objectives for today

- Understand the value and impact of hiring individuals with lived experience and expertise.
- Gain insights into inclusive hiring practices and organizational supports.
- Hear real-world examples of how this approach strengthens teams and improves outcomes.
- Leave with actionable ideas to implement within your own organization.

Learning Lab

# Facilitation Team

Ann English, Sr. Consultant, Change Well Project

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# Why hire people with lived experience & expertise?



Promotes equity, diversity



Deepen understanding of impacts



Rapport building with participants



Influence new solutions



Meaningful guidance



Equitable pathways to advancement



# Supporting Staff that are PLEE



Equitable  
Compensation

Supportive  
Supervision

Additional  
Mentorship  
and  
Support

Advancement  
Opportunities

Resources  
and  
Training

# CREATING SPECIALIZED POSITIONS

Creating specialized positions to hire PLEE into staff roles create opportunities to enhance the participant experience and improve program impact.



This is a both/and proposition:

PLEE do not need to only occupy specialized "PLEE" positions!



# Q&A

# Get in Touch!

**CHANGE  
WELL  
PROJECT**

PARTNERING TO STRENGTHEN COMMUNITY SYSTEMS

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